



EQ-i 2.0[®]

UPDATED NORMS

The EQ-i 2.0[®] Updated Norms includes new norms, new accessibility features, and refreshed sections in its reports. This guide offers an overview of these features to help you decide which version suits you best.

Currently, this version does not include translations, the EQ-i 2.0 Group Report or the ability to import EQ-i 2.0 results into EQ 360 to generate an EQ 360 report. This release does not include scored datasets or companion products (EQ-i 2.0 Workbook, Emotionally Effective Leader Workshop). Over time, additional languages, updated norms, and enhanced functionality, including the Group Report and EQ 360 integration, will be added to the EQ-i 2.0 Updated Norms version.

The EQ-i 2.0 Updated Norms version can be found on your Talent Assessment Portal (TAP) account.

If you have any questions, please reach out to our customer service team, CustomerService@MHS.com.

What Is Included in the EQ-i 2.0 Updated Norms?

The EQ-i 2.0 Updated Norms version includes the following features:



Accessibility:

The assessment, manual, and reports have been redesigned to meet web accessibility standards, promoting inclusivity and helping administrators and organizations ensure compliance.



Updated norms:

The most widely used norms have been revised to match recent Census data, ensuring the EQ-i 2.0 scores are compared to a current and representative sample of today's population.



Updated manual:

Along with accessible formatting and searchability, content has been updated (e.g., psychometric chapters), enhancing user experience and efficiency.



Updated reports:

Reports now feature clearer design, expanded generational content (including Generation Z) and more detailed Balancing EI comparisons.



Comparison of EQ-i 2.0 and EQ-i 2.0 Updated Norms Version

To help you decide which version best suits your needs, the following comparison highlights distinctions among assessment features, as well as updates to norm regions and specific report sections.

The EQ-i 2.0 Updated Norms version will gradually include more languages, revised norms, and new features like Group Report and EQ 360 integration.

Assessment Features

| | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|-----------------------------|--|--|
| Accessibility | Basic accessibility features and a user-friendly interface, supporting a broad user base. | Enhanced accessibility with design updates to meet current web accessibility standards and provide an inclusive experience for all users. |
| Assessment Languages | <ul style="list-style-type: none"> • English (US/Canada) • English (United Kingdom) • French • Spanish • Simplified Chinese • Arabic • German • Brazilian Portuguese • Dutch • Swedish • Danish • Norwegian • Serbian | <ul style="list-style-type: none"> • English (North America) • English (United Kingdom) <p><i>*More languages to come.</i></p> |

Assessment Features

| | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|---------------------------|------------------------|--|
| Experimental Items | No experimental items. | <p>There are 29 additional experimental items included in the EQ-i 2.0. These are included in the assessment but are not scored, and the responses will not appear in reports or be visible to the administrator.</p> <p>It is important that the test taker does not know there are experimental items in the assessment. Data from these experimental items will help us update test items in the future and improve the assessment.</p> |
| Research Questions | No research questions. | Optional research questions were added at the end of the assessment. These questions are intended solely for research purposes and do not affect the test taker's score. |

Norm Regions

| Region | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|------------------|---|--|
| Global | <ul style="list-style-type: none"> Professional—Overall Professional—Age and gender | <ul style="list-style-type: none"> Updated professional norm ($N = 20,000$) Age and gender norms were removed |
| US/Canada | <ul style="list-style-type: none"> General population and professional—Overall General population and professional—Age and gender | <ul style="list-style-type: none"> Updated general population ($N = 5,000$) and professional ($N = 4,000$) norms Age and gender norms were removed |

| Region | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|--------------|---|--|
| UK/Ireland | <ul style="list-style-type: none"> • General population and professional—Overall • General population and professional—Age and gender | <ul style="list-style-type: none"> • Updated general population ($N = 2,500$) and professional ($N = 4,000$) norms • Age and gender norms were removed |
| Australia | <ul style="list-style-type: none"> • General population—Overall • General population—Age and gender | No update |
| Denmark | <ul style="list-style-type: none"> • Professional—Overall • Professional—Age and gender | No update |
| Netherlands | <ul style="list-style-type: none"> • General population—Overall • General population—Age and gender | No update |
| South Africa | <ul style="list-style-type: none"> • Professional—Overall • Professional—Age and gender | No update |
| Sweden | <ul style="list-style-type: none"> • Professional—Overall • Professional—Age and gender | No update |



Reports

| | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|-------------------------------|--|--|
| Report Languages | <p>EQ-i 2.0 Workplace Report:</p> <ul style="list-style-type: none"> English (US/Canada) English (United Kingdom) French Spanish German Simplified Chinese Brazilian Portuguese Danish Dutch Swedish <p>EQ-i 2.0 Leadership Report:</p> <ul style="list-style-type: none"> English (US/Canada) English (United Kingdom) French Spanish Simplified Chinese | <p>EQ-i 2.0 Workplace Report:</p> <ul style="list-style-type: none"> English (North America) English (United Kingdom) <p>EQ-i 2.0 Leadership Report:</p> <ul style="list-style-type: none"> English (North America) English (United Kingdom) |
| Content | <p>EQ-i 2.0 Leadership Report:</p> <ul style="list-style-type: none"> Leadership Potential Section is an ON/OFF feature. In the Leading a Multigenerational Workforce page, information is limited to Millennials and earlier generations. | <p>EQ-i 2.0 Leadership Report:</p> <ul style="list-style-type: none"> The Leadership Potential section is always ON. The Leading a Multigenerational Workforce page now includes information on Generation Z. |
| Balancing EI Subscales | <ul style="list-style-type: none"> This section is an ON/OFF feature. Contains one comparison for each subscale in the Client report. | <ul style="list-style-type: none"> This section is an ON/OFF feature. Contains three comparisons for each subscale in the Client report. |
| Scores and Labels | <p>Numerical scores and score ranges can be turned OFF.</p> | <p>Numerical scores and score ranges are displayed in the reports with no option to turn OFF.</p> |

| | EQ-i 2.0 | EQ-i 2.0 Updated Norms |
|--|---|---|
| Negative Impression Index | Appears in the coach report. | Because the Negative Impression Index was rarely flagged, it was removed from the coach report. |
| Honest Responding Validity Item | Appears on the coach report as 'Item 133.' | Appears on the coach report as 'Honest Responding Item.' |
| Cover Page Customization | Logo and text can be added. | There is no customization on the cover page of the reports. |
| Resource Pages | Extra Resource pages are included at the end of each report. | The following pages have been removed from the report and included as separate resources on TAP: <ul style="list-style-type: none"> • Action Plan Page • EI Development Commitment Page • Follow-up Questions • Coach's Guide to an EQ-i 2.0 Debrief. |
| EQ-i 2.0 Group Report | Included and supported. | Not included in this version. |
| EQ 360 | Included and supported. | Not included in this version. |
| Scored Dataset | Included and supported. | Not included in this version. |
| Companion Products | Emotionally Effective Leader Workshop, EQ Connections and EQ-i 2.0 Workbook included and supported. | Emotionally Effective Leader Workshop, EQ Connections and EQ-i 2.0 Workbook not included in this version. |