

RocheMartin

Inspired Emotional Intelligence



# The Emotional Capital Report for Teams

Unlock Your Teams' Emotional Intelligence with the ECR Teams™



Equip your team with the **Emotional Intelligence** skills needed to boost performance and navigate today's 'new normal'.

The Emotional Capital Report for Teams (ECR Teams™) leverages decades of peer-reviewed research to enhance team performance by building the foundational EQ competencies that drive success. Discover how Emotional Intelligence can transform your team's dynamics and unlock unparalleled potential.





# Unlock Your Team's True Potential

## How do teams operate at their best?

For years, business leaders have sought the answer to this question. Now, after decades of peer-reviewed research, organizations worldwide recognize that Emotional Intelligence (EQ) is the foundation of all high-performing teams.

**Team Emotional Capital** is RocheMartin's proprietary emotional intelligence framework for identifying, developing, and assessing the 10 EQ competencies that create three motivational states essential for team effectiveness:

- **Psychological Safety:** Enables team members to believe your workplace is a safe environment for interpersonal risk-taking, fostering trust, respect, and emotional awareness.
- **Team Identity:** Enhances the sense of belonging, motivating individuals to contribute to team goals and prioritize team objectives.
- **Team Efficacy:** Cultivates the collective belief that the team can work well together and achieve goals, resulting in improved motivation, engagement, and persistence.



Mastering Team Emotional Intelligence with the Emotional Capital Report for Teams (ECR Teams) is the most effective step any leader or HR department can take to enhance team and business performance.

## Team Emotional Capital

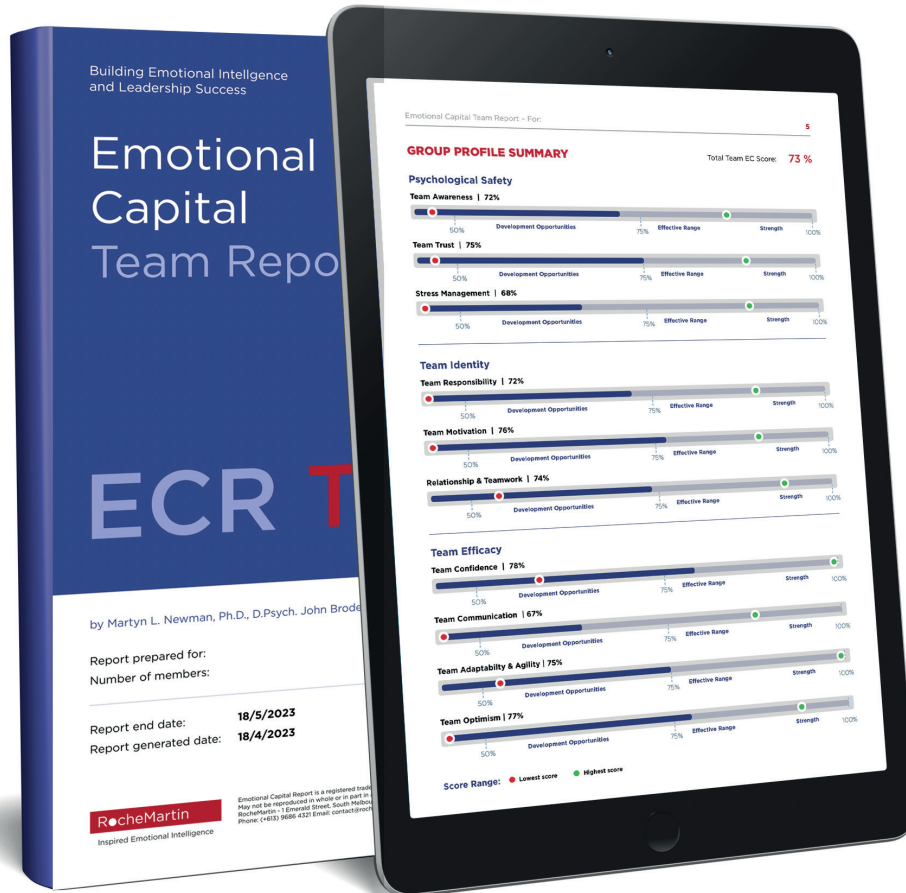
- ✓ **Developed following 20+ years of research**
- ✓ **Highly valued by executive leaders, HR departments, and coaches**
- ✓ **Proven to deliver outstanding results**

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To be able to give our team the opportunity to explore Psychological safety, Team Identity and Team efficacy through the Teams ECR was a profound and formative process.

Ian Wilson  
Training Programme Director | **JDFCT Scheme**





# Introducing ECR Teams

The Emotional Capital Team Report (ECR Teams) offers a comprehensive analysis of your team’s Emotional Intelligence. It is the world’s most advanced assessment for measuring team EQ, detailing how individuals recognize and practice the 10 core Emotional Capital competencies that drive improved team performance.



## Psychological Safety

- Team Awareness
- Team Trust
- Stress Management



## Team Identity

- Team Responsibility
- Team Motivation
- Relationships and Teamwork



## Team Efficacy

- Team Confidence
- Team Communication
- Adaptability and Agility
- Team Optimism



The assessment uses quantitative, data-driven approaches, providing a qualitative viewpoint that facilitates powerful group discussions and progress under the guidance of an experienced coach.

### What's Inside the Emotional Capital Team Report?

- ECR Team Core Emotional Capital Scores
- Profile Summary Graph
- Competency Analysis
- Verbatim Comments
- Action Plan
- Appendices (Highest and Lowest Scored Survey Questions)

**VIEW SAMPLE REPORT**



Emotional Capital Team Report - For:

#### Team Trust | 75%

Emotionally intelligent teams demonstrate a commitment to understanding each other's feelings and thoughts. They show sincere interest in each other's experience, and trust one another's intentions. They listen well and establish genuine emotional connections with all members.



#### Team Score

The team's level of trust is likely to contribute to feelings of psychological safety. Team members demonstrate a good degree of confidence in each other's intentions and take each other's feelings into consideration when making decisions. The team listens well to each other and treats members respectfully.

#### Analyses of Team Member Responses

The score on this competency represents the average score of the team. However, individual team members' scores differed significantly from each other. The questions contributing to this score suggest areas that need to be better understood across the team. Check the Analysis of Team Member Responses to identify the distribution of responses to the questions across the team. These are questions that need further discussion to gain a better understanding of why team members responded so differently.

Item	Team Trust	1	2	3	4	5	Ave
2	Building and maintaining trust is important priority for my team.	0	1	0	3	5	4.3
32	This team treats team members respectfully.	0	1	1	3	4	4.1
42	This team treats team members respectfully.	0	0	4	3	2	3.8
12	My co-leagues are sensitive to the way other people feel.	0	1	3	6	0	3.4
22	Taking people's feelings into consideration before making decisions is important in my team.	1	1	4	3	0	3.0

#### Team Building Discussion

- How does a lack of trust impact the group's performance?
- What factors of group behaviour undermine trust and impact individuals negatively?
- How can taking another person's perspective and considering matters from the other person's point of view improve trust and productivity?

**Score Key**

1 = Strongly Disagree    2 = Disagree    3 = Neither Agree nor Disagree    4 = Agree    5 = Strongly Agree

# Why Organizations Trust ECR Teams

Eight elements of ECR Teams consistently generate positive reviews globally:

## Evidence-Based

Extensive peer-reviewed research by top corporate psychologists assesses and develops EQ competencies that drive team performance.

## Quick and Simple

Complete the assessment in just 12 minutes.

## Practical Focus

A 25-page report includes scores on three core motivational states and 10 Emotional Capital competencies.

[> View Sample Report](#)

## Easy to Understand

No specialist training required to interpret the results.

## Tailored to Team Dynamics

Focuses on the collective, identifying how team members interact and how their emotional culture impacts performance.

## Practical Coaching Strategies

Provides detailed guidance to promote team cohesion and overcome challenges.

## Verbatim Section

Easily identifies and addresses specific challenges identified by team members.

## Actionable Insights

Helps leaders and managers improve team performance with targeted interventions and bespoke action plans.

# 6 Ways Your Team Will Benefit

The ECR Teams assessment enhances organizational performance and productivity by:

- 1 Improved Communication**  
Better emotional regulation leads to more effective communication of needs and concerns.
- 2 Increased Productivity**  
Reduced conflicts allow for a greater focus on productive work.
- 3 Enhanced Wellbeing**  
Reduces burnout and stress through better emotional regulation and stronger inter-team connections.



- 4 Improved Stress Management**  
Equips teams with tools to maintain a positive mindset and manage stress effectively.
- 5 Improved Collaboration**  
Enhances active listening and empathy, improving response to colleagues' needs.
- 6 Strengthened Team Relationships**  
Builds trust and deep connections, even in remote settings.



# How Sky Used Emotional Capital to Drive Up Team Performance

British broadcast and telecommunications giant Sky partnered with RocheMartin to reinvigorate its team culture using the Emotional Capital framework. Working with Dr. Martyn Newman, Sky implemented an EQ training program for over 200 leaders in 18 months, fostering a culture dedicated to exceptional performance.

Results included:

- Improved talent recruitment and retention
- Effective leadership development
- Higher employee engagement
- Superior customer service
- Better decision making

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In an increasingly complex world teams, more than ever, lead in solving organisational challenges. I need a tool that supports my clients to understand their unique contribution and, critically, what they can change to improve team effectiveness. ECR Teams provides this insight and creates the starting point for powerful conversations that will shift a team's potential to perform at their best.

Diana Hogbin-Mills

Owner & Principal Coach | **Midsummer Studio**



# Get Started Today

Using ECR Teams is the fastest, most effective way to develop your organization's overall EQ understanding and enhance performance in every aspect of your business.

## Contact Us to Master EQ

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