

Emotional Intelligence (EI) and the Adaptiv Resilience Model – A Brief Comparison

The typical EI competency framework looks something like this:

SE	<p>SELF AWARENESS <i>Emotional self-awareness</i> <i>Accurate self-assessment</i> Self-confidence</p>	<p>SELF MANAGEMENT Emotional Self-Control Transparency (honest/ trustworthy) Adaptability Achievement Orientation Initiative Optimism</p>	ER IC CA OP
EM	<p>SOCIAL AWARENESS <i>Empathy</i> Organizational Awareness Service Orientation</p>	<p>RELATIONSHIP SKILLS Developing Others Inspirational Leadership Influence Change Catalyst Conflict Management Teamwork & Collaboration</p>	RO

Adaptiv’s research has identified 7 Factors – inner strengths or abilities that define Resilience:

Resilience Factor	Description
Emotion Regulation (ER)	The ability to keep emotions in check to remain goal-focused; Composure
Impulse Control (IC)	The ability to keep behavior in check to remain goal-focused;
Causal Analysis (CA)	The ability to accurately and comprehensively determine root cause and then deploy resources effectively; Problem Solving
Self-efficacy (SE)	The belief that you can solve the problems that come your way; Self Confidence & Mastery
Realistic Optimism (OP)	The belief in a bright future, but within realistic boundaries
Empathy (EM)	The ability to read emotions and motivations of others and self
Reaching Out (RO)	The ability and desire to actively seek out new opportunities, challenges and relationships

There is an obvious intersection between the two models. One possible mapping of the Adaptiv Resilience Factors is shown in the first figure above.

Adaptiv's framework provides for both the measurement and development of the 7 Resilience Factors.

- The Adaptiv Resilience Factor Inventory® (RFI) is a 60 item assessment that measures each of the 7 Resilience Factors. To date, more than 26,000 individuals – primarily middle management in Fortune 500 companies – have completed the RFI.
- Adaptiv Resilience Training offers 7 concrete skills that are proven to boost each of the Resilience Factors. The Adaptiv skill set draws from Seligman's Learned Optimism training, more current findings from the field of Positive Psychology, and from our own ongoing research and field testing.

Emotional Intelligence research has done an excellent job defining the “what” of EI. We believe that Adaptiv's resilience training provides a highly prescriptive and practical “how to” process that develops most if not all of the EI competencies.