



## The EBW Model of Emotional Intelligence

The EBW System focuses on areas that are known to predict success in teams, managers and leaders. The system provides feedback on a person's Emotional Intelligence (EI). EI is the ability that individuals have to manage both themselves and others. The EBW system measures eight behavioural clusters that reflect that ability.

### Definitions



#### Decisiveness

The capacity and preparedness to take decisions, accept responsibility and take the initiative. Provides clarity on issues and is prepared to be assertive.



#### Motivation/Drive

Wants to achieve, has energy, drive and enthusiasm, is ambitious, is optimistic and positive about things, less likely to become demoralised, is not cautious or hesitant.



#### Influence

Is able to persuade others, gets own views across, can get others to do things for them or to do what they want, is able to lead and likes to, likes a position of authority.



#### Adaptability

Responds well to change, is flexible and adaptable, keeps an open mind, likes variety, accepts others' input, likes novel and creative approaches.



#### Empathy

Team orientated, sensitive to others needs and can see their perspective, tactful, sympathetic, patient, gets on with others, is tolerant of other people, approachable.



#### Conscientiousness

Meets deadlines, is punctual, is tidy, works hard, is reliable, dependable, conscientious, self-disciplined, good at organising and can tend to conform and follow the rules.



#### Stress Resilience

Copes with the day-to-day pressures of life, can control themselves e.g. can control temper when provoked.



#### Self-Awareness

This scale gives an index of the extent to which your rating of yourself is likely to correspond with the way that others would rate you on the EBW scales.