

## **Genos Research Policy**

Genos is a research active organization, which typically conducts investigations on a regular basis relevant to the reliability and validity of the scores derivable from its proprietary inventories. In this capacity, these investigations may be conducted entirely within the Genos organization or in collaboration with other active researchers. There are also cases where research may be conducted with Genos proprietary inventories totally independently by a researcher or organization outside of Genos. This document is particularly relevant to describing the policies regulating research that is conducted outside of Genos, either in a collaborative manner or totally independently of Genos.

Genos offers support to researchers to facilitate the conduction of research on Genos psychometric instruments. The support may consist of free use of Genos psychometric instruments to advice on which outcome measures to use in a particular study. In practice, Genos distinguishes between two types of research: (1) Academic Research and (2) Professional Research.

### **Academic Research**

Academic research is considered to consist of students (honours, masters, doctoral) or employed researchers (e.g., lecturers, professors, research fellows, etc.) who are engaging in research for which there is no intended or likely financial benefit to the researcher as a direct result of conducting the research. Thus, university enrolled students would be engaging in the research as part of an educational experience and/or to obtain an academic degree. Academic researchers would be engaging in the research as part of their active research profile as an employed academic.

Genos supports academic research by selectively providing (in paper-based format) one or more of three versions of the Genos EI inventory. For the purposes of research, there are three versions of the Genos EI inventory: Short (14 items; 5 minutes completion time); Concise (31 items; 10 minutes completion time); and Full (70 items; 20 minutes completion time). All three versions are potentially available free of charge for research purposes.

**Genos EI: Short Version**

The Genos EI Short version can be downloaded directly from our website free of charge ([www.genos.com.au/research](http://www.genos.com.au/research)). The scoring key is detailed in a book chapter by Palmer, Stough, Hamer & Gignac (in press), which can be downloaded from [www.genos.com.au/research](http://www.genos.com.au/research). Only one score (Total EI) can be calculated from the Genos EI Short version. Thus, it is potentially useful in those research scenarios that have very limited testing time constraints, and/or where EI is only of secondary interest to the research aims. Researchers are encouraged to use the Genos EI Short version as often as they wish, and without having to request permission from Genos. It should be made clear, however, that the Genos EI short version was developed for research purposes only. Individuals/organizations outside Genos are strictly forbidden from using the inventory for commercial purposes.

**Genos EI: Concise & Full Versions**

Both the Genos EI Concise and Genos EI Full versions have the same number and nature of subscales scores. The primary difference is that the Full version tends to produce scores with greater levels of internal consistency reliability than the Concise version. A more complete psychometric description of the Full, Concise, and Short Genos EI versions can be found Palmer, Gignac, Harmer, and Stough (in press).

The Genos EI Concise and Genos EI Full versions must be requested by contacting Genos. Specifically, an application form must first be completed and submitted to Genos, so as to verify an applicant's academic (or research only) status (see [www.genos.com.au/research](http://www.genos.com.au/research) for application forms). Effectively, Genos considers there to be two types of individuals who may be considered qualified to administer the Genos EI Concise and Full inventories: (1) those who have completed successfully the Genos EI accreditation program (student's can receive a discount); and (2) those who have obtained a higher-degree in psychology (or related field) and who have also purchased the Genos EI inventory technical manual.

In the even that the submitted application is accepted, researchers will receive a paper-based copy of the inventory (which can be photo-copied). The scoring key will not be provided. Consequently, the subscale scores will be calculated by Genos, along with the subscale reliabilities. To have the subscale scores calculated and the subscale reliabilities estimated, researchers must submit to Genos electronically ([research@genos.com.au](mailto:research@genos.com.au)) a properly inputted data file (SPSS

or Excel). An example Excel file with Genos EI item variables and data can be downloaded from [www.genos.com.au/research](http://www.genos.com.au/research).

### **Professional Research**

Professional research consists of industry professionals who are engaging in research for the purposes of facilitating or potentially facilitating the generation of income within a consulting or business related context. An example would be a consultant or organisation that wishes to validate the utility of their training program. Thus, this organisation may wish to demonstrate that their training program increases EI from time 1 (before training) to time 2 (after training). The potential discounts offered by Genos to a consultant or organization may vary based on a number of factors (discounts may amount to 50% of the retail price). Professional researchers need to complete successfully the Genos EI accreditation program (see [www.genos.com.au/events](http://www.genos.com.au/events)). In order to potentially conduct professional research with Genos proprietary instruments, the appropriate application form must be completed (see [www.genos.com.au/research](http://www.genos.com.au/research)) and submitted to [research@genos.com.au](mailto:research@genos.com.au).

NB: Genos reserves the right to support or not support any proposed professional or academic research.

### **Legal Issues**

It is a delicate balance between giving nearly anyone affiliated with a university our psychometric instruments in paper-based form, while also attempting to protect Genos' intellectual property (IP). Consequently, before using the Genos EI Concise or Genos EI Full versions, Genos requires researchers to submit the appropriate application form (see [www.genos.com.au/research](http://www.genos.com.au/research)), which includes a statement to the effect that the applicant acknowledges that he or she can not divulge the content of Genos' IP or use Genos' IP for the purposes of generating revenue. Note well that use of the Genos EI Short version (14 items) does not require the signing of any legal documents. The Genos EI Short version should be viewed as effectively within the public domain. However, the Genos EI Short version can not be used commercially, unless Genos has provided explicit permission to do so.

## Writing a Method section using Genos EI

When writing a Method section to an academic paper, it is often the case that a researcher will describe the nature of the instrument that they used by providing example items within each subscale. Genos recommends researchers report the following items as examples of Genos EI.

ESA: I am aware of my mood state at work.

EE: I have trouble finding the right words to express how I feel at work.

EAO: I understand the things that make people feel optimistic at work.

ER: I consider the way others may react to decisions when communicating them.

ESM: I fail to handle stressful situations at work effectively.

EMO: I don't know what to do or say when colleagues get upset at work.

ESC: When upset at work I still think clearly.

Researchers are also often required to report reliability and validity for the instruments that they used in their investigation. The reliability and validity of Genos EI has been reported in the Genos EI technical manual (Gignac, in press). A review of the relevant research has been reported in Palmer, Stough, Harmer, & Gignac (in press).

## References

Palmer, B. R., Stough, C., Hamer, R., & Gignac, G. E. (in press). Genos emotional intelligence inventory. In C. Stough, D. Saklofske, & J. Parker (Ed.), *Advances in the measurement of emotional intelligence*. New York: Springer.

Gignac, G. E. (in press). *Genos Emotional Intelligence Inventory: Technical Manual*.