



From Insight to Action: Unlock Emotional Intelligence for Leadership Success with EQ Accelerator™

www.CoreFactors.com



Turn Emotional Insight into Leadership Performance

Emotional intelligence plays a defining role in how leaders influence, manage pressure, and build trust. Yet many development efforts overlook the emotional behaviors that shape decision-making and team dynamics.

The *EQ Accelerator* equips talent leaders and coaches with a structured, data-driven approach to emotional intelligence development. It helps leaders identify which behaviors are driving results and which are holding them back.

By measuring both importance and effectiveness, the *EQ Accelerator* reveals where leaders may be misaligned in how they perceive and apply key emotional skills. The result is a focused, actionable development pathway that improves real-world performance.

Whether used in leadership development programs, coaching engagements, or succession planning, the *EQ Accelerator* provides the clarity needed to build leaders who adapt, connect, and lead with consistency.

Target the Emotional Behaviors That Drive Business Results

The *Core Factors EQ Accelerator* assessment organizes 40 behaviors across four key domains.

- **Self-Awareness:** Helps managers make better decisions by understanding how emotional reactions influence judgment and tone.
- **Self-Regulation:** Reduces costly missteps by building the ability to stay composed during stress or conflict.
- **Social Awareness:** Equips managers to better understand others' perspectives and respond appropriately in team and client settings.
- **Relationship Management:** Improves how managers earn trust, give feedback, and lead through tension.

By analyzing gaps between perceived importance and demonstrated effectiveness, the *EQ Accelerator* pinpoints where growth will have the greatest impact. Leaders gain insight into the behaviors that affect trust, engagement, and follow-through and how to improve them.

Move beyond reflection with a simple, action-oriented framework:

- ◆ **WHAT:** Identify the emotional behaviors that are working or need improvement.
- ◆ **SO WHAT:** Understand why those behaviors matter and how they affect outcomes.
- ◆ **NOW WHAT:** Apply focused strategies to support growth and improve results.

This approach makes development actionable, measurable, and aligned to each leader's role and responsibilities.

EQ Accelerator™ is designed for:

Leaders and Executives

Strengthen leadership effectiveness by improving emotional insight, adaptability, and influence.

Emerging Leaders

Develop the emotional resilience and interpersonal skills needed for future leadership success.

Human Resources Professionals

Build emotionally intelligent teams and address workplace dynamics with clarity and empathy.

Team Managers

Enhance collaboration and team cohesion by improving awareness and response to group needs.

Customer-Facing Employees

Increase emotional awareness to strengthen client relationships and service quality.

Change Management Specialists

Lead organizational transitions with greater emotional clarity, empathy, and communication.

Developed by Roger Pearman, EdD

Roger Pearman is a leading expert in emotional intelligence and leadership development. He has authored widely used resources including *People Skills Handbook* and *HardWired Leadership*. With decades of applied research and a doctorate in Organizational Development and Leadership, Roger's work bridges science and practice to help leaders strengthen emotional effectiveness and drive better business outcomes.



DEVELOP LEADERSHIP CAPACITY

Emotional Intelligence Development Delivers Immediate Benefits

Emotional intelligence plays a critical role in workplace success. Leaders are often hired for their technical capabilities but struggle due to behavioral issues rooted in EQ. Improving EQ offers key benefits:

- ◆ **Retain top talent** by fostering an emotionally supportive environment.
- ◆ **Maximize leadership potential** with better self-awareness and resilience.
- ◆ **Reduce workplace conflict** by resolving tensions with empathy and insight.
- ◆ **Enhance teamwork and collaboration** by improving social awareness.
- ◆ **Improve overall performance** in efficiency, quality, and resource management.

Turn Insight into Measurable Growth

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