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SUCCESS
INSIGHTS®

Emotional Quotient™

Stacy Sample

Technical Sales
ABC Corporation
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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 Stacy's responses, the report has selected general statements to provide a broad understanding of her level of emotional intelligence.

Self-Awareness

- She has a solid understanding of her emotional strengths and weaknesses.
- When others give her feedback, she will be aware of how emotions can impact the understanding of the information.
- Aware of how her emotions impact her goals, motivations, strengths and key aspirations.

Self-Regulation

- Generally doesn't allow negative feedback or criticism from others to impact her working relationships.
- She is usually able to manage emotional impact when dealing with conflict.
- When she is feeling stressed, she usually manages her emotions so that she doesn't take it out on others.

Motivation

- Will look for ways to develop her skills or improve her career when she sees the need.
- Tends to seek out new challenges.
- Will continue to look for way to succeed when faced with challenges or resistance.

Empathy

- May have trouble understanding the viewpoints of others who are not like her.
- When she holds a strong opinion, she may have trouble understanding others' perspectives.
- Others may not always feel that she is compassionate towards them.

Social Skills

- Collaborates well with most of her coworkers.
- Others generally find spending time with her a positive experience.
- She can appear distant and aloof upon initial introduction to new people.

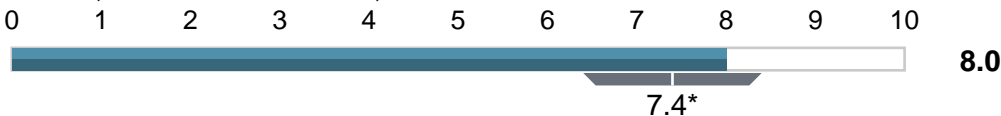




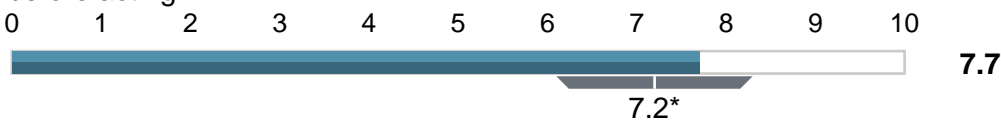
Emotional Quotient Assessment Results

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.



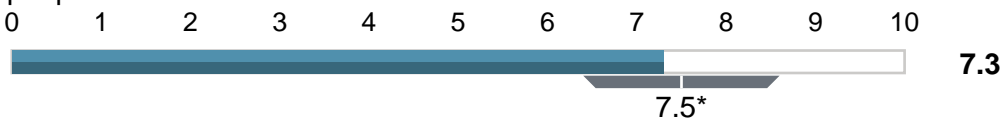
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



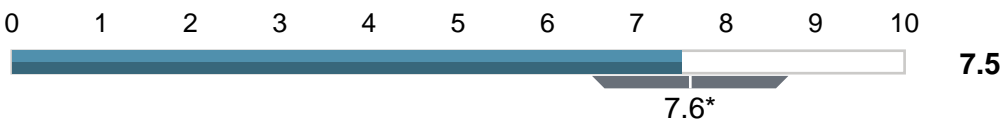
3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.



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



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



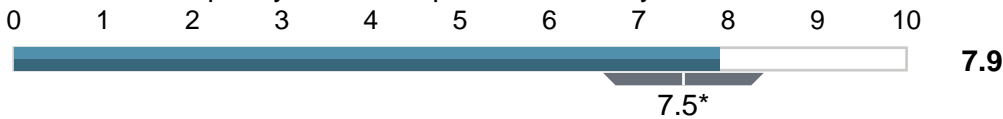
* 68% of the population falls within the shaded area.



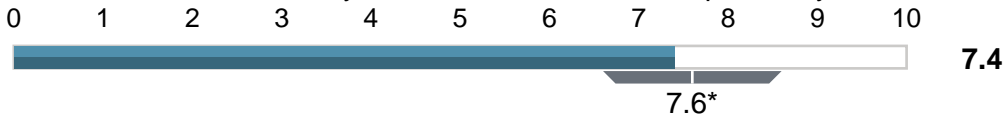
Emotional Quotient Scoring Information

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.

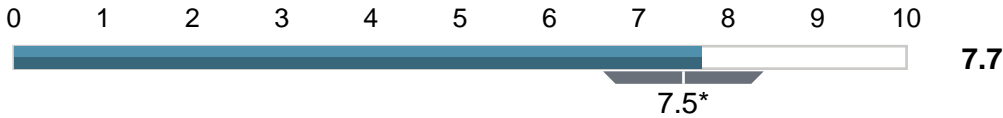
INTRAPERSONAL - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



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 8.0.

You have developed awareness of your emotional state and are usually able to assess your own emotions and the impact on your decisions.

What you 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.
- 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 introspective analysis and discuss them with a family member, friend or trusted co-worker to gain further enlightenment.
- 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 self 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.



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 8.2.

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 7.3.

At times, you may find it difficult to understand others' emotional responses to situations and may need to adapt your communication.

What you can do:

- Attempt to predict and understand the emotional responses of others before communicating your point of view.
- Observe nonverbal behavior to evaluate the emotions of others.
- Analyze and understand things from others' perspectives before responding to your peers at work or family members.
- Watch interactions of other people that you believe to be too soft. Assess if this is just their way of showing empathy. What can you do to model that behavior?
- Continue to develop interpersonal habits, such as listening to others until they are finished with their thought and asking questions versus making statements.
- Observe body language for nonverbal messages being expressed.
- Seek clarification from others when attempting to interpret emotional responses.
- Be nonjudgmental in your interactions with others. Ask questions before drawing conclusions.
- Offer assistance to your friends, family and even strangers on occasion. Be careful to give the assistance they are looking for versus what you think they need.



Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 7.5.

At times you can find relating to others challenging, especially in emotionally charged situations.

What you can do:

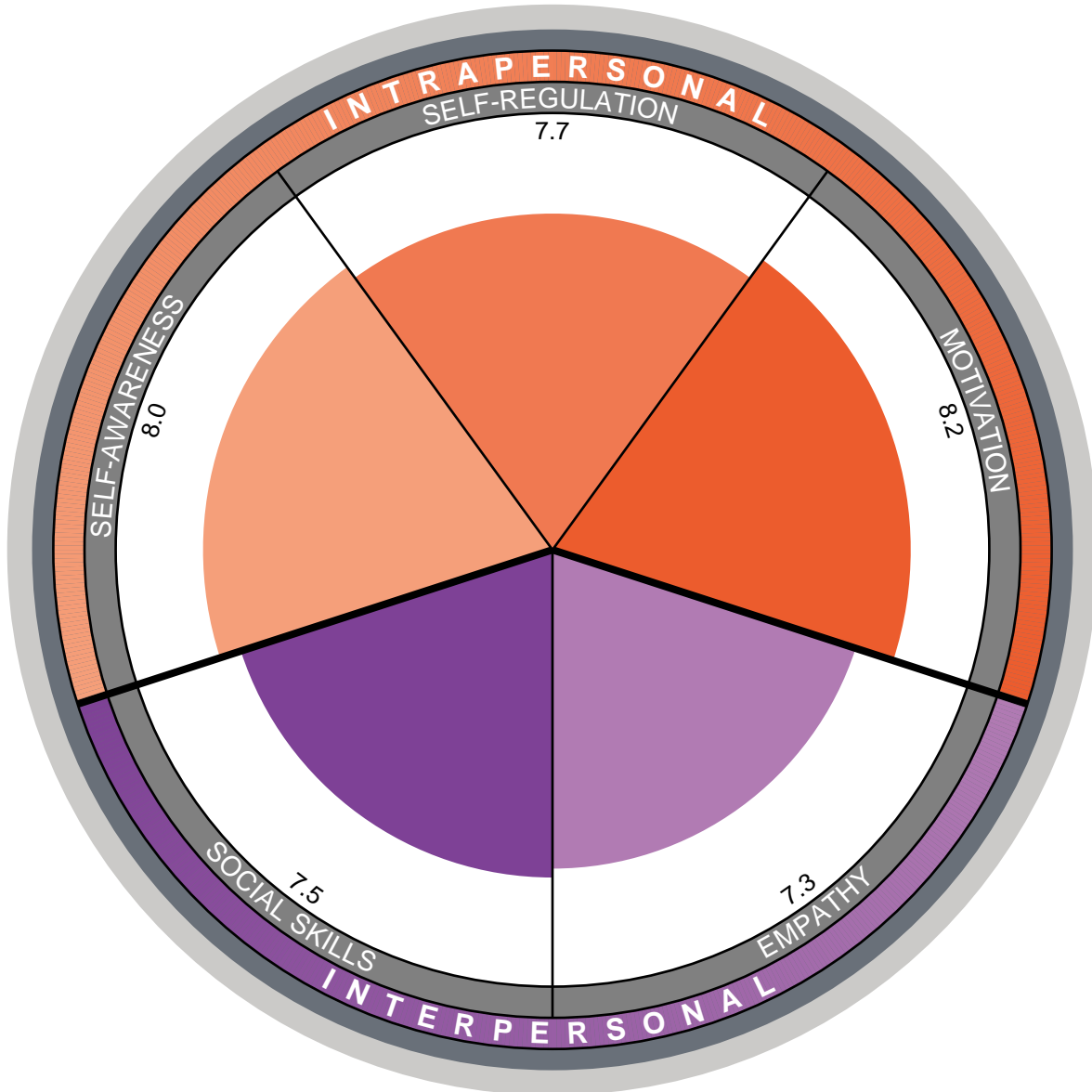
- Be aware of the message your body language is communicating, try to predict how you can respond positively to the interaction.
- Ask those you admire to describe their experience when socializing with you.
- Remember people's names. Use memory techniques and be known as the one that remembers!
- After a negative interaction or misunderstanding, take accountability and find ways to make amends.
- Describe scenarios to a trusted advisor in order to gain experiential knowledge on how to increase your level of social skills.
- Take notice when emotions are taking over an interaction and then find ways to remove yourself from the situation.
- Show a genuine curiosity for others' well-being.
- Allow others to take the lead role so you can learn from their leadership style.
- Connect with people you have just met and find ways to continue to build the rapport.
- Seek quality, rather than quantity, in your social bonds. Converse with others on a deeper level.
- Join a professional association or special interest group to practice building bonds.





Emotional Quotient™ Wheel

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