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SUCCESS
INSIGHTS®

Emotional Quotient™

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Introduction



The Emotional Quotient™ (EQ) report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Self and Others.

Research shows that successful leaders and superior performers have well-developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's EQ may be a better predictor of success performance than intelligence (IQ).

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilize all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of a clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear-headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

Introduction



This report measures five dimensions of emotional intelligence:

Emotional Intelligence - Self

What goes on inside of you as you experience day-to-day events.

Self-Awareness is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others. In practice, it is your ability to recognize when you are red, clear or somewhere in-between.

Self-Regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

Motivation is 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.

Emotional Intelligence - Others

What goes on between you and others.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if they are in a red, clear or somewhere in-between state.

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

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

Emotional Characteristics



Based on Emily's responses, the report has selected general statements to provide a broad understanding of her level of emotional intelligence.

Emily's level of self awareness can be seen as an ability to project confidence in most situations. When faced with a difficult decision, Emily's self awareness will assist her in moving forward. When others give Emily feedback, she will be aware of how her emotions can impact the understanding of the information. She is consistently able to identify her emotions that will impact her ability to maintain composure during a stressful time. Emily regularly predicts and anticipates her emotional reactions to most events. She has the ability to understand her emotions and their impact on stress.

Emily may have trouble remaining calm during emotionally charged situations. She may introduce unnecessary conflict when working with others. She may overreact to trivial or minor situations. Emily's negative emotions might affect performance of the team. Emily may have fallen into a habit of using ineffective emotional regulation strategies. Coworkers may perceive Emily as someone who doesn't handle feedback well, which may limit her opportunities for receiving information.

Emily doesn't analyze risk versus reward based on the amount of work but on the movement toward the goal. She runs the risk of being seen as a workaholic if the work leads to the goal. She seeks out new challenges and is energized by advancing goals. She challenges others when they are ready to settle for mediocre results. Emily's passion for her work is evident. When things become difficult, Emily uses her Motivation to maintain perspective on the issues.

Emotional Characteristics



Emily recognizes if she has potentially offended someone and will make efforts to avoid that in the future. Generally, Emily is able to empathize with others, even when she has not been there herself. When using active listening skills, Emily will be able to predict a person's emotional state. Others tend to feel Emily is perceptive around them. Emily's ability to gauge the emotional response of others enhances her ability to work with people. Emily is relatively skilled at deciphering the emotional tone of most interactions.

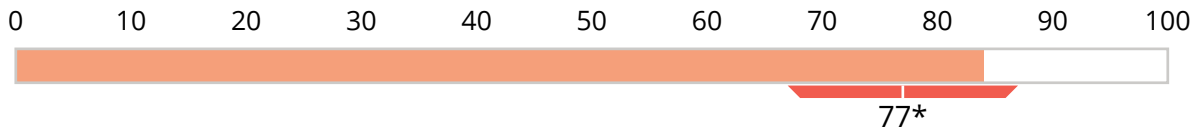
Emily is persuasive and finds it easy to negotiate with others. Emily's networking capabilities can be an asset to her career. She quickly and easily develops relationships with others. She prefers to use her relationship connections to reach desired outcomes. Emily sees the connection between her actions and the impact they have on others. Emily's unique ability to identify the differences in people and the best ways to interact with them increases her effectiveness.

Emotional Quotient Assessment Results

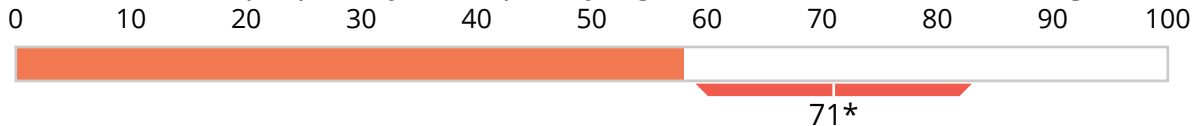


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

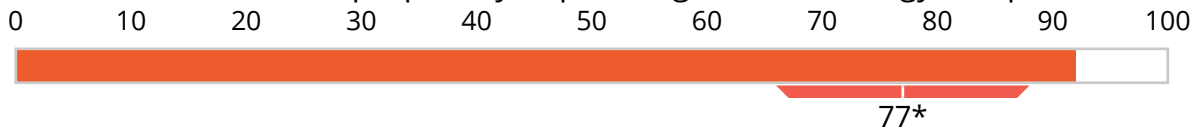
1. Self-Awareness - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



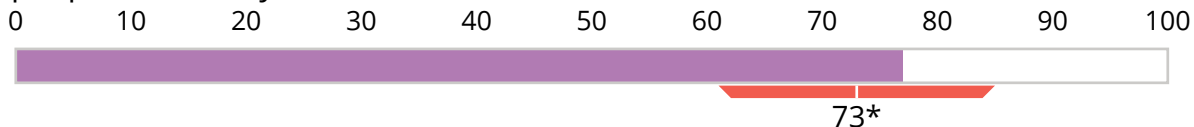
2. Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



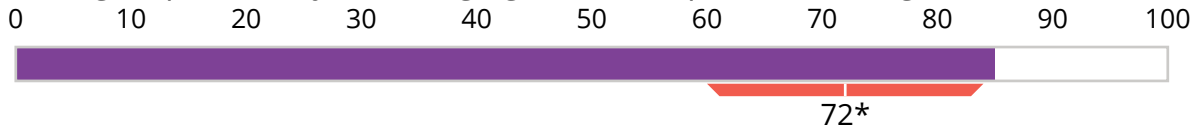
3. Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



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



5. 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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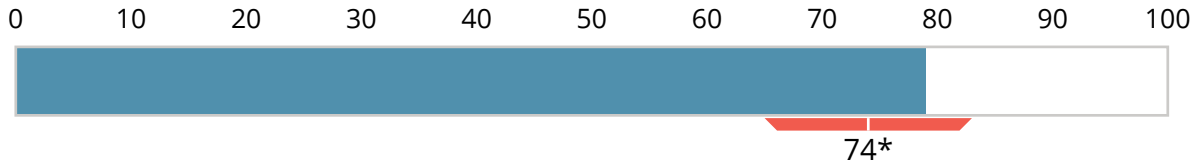
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Emotional Quotient Scoring Information

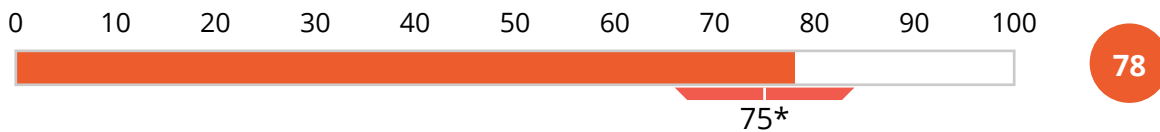


The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score. The average of the Social Awareness and Social Regulation subscales represent your Others Score. Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

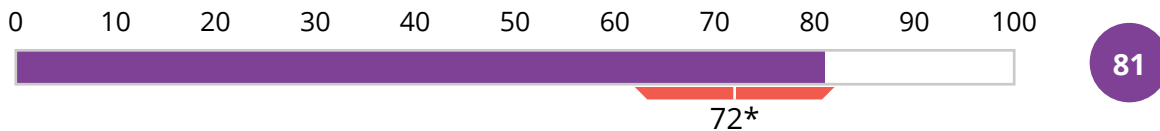
Total Emotional Quotient - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



Self - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



Others - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



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Self-Awareness

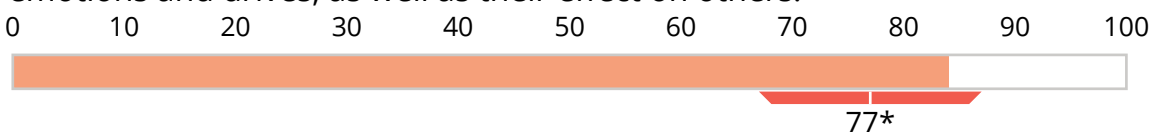


Based on Emily's current EQ level, she has a developed awareness of how she is feeling at any given time. Emily is usually able to assess her own emotions and their impact on her decisions.

What Emily can do:

- To improve decision making, keep a journal to identify behavioral trends and discuss your observations with a trusted advisor, family member or friend. Check your emotional clarity several times a day. What is your current state: red, clear or somewhere in-between?
- Continue to practice the realistic perspective you have to identify any areas you may benefit from improving.
- Consider whether you have a realistic self-perception as compared to how others may see you.
- Think of situations where you could better use each of your strengths and minimize weaknesses, especially in the workplace.
- Pay attention to your behaviors and see if you recognize patterns that occur either in the workplace or at home.
- Create an action plan to develop the areas you may want to improve, both at home and at work, and revisit it regularly.
- Document your thoughts and feelings and discuss them with a family member, friend or trusted co-worker to increase your Self-Awareness.
- Consider areas in which you made progress on an area you wish to develop, especially in the workplace.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Identify a few specific, measurable goals for continuing to improve your Self-Awareness and revisit these goals as a part of your personal development plan.
- When involved in situations that may lead to potentially negative emotions, attempt to leverage your emotional enablers to maintain a positive emotional state.

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



Self-Regulation

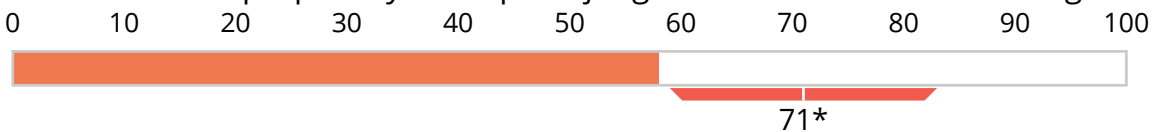


Based on Emily's level of EQ in this dimension, she would benefit from developing her level of Self-Regulation in order to regulate actions fueled by negative or disruptive emotions.

What Emily can do:

- Practice self-restraint by listening first, pausing and then responding.
- Learn to step away from difficult or overwhelming situations.
- Be committed to not interrupting others.
- When frustration has occurred, summarize the situation to determine triggers.
- Role-play effective responses to a stressful situation with a family member, friend or trusted co-worker (use examples of workplace circumstances).
- Determine activities that improve your mood and take action when you feel stressed or overwhelmed.
- Focus on events that provide a sense of calm or elicit positive emotions.
- Keep a log of your effective and ineffective self-management skills so you can recall them in future situations.
- Discuss ways of expressing emotions appropriately with your co-workers.
- When negative emotions take over, try to visualize a positive or calming scene.
- Put things in perspective. Ask yourself, "What is the worst that can happen?" or "How will I feel about this a week from now?"

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



Motivation

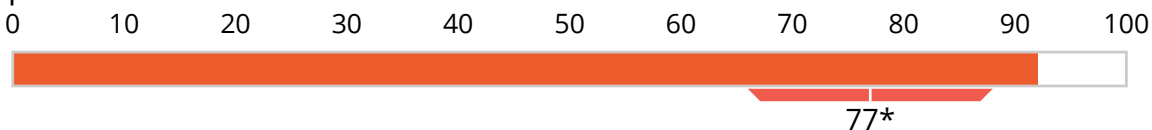


Based on Emily's well-developed level of Motivation, she has a strong drive to achieve her goals and will seek out new challenges.

What Emily can do:

- Continue to challenge yourself when setting goals and include dates for achievement.
- Clarify why the goals you have are important to you. Ask yourself what happens after your current goals are achieved.
- Continue to create detailed objectives in order to reach the overall goals.
- List your goals and post them where you can see them each day. Make notes and track your success.
- Spend additional time visualizing the achievement of your goals.
- Celebrate accomplishments that bring you closer to your goals.
- Find role models that inspire you and understand the tools they used to become successful.
- Determine if you have qualities that could hold you back and look for ways to turn these into strengths.
- Challenge the status quo and make plans for improvement.
- Write an article, journal entry or blog on how Motivation has led to your success. Share this with others.

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.



Social Awareness

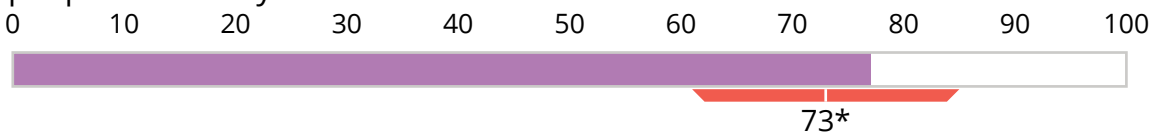


Based on Emily's level of Social Awareness, she tends to communicate with people according to their emotional cues and has the ability to be understanding of others in most instances.

What Emily can do:

- Attempt to understand others by assessing their emotional state before communicating your point of view; if not clear, the optimal outcome may be compromised.
- Observe interactions of other people and how their emotional color can change. Then, share your findings with a trusted advisor, family member or friend to see if they share a similar understanding.
- Consider ways you can use your social awareness to help others improve their emotional color.
- Work with a mentor to further improve your ability to consider others' emotional responses in the workplace.
- Consider ways to demonstrate a nonjudgmental attitude, especially when involved in sensitive situations.
- Make a list of your interpersonal habits and work on further developing positive communication practices.
- Seek clarification from others when reading their emotional responses, especially if you are not confident in your observation.
- Offer assistance to your friends, family and even strangers who may not understand the way they are communicating is impacting what you are trying to achieve.
- Try to find a good balance between being aware of others and considering your own emotional well-being.

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



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Social Regulation

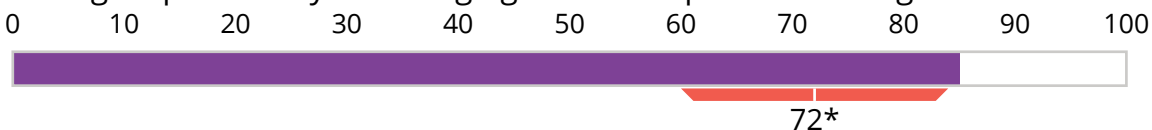


Based on Emily's well-developed level of Social Regulation, she has an ability to find common ground and build rapport with others. Emily has the emotional intelligence level to be persuasive and effective in group or team settings.

What Emily can do:

- Ask those you admire for feedback about your interpersonal style.
- Seek to gain experiential knowledge on how to fine tune your level of Social Regulation to emotionally improve any situation.
- Appeal to others' uniqueness, build on mutual interests and show a genuine curiosity for others' well-being.
- Practice allowing others to take the lead so you can influence from a positive emotional standpoint.
- Find additional ways to be an influence at work by helping others understand what Social Regulation can do to improve communication.
- Give advice and feedback about effective Social Regulation techniques to coworkers.
- Extrapolate leadership wisdom and knowledge from your mentor to continue improving your ability to change the emotional state of the situation.
- Make an effort to stay in touch with people you meet; connect with your contacts regularly.
- Seek quality, not quantity, in your social bonds. Converse with others on a deeper level.
- Talk about ways to recognize and adjust the emotional state of meetings or conversations.
- Join a professional group or affiliation to continue building your ability to enhance networking situations.
- Remember people's name as well as a unique fact about them and refer to it during conversations. This is a great way to keep the communication going in the direction you desire.

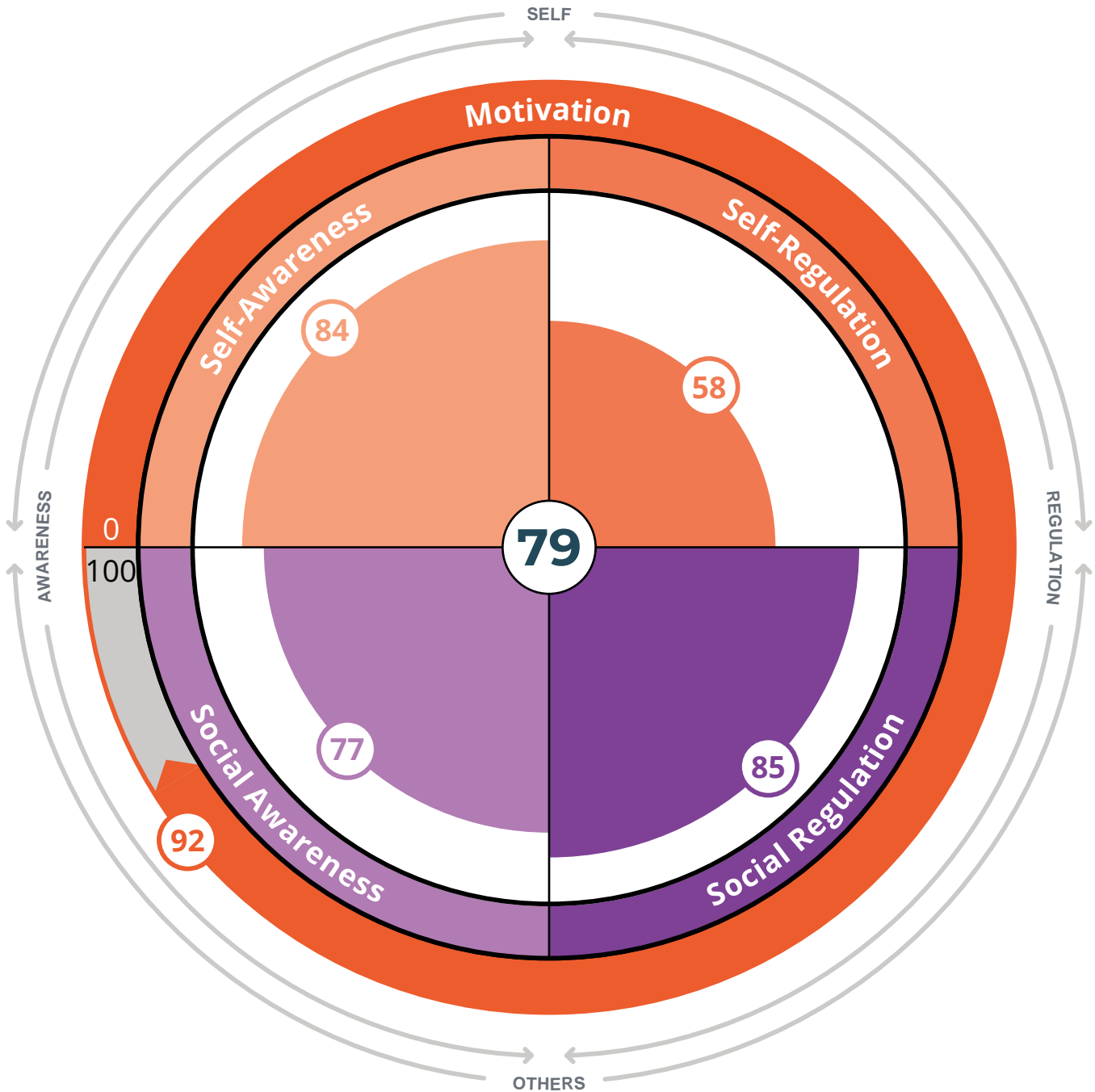
Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



Emotional Quotient™ Wheel



The Emotional Quotient wheel is a visualization of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of color illustrates the strength of your overall EQ score which is also notated in the center circle.



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