



# STABILITY OF EQ-i 2.0® SCORES

MHS examined a comprehensive database of Emotional Quotient-Inventory 2.0® (EQ-i 2.0®) test-takers from 2017-2020. With this data, we were able to examine if EQ-i 2.0 scores had shifted significantly from the average scores found in our normative data that were collected approximately ten years ago. Also, with this data, we could assess if there were significant shifts in EQ-i 2.0 scores at the height of the COVID-19 pandemic that might necessitate the creation of new norms.

## WHAT PATTERNS ARE WE SEEING IN EQ-I 2.0 SCORES OVER THE PAST FEW YEARS?



Our data reveals that EQ-i 2.0 scores have not significantly shifted. Customer data reveals that EQ-i 2.0 scores (i.e., total, composite, and subscale scores) continue to have means close to 100 and standard deviations close to 15. This means that, on average, scores on the EQ-i 2.0 have remained stable over time, and we are not seeing substantial increases or decreases in average levels of the EQ-i 2.0 subscales.

## WHAT PATTERNS ARE WE SEEING IN EQ-I 2.0 SCORES DURING THE COVID-19 PANDEMIC?



With all the challenges and changes that occurred during 2020 due to the COVID-19 pandemic, you might expect that people's EQ-i 2.0 scores may have changed. For example, you might expect that people's average Flexibility scores increased or that people's average Optimism scores decreased. However, after analyzing the data of over 100,000 people who completed the EQ-i 2.0 in March-November of 2020, we know that average EQ-i 2.0 scores were unchanged during the height of the pandemic. The average scores on the EQ-i 2.0 continued to have a mean of 100 and a standard deviation of 15. Average EQ-i 2.0 scores did not change, even during a disruptive event like COVID-19. It is important to remember that the EQ-i 2.0 measures someone's ability or capacity to behave in a certain way. So even though situations such as COVID-19 may inspire more flexibility or less optimism, for example, people's ability to be flexible or optimistic has not changed.

## WHAT DOES THIS MEAN FOR OUR CURRENT EQ-I 2.0 NORMS?



This data suggests that we have not observed significant shifts in the ways that people are scoring on the EQ-i 2.0 relative to the existing norm. Of course, other factors should be considered when thinking about a norm update, and this stability does not mean that we will not be updating the norms in the coming years, but it does mean that you can use the existing norms with confidence that the data and valuable insights that emerge from the EQ-i 2.0 are still valid.

**Have Questions? Get in touch with our team!**