



# GLOBAL TRENDS IN EMOTIONAL INTELLIGENCE EUROPE 2018

What's happening with  
emotional intelligence  
(EQ) in the world?

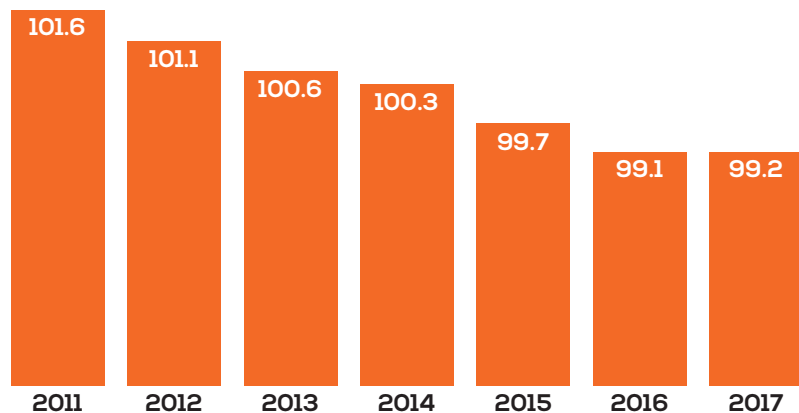
The State of the Heart provides  
new data on emotional intelligence  
from over 200,000 people in 160  
countries, revealing important  
trends for global EQ and wellbeing.

# Global Overview

## WHAT ABOUT EMOTIONAL INTELLIGENCE?

Emotional intelligence is an essential skillset for navigating the complexities of the world today (6sec.org/eq). It's a key predictor of Effectiveness, Relationships, Wellbeing & Quality of Life. That's one reason the World Economic Forum identifies it as one of the essential skills for the future (6sec.org/wef).

Unfortunately, around the globe, emotional intelligence has been on the decline since 2011, but levels may be stabilizing today.<sup>[1]</sup>

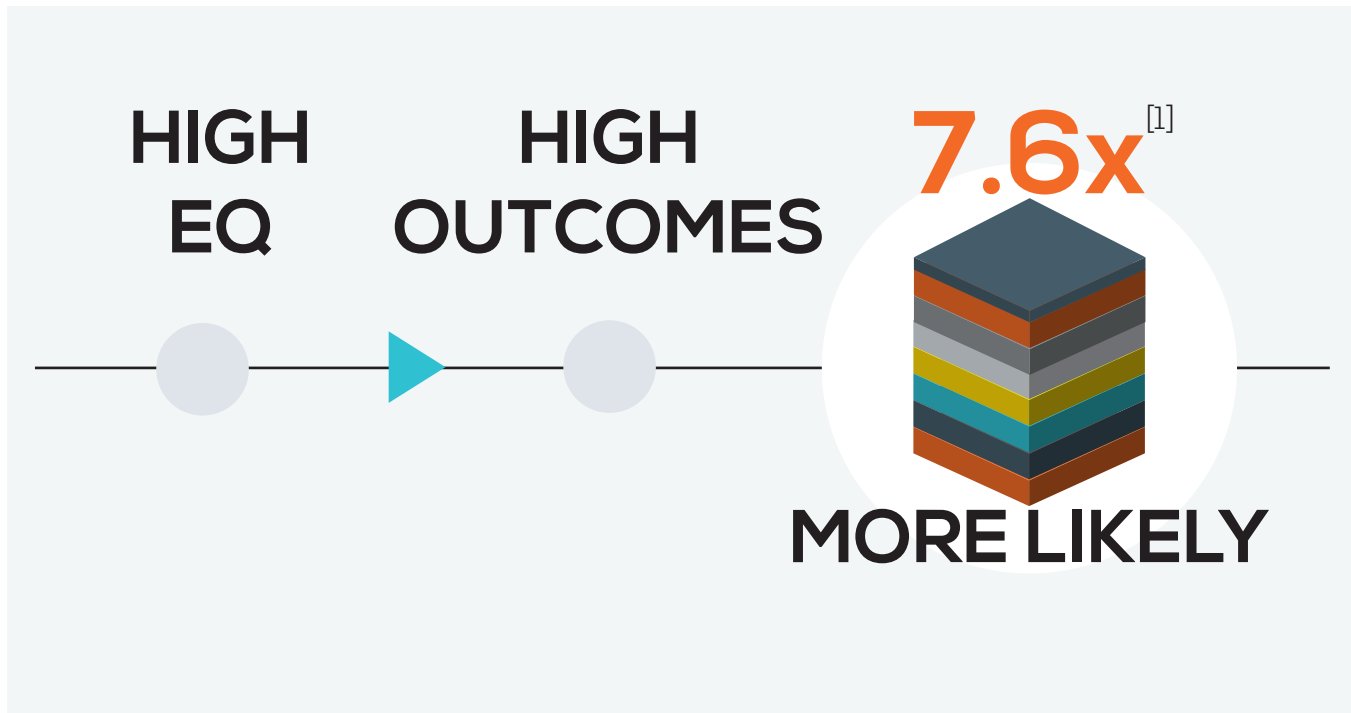


Global Levels of Emotional Intelligence (EQ)

## NEW DATA ON THE CURRENT STATUS OF EMOTIONAL INTELLIGENCE IN EUROPE?

State of the Heart has tracked the changing trends in emotional intelligence (EQ) since 2011. This analysis mines the world's most complete EQ dataset, using a balanced random sampling from over 200,000 people in 160 countries & territories (see page 14). The data comes from the emotional intelligence assessment published by Six Seconds, the global non-profit community committed to growing EQ (see 6sec.org/about).





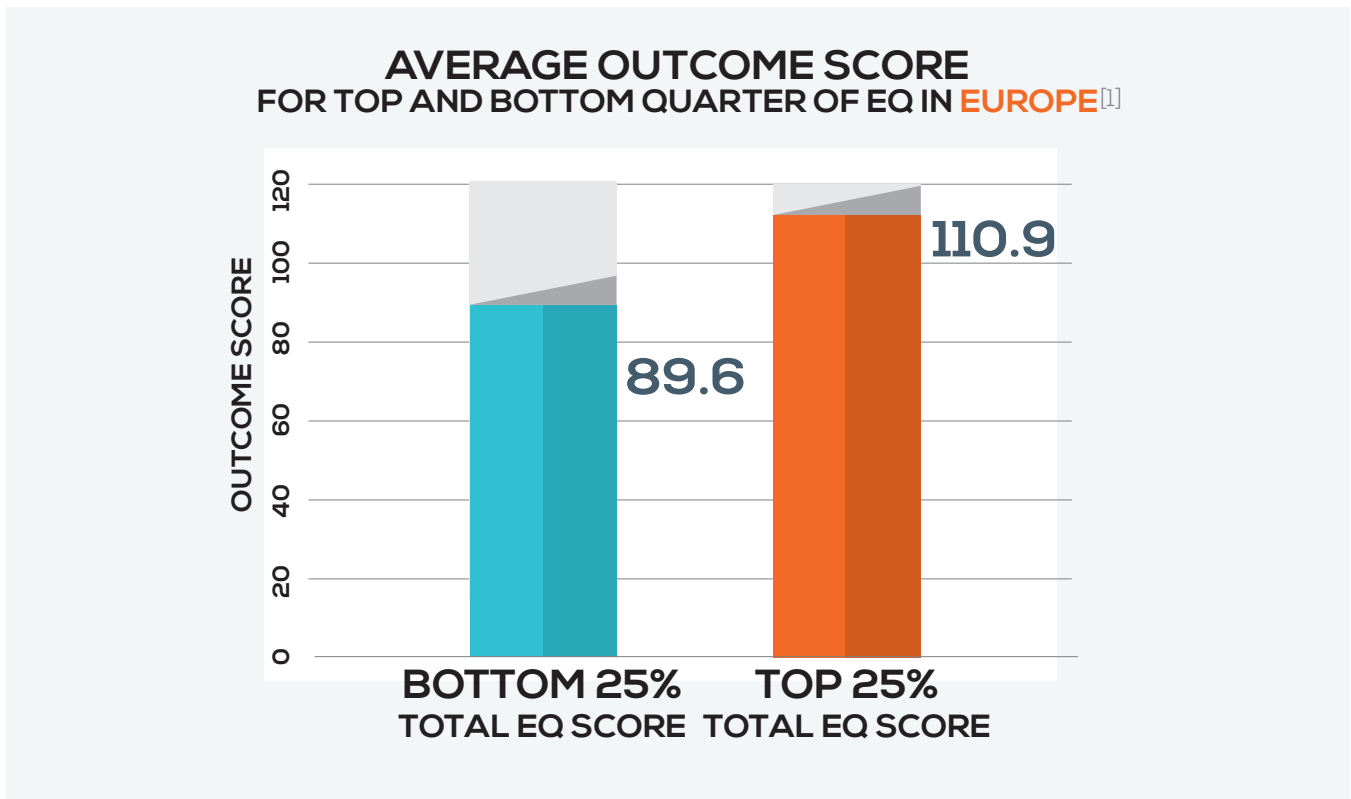
**IN EUROPE, PEOPLE HIGH IN EQ ARE 8.1 TIMES MORE LIKELY TO BE HIGH IN OUTCOMES**

### What is the Value of EQ in Europe Today?

People with high EQ are 7.6 times more likely to have high outcome scores.<sup>[1]</sup> (In comparison, people who smoke are 8 times more likely to have cancer). In other words, EQ is strongly linked to increased performance outcome scores, including:

Effectiveness  
Relationships

Wellbeing  
Quality of Life



## EUROPE TOP PERFORMERS HAVE EQ BOOST

### EQ for Performance

On this graph, the "Outcome Score" is a combination of Effectiveness, Relationships, Wellbeing, and Quality of Life.

People in Europe with lower EQ have an average score of 89.6 on these outcomes, which means they may struggle with life success.

Those with high EQ have an average score of 110.9 on these important outcomes. It means high EQ is a key indicator for a thriving future.

# Identify Top Competencies

WHAT ASPECTS OF EQ ARE MOST IMPORTANT IN EUROPE?

## TOP THREE COMPETENCIES MOST CORRELATED WITH OVERALL OUTCOME

1

ENGAGE  
INTRINSIC  
MOTIVATION

60%  
CORRELATION

2

PURSUE  
NOBLE  
GOALS

58%  
CORRELATION

3

EXERCISE  
OPTIMISM

56%  
CORRELATION

### EQ Competencies for Europe

Which of the scientifically-based, measurable, learnable EQ competencies are most important in Europe? This finding says, for example, that 60% of the variation in performance outcome scores are predicted by just one competency (defined on the next page).

It means for the “average person” in the Europe dataset, these three competencies are the most indicative for success.

# Define

# Top Competencies

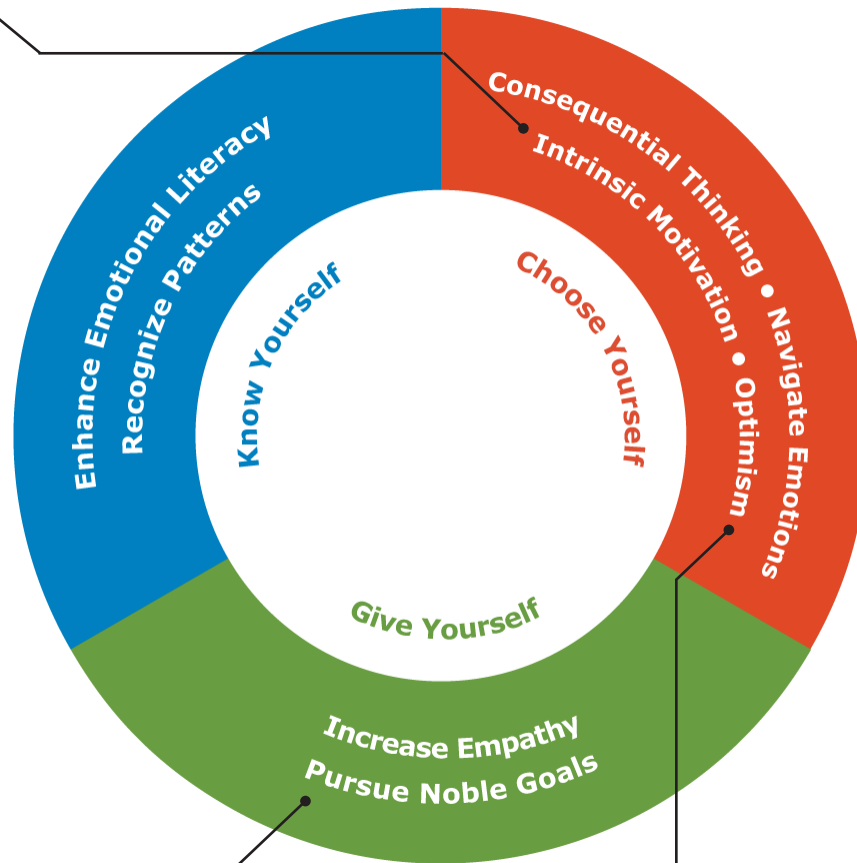
1

## ENGAGE INTRINSIC MOTIVATION

**Definition:** Gaining energy from personal values and commitments vs. being driven by external forces.

**Opposite:** Chasing external factors such as salary and status.

**Action:** Build your source of motivation from the INSIDE by tapping into emotions, value, and core human needs.



2

## PURSUE NOBLE GOALS

**Definition:** Connecting your daily choices with your overarching sense of purpose.

**Opposite:** Striving for meaningless, short-term goals.

**Action:** What is the difference you want to make in the world for the long-term? What can you do to take a small step in that direction today?

3

## EXERCISE OPTIMISM

**Definition:** Taking a proactive perspective of hope and possibility.

**Opposite:** Giving up power because you are sure there are no options.

**Action:** Even when it's not clear, remember there ARE more options. Create more possibilities.

# Compare Overall EQ Levels

For more global data see [6sec.org/soh](http://6sec.org/soh)

## HOW DOES EUROPE COMPARE TO GLOBAL EQ LEVELS?

### OVERALL EQ SCORE

Overall EQ Score is the average of all the scores on the SEI<sup>[1]</sup>

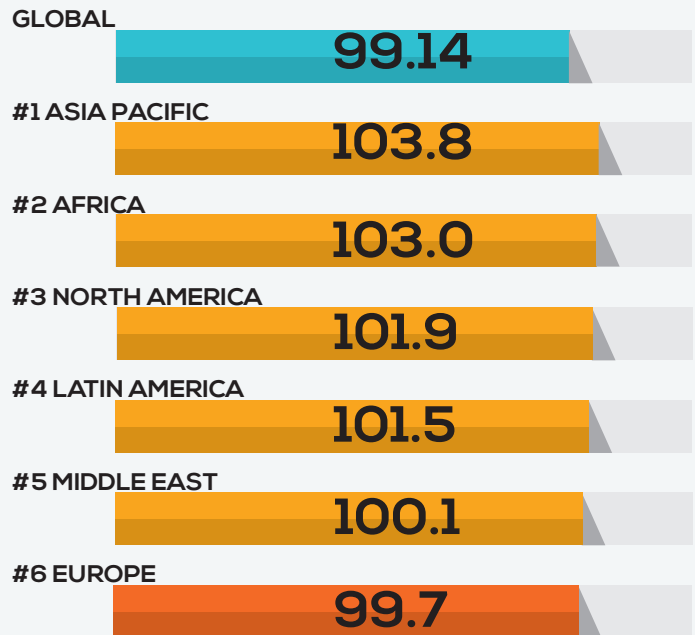


GLOBAL  
**99.14**



EUROPE  
**99.7**

### GLOBAL RANKINGS



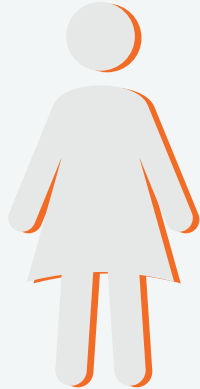
In the assessment database OVERALL the average EQ score is 100. In the 2016-17 SOH dataset, the average scores are shown above. The global average appears lower than many regions because there are many responses not included in the regions above.

## EQ RESULTS BY GENDER FOR: EUROPE [4]

99.4

WOMEN

Analyzing the Europe scores in 2016–2017, the total EQ score for females is 103.0 (100 is the overall average).



VS



100.0

MEN

These score differences too small to be statistically significant.

In EUROPE today, “Ms. Average” scores nearly the same as “Mr. Average”

## WHO HAS THE HIGHEST EQ LEVELS?

### EQ RESULTS BY AGE GROUP FOR: EUROPE

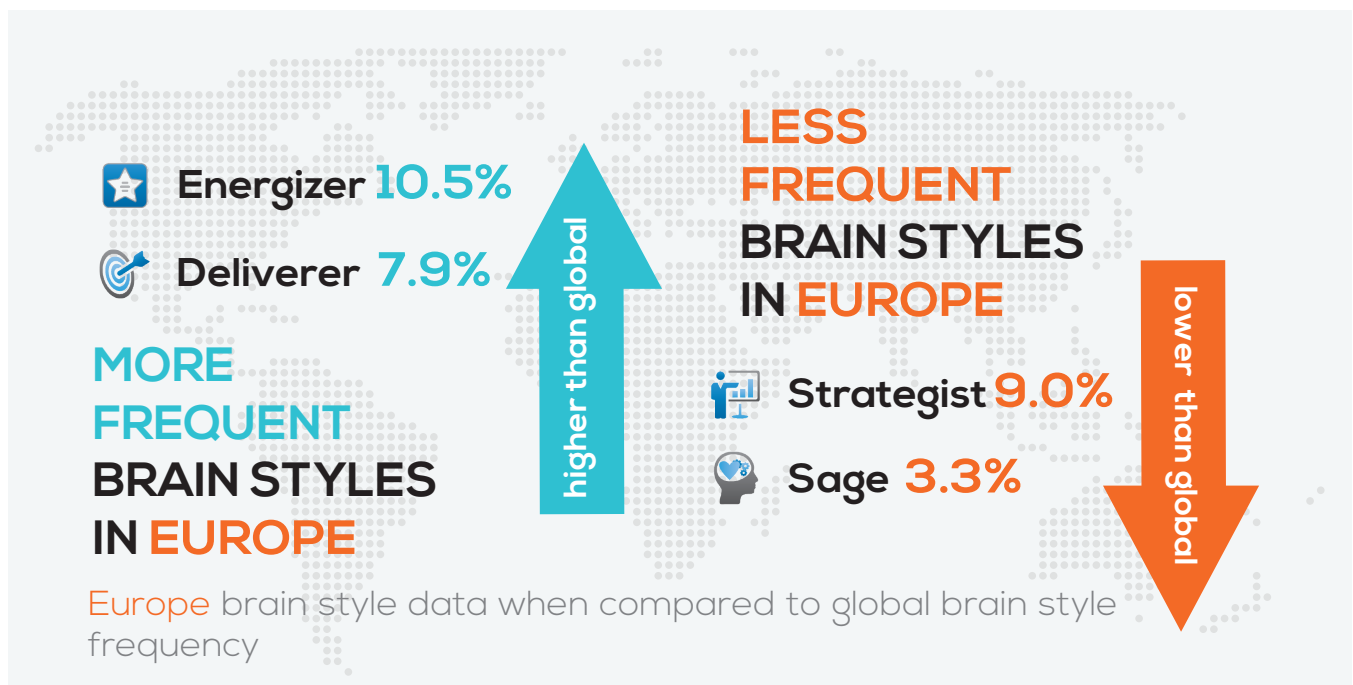


ON AVERAGE, a person 40- 50 in EUROPE today has the highest EQ. The average person under 30 has the lowest score. The differences are statistically significant, but remember, there is a large variation among individuals – some 25 year-olds actually have higher EQ than some 55 year-olds.

age < 30: [1] 30-40: [2] 40-50: [1] 50+: [2]



## BRAIN STYLES EUROPE VS GLOBAL:

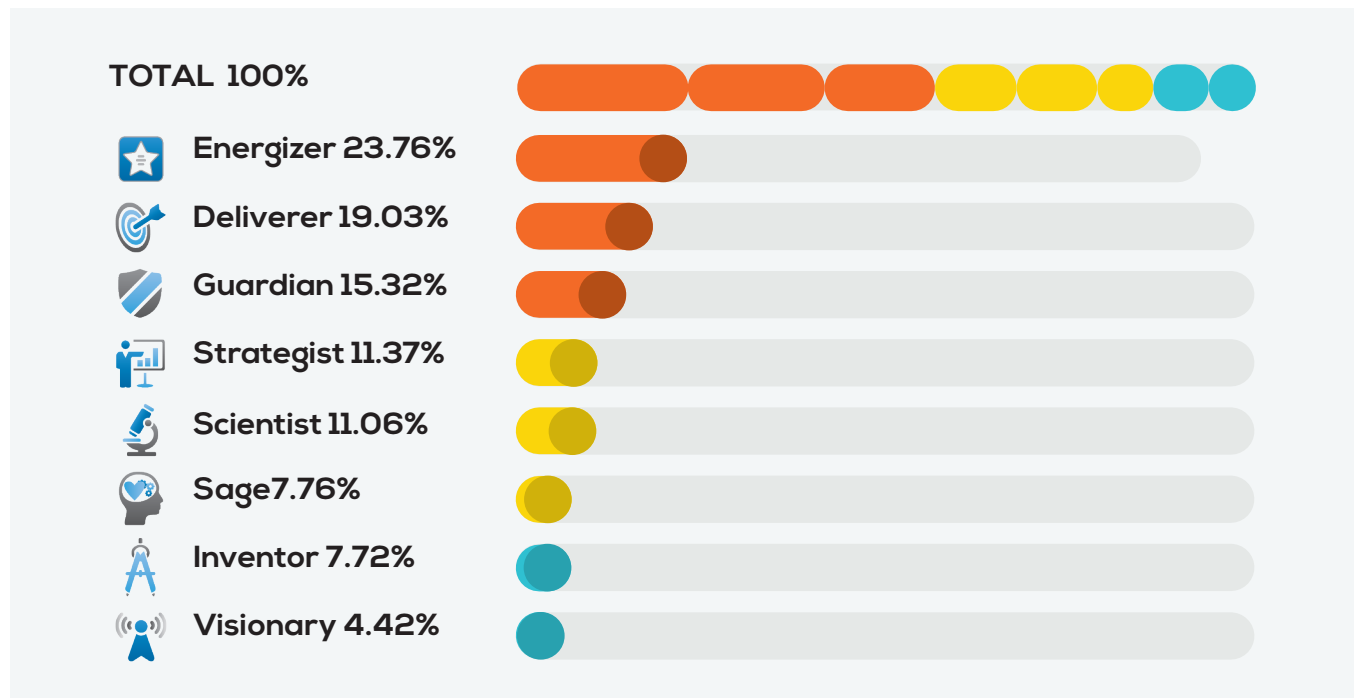


## What is the “EQ Style” in Europe, compared to the rest of the world?

A simple, practical way to understand emotional intelligence comes from eight archetypal “EQ Brain Styles” derived from Six Seconds’ research. In Europe, some Brain Styles occur more frequently than in the rest of the world - and some less.

See all eight Brain Styles defined on page 11

## BRAIN STYLE FREQUENCY IN EUROPE:



This chart shows how frequently people in the **Europe** sample exhibit each of the 8 EQ Brain Styles

## The Eight Brain Styles



**Scientist:** Accurate, Careful, Precise.



**Inventor:** Analytical, Creative, Open.



**Strategist:** Precise, Careful, Future-oriented.



**Deliverer:** Task-oriented, Generative, Practical.



**Visionary:** Passionate, Transformative, Long-term.



**Guardian:** Caring, Careful, Pragmatic.



**Energizer:** Committed, Creative, Real-world.

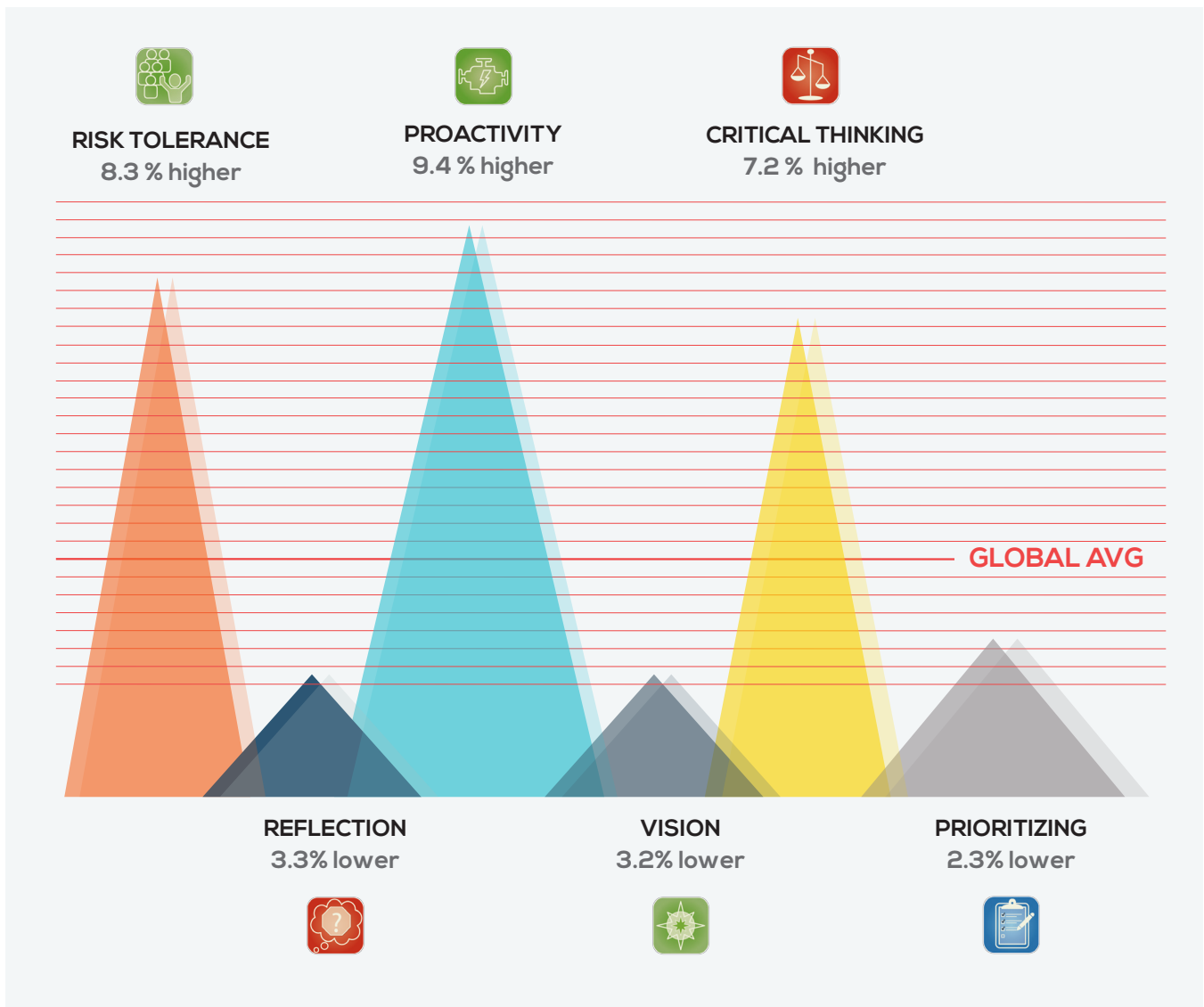


**Sage:** Caring, Protective, Lofty.

Learn more about the Brain Styles: [6sec.org/bbigint](https://6sec.org/bbigint)



## BRAIN TALENTS WHERE EUROPE IS THE HIGHEST AND LOWEST COMPARED TO GLOBAL LEVELS: [1]



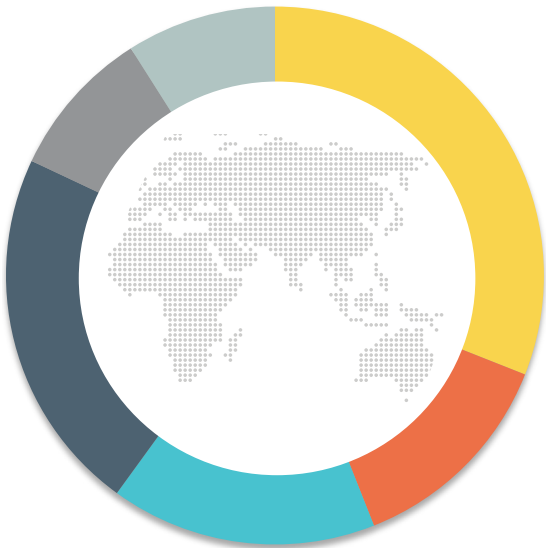
## EQ Brain Talents

To make emotional intelligence more actionable, Six Seconds conducted research to define key behaviors that high-performing leaders use to apply their EQ skills (see [6sec.org/talents](http://6sec.org/talents) for details). Eighteen “talents” emerged – learned behaviors for putting EQ into action:

- Data Mining** ..... Filtering to assess key information.
- Modeling** ..... Mapping out logical possibilities.
- Prioritizing** ..... Seeing and sorting possible paths.
- Connection** ..... Sensing & mirroring others’ emotions.
- Emotional Insight** ..... Understanding people and human dynamics.
- Collaboration** ..... Creating harmony between people.
- Reflection** ..... Pausing to assess.
- Adaptability** ..... Accepting multiple perspectives.
- Critical Thinking** ..... Evaluating, assessing, and planning.
- Resilience** ..... Bouncing ahead.
- Risk Tolerance** ..... Accepting the unknown potential.
- Imagination** ..... Seeing the unknown.
- Proactivity** ..... Acting based on internal drive.
- Commitment** ..... Maintaining attention on what is important.
- Problem Solving** ..... Inventing solutions to meet present needs.
- Vision** ..... Seeing the long-term meaning.
- Design** ..... Expanding attention to create new potential.
- Entrepreneurship** ..... Inventing solutions to future challenges.

For more details on the Brain Talents & the assessment, see [6sec.org/brain](http://6sec.org/brain)

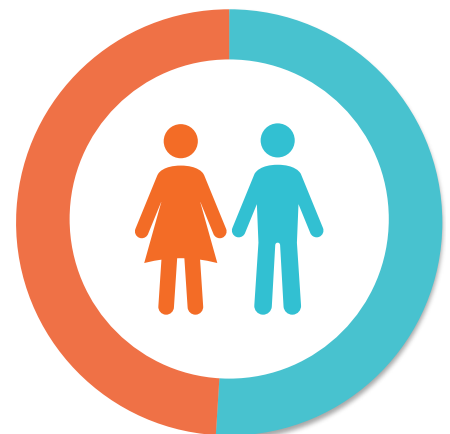
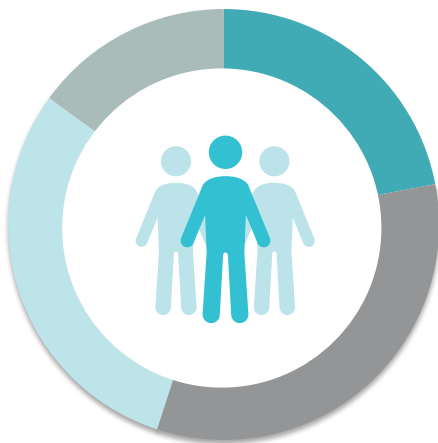
# Demographics of Sample



## EUROPE SAMPLE BY JOB SECTOR



## EUROPE SAMPLE BY AGE & GENDER



For additional powerful data on EQ trends, see [6sec.org/soh](http://6sec.org/soh)



## END NOTES

- [1] Statistically significant to  $p < .001$ ; extremely high reliability.
- [2] Statistically significant to  $p < .05$ ; reliable finding.
- [3]  $p > .05$ ; finding that may not be statistically significant.
- [4] Finding is not statistically significant.



## ABOUT SIX SECONDS

Six Seconds is a community of changemakers contributing to a world of insight, connection, and purpose.

We think the world would be a better place if a billion people were practicing the skills of emotional intelligence (EQ). So, we research and share scientific, global, transformational tools & methods to support that goal. With offices and representatives in 25 countries and members in 157 countries, our community extends the globe.

From schools where children love to learn, to corporations where people thrive, to programs rebuilding lives, Six Seconds' solutions are life-changing – and empower people to take ownership of a positive future.

[www.6seconds.org](http://www.6seconds.org)

for State of the Heart Report  
[6sec.org/soh](http://6sec.org/soh)