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Emotional Quotient™

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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.

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General Characteristics

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

Self-Awareness

- Her Self-Awareness keeps her in touch with her emotions around her goals, motivations, strengths, and key aspirations.
- May occasionally be overly critical of herself when her emotions take charge; utilize these circumstances as learning opportunities.
- In most situations, she has a strong awareness of her emotions.

Self-Regulation

- When she sees conflict arising, she is able to effectively manage her emotions while resolving the issue.
- Thinking things through from an emotional perspective before she acts is one of her strengths.
- She is highly capable of minimizing the influence her emotions have on the outcome when making an important decision.

Motivation

- Runs the risk of being seen as a workaholic if the work leads to the goal.
- She is determined to overcome objections and obstacles in order to advance toward a goal.
- Doesn't analyze risk versus reward based on the amount of work but on the movement toward the goal.

Empathy

- Her ability to see things from others' viewpoints can assist her in collaborative circumstances.
- Recognizes if she has potentially offended someone, and will make efforts to avoid that in the future.
- Generally is able to empathize with others, even when she has not been there herself.

Social Skills

- Her comfort with meeting new people is a distinct advantage.
- Deciphers nonverbal clues in any interaction.
- Her unique ability to identify the differences in people and the best ways to interact with them increases her effectiveness.

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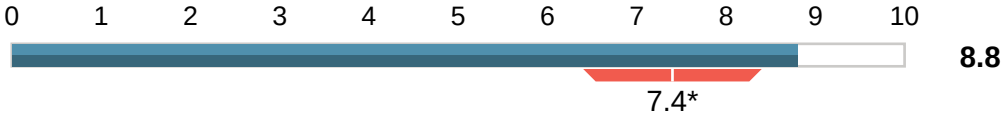
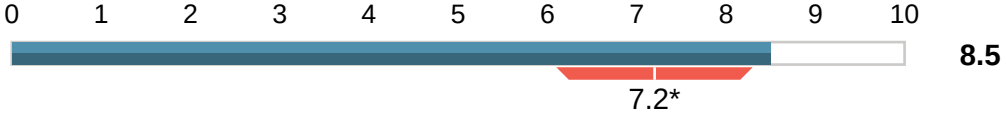
Emotional Quotient Assessment Results

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.

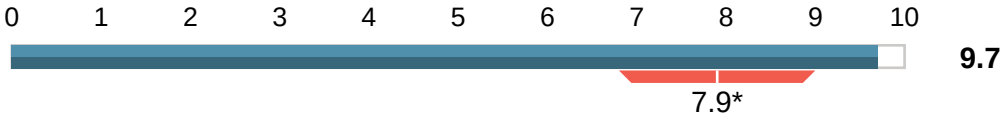
1. SELF-AWARENESS - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



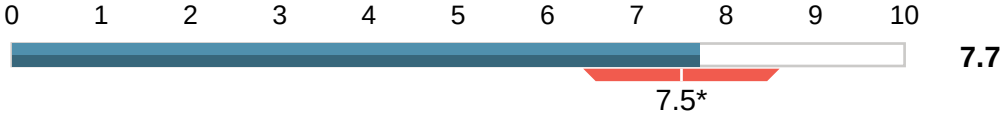
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



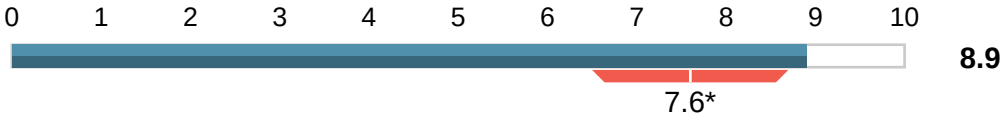
3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.



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.

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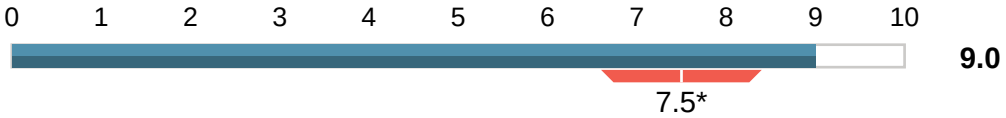
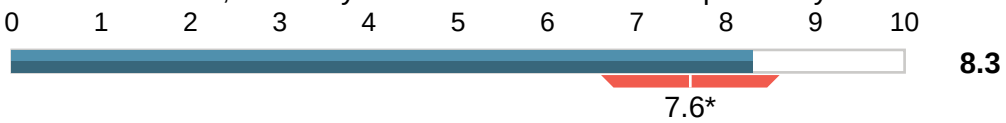
Emotional Quotient Scoring Information

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.

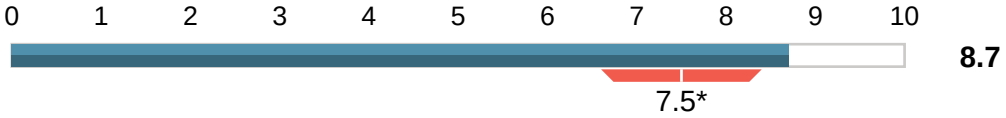
INTRAPERSONAL - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



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.



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Intrapersonal Self-Awareness

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

You scored a 8.8.

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?

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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 8.5.

You have a high level of Self-Regulation. You may at times over manage your emotions, especially in high stress situations. You work well under pressure.

What you can do:

- When experiencing negative emotions, continue to summarize the situation to determine triggers and critically observe your behavioral reactions.
- Discuss additional strategies for altering a negative mood with a family member, friend or trusted advisor. Determine what works best for you.
- Discuss with a co-worker opportunities to further advance your Self-Regulation abilities. Ask them to help discover ways to regulate in current trigger areas.
- Keep a log of your effective self-management skills, as you may find yourself in situations in the future that are harder for you to regulate.
- Reflect on times you demonstrated appropriate use of relaxation and emotions; effective communication requires both.
- Discuss with a trusted advisor what may keep you from expressing emotions or trigger points for an upcoming situation.
- Put your feelings in perspective with the big picture; ask yourself, "How will I feel about this one week from now?"
- Use regular exercise to manage your emotions and relax both body and mind.
- Given your behavioral preferences, brainstorm ways to express emotions authentically.

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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 9.7.

You have a strong drive to achieve your goals, and you will seek out new challenges.

What you 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.

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Interpersonal Empathy

The ability to understand the emotional makeup of other people.

You scored a 7.7.

Your level of empathy allows you to communicate with people according to their emotional cues and the ability to be understanding of others in most instances.

What you can do:

- Attempt to understand others and their emotional state before communicating your point of view; to ensure you achieve the desired outcome.
- Observe interactions of other people and 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 empathy to help others improve their emotional state.
- Work with a mentor to further improve your ability to consider other's emotional responses in the workplace.
- Consider ways to demonstrate to others how to be nonjudgmental, especially when involved in conflicting 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 consistently to your friends, family and even strangers who may be in need. Clarify that you understand what they are trying to achieve.
- Try to find a good balance between empathizing with others and considering your own emotional well-being at the same time.

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Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 8.9.

You have an ability to find common ground and build rapport with others. You are persuasive, effective in leading change and expert in building and leading teams.

What you can do:

- Ask those you admire for feedback about your interpersonal style.
- Seek to gain experiential knowledge on how to increase your level of social skills.
- 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 support role.
- Find additional ways to be an influence at work by helping others improve their social skills.
- Give advice and feedback about effective social skills techniques to coworkers.
- Extrapolate leadership wisdom and knowledge from your mentor to continue improving your social skills.
- 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 feelings related to work.
- Join a professional group or affiliation to continue building your network.
- Remember people's name as well as a unique fact about them, and refer to it during conversations. Be known as the one who remembers!

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Emotional Quotient™ Wheel

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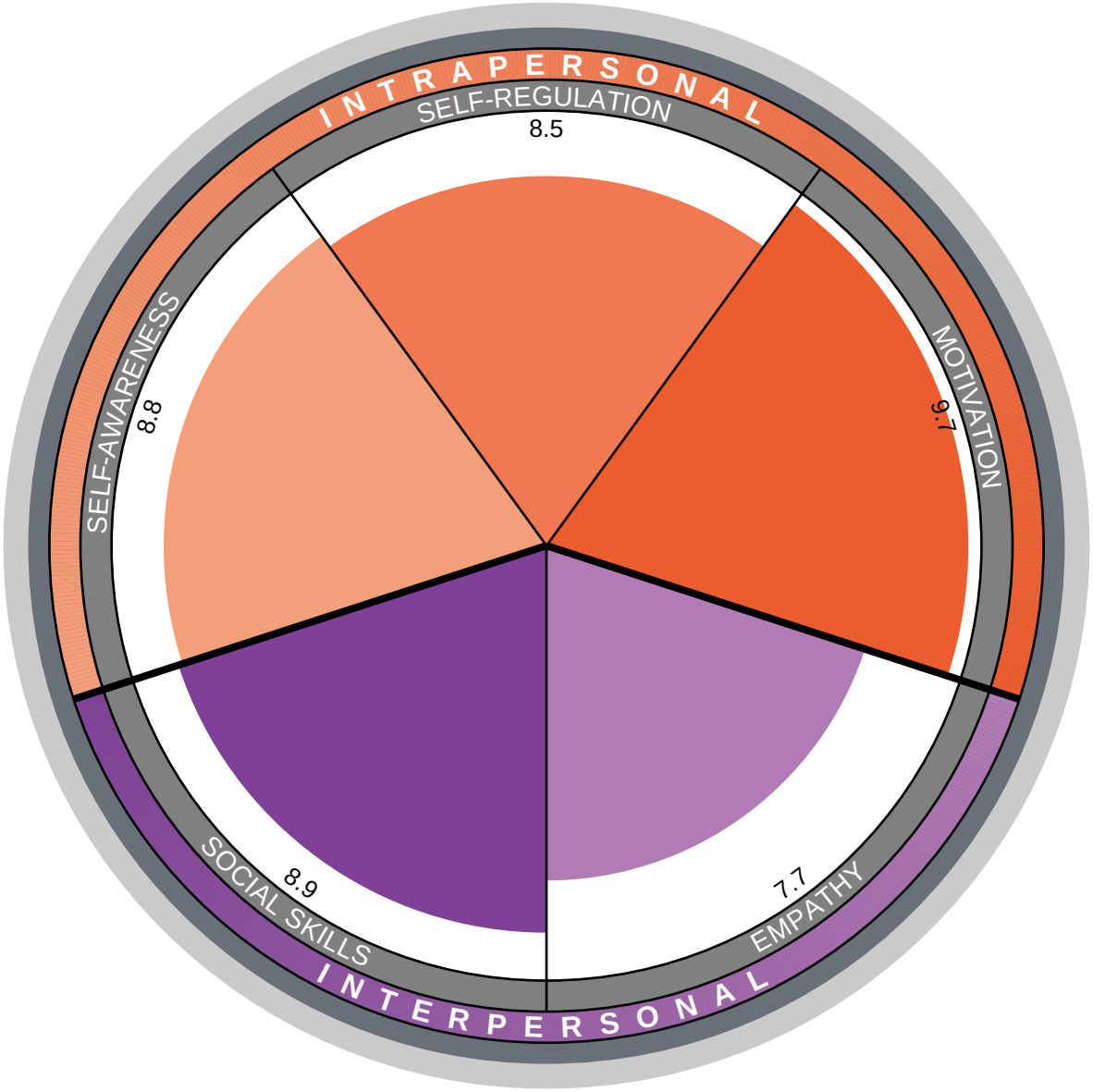

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