



**Emotional Intelligence
Inventory – Short (Rater-Assessment)**

Genos Emotional Intelligence Inventory (Rater) – Short

Instructions

The Genos EI Inventory (Short) has been designed to measure how often you believe the person you are rating demonstrates emotionally intelligent behaviours at work. There are no right or wrong answers. However, it is essential that your responses truly reflect your beliefs regarding how often the person you are rating demonstrates the behaviour in question. You should not answer in a way that you think sounds good or acceptable. Below is an example.

Q. Displays appropriate emotional responses in difficult situations.

You are required to indicate on the response scale how often you believe the target demonstrates the behaviour in question. There are five possible responses to each statement (shown below). You are required to circle the number that corresponds to your answer where...

1 = Almost Never

2 = Seldom

3 = Sometimes

4 = Usually

5 = Almost Always

When considering a response it is important not to think of the way the person may have behaved in any one situation, rather your responses should be based on the person's typical behaviour. Also, some of the questions may not give all the information you would like to receive. If this is the case, please choose a response that seems most likely. There is no time limit; however it should take between 2-5 minutes to complete.

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Below are a series of 14 statements. Please circle the number corresponding to the statement that is most indicative of the way you observe the person typically thinks, feels and acts at work. If you make a mistake, simply cross it out and fill in the correct response.

The person I am rating...	Almost Never	Seldom	Sometimes	Usually	Almost Always
1. Communicates decisions to stakeholders appropriately.	1	2	3	4	5
2. Fails to recognise how his/her feelings drive his/her behavior at work	1	2	3	4	5
3. Still thinks clearly when upset at work.	1	2	3	4	5
4. Fails to handle stressful situations at work effectively.	1	2	3	4	5
5. Understands the things that make people feel optimistic at work.	1	2	3	4	5
6. Fails to keep calm in difficult situations at work.	1	2	3	4	5
7. Is effective in helping others feel positive at work.	1	2	3	4	5
8. Finds it difficult to identify the things that motivate people at work.	1	2	3	4	5
9. Considers the way others may react to decisions when communicating them.	1	2	3	4	5
10. Has trouble finding the right words to express how he/she feels at work.	1	2	3	4	5
11. Discusses his/her frustration appropriately.	1	2	3	4	5
12. Does not know what to do or say when colleagues get upset at work.	1	2	3	4	5
13. Is aware of his/her mood state at work.	1	2	3	4	5
14. Effectively deals with things that annoy his/her at work.	1	2	3	4	5

Scoring

The following items are negatively keyed and therefore must be reverse coded: 2, 4, 6, 8, 10, and 12.

Psychometrically, the only defensible score that can be calculated from the Genos EI Short-Form is a total score. Therefore, after reverse coding, sum the items from 1 to 14.

See Table 3 (p. 114) from Palmer, Stough, Harmer, and Gignac (2009) for normative information (mean, SD, coefficient alpha) associated with the Genos EI Short-Form scores (self-report).

Palmer, B. R., Stough, C., Harmer, R., & Gignac, G. E. (2009). The Genos Emotional Intelligence Inventory: A measure designed specifically for the workplace. In C. Stough, D. Saklofske, & J. Parker (Ed.), *Assessing emotional intelligence: Theory, research & applications* (pp. 103-118). New York: Springer.