

The Business Emotional Intelligence Advantage



Feel | Think | Behave | Perform

The World of Business Changes Fast. Human Nature Changes Slow.

When the pace picks up, emotion takes over.

Today's organisations are running leaner, faster, and under more pressure than ever. People are expected to deliver, amid constant change, uncertainty, and rising emotional load.

When the pressure is on, it's not strategy, that stalls people's performance, it's their emotional behaviours, they operate without awareness.

And most organisations aren't equipped to deal with them.



The forces shaping behaviour today



AI & Automation:

Role's shifts, skills redundant, less clarity



Global Instability:

War, inflation, supply chains, business uncertainty



Hybrid Work:

Trust gaps, culture drift, less contact, quiet disengagement



Generational Shifts:

New values, life/work balance and different boundaries



Succession Risk:

Leadership change, often with no plan or communication



Post-COVID Burnout:

Lingering fatigue and reduced resilience

These forces affect how individuals think, decide, collaborate, and recover from setbacks. And when work pressure strikes, the ability to shift how we feel, think and behave, to improve performance become harder, even for the most self-aware.

What is the Business EQ Advantage

Many tools offer insight, measuring personality traits, types, strengths, or even Emotional Intelligence. But few are designed to help people change how they operate when it matters most.

EBW Business EQ is built to do exactly that

**"It's not just what people know - it's how they behave when it counts.
The EBW assessment toolkit makes that visible, measurable,
and changeable."**

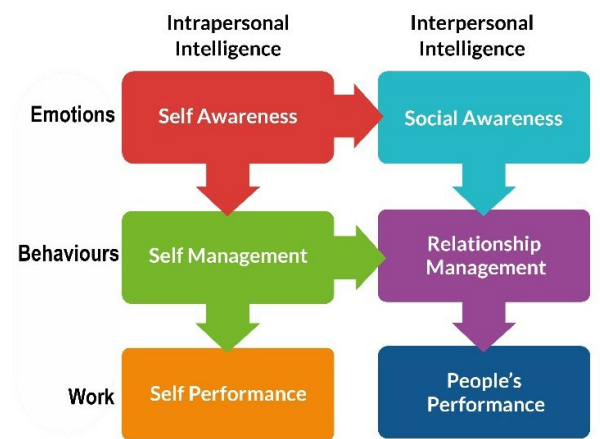
Why Business Emotional Intelligence?

People aren't static. Context matters. An extrovert in a crisis can withdraw. A steady decision-maker under scrutiny can stall.

Under pressure, what people feel changes how they perform, in themselves and with others.

Business EQ bridges that gap.

It connects how people feel, how they behave, and how that drives (or derails) performance



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Business Emotional Intelligence

Reverse-engineered for real-world performance

Developed by Occupational Psychologists, unlike many assessments EBW didn't begin with a theory. It began with three powerful questions:

1. What emotional behaviours drive performance?
2. How can we benchmark those with confidence?
3. How do we help people shift them, when it matters most?



What Business EQ Delivers

Over 25 years, EBW Global Psychologists, with EBW Assessment Partners, have built a research-based assessment toolkit to help people:

- Understand themselves and others
- Change behaviour in key moments
- Improve performance, as individuals, leaders, and teams

“What I like about Business EQ it doesn't label people. It says you can be better. It has given me the tools to adapt, connect, and perform, even under pressure.”

-Senior Manager

The EQ Paradox

**When you need EQ the most...
it's often disappears.**

We all like to think we're emotionally intelligent.

Collaborative

Self-aware

Good communicators, etc

Until of course... we're not. When we're tired. When we're stressed. When we're triggered, overwhelmed, or just a bit hangry.

Think about the last time you were angry with a colleague. How long did it take before you could work with them effectively again?

That's the EQ Paradox:

The more you need, the less you often have.



How The EQ Paradox Undermines Performance

Intrapersonal blind spot: We lose access to ourselves.

Under pressure or excited, even the most self-aware professionals' can default to reactive, unhelpful behaviours. We move to what feels comfortable, instead of what raises performance.

Interpersonal blind spot: We misread others.

With stress or excitement and cultural differences - theirs or ours - narrows our view. We judge what we see on the surface, "They're rude," "They don't care." instead of understanding what's underneath.



The Business EQ Advantage

Business EQ isn't something you have, it's something you build, apply, and refine

With EBW, you can:

- Stay steady in emotionally charged moments
- Spot unhelpful patterns, in yourself and others
- Communicate clearly, even when passionate or under pressure
- Recover fast from setbacks
- Build trust, challenge, and psychological safety
- Improve yours and others performance

How EBW Improves Performance

EBW Business EQ Compass Assessment Toolkit reveals what drives - or stops - someone's performance. And importantly, how to improve it.

It is based on a work-based, normative assessment that benchmarks how people feel, think, and behave at work. Under stress, in change, or when people's positivity and energy are running high.

What Does The EBW Assessment Reveal?



Decisiveness

Willingness to make decisions; comfort with control and responsibility



Motivation

Energy, drive, positivity and need for achievement



Influence

Desire to persuade, shape views, and be heard



Adaptability

Openness to change, flexibility in thinking and action



Empathy

Sensitivity to others' needs, perspectives and emotions



Conscientiousness

Structure, diligence, rule-following and dependability



Stress Resilience

Ability to recover and regulate emotions under pressure

Plus the Key Meta-Traits: That Shape Performance



Self-Awareness

How clearly a person understands their emotional behaviours and the impact they have.



Impression Management

How honest are they being with themselves or do they present what people want to hear.



The EBW Business EQ Compass

How EBW Works In Practice

- 20-minute online assessment
- Benchmarks against professional peers (leaders, doctors, etc.)
- Personalised report delivered instantly
- Simple, practical language. No psychobabble. No fluff.
- Toolkits and workshops that work across cultures, teams and roles
- Scalable from individuals to teams to whole organisations
- Provides ROI, based not on what people learn, but how they perform

Five Compasses One Purpose

Every organisation's challenges are different. That's why the EBW Assessment suite includes tailored toolkits for your challenges:



Business EQ Compass

Reveals and benchmarks the emotional behaviours that drive better performance



Leadership Compass

Provides behavioural maps to successfully adapt leadership to different challenges



Team Compass

Benchmarks effective team behaviour and provides team maps to turn insight into measurable performance gains



Recruitment Compass

In the Age of AI, it highlights the human behaviours that drive or derail a candidate's performance



Bespoke Compass

Work with an EBW Assessment Partner and design an Assessment Compass Toolkit for your organisation



Sales Compass (NEW In 2025)

Reveals how individuals can manage their emotional behaviour to influence more effectively in any sales situation



Ready to explore Business EQ?
Contact your EBW Assessment Partner

Name:

Email:

Phone:

Web :