Bhattacharya’s Emotional Intelligence Instrument (BEIS-IN)

Bhattacharya (2003) has carried out the research amongst the Indian front and middle level executives working in various multinational companies.

The scale evolved the following factors of emotional intelligence:

1. Appraisal of negative emotions (Factor I)
2. Appraisal of positive emotions (Factor II)
3. Interpersonal conflict and difficulty (Factor III)
4. Interpersonal skill and flexibility (factor IV)
5. Emotional facilitation and goal orientation (factor V)

Appraisals of negative and positive emotions were elicited as most important factors of emotional intelligence in Indian context, followed by interpersonal conflict and difficulty, interpersonal skill and flexibility and emotional facilitation and goal orientation. The first, second and fifth factors were related to ‘self’ whereas the third and fourth factors reflect interpersonal skills.

Scoring Method

The items with asterisk mark (*) should be treated as reversed score.
Score sheet

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Value of the Score

A=1, B=2, C=3, D=4, E=5

Item 1-13 = Appraisal of negative emotions, maximum score = 65

Item 14-23 = Appraisal of positive emotions, maximum score = 50

Item 24-29 = Interpersonal conflict and difficulty, maximum score = 30

Item 30-35 = Interpersonal skill and flexibility, maximum score = 30

Item 36-40 = Emotional facilitation and goal orientation, maximum score = 25

Interpretation of BEIS-In score

<table>
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<tr>
<th>Score</th>
<th>Percentile</th>
<th>Interpretation</th>
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<tbody>
<tr>
<td>Above 150</td>
<td>More than 75%</td>
<td>Extremely high</td>
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<tr>
<td>111-150</td>
<td>55-75%</td>
<td>High</td>
</tr>
<tr>
<td>81-110</td>
<td>40-55%</td>
<td>Average</td>
</tr>
<tr>
<td>40-80</td>
<td>20-40%</td>
<td>Below average</td>
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BIG FIVE INVENTORY (BFI)

Description of Measure:

44-item inventory that measures an individual on the Big Five Factors (dimensions) of personality.

Scoring:

BFI scale scoring (“R” denotes reverse-scored items):

Extraversion: 1, 6R, 11, 16, 21R, 26, 31R, 36

Agreeableness: 2R, 7, 12R, 17, 22, 27R, 32, 37R, 42

Conscientiousness: 3, 8R, 13, 18R, 23R, 28, 33, 38, 43R

Neuroticism: 4, 9R, 14, 19, 24R, 29, 34R, 39

Openness: 5, 10, 15, 20, 25, 30, 35R, 40, 41R, 44