



TTI Success Insights[®]

Emotional Quotient™ Version



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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 refers to 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 refers to 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 John'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 sometimes hesitates but often ends up with a favorable outcome.
- When others give him feedback, he generally agrees with them but he may not have been able to predict what they said.
- Predicts and anticipates his emotional reactions to major events.

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Self-Regulation

- Coworkers may perceive him as someone who doesn't handle criticism well, which may limit his opportunities for receiving informative feedback.
- May have trouble remaining calm during an emergency situation.
- May overreact to trivial or minor situations.

Motivation

- May give up when faced with excessive challenge or resistance.
- He is comfortable with the status quo, but is willing to be open to change if a change is really needed.
- May face frequent obstacles when he is pursuing his goals.

Empathy

- May hinder group brainstorming sessions or team meetings because he has difficulty creating an emotionally safe environment.
- May unintentionally offend his coworkers, friends or teammates.
- Others avoid disclosing their challenges with him, making his job more difficult if he is a manager.



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

You scored a 5.7.

You have a low level of self-regulation and may experience trouble controlling emotions.

What you 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 becoming frustrated, summarize the situation to determine triggers.
- Pre-plan 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 positive emotions.
- Keep a log of your effective self-management skills.
- Discuss ways of expressing emotions appropriately with your co-workers.
- When negative emotions take over, try to visualize a different 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?"

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The ability to understand the emotional makeup of other people.

You scored a 6.3.

At times, you may find it difficult to understand others' reactions. People with the lowest scores lack emotion and will experience a similar response when observing both mundane and shocking events.

What you can do:

- Attempt to understand others before communicating your point of view.
- Observe nonverbal behavior to evaluate the negative or positive emotions of others.
- Practice empathetic communication in response to your peers at work or family members.
- Break bad interpersonal habits, such as interrupting others.
- Observe body language for nonverbal messages being expressed.
- Consider how others will feel as a consequence of your actions.
- Empathizing with others can enhance your understanding and your relationships with others, so take time to understand the other person's perspective.
- Express gratitude to others.
- Reach out and offer assistance to others - those you know and also strangers.

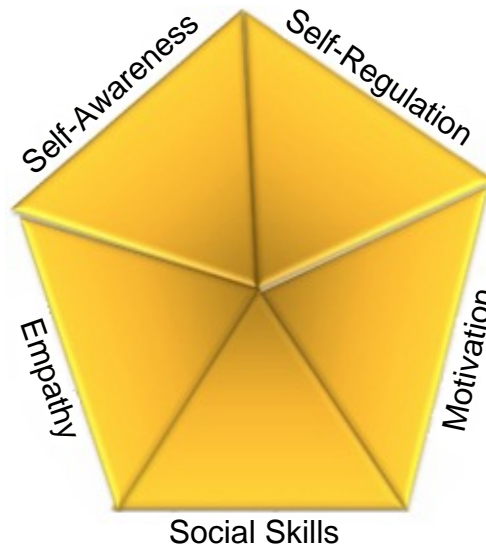
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INTRAPERSONAL INTELLIGENCE

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

The ability to understand the emotional makeup of other people.



A proficiency in managing relationships and building networks.

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

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

INTERPERSONAL INTELLIGENCE