

Mayer-Salovey-Caruso Emotional Intelligence Test MSCEIT®

Great leaders are those who inspire and mobilise the people around them. They are aware of and take an interest in other people's viewpoints and goals, are good at listening and communicating, and are successful in achieving results for themselves and for those around them. Above all, great leaders are aware of their own emotions and of how these drive their behaviours and impact on others.

This awareness is known as Emotional Intelligence. Emotional Intelligence (EI or EQ) is concerned with understanding oneself and others, relating to people and adapting to and coping with the immediate surroundings to be more successful in dealing with environmental demands. Emotional Intelligence helps to predict the likelihood of an individual's success in a particular role. The importance of EQ for business is that it unlocks a key to improved performance of individuals and organisations – better performance, better relationships, a more positive working environment, more satisfied customers, and improved business results. Studies suggest that emotional intelligence may provide a better measure of success in life than traditional measures of cognitive intelligence.

The Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) is an ability-based test designed to measure the four branches of the EI model of Mayer and Salovey. MSCEIT was developed from an intelligence-testing tradition formed by the emerging scientific understanding of emotions and their function and from the first published ability measure specifically intended to assess emotional intelligence, namely Multifactor Emotional Intelligence Scale (MEIS). MSCEIT provides 15 main scores: Total EI score, two Area scores, four Branch scores, and eight Task scores. In addition to these 15 scores, there are three Supplemental scores (Mayer, Salovey, & Caruso, 2002).

The Four Branches of Emotional Intelligence

- **Perceiving Emotions:** The ability to perceive emotions in oneself and others as well as in objects, art, stories, music, and other stimuli
- **Facilitating Thought:** The ability to generate, use, and feel emotion as necessary to communicate feelings or employ them in other cognitive processes
- **Understanding Emotions:** The ability to understand emotional information, to understand how emotions combine and progress through relationship transitions, and to appreciate such emotional meanings
- **Managing Emotions:** The ability to be open to feelings, and to modulate them in oneself and others so as to promote personal understanding and growth

The Mayer-Salovey-Caruso Emotional Intelligence Test consists of 141 items and takes 30-45 minutes to complete. The MSCEIT may only be administered by an accredited practitioner trained in its proper and ethical use and was developed by John (Jack) Mayer, Peter Salovey and David Caruso.