



Emotional Intelligence EIQ2-360°

An Evaluation of Emotional Intelligence Styles

Report For: **Sample Report**

Date: **10/24/2019**

blind spots
DEVELOPING LEADERS

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Emotional Intelligence (EIQ-2) 360° Perception Comparison

Emotional Intelligence (EIQ) is all about how we recognize and manage our own emotions, and how we identify, understand and respond to the emotions of those around us in a way that builds mutually beneficial relationships.

This 360° report is designed to provide insight into your own Emotional Intelligence as well as highlight how other people perceive you based on their interactions and observations. With this information, you can examine if how you express EIQ matches how other perceive you expressing EIQ.



Why EIQ?

Research indicates that emotional intelligence can be learned and can be seen as measurable differences directly associated with professional and personal success. Furthermore, it may be responsible for up to 80% of the success we experience in life. If we are not showing up as we intend, the consequences may adversely affect our relationships and success.

Some of the areas effected by Emotional Intelligence include:

- | | |
|--------------------------|------------------------------------|
| ✓ Communication | ✓ Productivity/Performance |
| ✓ Decision-Making | ✓ Relationship Satisfaction |
| ✓ Leadership | ✓ Customer Service |
| ✓ Sales | ✓ Conflict Management |
| ✓ Teamwork | ✓ Overall Effectiveness |

"People typically attribute the lion's share of their success personally and professionally to their mental intelligence, or IQ. Research in psychology and human performance over the last twenty years indicates that mental intelligence does contribute to success BUT the far more significant intelligence that accounts for personal and professional success is emotional intelligence!" - Michael Rock

How the EIQ2-360° works:

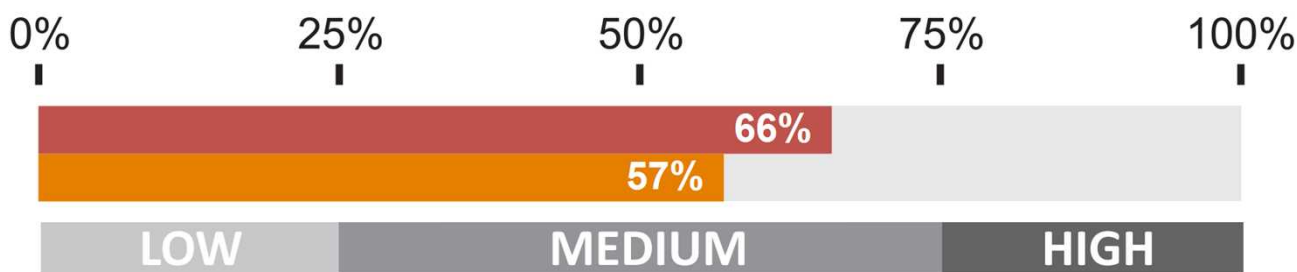
Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth (Mayer & Salovey, 1997).

EIQ begins with the self. **Awareness** is followed by **understanding** and moves toward **management**. After the initial personal cycle, it **connects** to the emotions of others. Through the self-perception assessment, the report provides insight into your own understanding of your capability and focus on EIQ. Then, with the 360° component, each of your **self-perceptions** is compared with **others' perceptions** of your capability and focus in these areas:

- **Self-Recognition**
- **Self-Management**
- **Social Recognition**
- **Social Management**

The overall scores are designed to give insight into how your own perception scores and your observers' scores average in each of the 4 quotients. This provides a high-level view of your EIQ:

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



RAW SCORE: 3.28 OBSERVER SCORE: 2.89

Note: The Raw Score gives an average based on a scoring range from 1-5

If these scores are **not fairly similar**, there is work to be done in determining **why** the perceptions are not the same. In an ideal situation, our perceptions of self in EIQ will be very close to how others perceive us so we know we are having the **influence we intend**.

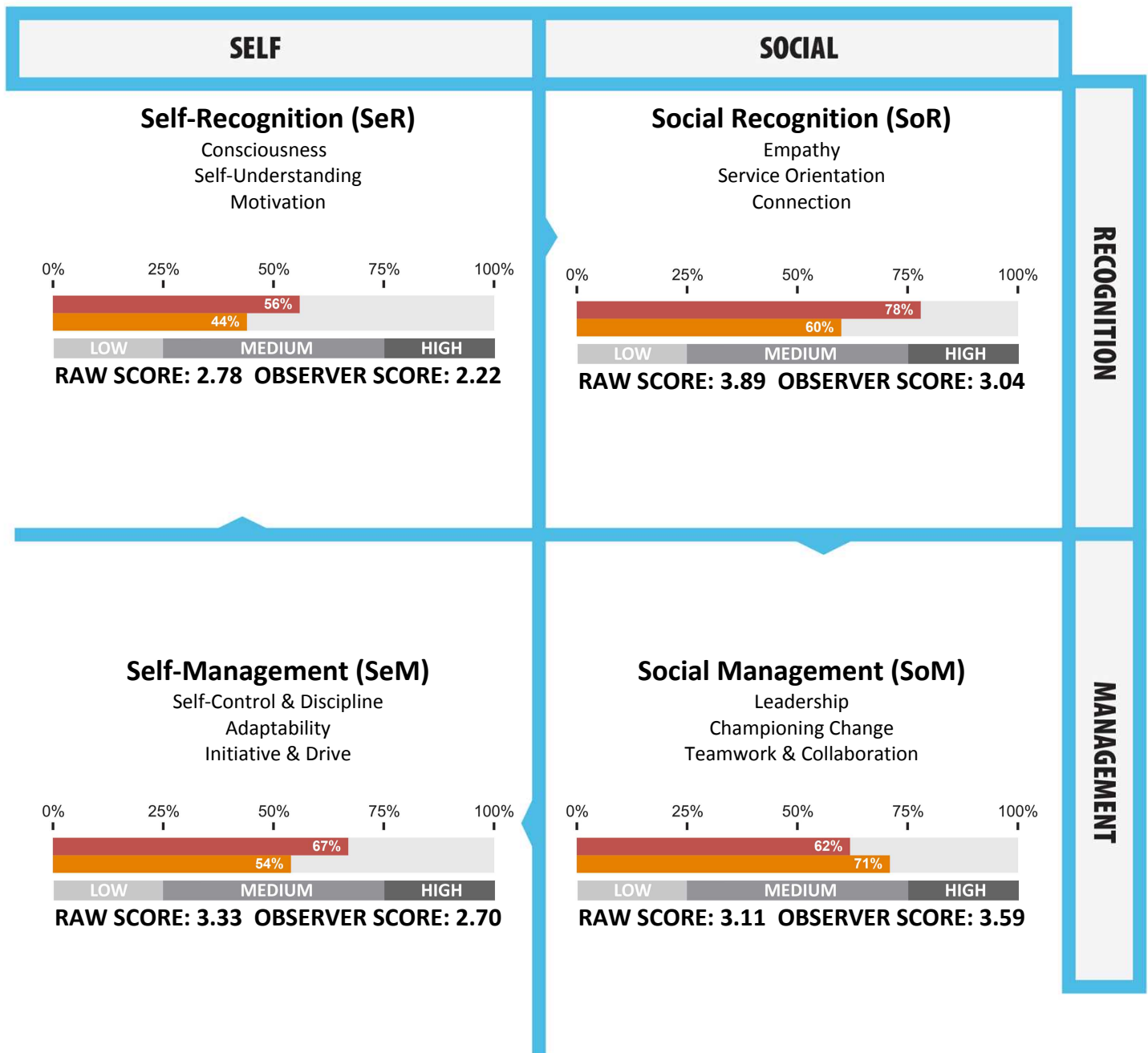
As you work through the report, there will be some considerations provided to help you synthesize this information and explore any differences in scoring. **Be diligent** in making an effort to understand your whole EIQ, but also focus specifically where the scoring is different for the greatest opportunity for growth and development.

The Emotional Intelligence (EIQ) Quotients

EIQ is based on two competencies, measured in **Recognition** and **Management**:

- the ability to recognize, understand, and manage emotions (**self or intrapersonal**)
- the ability to recognize, empathize, and relate to the emotions of others (**social or interpersonal**)

Self-perception scores are noted by the red bar graph. Others' perceptions are noted by the orange bar graph.



Quotient 1: Self-Recognition (SeR)

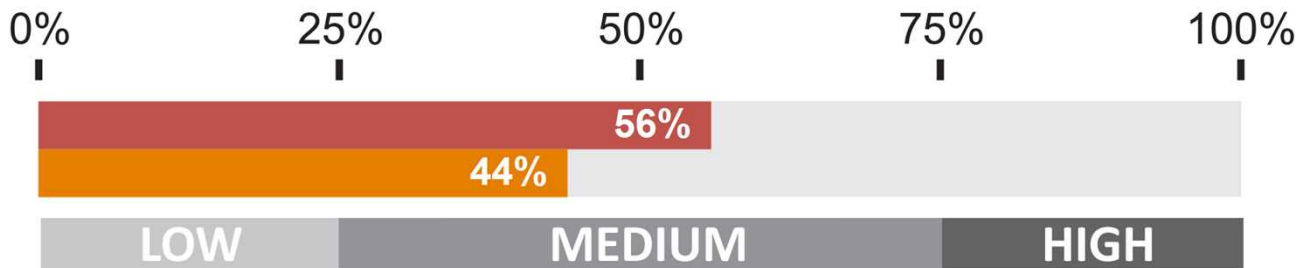
The self-recognition quotient reflects self-awareness and understanding, personal acceptance and an overall understanding of personal psychology. Self-awareness is foundational to social awareness and self-management.

Factors Include:

- Personality elements
- Self-acceptance
- Authenticity
- Learning styles
- Self esteem
- Character
- Mental state/Attitude
- Tension/stress levels
- Mindfulness

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to develop greater self-awareness and reduce inner tensions	a general understanding of self and transitions in thoughts and emotions	a high level of self-awareness and esteem; someone who understands well who they are

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



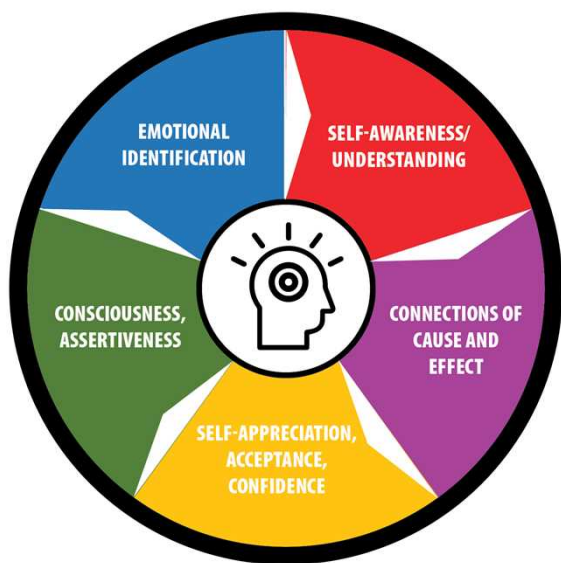
RAW SCORE: 2.78 OBSERVER SCORE: 2.22

Note: The Raw Score gives an average based on a scoring range from 1-5

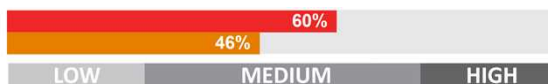
Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Self-Recognition is perceived by others in a positive, powerful way?

Self-Recognition (SeR) Scores



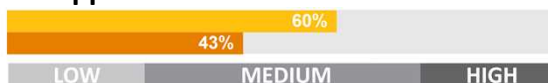
Self-Awareness



Cause and Effect



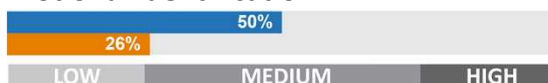
Self-Appreciation



Consciousness & Assertiveness



Emotional Identification



Self-Recognition is comprised of 5 sub-categories:

- **Self-Awareness/Understanding:** a conscious, deliberate reflection on personal identity, image, feelings, motives, desires and how these are associated with perceptions of self in the context of various situations. Empathy and understanding of self. Knowing why emotions occur.
- **Connections of Cause and Effect:** recognition of the impact and consequence of behaviors on feelings and moods; separating external and internal factors effecting emotions. Knowing how feelings relate to performance.
- **Self-Appreciation, Acceptance and Confidence:** development of self-esteem; personal worth and value; and coming to grips with personal attributes. Recognizing personal strengths, weaknesses, and limitations. Operating with realistic self-assurance.
- **Consciousness, Assertiveness:** intentional establishment of personal boundaries and appropriate limits; choosing a path that expresses self-worth through personal care and outward presentation (presence).
- **Emotional Identification:** ability to identify and name personal feelings; vocabulary and definition of emotions allowing choices, responses and performance; effective reflection on intrapersonal information.

Details of Your Self-Recognition Scores

Self-Awareness/Understanding:

Self-Perception: 60%

You have some self-understanding; still, there is room for growth and continued development. While you are somewhat aware of your feelings and emotional patterns, you can develop better control through a deliberate investment in self-understanding. Make consistent time to become more reflective and self-aware. Be more intentional and conscious. Developing skill in this area empowers improvement in self-consciousness, inner empathy, self-leadership and a greater ability to connect with personal feelings.

Other's Perception: 46%

Consistent with self-perception.

Connections of Cause and Effect:

Self-Perception: 70%

You may not channel positive feelings to their optimal effect. Let optimism and positive expectations set the tone for constructive action. Nurture patterns that energize and enhance life quality. Generate realistic expectations of personal achievement. Anticipate good things and cultivate a mindset that makes these reasonable outcomes. Let go of doubts.

Other's Perception: 66%

Consistent with self-perception.

Self-Appreciation, Acceptance and Confidence:

Self-Perception: 60%

You may experience some self-doubt which limits possibilities. Success at the highest levels requires boldness. Negativity and questions happen when losses are magnified and victories are minimized. Action creates higher self-assurance. Cultivate internal and external environments that encourage and support you. Look to facilitate success. Inaction, procrastination, doubt and perfectionism are the big opponents of top level winning.

Other's Perception: 43%

Consistent with self-perception.

Details of Your Self-Recognition Scores (continued)

Consciousness, Assertiveness

Self-Perception: 40%

Depending on the situation and relationships, your assertiveness may shift or flow. It's easy to differentiate relationships and varying circumstances. There may even be appropriate adjustments required. Assertiveness requires that you become comfortable with yourself regardless.

Other's Perception: 40%

Consistent with self-perception.

Emotional Identification:

Self-Perception: 50%

You may lose self-awareness due to the demands of the moment. Look for ways to grow from emotional experiences and enjoy the journey. Generating higher awareness of your emotions allows more meaning from them. Savor the richness and depth of your feelings; without lows, there cannot be highs.

Other's Perception: 26%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Recognition

Self-Awareness/Understanding: 60%

- Look toward growth and learning. Find activities that are engaging physically, mentally and emotionally. Work with your memory and problem solving skills (puzzles) and limit/eliminate multitasking. Create patterns of achievement. Tenacity, mental toughness and focus are the stuff of winners. Exercise dynamic creativity and decision making.
- Make self-awareness a consistent discipline. Manage moods and temperament. Listen to yourself. Pay attention to your inner dialogue. Take an active command of your self-talk. Program yourself for self-worth and achievement. Apply self-imagery, affirmations and programs to enliven your energy.

Connections of Cause and Effect: 70%

- Recognize impact. Emotions have consequences. Positive emotions have constructive outcomes. High energy feelings initiate momentum and powerful performance. Nurture and celebrate what you want to increase in your life.
- Assume responsibility. Be accountable for engagement and motivation. Cultivate a high internal locus of control. Believe in yourself. Generate realistic positive expectations. Look to accountability partners, scheduling, budgeting and greater structure to keep on track.

Self-Appreciation, Acceptance and Confidence: 60%

- Validate feelings. Be authentic. Appreciate and value yourself. Find your passion and pursue it with zest and vigor. Choose to have fun and be happy. Personally, and professionally, act with enthusiasm.
- Build self-worth and esteem. Enjoy your own company. Make time to just be yourself. The permission and approval of others is not necessary. Recover from setbacks and disappointments with grace and self-forgiveness. Be resilient.

Consciousness, Assertiveness: 40%

- Create standards, values and principles. Ethics and values are not situation dependent. Be certain to internalize your standards and not adjust to accommodate others. Integrity means being who you are regardless of the situation.
- Adjust boundaries as you deem fit. With different people, it's appropriate to have varying boundaries. Make sure you feel comfortable and safe.

Emotional Identification: 50%

- Journal about your feelings. Take the information and use it to become more effective at understanding and applying your emotions to situations. Let feelings be part of the journey.
- Take time to laugh and smile. Use positive feelings to create warmth and more fun.

Self-Recognition Reflection

How do your emotions and mood affect your personal life and professional performance?

What is the most interesting, impactful or useful piece of feedback you received regarding your self-recognition scores? Why did it stand out?

What can you do, starting today, to become more conscious of your feelings and more aware of the impact?

Quotient 2: Social Recognition (SoR)

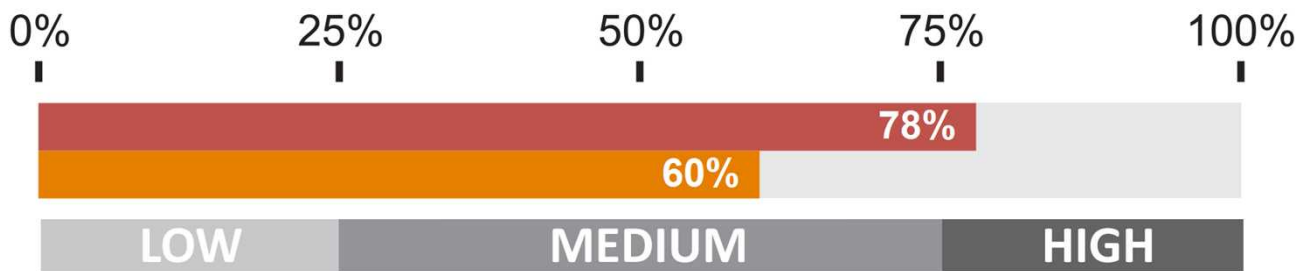
The social recognition scale reflects awareness and consideration of the feelings and responses of others. The ability to empathize and maintain sensitivity to the moods and emotions of others allows for superior intuition and connection.

Factors include:

- Empathy/Understanding
- Sensitivity/Thoughtfulness
- Appreciation
- Connection
- Relationships
- Compassion
- Listening
- Respect/Kindness
- Warmth

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to generate better interpersonal connections through listening/communication skills	a general attentiveness and recognition of the emotions of others	a high level of sensitivity to others feelings and interpersonal dynamics, recognizing transitions

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



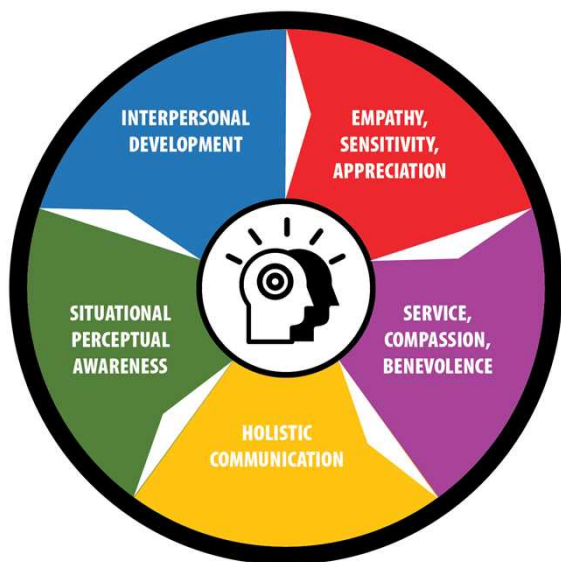
RAW SCORE: 3.89 OBSERVER SCORE: 3.04

Note: The Raw Score gives an average based on a scoring range from 1-5

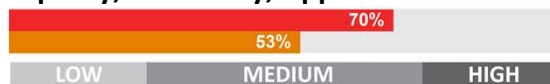
Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Social Recognition is perceived by others in a positive, powerful way?

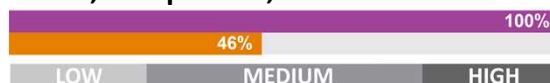
Social Recognition (SoR) Scores



Empathy, Sensitivity, Appreciation



Service, Compassion, Benevolence



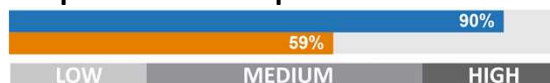
Holistic Communication



Situational Perceptual Awareness



Interpersonal Development



Social Recognition is comprised of 5 sub-categories:

- **Empathy, Sensitivity, Appreciation:** understanding others; accurately picking up emotional cues from communication (including words, tone and nonverbal signals); managing direct and indirect feedback effectively; being attentive, sensitive, aware and appreciative of the emotional signals of others.
- **Service, Compassion, Benevolence:** operating with a sense of contribution; aiding, helping, coaching and developing others; giving; operating constructively to contribute to the emotional states and benefits of others; recognizing needs, wants and desires; relating to alternative thoughts, perceptions and perspectives.
- **Holistic Communication:** the abilities to effectively send and receive information including emotional content; listening; engaging and connecting with others; sending and receiving verbal and nonverbal signals constructively.
- **Situational Perceptual Awareness:** recognizing and processing dynamic, shifting emotional data; communicating attention, focus, awareness and connection; adapting to situational variables and changes; understanding which factors count, how much and responding with reasonable behavior.
- **Interpersonal Development:** growing and nurturing constructive connections; setting the tone for long term depth and breadth in relationships; working with quality in personal and professional relations; having resonance and rapport.

Details of Your Social Recognition Scores

Empathy, Sensitivity, Appreciation:

Self-Perception: 70%

You may seem aloof and disconnected from others. Build quality relationships. It's not about some people or under some circumstances; empathy is about connecting all the time. Elevate your game to continuously make people feel welcome. Choose to be warm, accepting and supportive. Make a point of really listening, with both your mind and heart.

Other's Perception: 53%

Consistent with self-perception.

Service, Compassion, Benevolence:

Self-Perception: 100%

You adjust and accommodate based on connecting with others, both individually or collectively. Enjoy the fruits of interaction. Accept the service and gifts of others with appreciation and grace. Show thankfulness. Allow others to help you. Let them understand what you need and what you appreciate.

Other's Perception: 46%

You miss connecting with the individual and tend to generalize. See different perspectives and possibilities. Every person has a unique set of experiences. Reach out and communicate. Hear their messages. Open channels of communication. When you understand the viewpoints and expectations of others, your ability to offer value rises.

Holistic Communication:

Self-Perception: 70%

You may not come across as completely approachable, interested and caring. Warmth, acceptance and approachability lead to being known, liked and trusted. In turn this leads to leadership, teamwork and opportunity. Develop a persona and presence that provides quality give and take.

Other's Perception: 69%

Consistent with self-perception.

Details of Your Social Recognition Scores (continued)

Situational Perceptual Awareness:

Self-Perception: 70%

You may sometimes miss alternative perspectives and points of view. Note cause and effect in feelings to understand and anticipate performance. Listening with all the senses allows for higher levels of awareness. It empowers expectations and intuition through conscious and subconscious awareness of circumstances and shifts.

Other's Perception: 66%

Consistent with self-perception.

Interpersonal Development:

Self-Perception: 90%

You continuously set new objectives and you consistently achieve them. Center and leverage positive feelings. Use the past for information. Leverage the future for passion and engagement. Focus on the present to optimize performance. Use soft skills to empower synergy and abundance.

Other's Perception: 59%

You've had success but you have not yet established a track record. Move from success to success. Set priorities and a pattern of positive achievement. Invest in continuous improvement with an awareness that patterns of achievement create the habits of success.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Recognition

Empathy, Sensitivity, Appreciation: 70%

- Reach out in a genuine way on a regular basis. Remember special dates and interests. Connect in a way that shows you are interested in them and their well-being.
- Create a two-way flow of communication. Send messages. Ask questions. Generate dialogue. Actively listen. Validate feelings and thoughts.

Service, Compassion, Benevolence: 100%

- Work with others. Cooperate and engage in activities that generate mutual gain. Think abundance. Take joy from motivation, engagement, interaction and involvement. Relationships enhance happiness.
- Explore higher levels of connection. Focus on quality, not quantity. Ask people what they'd need and like. Be involved at more than a superficial level. Make opportunities to enhance relations.

Holistic Communication: 70%

- Quality listening involves continuous feed-forward, improvement and development. It builds on understanding to facilitate better connection and more empowered relationships.
- Take extra time to energize connection. Do special things to demonstrate interest in and involvement with others. Ask questions. Restate. Paraphrase. Focus.

Situational Perceptual Awareness: 70%

- Listen more than you speak. Make others feel valued by giving the gift of your attention. Continuous learning comes through practical experience as well as formal education. Use interaction for growth.
- Expand awareness, attention and vigilance. Note subtle changes. Determine what is meaningful and how it applies.

Interpersonal Development: 90%

- Recognize personal mastery as a vehicle to achieve dreams. Take the time to dream bigger and explore more. Self-actualize. Be all that you can be. Leverage mentors, trainers and feedforward to expand potential.
- Utilize mindsets to create habits of winning. Determine what works and makes you happiest. Nurture constructive feelings and relationships. Listen to what friends and colleagues say.

Social Recognition (SoR) Quotient Worksheet

How do others reveal their feelings to you?

How do the emotions and moods of others affect your interaction with them?

How can you deepen connections, improve performance, and expand relationships?

How does awareness of others' feelings impact project success and teamwork?

Quotient 3: Self-Management (SeM)

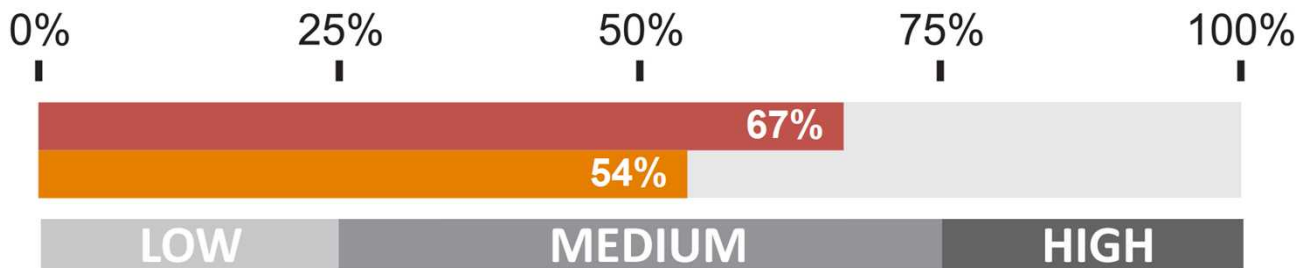
The self-management quotient indicates self-evaluation coupled with self-regulation. The awareness and discipline to control and harness feelings directly impacts the ability to achieve personal objectives and develop inner resolution. Satisfaction, happiness and contentment are results of self-management.

Factors include:

- Discipline
- Flexibility
- Focus
- Control
- Stress Management
- Goal setting
- Emotional management
- Adaptability, Agility
- Impulse control

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
an opportunity for developing more personal maturity and higher levels of self-control	generally intentional and on task with their feelings and responses	a high level of self-control and discipline, intuitively understand how to manage themselves

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



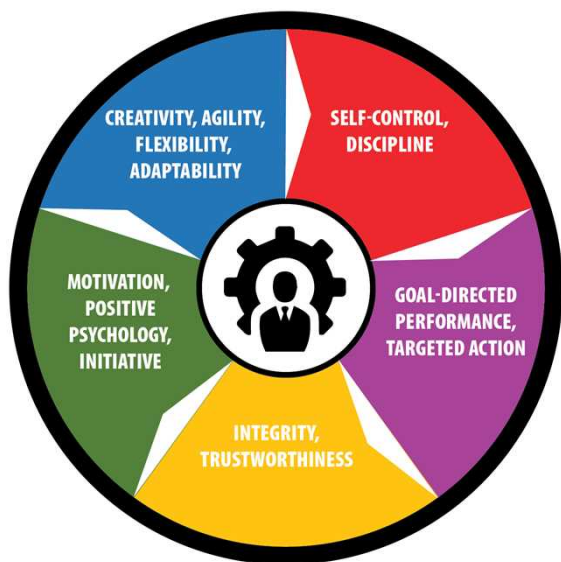
RAW SCORE: 3.33 OBSERVER SCORE: 2.70

Note: The Raw Score gives an average based on a scoring range from 1-5

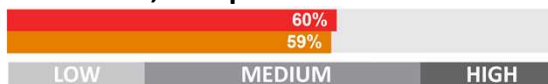
Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Self-Management is perceived by others in a positive, powerful way?

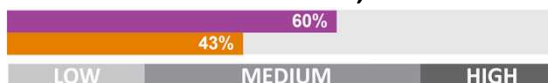
Self-Management (SeM) Scores



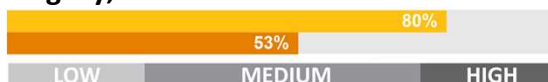
Self-Control, Discipline



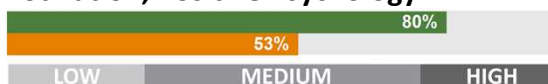
Goal-Directed Performance, Action



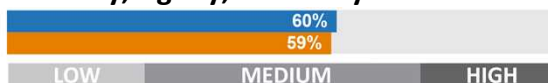
Integrity, Trustworthiness



Motivation, Positive Psychology



Creativity, Agility, Flexibility



Self-Management is comprised of 5 sub-categories:

- Self-Control, Discipline:** effectively handling impulses; maintaining composure while experiencing stressful, trying emotions; managing preparation and performance; actively choosing paths; self-directing; the ability to emotionally persist to achieve strategic objectives.
- Goal-Directed Performance, Targeted Action:** focus to achieve long term desired goals; emotional tenacity and persistence; drive to choose challenging objectives and assume acceptable risk; staying the course to completion; resilience in the face of obstacles and setbacks; seizing opportunities.
- Integrity, Trustworthiness:** the ability to work with conscience, ethics and integrity; operating with personal standards, principles and values; being dependable, reliable and authentic; keeping promises and assuming personal responsibility.
- Motivation, Positive Psychology, Initiative:** self-energizing; the ability to be mentally and emotionally engaged; attitude; passion; choosing cause and effect feelings; being responsible for personal success; acting and choosing feelings in accordance with positive emotions, optimism and constructive feelings; limiting negative emotions, patterns and spirals.
- Creativity, Agility, Flexibility, Adaptability:** coping with change, transition and development; adjusting to situations, relationships and feelings; handling curiosity and imagination to create, discover and explore opportunities; innovation for progress; cognitive and emotional shifts to augment and manage change; the abilities to problem solve and 'think outside the box.'

Details of Your Self-Management Scores

Self-Control, Discipline:

Self-Perception: 60%

You may not have clearly defined goals that fully motivate and engage your heart. Energize to stay on track, avoid multitasking, and have more fun on the journey. Targeted objectives lead to success. Still, coordinating the effort and staying on task are essential. Demanding the best and settling for nothing less leads to excellence. Develop a strong commitment, excitement and enthusiasm to stay the course, even in the face of setbacks and disappointments.

Other's Perception: 59%

Consistent with self-perception.

Goal-Directed Performance, Targeted Action:

Self-Perception: 60%

While you find it easy to start and finish, you likely find it difficult to remain disciplined through the long haul. Maintain passion and enthusiasm. Most projects are hardest to start and finish. It's easier to maintain momentum when things are moving along. Set a positive tone to keep up excitement, drive and motivation to get the targeted results.

Other's Perception: 43%

Consistent with self-perception.

Integrity, Trustworthiness:

Self-Perception: 80%

You're comfortable with who you are, your values and your calling. Character, integrity and honesty are lifelong commitments. Excellence in the journey assures quality and satisfaction in the outcomes. Your reputation, authenticity and integrity set the foundation for inner ease and positive relationships.

Other's Perception: 53%

Your values are clear but your character is still growing and in flux. Nurture character and well-being. Develop consistency. Let your standards, values and principles be the hallmark of your performance. Set the tone for excellence through patterns and systems that display integrity.

Details of Your Self-Management Scores (continued)

Motivation, Positive Psychology, Initiative:

Self-Perception: 80%

You actively take command of life and assume responsibility for your destiny. Drive and commitment are most effective as active systems. While willpower is a powerful force, directing it towards creating habits, patterns, systems and results allows for sustained, powerful achievement.

Other's Perception: 53%

You may allow other people and external situations to set the pace. Choose to be active rather than passive. Performance and energy are life-changers. By continuously recognizing options and possibilities, active decisions are made to choose a path and determine destiny. Avoid letting others take over and continuously assume control. Use discipline to focus on the tools to maintain passion and enthusiasm.

Creativity, Agility, Flexibility, Adaptability:

Self-Perception: 60%

You're willing to adjust if and when the path and the rewards are well-defined. Change is the norm in life but it requires initiative to shift to improvement. Exercise creativity and agility to be sure of progress. Don't be limited by past experience. Strive for continuous learning and development.

Other's Perception: 59%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Management

Self-Control, Discipline: 60%

- Find the right balance. Recognize the exchange value of time, talent and treasure. Keep the focus on outcomes. Commit to what matters. Value yourself and your time. Create a personal passion to perform. Make the results worth the effort.
- Set SMART goals that are important and meaningful. Avoid overextending. Set a few significant goals and achieve them on a regular basis. Be consistent, committed and diligent. Be focused and deliberate. Commit to learning and continuous improvement to expand potential.

Goal-Directed Performance, Targeted Action: 60%

- Keep the goals in sight. It's easy to lose focus. Keep a lively passion for the project and the service rendered. Avoid distractions, tangents and activities not on task that drain energy and waste resources. Stay the course until the end.
- Use tools to keep on track and keep accountable. Write progress reports; have accountability partners; keep a journal. Overcome hurdles and maintain momentum. Deal with mental, physical and emotional barriers. Give yourself credit for overcoming but keep moving forward.

Integrity, Trustworthiness: 80%

- Your reputation and attitude serve to create a model of character and excellence. Be aware of your impact.
- By being consistent - internally and externally. There is an ease and peacefulness in living with integrity by doing the right thing, no matter who is or isn't watching.

Motivation, Positive Psychology, Initiative: 80%

- Your sustained excellence yields patterns and habits. Keep it up! These systems make it far easier to consistently contribute high quality effort. Winning and positive outlook serve best when they are second nature.
- Nurture your passion through intrinsic rewards, celebration and a positive stream of self-talk. Character and positive emotions constitute who you are; they aren't just what you do.

Creativity, Agility, Flexibility, Adaptability: 60%

- Generate new experiences. Try new things. Set aside the tried and true to expand possibilities. Go beyond the comfort zone.
- Think in terms of 'what if?' Ask yourself 'why' and 'why not?' Become a master of questions and listen attentively for answers. Instead of saying 'no' and something is impossible, think in terms of how and what the impact will be. Leave doubt and constraints behind.

Self-Management (SeM) Quotient Worksheet

What is your typical self-talk like? Can you improve it?

Do you dwell on positives or negatives? How can you make this more constructive?

Can you actively make choices to control emotions? Do you have internal responsibility?

Quotient 4: Social Management (SoM)

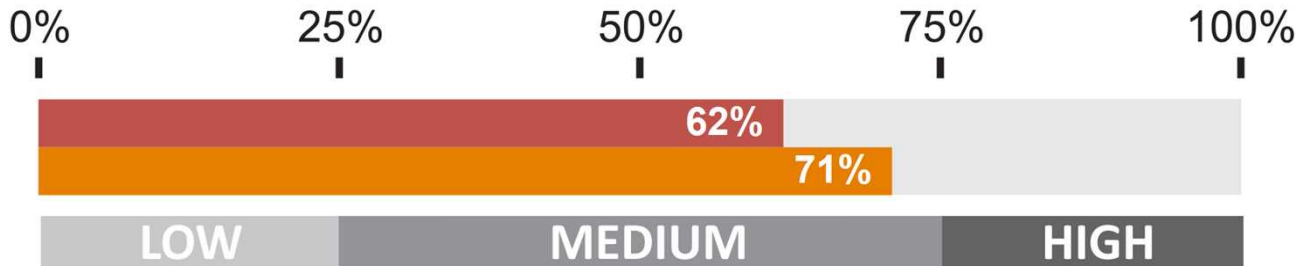
Social/Relationship management includes interpersonal skills and focuses intelligence on generating results. This social intelligence fosters collaboration and connection to tap the power of synergy.

Factors include:

- Directing
- Collaboration
- Influence
- Building friendships
- Change Catalyst
- Leadership
- Social poise
- Conflict Management
- Negotiation

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
opportunity to develop the skills to work better on teams and within groups	generally good team players with adequate interpersonal skills	a high level of confidence and pose, build strong relationships, good leaders and coaches

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



RAW SCORE: 3.11 OBSERVER SCORE: 3.59

Note: The Raw Score gives an average based on a scoring range from 1-5

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Social Management is perceived by others in a positive, powerful way?

Social Management (SoM) Scores



Developing Relationships



Leadership & Influence



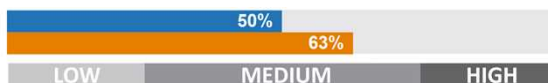
Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration



Social Management is comprised of 5 sub-categories:

- Developing Relationships, Getting Along with Others:** cultivating, nurturing and maintaining long term personal and professional relationships; having quality connections and friendships.
- Leadership and Influence:** operating with warmth, likability, presence, charisma, and approachability; paying attention and focusing on results; being involved, engaging, passionate and powerful; showing deliberate persuasion; delivering solutions and success to others and to groups; partnering for targeted outcomes.
- Change Catalyst and Response:** recognizing the need for change and championing action; developing interpersonal skills and abilities; initiating growth and progress on individual, team and organizational levels; facilitating maturity and success; focusing on positive outcomes.
- Negotiation and Conflict Management:** bargains with abundance thinking for mutual gains; copes with conflict through positive proactive and reactive techniques; effectively deals with difficult people and situations; creates unity, balance and gain.
- Teamwork and Collaboration:** builds bonds; transforms groups into teams; fosters unified, engaged effort; generates collaboration, cooperation, participation and high-quality results; nurtures spirit de corps and the ability to develop synergy. Interpersonal emotional effectiveness.

Details of Your Social Management Scores

Developing Relationships, Getting Along with Others:

Self-Perception: 60%

You don't have a strong, well-developed network for both giving and receiving. Your level of success will be approximately the same as your five closest friends. You need to cultivate a network that can contribute to your success in all areas of life. Nurture the connections you need. Set a course to give and serve as well as to receive.

Other's Perception: 66%

Consistent with self-perception.

Leadership and Influence:

Self-Perception: 20%

You may struggle to self-leading and instead look for direction from others. Lead, follow and/or get out of the way. Master different roles. Learn how to contribute and influence from a wide array of positions. Develop an attitude of generating service and adding value.

Other's Perception: 73%

You don't exercise full responsibility for your influence and impact. Become the right example. Serve as a catalyst for transformation, growth and high value outcomes. Commit and dedicate to a vision and a mission.

Change Catalyst and Response:

Self-Perception: 70%

Rather than taking command and becoming the change you want, you tend to drift from the sometimes proactive to the sometimes reactive. Tomorrow hopes you've learned something from today. Development is certainly planned and structured, but also can be reactive and spontaneous. Commit to creating the change that makes life better.

Other's Perception: 63%

Consistent with self-perception.

Details of Your Social Management Scores (continued)

Negotiation and Conflict Management:

Self-Perception: 90%

You apply effective conflict management skills to creatively resolve problems, improve relationships and create abundance. Interaction always involves differences. These give connections value and spice. Hostility and anger are negatives but discussion and interaction generate higher returns for all.

Other's Perception: 93%

Consistent with self-perception.

Teamwork & Collaboration:

Self-Perception: 50%

You may not enjoy teamwork, collaboration and interaction enough to engage often with others in optimizing returns. Great teams have an affinity and chemistry. They come together with a mission that transcends one person. The most valuable players are catalysts to everyone's success. They perform and make others perform better. Positive, constructive interaction characterizes high achievers.

Other's Perception: 63%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Management

Developing Relationships, Getting Along with Others: 60%

- Who are your closest colleagues? How are you contributing to their dreams and aspirations? How are they facilitating yours? Find common interests and experiences to create greater levels of happiness.
- Relations typically are also stress generators. Make them as constructive as possible but remember that they are investments. Expect to give to get.

Leadership and Influence: 20%

- Be assertive and cooperative. Put the mission and success of the team above personal achievement. Find satisfaction in following and contributing. Learn to self-lead and be a great follower before looking to lead a team.
- Recognize leadership as both a formal and an informal role. Accept that there needs to be leadership at all levels. Intentionally develop the feelings and skills necessary to make real, qualitative contributions.
-

Change Catalyst and Response: 70%

- What changes do you, your team and your organization face? How can you be a proactive catalyst for positive improvement? What are you doing to make everyone better? Find answers.
- Who have been your coaches and mentors? The examples you follow? How have these people made positive impact in your life? What are you doing to pay it forward? Be creative and invest in others.

Negotiation and Conflict Management: 90%

- Invite discussion and constructive critique. Information and real feedback generate the fuel for improvement.
- Respect others. Be assertive. Be positive and constructive. Set the tone for resonance and rapport to develop connection.

Teamwork and Collaboration: 50%

- Figure out what teams you have enjoyed and which ones have disappointed. Determine how you define a good team. Focus on what you can bring to make performance better.
- What qualities make good teammates? Which are barriers to success? Where do you excel? Where do you need to improve? Plan to become better.

Social Management (SoM) Quotient Worksheet

How do the actions and feelings of others affect your emotions?

How can you read the feelings of others accurately?

How do you separate responses from reactions? How can you choose to be more proactive?

Additional Ideas for Improvement

Self-Recognition:

1. Accept personal feelings as information without judgment or rejection.
2. Connect emotions and thoughts. Think about the causes and impacts of feelings.
3. Tune into the subconscious by recognizing the physical impacts of emotions.
4. Recognize both positive and negative emotions. Reinforce the positive and lessen the negative.
5. Support intrapersonal effectiveness through positive self-talk; self-affirmation; constructive visualization and/or journalizing.
6. Establish the practice of relaxing, refreshing and renewing through meditation and reflection.

Social Recognition:

1. Be curious and interested in other people.
2. Focus attention on others and what they are willing to share. Hear both verbal and nonverbal communication.
3. Be sensitive, appreciative, validating and respectful of others. Value both the person and the message they send.
4. Show support and encouragement. Display understanding through physical and verbal communication.
5. Reflect on information to adjust communication and behaviors. Adapt to different personalities, situations and dynamics.
6. Express feelings in sensitive, appropriate, useful, honest ways. Empathize with others. Let them know and feel the connection.

Self-Management:

1. Develop habits of self-control and personal discipline.
2. Accept responsibility for behavior, communication, performance and impact.
3. Create a sense of conscience, morality and integrity and act consistently with personal values and principles.
4. Determine personal boundaries and act assertively (rather than passively or aggressively).
5. Actively set goals and objectives. Support achievement with diligence, tenacity and the personal qualities necessary to succeed.
6. Actively make and execute decisions. Think, feel and perform with the best information available. Avoid regret, anxiety and worry.

Social Management:

1. Resolve conflict judiciously through attention, focus, problem solving and seeking double wins.
2. Promote change management, learning and continuous learning to optimize effective and generate high value returns. Apply coaching and mentoring to develop and expand potential.
3. Involve others through teamwork. Generate synergy through cooperation, participation and utilization.
4. create both intrinsic and extrinsic rewards. Celebrate achievement at all levels. Encourage effort.
5. Create environments and situations that promote reasonable risk taking. Allow failure and mistakes to be learning experiences rather than disasters.
6. Get along with difficult people in tough situations through positive interaction, empathy, dialogue, negotiation and emotional connection.

Now What?

"The longest journey on earth begins with a single step." (Ben Sweetland)

After taking this assessment and reading your report, you are probably even more interested in learning as much as possible to improve your emotional intelligence (EIQ). You might believe you can absorb the suggested improvements quickly and retain them until they become second nature, right? Wrong! You must improve your EIQ through ongoing practice. Competence breeds confidence, which leads to inner motivation.

The key to making EIQ easier to master is to break the improvement suggestions into simple bite-size pieces that can be readily digested and successfully implemented in your life. Perfect one area and incorporate that information into your life before perfecting the next area. This begins a "spiral of success" where you learn something new, try it out, and experience some success which gets you charged up about learning more.

The speed with which you apply your new EIQ knowledge should change your behaviors gradually, not radically, so that it affects your life permanently - not as quick fixes learned today and forgotten tomorrow. Training, learning and practicing must become an "all the time" behavior.

Remember, it is important to continue to check in with others so you are clear on their perceptions of your behavior and emotional impact. While we judge ourselves on our intentions, others judge us on our behaviors. Keeping this in mind can help you grow your connections, and create mutually beneficial relationships!