



EMOTIONAL AND SOCIAL COMPETENCY INVENTORY

LEAD WITH HEART



Leading with Empathy

Today's business leaders face an unprecedented array of critical challenges, and during times of change and uncertainty, people need to know leadership cares about what they're going through; they need empathy, they want to see humility. As the pace of change and emergence of new kinds of competitors require more agility, adaptability, and innovation from organizations, the need for Emotional Intelligence (EI) also increases.

What is ESCI?

The Emotional and Social Competency Inventory (ESCI) is a comprehensive tool designed to measure and develop high-performance behaviors in your employees. Developed through the collaboration of Korn Ferry, Daniel Goleman, and Richard Boyatzis, the ESCI stands as the most validated measure of emotional intelligence (EI) behaviors on the market.

How it Works

Employees and their raters complete a 68-question survey that provides feedback on 12 emotional and social intelligence competencies. This 360-degree feedback tool gathers input from multiple rater categories, ensuring comprehensive and honest evaluations. The feedback report highlights strengths, areas for improvement, and actionable insights for development.

FEATURES

- **Validated Measure:** The ESCI is grounded in extensive research, ensuring it measures behaviors that truly differentiate outstanding performers.
- **Comprehensive Feedback:** Provides detailed feedback on 12 key emotional and social intelligence competencies.
- **Global Reach:** Available in 39 languages, making it accessible to diverse workforces.
- **User-Friendly:** Quick and easy online completion with dedicated support for implementation.
- **Certification Program:** Offers certification for in-house delivery, enhancing your team's ability to provide impactful feedback and coaching.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organizational structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

BENEFITS

- **Measure and Develop High-Performance Behaviors:** Identify and nurture the behaviors that lead to success in your organization.
- **Track Improvement:** Use the ESCI repeatedly to monitor progress and reinforce EI development over time.
- **Enhance Organizational Culture:** Embed a culture of high performance and continuous improvement with EI-focused feedback and coaching.
- **Improve Key Business Outcomes:** Research shows that EI behaviors drive enhanced innovation, faster change integration, effective resource use, improved motivation, and better teamwork.
- **Support Leadership Development:** Equip leaders with the emotional intelligence necessary to navigate today's complex and challenging business environment

ASSESSMENT RESULTS

The feedback report provides individuals with:

- An explanation of EI and what the assessment measures.
- Summary results across all emotional and social intelligence competencies.
- Detailed results – by competency and questionnaire item, comparing rater perceptions.
- Raters' comments on key strengths, areas for improvement and potential impact.

Why Korn Ferry

Korn Ferry Assess is backed by over 50 years of research and expertise in talent management. Our solutions are trusted by leading organizations worldwide to drive performance and achieve business success. By choosing Korn Ferry Assess, you are partnering with a proven leader in the industry, committed to helping you unlock the full potential of your workforce.

CERTIFICATION

You – or selected staff – can choose to undertake our two-day certification program. The program provides the grounding needed to understand the ESCI 360 assessment, the underpinning research and the report outputs. It also provides an opportunity to practice a feedback conversation.

Participants are required to meet one or more of the following criteria:

- Advanced degree in psychology, psychometrics, organizational behavior or a related field.
- Solid or relevant coaching experience.
- Certification or experience in the use of other tools (psychometrics, 360).
- Graduate student in psychology (Masters or Doctoral student).

SUPPORT

You will have a dedicated account manager who will assist you with setting up the assessment and using the self-service survey site to manage employee participation and report production. Alternatively, we also offer a full-service approach where we manage the end-to-end process on your behalf.

