

# Emotional Competence Inventory (ECI)

by James Lani

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**The Emotional Competence Inventory (ECI)** is a 360-degree tool designed to assess the emotional competencies of individuals and organizations. It is based on emotional competencies identified by Dr. Daniel Goleman in *Working with Emotional Intelligence* (1998), and on competencies from Hay/McBer's *Generic Competency Dictionary* (1996) as well as Dr. Richard Boyatzis's *Self-Assessment Questionnaire (SAQ)*.

The Emotional Competence Inventory 2.0 (ECI) measures 18 competencies organized into four clusters: Self-Awareness, Self-Management, Social Awareness, and Relationship Management. The Emotional Competence Inventory takes approximately 30-45 minutes to complete.

## Authors:

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## Reliability of Scale

Internal consistency reliability (Cronbach's alpha) of the instrument has been found to be good for "total others" ratings. The reliabilities range from .68 (Transparency) to .87 (Emotional Self Awareness) with an overall average reliability of .78. The reliabilities of the "self" rating were not as good and ranged from .47 (Conflict Management) to .76 (Inspirational Leadership) with an overall average reliability of .63.

## Validity of Scale

A number of studies highlight the criterion and construct validity of the Emotional Competence Inventory instrument. Research shows that the Emotional Competence Inventory is related to outcomes such as an individual's life success (Sevinc, 2001), department performance (Nel, 2001), perceptions of leadership in a group (Humphrey, Sleeth & Kellet, 2001), sales performance (Lloyd, 2001), fire fighter performance (Stagg & Gunter, 2002), softball coaches win/loss record (VanSickle, 2004), and parishioner satisfaction (Brizz, 2004).

The Emotional Competence Inventory also shows good construct validity and is related to measures such as the MBTI sensing/intuiting and thinking/feeling dimensions but not the introversion/extraversion and judging/perceiving dimensions as expected (Burckle, 2000). The ECI is correlated with affiliative and

coaching leadership styles but not coercive and authoritative styles (Carulli & Com, 2003). It has also been shown that ECI is related to climate (Sala, 2003) although there is also evidence that ECI may not be directly related to climate but rather it affects climate through leadership style. Other research shows the ECI related to group emotional intelligence (Stubbs, 2005), and negatively related to irrational beliefs as hypothesized (Welpe, Tumasjan, Stich et al., 2005).

Two studies examined the discriminant validity of the ECI, i.e., that it is different from other concepts. The research shows that the ECI is not correlated with either critical thinking (Murensky, 2000) or personality traits as measured by Eysenck's Personality Questionnaire (Zadel, 2004). Byrne (2003) conducted an overall validity study of the ECI using the self-scored version. He concluded the instrument shows good construct, discriminant, and criterion validity.

### **Information on Obtaining the ECI**

[Consortium for Research on Emotional Intelligence in Organizations](#)

### **Administration, Analysis and Reporting**

Statistics Solutions consists of a team of professional methodologists and statisticians that can assist the student or professional researcher in administering the survey instrument, collecting the data, conducting the analyses and explaining the results.

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