Appendix 2: EI Instrument Summary

EI Instrument	EI Model	Items/Scoring	Themes/Subscales	Psychometrics
AEQT Adult Emotional Quotient Test[30]	Trait	45 items Scale unreported	5 branches: (1) emotional appraisal, (2) emotional expression, (3) empathy, (4) emotional utilization, (5) emotional regulation	Internal Consistency: α = 0.77 [30] Validity: Unreported [30]
BGS-EIQ Bradberry and Greaves' Standard Emotional Intelligence Questionnaire[32]	Trait	28 items Likert Scale (6 pt.)	4 themes: (1) self-awareness (2) self-management (3) social awareness (4) relationship management	Internal consistency: α = unreported [32] Test-retest: ICC = 0.92 [32] Validity: Unreported [32]
EIES Emotional Intelligence Evaluation Scale[37]	Trait	30 items Scale unreported	5 domains: (1) emotional awareness, (2) emotion management, (3) self-motivation, (4) empathy, (5) social skills	Internal Consistency: α = 0.89 [32] Validity: Unreported [37]
EQ-i Emotional Quotient Inventory[31, 35]	Trait Mixed-model based [52]	133 items *87 items [31] Likert Scale (5 pt.)	15 EQ subscales: (1) emotional self-awareness (2) assertiveness (3) independence (4) self-regard (5) self-actualization (6) interpersonal relationships (7) social responsibility (8) empathy (9) problem-solving (10) reality testing (11) flexibility (12) stress tolerance (13) impulse control (14) optimism (15) happiness 5 composite scales: (1) intrapersonal, (2) interpersonal, (3) adaptability, (4) stress management, (5) general mood	Internal Consistency: α = 0.94 [31] **α = 0.75-0.84 [52] Test-retest: **(0.73) (after 3 wks)[57] ICC = 0.83[35] Validity: Unreported [31] Significant correlation between EQ-i and problem-solving skills (r = 0.34) [35] **Significant correlation with Big Five personality traits (r = 0.75) [57]
EQ-i-2.0 Emotional Quotient Inventory 2.0[38, 39]	Trait Mixed-model based [52]	133 items Likert Scale (5 pt.)	Modified from EQ-i to address social and cultural bias, remove items with clinical associations, and improve items that may have been too long or that contained undesirable content[54] 15 EQ subscales: (1) emotional self-awareness (2) assertiveness (3) independence (4) self-regard (5) self-actualization (6) interpersonal relationships (7) social responsibility (8) empathy (9) problem-solving (10) reality testing (11) flexibility (12) stress tolerance (13) impulse control (14) optimism (15) happiness (16) emotional expression 5 composite scales: (1) interpersonal, (2) stress management, (3) self-perception,	Internal Consistency: α = unreported [38, 39] **α = 0.77-0.91 [54] Test-retest: **0.92 (after 2-4 wks) [54] **0.81 (after 8 wks) [54] Validity: Significant correlation between sub-scores (self-perception, interpersonal) to sub-scores of HRG (challenge, commitment) [39]

			(4) self-expression, (5) decision-making	
MSCEIT-V2 Mayer Salovey Caruso Emotional Intelligence Test Version 2 [36]	Ability	141 items Performance Scale: Correctness	2 areas: (1) experiential EI, (2) strategic EI 4 branches: (1) identification of emotions, (2) using emotions to reason, (3) understanding emotions, (4) managing emotions	Internal Consistency: α = unreported [36] **α = 0.91 [53] **MSCEIT: α = 0.76 [53] **MSCEIT: r = 0.86-0.93 [58] **MSCEIT: Test-retest: 0.86 [58] Validity: Significant correlation to psychological well-being (r = 0.28), Agreeableness (r = 0.28), openness (r = 0.25) [53] **Negatively correlated to social deviance (r = -0.20) [57] **Significant correlation to verbal IQ (r = 0.336), performance IQ (r = 0.402), full scale IQ (r = 0.430) [53]
MSEIS Modified Schutte Emotional Intelligence Scale Aka Modified Schutte Self Report Inventory (SSRI), Modified Schutte Emotional Intelligence Scale (SEIS)[34]	Trait	41 items Likert Scale (5 pt.)	3 factors: (1) optimism/mood regulation, (2) utilization of emotions (3) appraisal of emotions	Internal Consistency: α = unreported [34] **α = 0.85 [56] **α = 0.89 [56] Test-retest: **0.75 [56] **0.78 [52] Validity: Unreported [34] **SSRI: Significant correlation to attention to feelings and mood repair subscales of TMMS and optimism subscale of LOT [52] **Negatively correlated to pessimism subscale of LOT [52]
TEIQue-SF Trait Emotional Intelligence Questionnaire Short Form[28]	Trait	30 items Likert Scale (7 pt.)	4 factors: (1) well-being, (2) self-control, (3) emotionality, (4) sociability	Internal Consistency: α = 0.89 [28] ** α = 0.87 [53] **α = 0.88-0.89 [59] Validity: Moderate and weak correlations between 4 factors and 4/5 of the Big 5 Personality traits (neuroticism, extraversion, agreeableness, conscientiousness) [28] **Significant correlation to self-compassion (r = 0.55)[53] **Negatively correlated to global burnout (r = -0.58), diminished accomplishment (r = -0.64), emotional exhaustion (r = -0.49)[55]
WEIP-S	Trait	16 items	4 constructs: (1) awareness of own	Internal Consistency:

			emotions, (2) control of own emotions, (3) recognize emotions in others, (4) manage others' emotions	α = 0.77-0.86 [29] **WEIP-3: α = 0.86 [52] Validity: Unreported [29] **Spanish version: Subscales related to others' emotions significantly correlated to nearly all TMMS subscales (r =0.14-0.38) [60] **Negative correlation to disorganization/apathy subscales of DEX (r =-0.23-0.29)[60] **Negative correlations between control of own emotions (r = -0.20) and management of others' emotions (r = -.017) to PSS [60]
Workgroup Emotional Intelligence Profile Short[29]	Ability-model based[52]	Likert Scale (7 pt.)		
WLEIS Wong Law Emotional Intelligence Scale[33]	Trait Ability-model based[52]	16 items Likert Scale (7 pt.)	4 dimensions: (1) appraisal and expression of emotion in the self (2) appraisal and recognition of emotion in others (3) regulation of emotion in the self (4) use of emotion to facilitate performance	Internal Consistency: α = 0.91 [33] **α = 0.76-0.89 [52] Validity: Unreported [33] **Significant correlation to life satisfaction (r = 0.16-0.46) **Convergent validity to EQ-i (r = 0.63), discriminate validity from Big 5 [61]

Note. **Indicates psychometric data from systematic review or psychometric analysis studies (De-Luna et al., 2021; Cooper and Petrides, 2010; Van Zyl 2014; Brackett and Salovey, 2006; Brackett and Mayer, 2003). *Indicates adaptation of instrument and removal of items.

Data pertaining to alternate versions of same instrument included when applicable. Underlying model listed if different from outcome-based categorization. TMMS (Trait Meta Mood Scale). PSS (Perceived Stress Scale). DEX (Dysexecutive Questionnaire). LOT (Life Orientation Test)