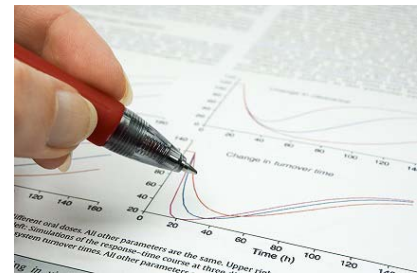


# The Science behind EBW System

## How does the EBW work?

The EBW Global Emotional Intelligence System, was designed in and for the occupational domain. It focuses on the key emotions and underlying behavioural traits that predict occupational performance.

The EBW is an assessment combined with a set of powerful tools and practical programmes that change the way people work together and maximise their engagement with, and performance at, work.



### EBW Reliability and Validity

Over the last 20 years the reliability and validity of the EBW tool has been examined through behavioural observations, exploratory and confirmatory factor analyses and correlations with related measures.

The EBW has been underpinned by rigorous research into diversity and individual differences. It has been the subject of regular studies into group differences as well as being developed in numerous languages, making it particularly suitable for international applications.

The EBW assessment meets the test standards laid down by the British Psychological Society and accepted by most good psychometric test publishers around the world.

#### EBW Business EQ Model



Decision making



Motivation



Influence



Adaptability



Empathy



Conscientiousness



Stress Resilience



Self Awareness

#### Facts about the EBW reliability:

- ✓ The EBW scales have good internal reliabilities with alpha coefficients ranging from .72 to .84.
- ✓ The EBW has a strong retest reliability with r coefficients ranging from .70 to .82
- ✓ The reliabilities are good across gender, age and ethnic groups

#### Facts about the EBW validity:

- ✓ The criterion validity of the EBW is good, with research ranging from junior clerical staff to directors showing a relationship between scale scores and the performance that the scales are meant to predict
- ✓ The construct validity of the EBW is good when compared to other psychometric measures (such as the 16PF) of similar constructs (or emotional behavioural clusters)

More research details are discussed in the EBW Technical Manual.

**With an EBW licensed practitioners network based on 6 continents, we guarantee the EBW approach empowers leaders and teams to transform themselves and their organisations.**