



# CHANGE HOW THEY READ THE ROOM

With the Mayer-Salovey-Caruso Emotional  
Intelligence Test™ Second Edition (MSCEIT<sup>®</sup> 2)

Empowering success through emotional insight



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# Unlock the power of emotional intelligence with the MSCEIT® 2

In today’s dynamic work environments, navigating new and challenging interpersonal settings is critical to success.

Emotions provide vital insights into personal needs and the motivations of others. Emotional intelligence (EI) is key to success in dynamic settings as it empowers people to make more informed, empathetic and adaptive decisions.

## What is the MSCEIT 2?

The Mayer-Salovey-Caruso Emotional Intelligence Test™ Second Edition (MSCEIT® 2) is a measure of emotional intelligence that is based on the ability model of EI. It is designed to provide a clear, actionable understanding of how well an individual recognizes emotional cues, understands their causes and implications, and uses emotion as a source of information to facilitate smooth and effective interpersonal interactions.

While some measures of EI emphasize how an individual may typically respond to emotionally charged situations, the MSCEIT 2 examines an individual’s fundamental ability to think through and solve problems involving emotions. The MSCEIT 2 helps identify and develop foundational skills needed to navigate interpersonal situations. By shaping an individual’s readiness to understand and process their emotions and the emotions of those around them as they emerge, it enables them to adapt strategically in dynamic interpersonal settings.

## Quick Reference

Component	Description
Age Range	18+ years
Language	English (North America)
Number of Items	94
Format	Administer and score online
Administration Time	30 minutes

The MSCEIT 2 is your partner in finding and cultivating better decision-makers, stronger communicators, more collaborative teammates, and more inspiring leaders who can help organizations thrive.



# Unlock their potential with the power of the MSCEIT 2

## Key features

**Performance-based** assessment of EI for those 18 years of age or older.

**Comprehensive scope**, providing a Total EI score and scores on the Perceiving Emotions, Connecting Emotions, Understanding Emotions, and Managing Emotions domains.

**Versatility and applicability** across multiple settings (e.g., corporate, clinical, educational, or research settings).

**Easy-to-use platform** that allows online administration and automated scoring of the whole assessment or individual domains.

## Key improvements to the original MSCEIT

**New interactive design** of assessment questions that incorporates a variety of multimedia stimuli to increase individual engagement and ease of use.

**New veridical scoring system**, designed by a multicultural panel of emotion research experts, which is used to assess the correctness of individuals' chosen answers.

**Modular administration** that allows test administrators the option of administering the entire MSCEIT 2 assessment or select EI domains of interest, as needed.

**Shortened completion time** of approximately 30 minutes if all questions are administered.



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# How does the MSCEIT 2 work?

The MSCEIT 2 offers a distinct way of understanding and evaluating EI. Built on the principle that emotions are a source of information, the MSCEIT 2 defines EI as the ability to harness this information to enhance the way we think through and solve problems.

**To understand and evaluate EI, the MSCEIT 2 measures:**



To measure each of these skills, the MSCEIT 2 takes a unique, performance-based approach by asking people to solve problems about emotional scenarios and about emotions themselves. By providing scores for each domain as well as Total EI, the MSCEIT 2 directly measures an individual's capacity to think through and solve problems involving emotions.






# The MSCEIT 2 mirrors how we solve problems involving emotions in the real world

The MSCEIT 2 is built upon decades of research that inform individuals about how their emotional intelligence levels influence and enhance people's daily lives and social interactions<sup>1,2,3</sup>.

Using 12 varied and engaging question types to measure four domains, the MSCEIT 2 provides excellent coverage of the EI construct and is accompanied by reports that provide coaching strategies targeted toward each specific domain.



Which emotion is best expressed by the person in this video?

☐ Anticipation

☐ Frustration

☐ Surprise

☐ Fear

In this task, the test-taker is asked to identify emotions expressed through facial movement. This is a strong example of how the MSCEIT 2's performance-based approach requires individuals to apply their skills to solve problems involving emotions, like they would in their daily life.



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# The MSCEIT 2 offers a psychometrically strong assessment of EI

## Norms

The MSCEIT 2 norm is composed of 3,000 individuals who completed the assessment between October 2019 and April 2020. The MSCEIT 2 norms represent two regions, including 2,700 individuals from the U.S. and 300 individuals from Canada. The Normative Sample was evenly distributed by gender and across five age ranges, with race/ethnicity, educational level, and region within the country matched to 2022 U.S. and 2021 Canadian census proportions.

## Reliability

The MSCEIT 2 exhibits strong reliability, both in terms of internal consistency and test-retest reliability. This important result means that the test taker's scores will remain stable over time (as tested over a few weeks and a few months, unless development efforts are used to improve their score) and that items measuring a certain domain all contribute to the same concept, holding together as a unit (e.g., all Perceiving Emotions items are measuring the perception of emotions). Therefore, users of the MSCEIT 2 can be confident that the scores generated by this assessment will be consistent.



## Validity

The MSCEIT 2 demonstrates strong construct validity, meaning that users can trust that the MSCEIT 2 is in fact measuring the ability to perceive emotions, connect emotions, understand emotions, and manage emotions, as evidenced by subject-matter expert review. In addition, the MSCEIT 2 shows strong predictive validity, as higher scores on the MSCEIT 2 are associated with a considerably lower risk of negative behaviors at work. The MSCEIT 2 also predicts leadership effectiveness above and beyond the influence of a transformational leadership style. The MSCEIT 2 demonstrates expected strong relationships with other measures of similar concepts (such as the original MSCEIT) and weaker relationships with dissimilar concepts (such as personality traits).

## Fairness

The MSCEIT 2 meets or exceeds the fairness requirements outlined in the *Standards for Educational and Psychological Testing* by the American Educational Research Association, American Psychological Association, and the National Council on Measurement in Education<sup>4</sup>. Scores were compared for key demographic groups, and only minimal or modest differences were observed, demonstrating the broad applicability of the assessment. Users of the MSCEIT 2 can be confident that the assessment is equivalent in the way that it measures emotional intelligence across gender and racial/ethnic groups, and across the U.S. and Canada.

# Actionable and Clear Reports



The MSCEIT 2 Individual Report consists of a **client** version and a **coach** version. Both versions were designed to be easy and appealing to use.

## CLIENT REPORT

**Designed to provide the person taking the assessment with a better understanding of the MSCEIT 2 framework**, the client version of the report sets the stage for a very detailed, personalized interpretation of how they scored in each of the four domains. The report provides specific strategies that can be used to leverage their areas of strength or to develop their skills in particular opportunity areas. The feedback was designed to be actionable, fostering personal and professional growth through a better understanding of how to process and manage emotions as they emerge.

## COACH REPORT

**The coach version of the report is designed to help the test administrator understand the best way to put the test taker's results into context.**

This provides guidance on how to set the stage for a positive and growth-oriented discussion about the results. The coach report provides a detailed understanding of how the test taker's performance varied across the domains, as well as additional information about supplemental scores.



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# The MSCEIT 2 is your partner in cultivating a resilient and emotionally intelligent workforce

The MSCEIT 2 is designed for coaches, trainers, consultants, and HR professionals who help individuals and organizations seeking to assess and develop EI. With the substantial influence that emotional intelligence can have on a person's daily life and social interactions, the MSCEIT 2 provides valuable information across a wide range of applications. Here are a few examples.

## Leverage the MSCEIT 2 to:



### Elevate employee development through deep self-awareness

- Identify emotional strengths and areas for improvement
- Empower employees to develop key emotional skills that drive personal and professional growth



### Cultivate introspective leaders who inspire their teams

- Provide insight into leaders' own EI and how it may impact their leadership style
- Help leaders identify and respond to the needs of their team for optimal engagement and motivation



### Build teams that thrive together

- Identify and leverage each team member's emotional strengths, fostering smoother collaboration and more efficient teamwork
- Build collective emotional awareness to set meaningful goals, improve communication, and enhance overall team performance



### Manage change by managing emotions

- Consider people's capacity to handle change given their emotional intelligence skills
- Foster smooth transitions by anticipating and carefully managing the emotional response



### Find and cultivate an emotionally intelligent workforce

- Help identify job candidates and compare proficiency among a pool of candidates



### Identify and hone future leaders

- Identify up and coming leaders with the EI competency needed to fill a succession planning pipeline

**Other noteworthy applications include educational settings, clinical settings, and research settings.**

- In post-secondary educational settings, it aids school psychologists and counselors in identifying students who may need additional support to handle social and emotional challenges, potentially preventing problematic behaviors.
- In clinical contexts, it can be used by professionals to help their clients develop better self-understanding. In research, it serves as a comprehensive and psychometrically sound tool for measuring emotional intelligence.

**References** 1. Brackett, M. A., Warner, R. M., & Bosco, J. S. (2005). Emotional intelligence and relationship quality among couples. *Personal Relationships*, 12(2), 197–212. <https://doi.org/10.1111/j.1350-4126.2005.00111.x> 2. DeTore, N. R., Mueser, K. T., & McGurk, S. R. (2018). What does the Managing Emotions branch of the MSCEIT add to the MATRICS consensus cognitive battery? *Schizophrenia Research*, 197, 414–420. <https://doi.org/10.1016/j.schres.2018.02.018> 3. Rivers S. E., Tomeney S., Obryon E., Brackett M. A. (2013). Developing emotional skills in early childhood settings using Preschool RULER. *Psychol. Educ. Rev.*, 37, 20–25. 4. American Educational Research Association, American Psychological Association, National Council on Measurement in Education, & Joint Committee on Standards for Educational and Psychological Testing (U.S.). (2014). *Standards for educational and psychological testing*.



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