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SUCCESS
INSIGHTS®

Emotional Quotient™

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Transforming Leaders and Organizations!

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Introduction

The Emotional Quotient™ 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: Intrapersonal and Interpersonal emotional intelligence.

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) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence

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.

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

Motivation is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Interpersonal emotional intelligence

What goes on between you and others.

Empathy is your ability to understand the emotional makeup of other people.

Social Skills is 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.



General Characteristics

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

Self-Awareness

- When faced with a difficult decision, he is usually able to avoid emotionally-based hesitation and confusion.
- He has a firm grasp of his emotional strengths and weaknesses.
- Understands his emotions and their impact on stress.

Self-Regulation

- Others tend to see him as someone with a stable temperament.
- Generally doesn't allow negative feedback or criticism from others to impact his working relationships.
- He is good at weighing the practical versus emotional of a situation, and is able to make decisions while managing his emotions.

Motivation

- He tends to meet his goals and the expectations others set for him.
- Generally sees challenges more as opportunities rather than obstacles.
- His level of motivation will keep procrastination from becoming an issue, even when he is not interested in the project.

Empathy

- Skilled at deciphering the emotional tone of any interaction.
- Needs to be careful not to make too many compromises when faced with conflict due to his understanding of others' emotions.
- Others feel he is compassionate towards them.

Social Skills

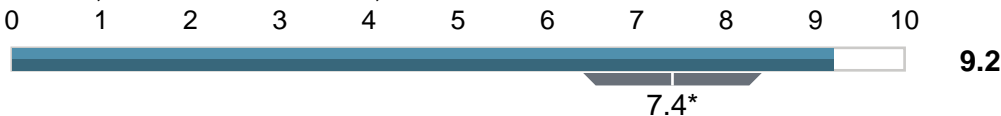
- Is able to see most differences in people, which allows him to manage relationships with greater effectiveness.
- Is a good collaborator because he understands the dynamics of a team environment.
- Is able to quickly and easily develop relationships with others.



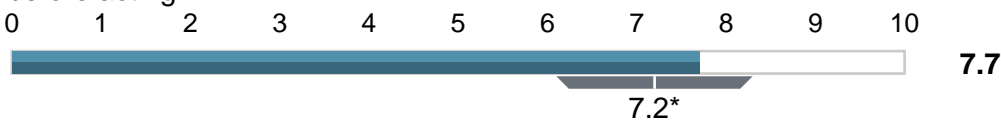
Emotional Quotient Assessment Results

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 overall 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.



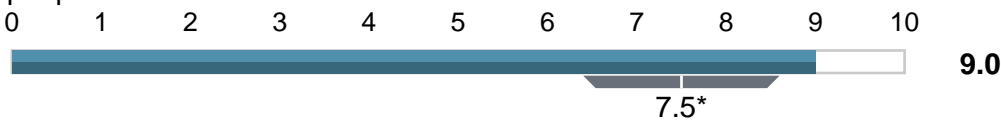
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



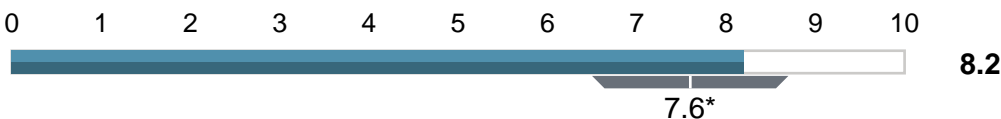
3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.



4. EMPATHY - The ability to understand the emotional makeup of other people.



5. SOCIAL SKILLS - A proficiency in managing relationships and building networks.



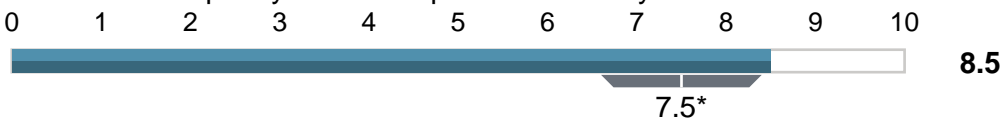
* 68% of the population falls within the shaded area.



Emotional Quotient Scoring Information

The sum of the Self-Regulation, Self-Awareness, and Motivation subscales add up to represent your Intrapersonal Emotional Quotient. The sum of the Empathy and Social Skills subscales add up to represent your Interpersonal Emotional Quotient. Your total level of Emotional Quotient was calculated by summing the Intrapersonal and Interpersonal scores.

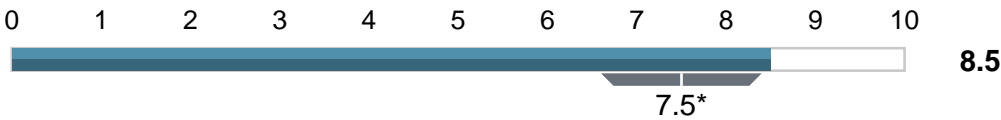
INTRAPERSONAL - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



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



TOTAL EMOTIONAL QUOTIENT - Your total level of emotional intelligence, formed by combining your intrapersonal and interpersonal scores.





Intrapersonal Self-Awareness

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

You scored a 9.2.

Your level of Self-Awareness is well developed, meaning you notice and understand what you are feeling and why.

What you can do:

- Describe your emotional triggers to a family member, friend or trusted co-worker in order to polish your ability to self-assess.
- Compare the feedback you receive from others with your own self-assessment.
- To further improve decision making, look for behavioral trends and discuss your observations with a trusted advisor, family member or friend.
- You may want to pause occasionally to consider whether you have a realistic self perception.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Sharpen your Self-Awareness by writing in a journal about your emotional responses to situations that were significant.
- Note your introspective discoveries and discuss them with a family member, friend or trusted co-worker to gain further enlightenment.
- Think about situations that create an emotional charge for you. Keep a list of these and possible solutions to bringing your emotions back to a normal state.
- Think of situations where you use each of your strengths and weaknesses, especially in the workplace.
- Utilizing your high level of Self Awareness, create an action plan of areas you wish to improve. How can your Self Awareness assist you in this journey?
- Reflect on emotionally charged situations from your past, especially in the workplace. How would you feel about the situation today?



Intrapersonal Self-Regulation

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

You scored a 7.7.

You have developed a good level of Self-Regulation. You regulate negative emotions, allowing yourself to experience positive emotions. You generally work well under pressure.

What you can do:

- When experiencing negative emotions, remember to summarize the situation to determine triggers and observe your behavioral reactions.
- Examine with a co-worker opportunities to practice Self-Regulation. Ask them to help you identify any ways you may improve.
- Remember to continue to build self-restraint by listening first, pausing and then responding, especially when feeling strong emotions.
- Discuss alternative ways of dealing with change and stress with family members, friends or a trusted advisor.
- Focus on events that provide a sense of calm or elicit positive emotions.
- Record your effective self-management skills and reflect on them regularly.
- Remember that regular exercise increases your ability to manage your emotions and relax both body and mind.
- In emotionally charged moments remember to ask yourself, "What is the worst thing that can happen?" in order to consider the reality of the situation.
- Consider examples of appropriate times to relax and show emotions.
- There is a strong mind-body connection. Improve that connection through meditation, reflection or yoga to better learn to self-regulate your emotions.
- Given your behavioral preferences, brainstorm ways to express emotions more authentically.



Intrapersonal Motivation

A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

You scored a 8.7.

Your current level of motivation will allow you to generally manage your goals well and you will tend to seek out new challenges.

What you can do:

- Document specific goals with target dates and revisit them regularly to ensure you are on track to achieve them.
- Post your goals and aspirations in a place where you will see them every day.
- Schedule time each day to reflect on the progress you are making towards your goals.
- Envision someone you know that models internal motivation and develop those traits in yourself.
- Celebrate when you achieve one of your goals and document your success.
- Conduct a strengths, weaknesses, opportunities and threats analysis of your long-term goals to ensure your success.
- Challenge the status quo and make suggestions for improvement.
- Define qualities that may hold you back from attaining your goals and brainstorm ways to overcome them.
- Share your goals with a trusted advisor, family member or friend and ask them to help hold you accountable for reaching them.
- Spend time visualizing the achievement of your goals.
- Create detailed objectives to reach the overall goals.



Interpersonal Empathy

The ability to understand the emotional makeup of other people.

You scored a 9.0.

You have a unique skill of treating people according to their emotional reactions. You have the ability to utilize this information when making decisions.

What you can do:

- Attempt to fully understand others before communicating your point of view, this helps to ensure your message is received correctly.
- Watch interactions of other people and discuss your observations with a peer to sharpen your empathy skills.
- Observe body language for nonverbal messages being expressed.
- Empathizing with others can enhance your understanding and your relationships with them.
- Work with a trusted advisor to brainstorm ways to use your empathy to help others take accountability and make tough decisions.
- Mentor co-workers on effective ways to use empathy in the workplace.
- Demonstrate to others how to be nonjudgmental, especially when negative comments are being made about others.
- Offer personal assistance to your friends, family and even strangers who may be in need.
- Evaluate the best way to help elevate the emotional state of others in the way they might best appreciate.



Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 8.2.

You are able to find common ground with others and generally are able to build good rapport. You are able to help build a strong team environment.

What you can do:

- Consider traits you admire in other people you know and ask them for feedback about yourself in those areas.
- Identify areas of social interactions that may make you uncomfortable and ask a trusted advisor to help improve in these areas.
- Consider the unique capabilities of those you interact with and how you can further encourage these traits in them.
- Pursue quality, rather than quantity, in your social bonds. Converse with others on an even deeper level.
- Remember unique facts about others. Use memory techniques and be fondly known as the one that remembers!
- Take notice when emotions are taking over an interaction, and then find ways to improve the emotional tone of the situation.
- Talk about your feelings related to work as well as personal circumstances with a trusted advisor, family member or friend.
- Find ways to be a positive influence at work by helping others improve their social skills.
- If you have a miscommunication or negative interaction, take accountability quickly and find ways to make amends.
- Demonstrate a curiosity about others and their well being and consider ways you may be of assistance.
- Consider ways you may be able to provide positive feedback to help others improve their social skills.
- Join a professional association or special interest group that meets regularly to practice building bonds.



Emotional Quotient™ Wheel

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