



TTI  
SUCCESS  
INSIGHTS®

# Emotional Quotient™

**Sam Sample**

For more information:

Select, Assess & Train

Tel: 919-633-6043

[info@selectassesstrain.com](mailto:info@selectassesstrain.com)

# Table of Contents



Introduction .....	3
Emotional Characteristics .....	5
Emotional Quotient Assessment Results .....	7
Emotional Quotient Scoring Information .....	8
Self-Awareness .....	9
Self-Regulation .....	10
Motivation .....	11
Social Awareness .....	12
Social Regulation .....	13
Emotional Quotient™ Wheel .....	14

# 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 Sam's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.*

Sam may be seen as indecisive by others due to the lack of emotional awareness and how emotions can interrupt the decision making process. He may have difficulty prioritizing tasks. He may lack self-confidence, which could make it more difficult to express his true emotions. He may rely too heavily on feedback from others about his work or in defining who he is. Sam can experience stress because he doesn't recognize when downtime is needed. He may have trouble articulating unique strengths and/or weaknesses due to not understanding the impact of his emotional state.

Sam may introduce unnecessary conflict when working with others. Coworkers may perceive Sam as someone who doesn't handle feedback well, which may limit his opportunities for receiving information. When in a bad mood, Sam may brood about it. He may have trouble remaining calm during emotionally charged situations. Sam's negative emotions might affect performance of the team. He may have fallen into a habit of using ineffective emotional regulation strategies.

Sam may settle for mediocre results, when he could have potential for excellence. He may depend on multitasking, making his individual work style less efficient than possible. People may not see Sam as motivated, which may be hindering his career growth. He may be overly comfortable with the status quo. Sam may tend to give up when faced with a challenge or resistance. He may not fully appreciate the concept of risk versus reward, and the work that comes with it, limiting his success.

# Emotional Characteristics



Sam may have difficulty empathizing when he has not been in the same situation himself. He is able to get along with others but may not always understand where people are coming from. When Sam holds a strong opinion, he may have trouble understanding others' perspectives. Others may not always feel that Sam understands them. Sam can be thoughtful and understanding, but may not come across this way to others. He would benefit from working on his active listening skills.

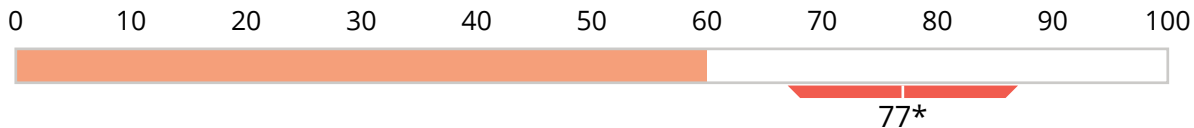
Sam is persuasive when he feels passionate about the topic to the point of potentially coming across as overbearing. He is aware that he cannot please everyone all the time and, thus, may not always try. Others generally find spending time with Sam a positive experience. He can interpret nonverbal cues in some instances and may adjust to the situation. Sam may, on occasion, have trouble negotiating with others. He occasionally engages in substantive conversations.

# Emotional Quotient Assessment Results

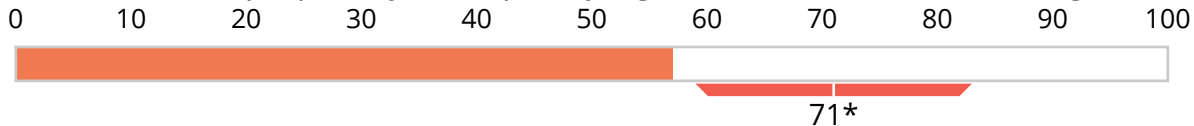


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your 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.

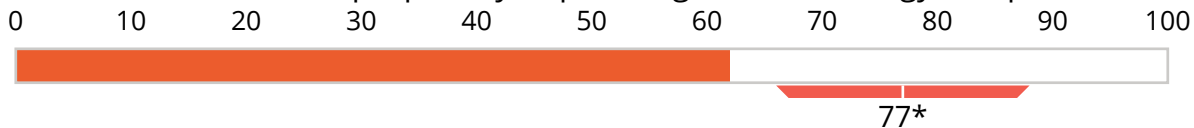
**1. Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



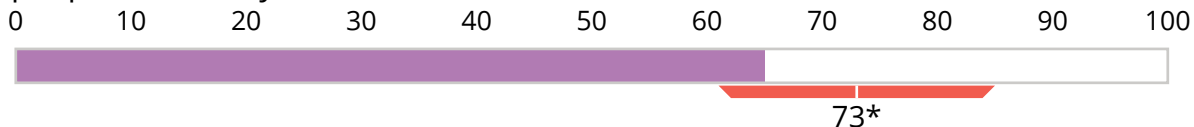
**2. Self-Regulation** - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



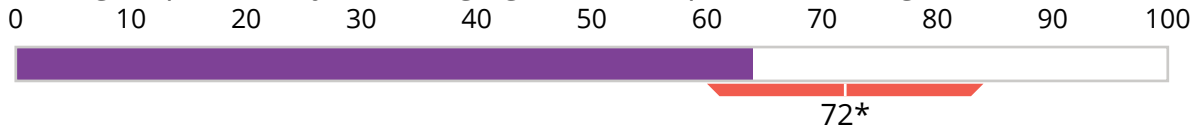
**3. Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



**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.  
Norm 2024

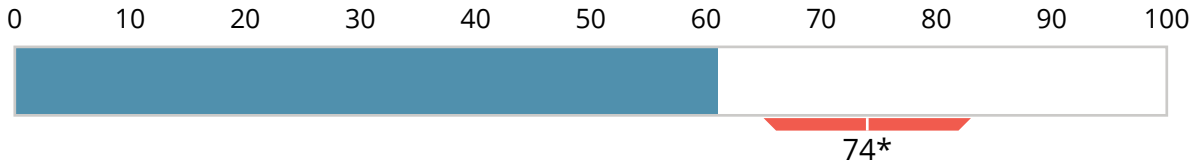
T: 7:16

# Emotional Quotient Scoring Information

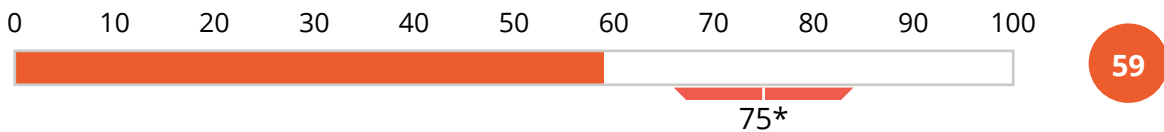


The average of the *Self-Regulation*, *Self-Awareness* and *Motivation* subscales represent your *Self Score*. The average of the *Social Awareness* and *Social Regulation* subscales represent your *Others Score*. Your total level of *Emotional Quotient* was calculated by averaging all five EQ dimensions.

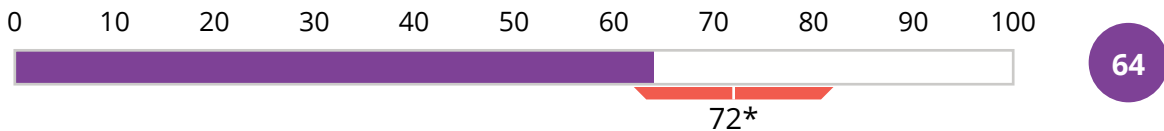
**Total Emotional Quotient** - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



**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.





# Self-Awareness

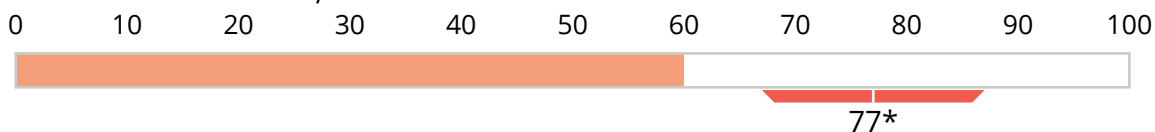


Based on Sam's level of Self-Awareness, he may find it hard to identify and express his emotions which may impact his decisions. Because of Sam's level of EQ in this dimension, he may not have a realistic assessment of himself.

## What Sam can do:

1. Practice self-reflection. Can you identify and name your current emotional state? Check your emotional clarity. What is your current state: red, clear or somewhere in-between?
2. To improve decision-making, look for trends in your behavior and seek to recognize what prompts your reactions.
3. Reflect on how your emotions influence your behavior.
4. Identify how negative or hurtful behavior triggers your emotions.
5. To improve your ability to self-assess, ask a family member, friend or trusted advisor to describe your strengths and weaknesses.
6. Make a list of your strengths and areas for improvement. Look at it daily.
7. Make notes of your thoughts and feelings then discuss them with a trusted friend or family member.
8. Create an action plan to develop your areas for improvement.
9. Develop Self-Awareness goals and revisit them at least twice a month. (Make sure your goals and action items are SMART - specific, measurable, actionable, realistic and timely.)
10. Make notes several times a day in a journal about your emotional responses to the current situations to help raise your emotional awareness.

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



# Self-Regulation

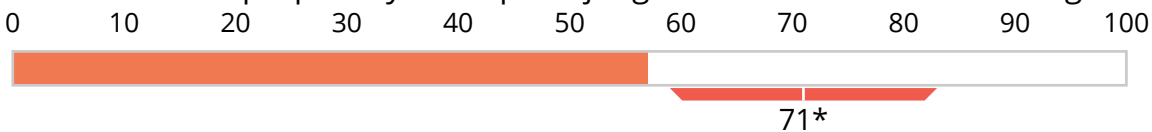


Based on Sam's level of EQ in this dimension, he would benefit from developing his level of Self-Regulation in order to regulate actions fueled by negative or disruptive emotions.

## What Sam can do:

1. Practice self-restraint by listening first, pausing and then responding.
2. Learn to step away from difficult or overwhelming situations.
3. Be committed to not interrupting others.
4. When frustration has occurred, summarize the situation to determine triggers.
5. Role-play effective responses to a stressful situation with a family member, friend or trusted co-worker (use examples of workplace circumstances).
6. Determine activities that improve your mood and take action when you feel stressed or overwhelmed.
7. Focus on events that provide a sense of calm or elicit positive emotions.
8. Keep a log of your effective and ineffective self-management skills so you can recall them in future situations.
9. Discuss ways of expressing emotions appropriately with your co-workers.
10. When negative emotions take over, try to visualize a positive or calming scene.
11. 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.



57

# Motivation

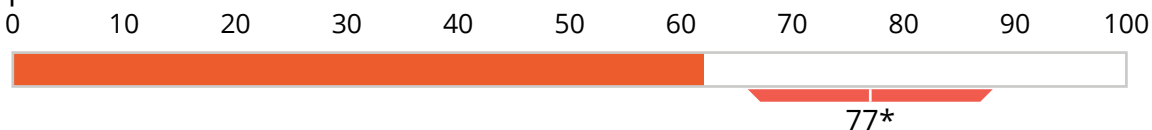


Based on Sam's level of EQ in this dimension, he may occasionally have thoughts along the lines of "I failed again" or "I just don't feel like trying," and may have a more pessimistic approach.

## What Sam can do:

1. Set specific goals with dates for achievement.
2. Clarify why the goals you have set are important to you.
3. Define what motivates you by clarifying what you are truly passionate about.
4. Work with a trusted advisor or peer to document your goals and then create detailed action items to reach them.
5. Set aside time to focus on your passions each day, even if it is just five minutes at a time.
6. List your goals and post them where you can see them.
7. Spend time visualizing the outcome of what you are trying to achieve.
8. With friends and family, celebrate accomplishments that bring you closer to your goals.
9. Read articles or quotes that inspire you.
10. Question the status quo and make suggestions for improvement.

**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

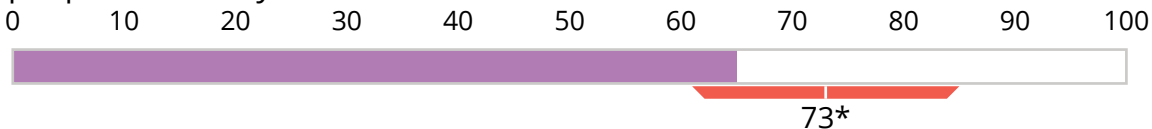


Based on Sam's level of Social Awareness, at times he may find it difficult to understand others' emotional responses to situations and may need to adapt his communication.

## What Sam can do:

1. Attempt to predict and understand the emotional responses of others before communicating your point of view.
2. Observe nonverbal behavior to evaluate the emotional temperature of others.
3. Analyze and understand things from others' perspectives before responding to your peers at work or family members.
4. Think about an invisible clarity meter over people and ask yourself, "What is their emotional state: red, clear or somewhere in-between?" Know that if it is not clear, the optimal outcome may be compromised.
5. Continue to develop interpersonal habits, such as listening to others until they are finished with their thought before asking questions or making statements.
6. Observe body language for nonverbal messages being expressed.
7. Seek clarification from others when attempting to interpret emotional responses.
8. Be nonjudgmental in your interactions with others. Ask questions before drawing conclusions.
9. 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.

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



# Social Regulation

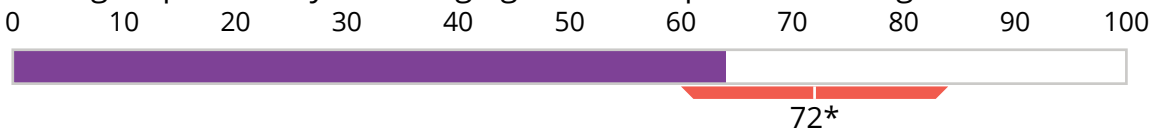


Based on Sam's level of Social Regulation, he may find relating to others challenging, especially in emotionally charged situations.

## What Sam can do:

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

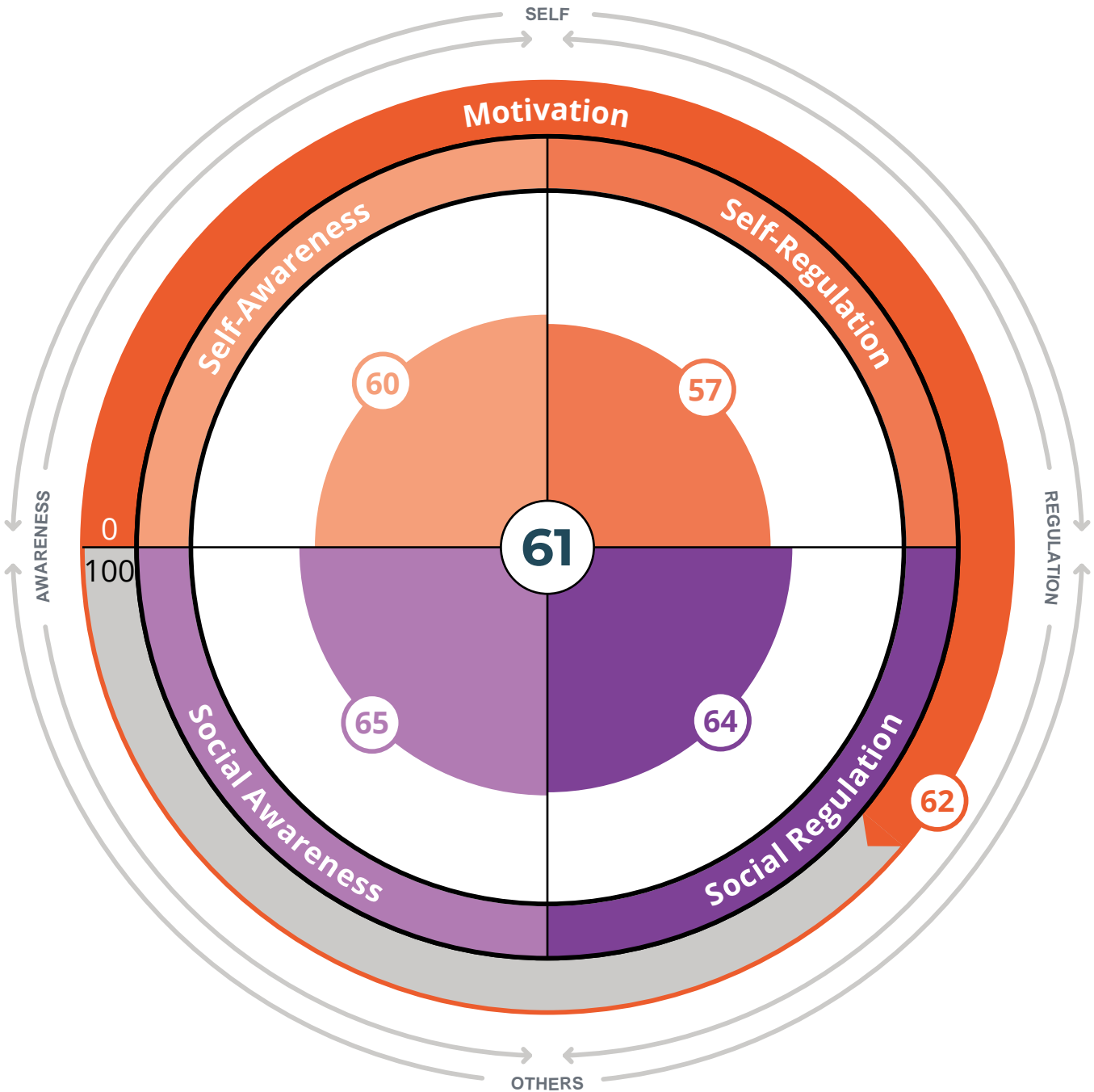
**Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



# 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.



T: 7:16

Norm 2024

Sam Sample