



TTI  
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# Emotional Quotient™

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# Introduction

## TTI Emotional Quotient™



The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for improvement. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

### Use this report to:

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognize how different dimensions of EQ influence personal and professional performance.
- Identify growth opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.

# Introduction

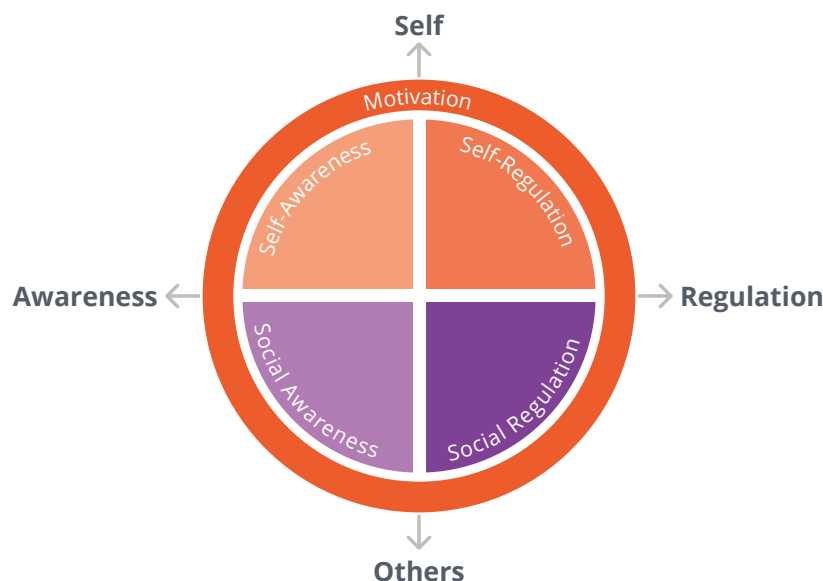


## A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognized and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical growth strategies, and explore how each area may influence day-to-day outcomes.



# General Characteristics

## Self Dimension



*This section provides insight into how John typically engages with internal emotional experiences. It explores general patterns in how he notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to gain a clearer understanding of how John's personal focus may influence his actions, decision-making, and individual performance.*

John reflects occasionally but may not yet have a consistent or structured process. He recognizes emotional influence after reacting, rather than in the moment. When John experiences discomfort with ambiguity or uncertainty, the impact may not always be recognized in the moment. He may occasionally look back on emotional reactions, but does not always apply the learning forward. When reflection happens, John needs time to name emotional states, particularly if subtle or layered. He knows his surface-level strengths but has less clarity about development areas.

John tends to manage inner reactions in ways that support clarity and productivity. Long-term goals stay clear, even when emotion or distraction might pull his attention elsewhere. He typically demonstrates self-control and he tends to remain composed, even when provoked. Even when frustrated, he maintains constructive dialogue and emotional presence. John detects internal tension through physical cues and uses that as an early prompt to reset. Even after difficult events, John tends to recover quickly and stay on course.

John is often aware of what boosts or drains energy and takes small actions accordingly. Motivating work is often pursued with intention, helping him sustain energy and engagement. When facing complexity, John typically enjoys problem-solving and is comfortable with the challenge. He usually stays on task, especially when goals are clear and timelines are structured. John detects procrastination early and shifts focus before it takes hold. Optimism is often supported by how John reframes internal dialogue in challenging moments.

### Self-Awareness



### Self-Regulation



### Motivation



# General Characteristics

## Others Dimension



*This section provides insight into how John typically engages with the emotions of others. It explores general patterns in how he interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to gain a clearer understanding of how John's interpersonal awareness and relationship style may influence his communication, collaboration, and interactions with others.*

John often senses who is emotionally engaged in group discussions, and who is withdrawn. In emotionally complex conversations, John may believe he is effective and seeks to help. When interacting with others, John typically picks up on emotional tone and subtle shifts. In group settings, John detects signs of emotional friction or resistance that may not be voiced directly. John typically allows space for others to share and resists the urge to jump to advice or solutions. When seeing signs of struggle, John tends to consider the emotional significance of the moment.

John acknowledges emotion in the moment and helps steer tense interactions toward a constructive outcome. His approach to influencing others tends to adapt to build stronger alignment across roles and settings. By being present and calm, John often helps others feel comfortable sharing sensitive topics. Friendliness often comes through in John's tone, posture, and body language. John typically shows up with encouragement when others are navigating change. Through warm and approachable communication, John often makes it easier for others to engage.

**Social Awareness**



**Social Regulation**



# Emotional Quotient Graph

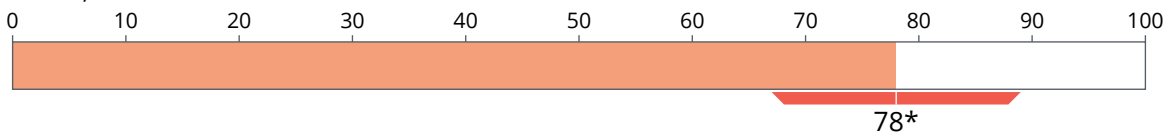


## The Five Dimensions of Emotional Intelligence

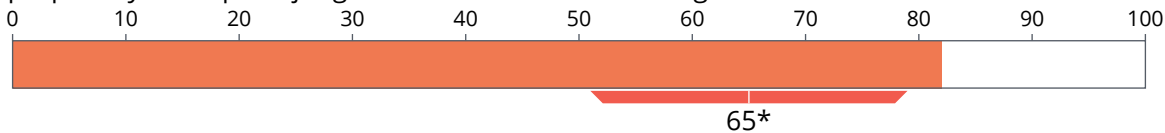
This section provides a visual summary of how actively each of the five dimensions may be reflected in John's day-to-day actions, decision-making, and interaction. Rather than labeling ability, this information is designed to support reflection, highlight his natural tendencies, and identify opportunities for growth. Use this section to help him reflect on what's working, what may feel less natural, and where focused action could support greater effectiveness in different situations.

### Self Dimension

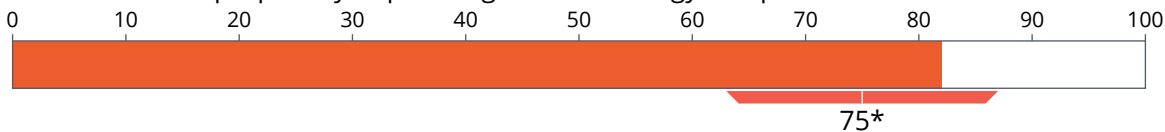
**Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



**Self-Regulation** - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

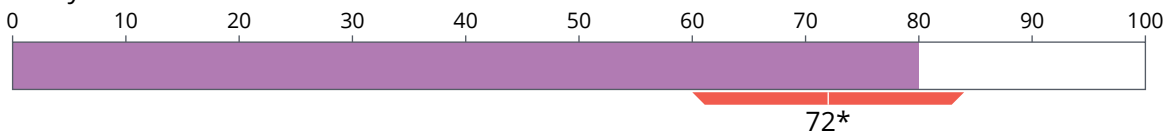


**Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

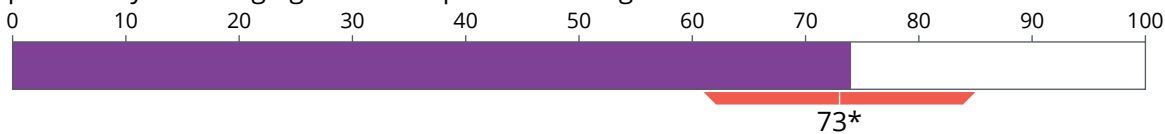


### Others Dimension

**Social Awareness** - The ability to understand the emotional makeup of other people and how your words and actions affect others.



**Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



\* 68% of the population falls within the shaded area.

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# Emotional Quotient Activity Snapshot

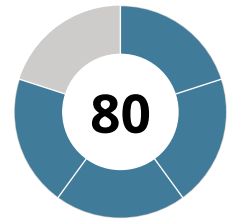


## Exploring Emotional Themes & Patterns

This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing John's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on which areas of emotional focus may come more naturally and where increased attention could support personal growth, connection, and overall effectiveness.

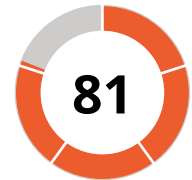
### Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.



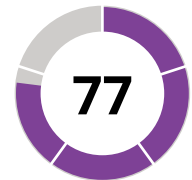
#### Self Dimension Score

A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognized, understood, and channeled toward meaningful outcomes.



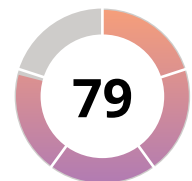
#### Others Dimension Score

A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.



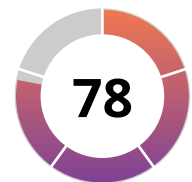
#### Awareness Dimension Score

A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.



#### Regulation Dimension Score

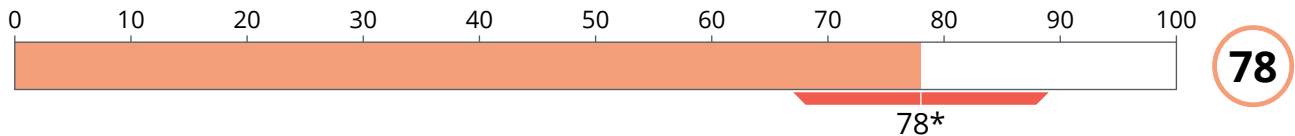
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.



# Self-Awareness



*This section explores how actively John perceives his emotional states and patterns. Self-Awareness reflects the degree to which he is able to notice, label, and understand his emotional experiences and how those states may influence his thoughts or actions. Use this section to help him reflect on how consistent internal observation may support clarity and self-understanding in his personal and professional lives.*



John shows signs of emotional awareness, though it may be more available in certain settings or situations. Building habits of reflection can help him clarify how mood and mindset shape everyday choices. This result points to an emerging self-awareness foundation that can be strengthened through practice.

## Growth Activities

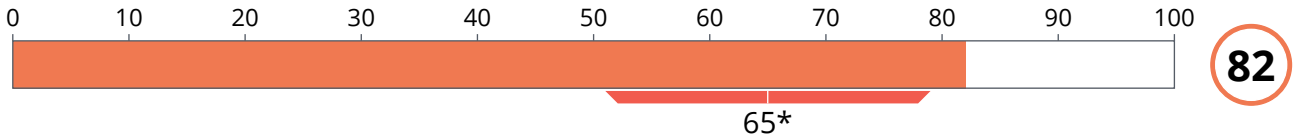
*Based on John's Self-Awareness score, below is a list of potential ways for him to continue to grow and refine the ability to perceive his emotional states and patterns:*

1. Notice one moment this week where emotional state clearly impacted energy, focus or motivation. Record what happened and how it unfolded.
2. Track which types of events tend to produce strong emotional responses. Identify one personal trigger.
3. Before a tough conversation, pause to assess the current tone and redirect if needed.
4. Journal reactions during emotionally charged events. Validate patterns that emerge over time.
5. After one conversation per day this week, consider whether tone matched the intent.
6. Identify the most common emotion experienced in a week. Explore 2–3 nuanced words that describe variations of that emotion.
7. After completing three tasks this week, pause briefly to consider how emotions may have influenced the choice to start or delay it.

# Self-Regulation



This section explores how actively John manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which he maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help him reflect on how effectively he integrates emotions into productive routines and remains composed under pressure.



John consistently manages emotional responses with composure and forethought, especially in high-pressure situations. Honing this trait can support stronger influence and resilience across new and unfamiliar contexts. This result highlights a strength for channeling emotional energy productively.

## Growth Activities

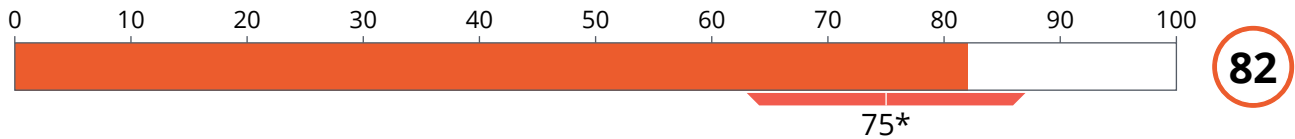
Based on John's Self-Regulation score, below is a list of potential ways for him to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:

1. Observe how three others respond to tone and adjust accordingly.
2. Facilitate a group conversation designed to restore emotional clarity. Review feedback with a peer or mentor.
3. This week, track where mood from a previous interaction influenced the next, and note the early signals that this was occurring.
4. Offer emotional recovery support to a colleague. Reflect on how this strengthened regulation skills.
5. Use an emotional reset strategy intentionally in two tough moments.
6. Identify three examples where emotional neutrality supported decision-making. Reflect on conditions that enabled it.
7. Reassess the effectiveness of three recovery strategies used recently.

# Motivation



This section explores how consistently John channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which he pursues objectives with purpose, energy, and persistence. Use this section to consider how emotional commitment and values alignment help him shape direction, engagement, and progress over time.



John maintains steady energy and purpose across most tasks and challenges. Continuing to connect effort to meaningful outcomes can enhance focus and persistence. This score suggests he can effectively channel emotional energy toward meaningful, purpose-driven goals.

## Growth Activities

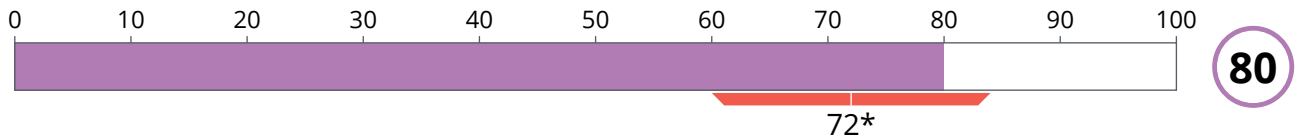
Based on John's Motivation score, below is a list of potential ways for him to connect with his internal drive and focus in order to channel emotional energy to pursue personal objectives:

1. For one week, notice when procrastination appears. Label the feeling underneath it and take one immediate small step to break inertia.
2. Use a 5-minute break at regular intervals during long work periods to increase recovery and reduce mental fatigue.
3. Choose one core strength and intentionally design two tasks to align with it.
4. Create a 2-step recovery plan for moments of distraction. Include one emotional anchor to aid redirection.
5. Track energy patterns across three days and map where momentum dips or builds.
6. Introduce an energy-check ritual (e.g. stretch, breathing exercises) during transitions. Track the effect on concentration.
7. Review a recent decision and ask whether the pull was resonance or pressure.

# Social Awareness



This section explores how attentively John observes emotional cues in the people around him. Social Awareness reflects the degree to which he perceives the emotions, needs, and concerns of others. Use this section to help him consider how awareness of social dynamics may support stronger understanding, connection, and responsiveness in interpersonal settings.



John reads emotional dynamics and adjusts interpretation across many conversations and contexts. Continuing to tune into tone and timing can enrich group and one-to-one interactions. This score reflects a strong and reliable awareness of others.

## Growth Activities

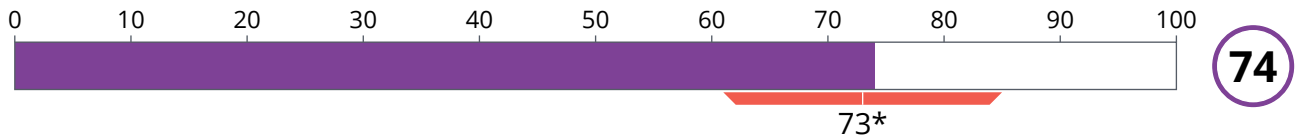
Based on John's Social Awareness score, below is a list of potential ways for him to refine interpersonal perception in order to ensure he is collecting and analyzing the emotional signals from the people around him:

1. Track how emotional tone spreads across group settings over two days.
2. Match delivery speed and energy with those in the conversation. Observe where this improves flow or reduces tension.
3. Identify emotional cues that come through clearly in three virtual or chat-based exchanges.
4. Build emotional reading accuracy by tracking shifts in tone, word choice, and pacing during varied interactions.
5. Observe gestures and posture in four one-on-one conversations and note any emotional signals.
6. Practice adjusting volume, pacing, or energy in response to emotional tone in group conversations. Track the result.
7. Identify changes in body language during five conversations and what they might suggest.

# Social Regulation



This section explores how intentionally John navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which he responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help him consider how consistent, intentional responses may support productive interactions and a positive team environment.



John shapes emotional tone across a range of interactions and supports others thoughtfully. Continuing to fine-tune presence and emotional matching can help him adapt across groups and moments. This result shows a strength in supporting others and guiding relational tone.

## Growth Activities

Based on John's Social Regulation score, below is a list of potential ways for him to build interpersonal influence in order to positively impact each situation and leave it better than he found it:

1. End two key interactions this week with a more settled tone than at the start.
2. Offer suggestions using a calm and grounded tone. Practice this in moments where others may be uncertain or overwhelmed.
3. During three conversations this week, adjust tone, language, or pace based on cues about the other person's emotional state, and note what changes improved connection or clarity.
4. In one conversation this week, name both practical and emotional stakes for all parties. Reflect on how this affected the outcome.
5. Adjust presence to clear confusion in a high-stakes conversation this week.
6. Use a three-second pause after noticing emotional cues in conversation. Reflect on how this changes response readiness.
7. Adjust tone across two roles or contexts this week to support a stronger connection.

# Emotional Intelligence Quick Tips



This section offers practical, easy-to-apply tips aligned with John's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help John strengthen his emotional effectiveness in daily situations, both personally and in working with others.



## Self-Awareness

**Recognizing internal states & understanding how they influence thoughts, decisions & actions.**

- Try to ask, "Was emotion a factor here?"
- Create a list of the emotions experienced this week.
- Note one rising emotion each morning.



## Self-Regulation

**Managing impulses & responses to stay balanced, focused & effective under pressure.**

- Identify three body reset rituals to implement.
- Track three moments when expression shifted tone positively.
- Record one thoughtful reaction per day.



## Motivation

**Channeling internal drive into purposeful goals & consistent forward action.**

- Track one self-motivated task each day.
- Note energy levels across three tasks daily.
- Identify one reframe moment per day.



## Social Awareness

**Noticing & understanding the emotional signals, needs & experiences of others.**

- Match tone to energy twice daily.
- Observe how context shifted someone's tone.
- Reflect on personal comfort with others' emotional expressions.



## Social Regulation

**Shaping emotional tone & communication to support connection, clarity & shared outcomes.**

- Practice adjusting communication in one new way daily.
- Use one neutralizing phrase per day.
- Share one uplifting moment in a group.



# Impact on Performance

## Exploring Day-to-Day Impact

*This section explores how John's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help him reflect on what's working, what may feel less natural, and where focused effort could support greater team and personal impact.*

## Impact on Thought & Action

*How emotional states influence decision-making, performance, and motivation.*

Groups that consistently link emotion to decision-making tend to perform with greater alignment, energy, and mutual understanding.

### **This may shape John's performance in the following ways:**

- John can notice emotion-related changes in energy or decision patterns, but not always in the moment.
- When he misses emotional influences in real time, collaborative decisions may reflect less emotional nuance or shared clarity.

**Key Takeaway:** Starting to notice how feelings shape choices can improve collaboration and reduce missteps.

## Recovery & Reset

*Sustaining performance and recovering under prolonged or cumulative pressure.*

Resetting quickly supports team stamina and steadier collaboration after pressure or change.

### **This may shape John's performance in the following ways:**

- John resets efficiently, maintaining energy and performance across changing demands.
- By returning to a centered state quickly, he can help stabilize a group after setbacks or strain.

**Key Takeaway:** Deepening reset strategies helps model emotional endurance and collective resilience.



# Impact on Performance

## Exploring Day-to-Day Impact - Continued

### Maintaining Discipline

*Taking initiative, avoiding derailment, and progressing when external drive is low.*

Modeling self-starting initiative lifts the group's consistency and pace, supporting progress and reducing reliance on external prompts.

#### **This may shape John's performance in the following ways:**

- John shows ownership across tasks and contributes to consistent progress.
- By keeping momentum through slower periods, John helps maintain team progress.

**Key Takeaway:** Strengthening personal follow-through supports team consistency and helps reduce blockers in shared work.

### Cue Recognition

*Picking up on facial expressions, tone, energy, body language, and other nonverbal emotional signals.*

Teams that recognize nonverbal cues early can minimize tension, respond with care and avoid misalignment.

#### **This may shape John's performance in the following ways:**

- John notices common cues and adjusts his approach in familiar situations.
- Others tend to feel understood and seen when he adjusts his approach in response to social signals.

**Key Takeaway:** Building consistency in cue recognition helps smooth group interactions and foster connection.

# Impact on Performance

## Exploring Day-to-Day Impact - Continued



### Adaptability & Influence

*Flexibly adjusting emotional tone and communication to fit context, personality, or purpose.*

Continually sharpening delivery and tone helps teams adapt more fluidly, integrate diverse perspectives, and maintain collaborative flow.

#### **This may shape John's performance in the following ways:**

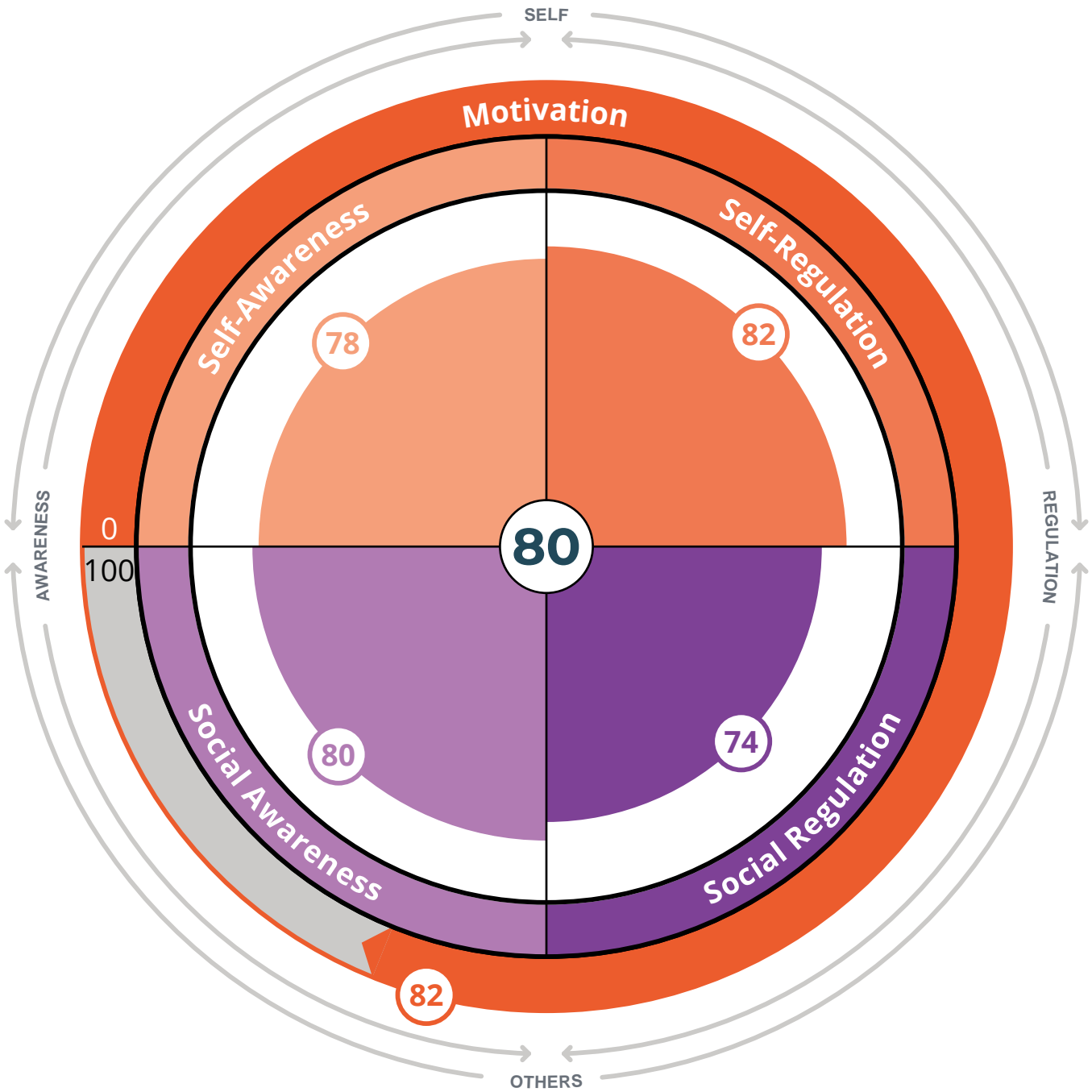
- John responds well to most tone shifts, adjusting delivery based on group energy.
- Others tend to find interactions with him more constructive, as his tone and delivery often adapt to the moment.

**Key Takeaway:** Reading and adjusting to context helps sustain connection and effective group collaboration.

# Emotional Quotient™ Wheel



Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for growth and apply strategies on the next page to enhance these skills.



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# EQ Development Plan

## Turning Insight into Action



*This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.*

### Actionable Steps for Growth:

**1. Select a Focus Area:** Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

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**2. Define a Meaningful Target:** Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

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**3. Commit to Small Practices:** Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

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**4. Reflect & Adjust:** Pause regularly to notice shifts in awareness, confidence, or behavior. Use these reflections to refine direction and reinforce progress.

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