



## Emotional Awareness

The term 'Emotional Intelligence' may be more familiar, but many psychologists find the use of 'intelligence' in this context to be misleading.

Emotional Intelligence as a concept did not appear until Peter Salovey and Jack Mayer defined it in 1990. Since then, EI has been defined and redefined several times.

Podium's objective for developing this measure is to build a coherent model that addressed the major concerns with where EI measures currently stand and be applicable to workplace scenarios.

With the introduction of our Emotional Awareness assessment, we reposition the focus away from the concerns and confusion which may exist from definitions which include 'intelligence' and thus refer to Emotional Awareness as the overall construct.

We assess and report nine scales of emotional awareness organized within five emotional competence clusters:

- Emotional Perception
- Emotional Preferences
- Emotional Judgement
- Emotional Management of Self
- Emotional Management of Others



# FEATURES

- ✔ An effective assessment of the awareness and understanding of the participants feelings, emotions, strengths and limitations.
- ✔ Comprehensive, emotional awareness is included in all major measures of EI
- ✔ Emotional Awareness strong internal consistency reliability overall and across subsamples, e.g. gender, ethnicity.
- ✔ The dimensions of the assessment are:

Cluster	Scale	Scale Definition
Emotional Perception	Emotional Self-awareness	Awareness and understanding of your feelings and emotions.
	Emotional Perception of Others	Perception of others' feelings, needs and concerns.
Emotional Preferences	Emotional Thinking	Tendency to rely on emotions over rational analysis when making decisions.
	Emotional Expression	Tendency to be moved by emotion and the need to express one's feelings.
Emotional Judgement	Emotional Reasoning	Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.
Emotional Management (self)	Emotional Well-being	Tendency to feel confident and satisfied with yourself, and life in general.
	Emotional Regulation	Capacity to withstand stress and effectively control your emotions.
Emotional Management (others)	Emotional Support	Tendency to emphasise with others, show compassion and offer support.
	Emotional Influence	Tendency to influence others and positively impact their feelings.

## QUICK FACTS

- ✔ **Measures:**  
Emotional competence within the workplace
- ✔ **When to Use:**  
Selection and development
- ✔ **Administration:**  
Supervised or Unsupervised
- ✔ **Duration:**  
62 questions Untimed, 15 minutes (approx.)