

Manager EQ (MEQ) /

Manager EQ (MEQ) provides feedback on a manager's leadership and management skills. Effective managers have a good balance of work-oriented and people-oriented skills that allow them to achieve the goals and objectives of the organization. The management role is enhanced by strong leadership skills. Effective leaders create ideas and prepare the organization for change. The MEQ combines the skills essential to both the management and leadership roles into one survey. This survey further provides feedback on emotional intelligence, which measures the ability to manage one's emotions and relationships. An understanding of emotional intelligence can directly benefit performance on a personal and organizational level.

APPLICATION

Management development designed to add thought leadership to the traditional role.

AUDIENCE

First-line and middle managers

RESPONDENTS

Self, Supervisor, Peers, and Direct Reports

QUESTIONS

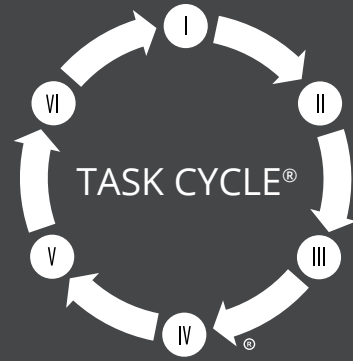
66 questions, 3 open-ended

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Underlying Model



The Task Cycle is a validated organizing tool that can help leaders know where to focus their development. It is presented as a logical sequence of events, with each phase contributing to achieving the final goal. A leader's performance across the Task Cycle phases is predictive of how others perceive their impact on the organization.

MEQ Leveraging Sequence

1

ENTREPRENEURIAL VISION

Presenting fresh ideas and long-range vision, utilizing clear communication and demonstrating the courage to take risks.

2

PLANNING FOR THE FUTURE

Understanding market trends, collaborating with others to plan for the future, being customer oriented, and communicating clearly.

3

MAXIMIZING TALENT

Developing strong teams and guiding individuals toward success.

4

FEEDBACK

Appreciating others' points of view and understanding how emotion impacts behavior.

5

DRIVING TOWARDS SUCCESS

Setting performance standards and being persuasive.

6

RECOGNITION

Acknowledging the contributions of others.

OUTCOMES

Trust, Tension, and Overall Effectiveness are leveraged through the mastery of Task Cycle phases.