

OPP launches Emotional Judgement Inventory™ (EJI™)

~ Robust measure of emotional intelligence designed to boost performance in leadership, influencing, negotiation and resilience ~

29 January 2015: Workplace psychologists OPP have announced the launch of the Emotional Judgement Inventory™ (EJI™). The EJI brings together the most respected theories of emotional intelligence, providing a tangible, practical way of predicting and enhancing job performance.

The EJI builds on the model of emotional intelligence developed by psychologists Salovey and Mayer. It measures seven key aspects of emotional intelligence, showing how well individuals recognise and manage their own and others' emotions, and how well they can adapt and problem-solve using emotional information.

The EJI's applications support executive coaching, leadership development, counselling, selection and assessment and career development.

Betsy Kendall, OPP's Chief Operating Officer and Head of Professional Services, said: "Emotional intelligence is fundamental in securing positive business results. We're social creatures: getting an organisation to function effectively is as much about exploiting emotional information as it is about responding to factual issues. Emotional information influences how we carry out particular tasks, our judgement and our approach to problem solving.

"The EJI is a robust measure of emotional intelligence and has proven links to job performance. Research conducted with the EJI has shown that being able to read and influence the emotions of others helps salespeople be more persuasive."

Commenting as an EJI end-user, Ralph Mortensen, Senior Consultant at specialist recruiters Vantage Consulting, said: "Its assessment of emotional sensitivity, management and expression offers particularly helpful insights about leadership and sales candidates. EJI allows me to closely examine important characteristics that general personality inventories only measure indirectly."

Using the concepts measured by the EJI, a coach or expert facilitator can help individuals better understand when it is appropriate to express feelings openly, or adopt strategies to control their mood. By getting this regulatory balance right, people can learn to use their emotions constructively, improve their ability to prioritise and problem-solve, and stimulate their creativity.

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OPP's Emotional Judgement Inventory (EJI)

The EJI report presents a graphical representation of a respondent's seven emotional intelligence scores – Being Aware of Emotions; Identifying Own Emotions; Identifying Others' Emotions; Managing Own Emotions; Managing Others' Emotions; Using Emotions in Problem Solving; Expressing Emotions Adaptively – with a detailed description of how this score is manifested in the individual's likely behaviour and outlook..

Using the information provided by the EJI report and the EJI User's Manual, a facilitator is equipped to talk to an individual about the way they currently perceive and use emotions, both their own and those of their colleagues. The report highlights the individual's strengths and blind spots when managing emotional information, providing a foundation for the creation of personal development plans, or forming the basis of informed assessment for selection or development.

Use of the EJI is restricted to psychologists with a master's degree and psychometric training and those with BPS Test User: Occupational, Personality (formerly Level B) or equivalent accreditation. OPP's online administration platform, OPPassessment, provides a quick and convenient way to administer the EJI and to generate an expert report on the results.

About OPP (www.opp.com)

OPP specialises in personality assessment, enabling people and organisations around the world to increase their effectiveness through the innovative application of psychological tools and techniques.

The company's market-leading psychometric tools include the Myers-Briggs Type Indicator® and the 16PF® assessment, and provide high-impact results for selection and personal development, such as teambuilding, leadership development, communication and conflict resolution.

With more than 20 years' experience in providing consultancy services and training programmes, OPP's assessment tools and resources are used by thousands of private and public sector organisations worldwide, including the majority of the FTSE 100.

