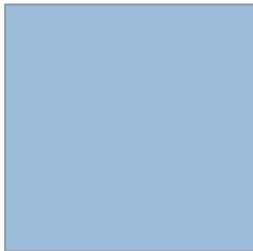


Private and confidential

Introducing the EBW Assessment and Training System

www.ebwonline.com



EBWTM
Emotions & Behaviour at Work

What is the EBW System?



- The EBW Assessment and Training System is about assessing and developing one's Emotional Intelligence (EI) and potential for success.
- Harvard Business Review says *EI plays a far greater role than IQ in determining leaders' and organizations' success. One can't do much to improve IQ but can boost EI by understanding which skills define it.*
- This is where the EBW System excels, as the output is clearly tied to success at work.

- Emotional Intelligence is the ability that individuals have to manage both themselves and others. It is about understanding and having an accurate insight into an individual's motivation to succeed.
- Until recently the main approaches to work assessment have been personality questionnaires and ability tests. However, by using the Emotional Intelligence model, the EBW System assesses and benchmarks a person's ability to manage their emotions & behaviours and hence their potential for success in different situations.
- In today's business environment what matters is not just a person's training or their expertise but their people skills and their ability to manage themselves and others.

- The EBW™ System is used to improve selection, development and retention programmes.
- It assesses an individuals' preferred *Behavioural Style and Emotional Intelligence*.
- It benchmarks and provides feedback to managers and consultants on areas that cannot easily or quickly be assessed at an interview - employees' personal style, their motivation, their ability to cope with pressure and stress etc.
- It is not a personality test - The EBW Assessment and Training System focuses on specific areas that predict success (Emotional Intelligence).

- The EBW System assesses a person's Emotional Intelligence by measuring the key behaviour clusters that effect a job or a team performance and importantly a person's awareness of their emotions and behaviours at work.

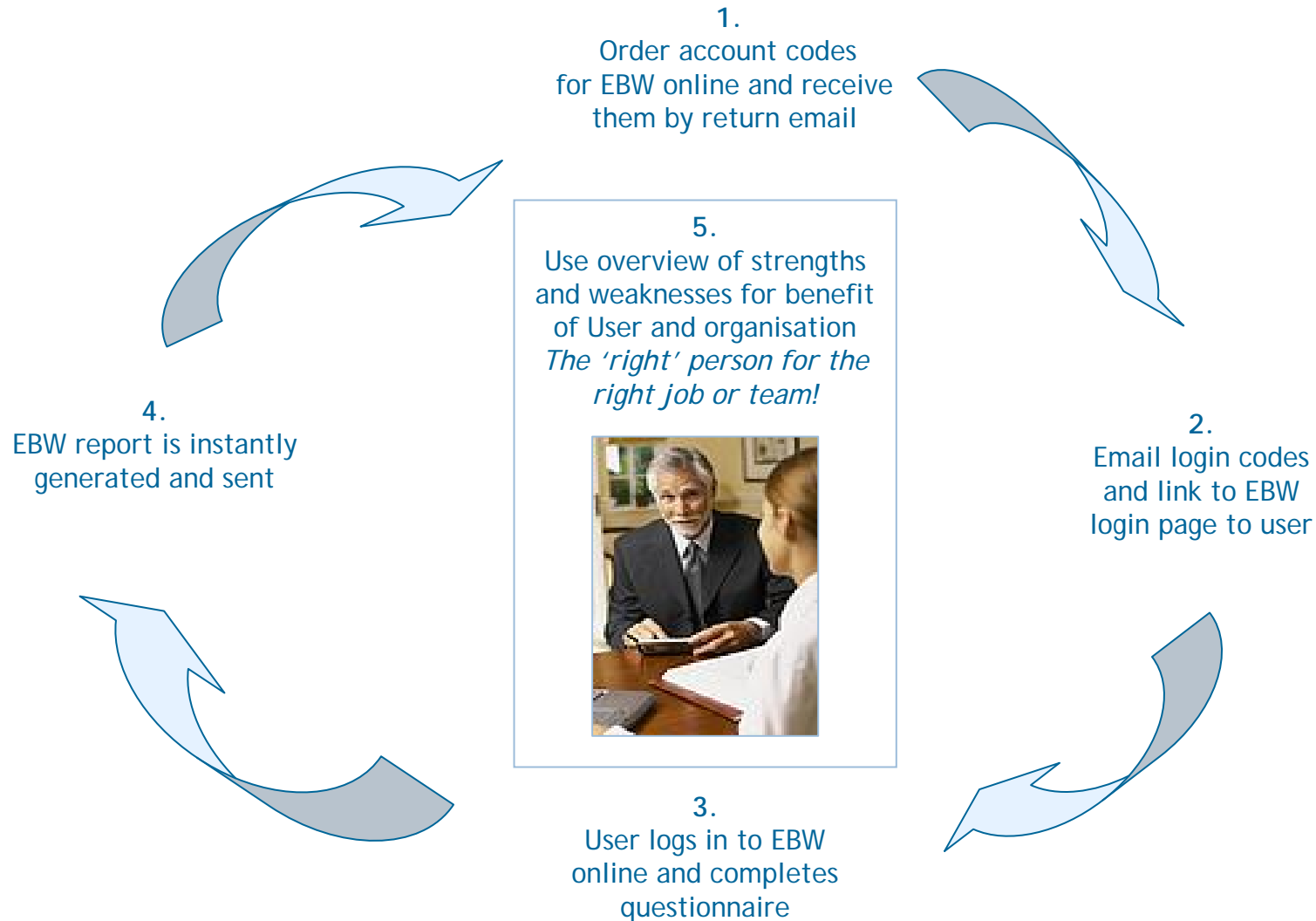


- The EBW is completed in less than 20 minutes online
- Reports are created instantly
- Reports include executive summary, key insights and probing questions

- Increases objectivity and fairness, resulting in better selection
- Highlights areas of potential development and provides a framework to develop a User's Emotional Intelligence
- A system that is designed to be fair and perceived as fair by all users
- Benchmarking and Assessment done (semi-) annually

The EBW System

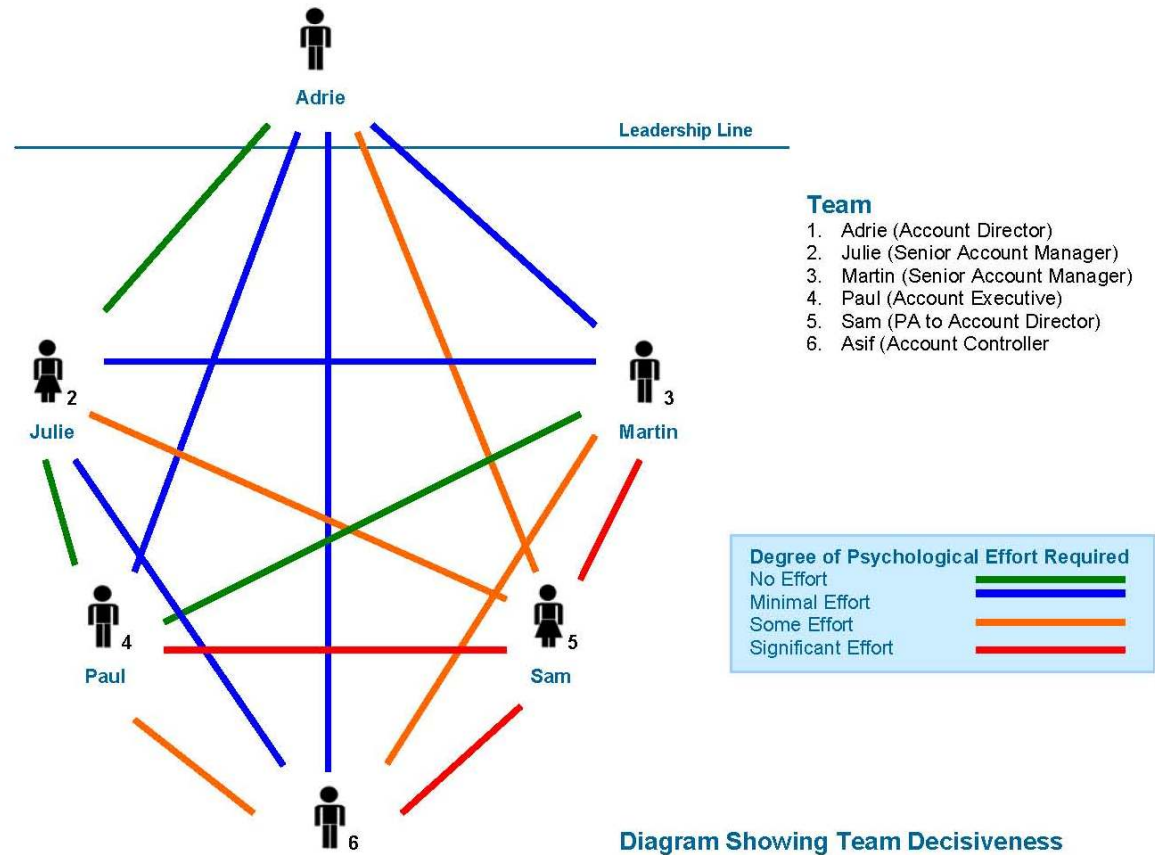
EBW



What it does?

Each EBW Report produces a detailed profile and targeted questions specifically to assess the User's Emotional Intelligence and fit for the organisation and its objectives

The EBWt Team Report provides a clear picture of a team and a summary that describes the impact each team member has on their team.



- The EBW System is used for:
 - Recruitment and selection
 - Developing leadership capability
 - Building teams
 - Assessing potential
 - Supporting cultural change
 - EBW coaching and mentoring processes

- **An Online Psychometric and Expert Report System that Improves your Organisation's Effectiveness and its Personnel Potential**

The EBW System Benefits



- The EBW Assessment and Training System is fully manageable on-line
- It assesses and provides feedback on the key areas that predict success in individuals and teams
- It enables benchmarking against different comparison groups (senior managers, graduates etc)
- Expert personalised reports are created instantly, that are easy to understand, written by Business Psychologists for Managers
- The EBW System can only be used by EBW certified Facilitators and Business Psychologists
- EBW Online Knowledge Library has practical support materials and programmes (e.g. white papers on Emotional Intelligence and tutorials on 'Using the EBW for Selection, Development/Coaching and Team Analysis') that further enhance your personnel potential & knowledge