

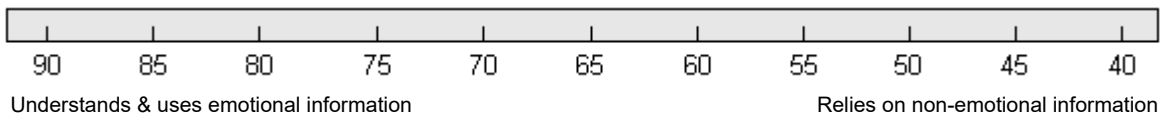
Emotional Quotient Profile (EQP)

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OVERALL EQ SCORE

An overall measure of how well a person understands emotional information and uses it effectively.

Score = 87



EQP# W8TBSWKY85C7 for TEST TEST on April 8, 2020

EXECUTIVE SUMMARY

EQ Definition: a measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

SELF AWARENESS I: MOOD LABELING				
Demonstrates ability to label emotions			Needs development	
	██████████			

A measure of a person's ability to accurately label personal feelings and emotions.

SELF AWARENESS II: MOOD MONITORING				
High monitoring		Optimal monitoring		Low monitoring
██████████				

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

SELF CONTROL				
Demonstrates good self control			Needs development	
██████████				

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

MANAGING EMOTIONAL INFLUENCES				
Perseveres			Focus can change	
██████████				

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

EMPATHY				
Recognizes emotions in others			Shows difficulty in recognizing emotions	
██████████				

A measure of a person's ability to understand the feelings and emotions of others.

SOCIAL JUDGEMENT				
Demonstrates judgement			Needs development	
██████████				

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

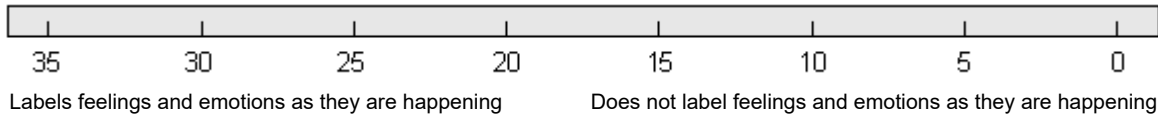
OVERALL				
Understands & uses emotional information			Relies on non-emotional information	
██████████				

An overall measure of how well a person understands emotional information and uses it effectively.

Self Awareness I: Mood Labeling

A measure of a person's ability to accurately label personal feelings and emotions.

Score = 33



Overview

TEST demonstrates the potential for good ability to identify and categorize his/her feelings as they happen. TEST has the ability to recognize and interpret emotions that may have an impact on his/her functioning in the business environment. Given that TEST shows good ability to label his/her feelings and emotions, he/she has the potential to manage them well.

Structured Interview Suggestions

- Describe a situation in which your awareness of your emotions influenced your performance at work.
- How does your awareness of your own negative feelings and emotions influence your behavior at work?
- Outline a situation where being aware of your feelings had an influence on how you behaved. What was the outcome?

Developmental Suggestions

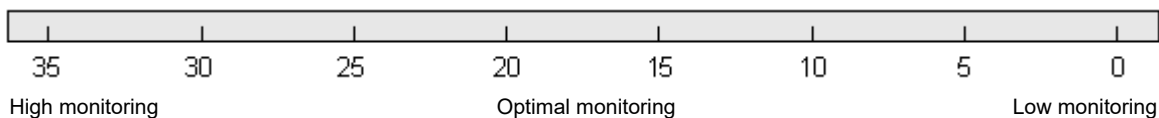
- TEST demonstrates the potential for good self-awareness and insight, thus, he/she would respond best to a manager who consults and facilitates.
- Training should capitalize on his/her ability to monitor and understand his/her feelings and emotions.

Notes

Self Awareness II: Mood Monitoring

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

Score = 33



Overview

TEST demonstrates a high tendency to scrutinize, focus on, and maintain a certain vigilance about his/her feelings and emotions. Therefore, TEST may be devoting too much time and energy to monitoring his/her mood states. This may limit his/her ability to perform adequately in a demanding work environment.

Structured Interview Suggestions

- How does monitoring your emotions affect your performance?
- Describe a situation where being aware of your emotional state influenced your behavior.
- Are you aware of your feelings and emotions at all times? When are you most aware of them?

Developmental Suggestions

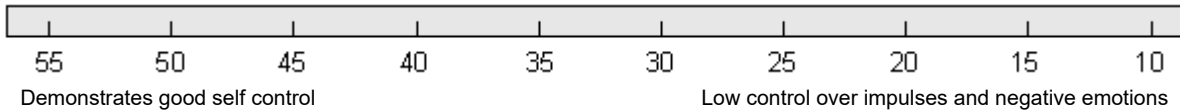
- TEST would benefit from a mentor who can help him/her stay focused on his/her goals and objectives.
- TEST would require training in learning how to channel his/her emotional energy toward more external states and less on his/her feelings and emotions.

Notes

Self Control

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

Score = 56



Overview

TEST demonstrates the potential for excellent control over his/her impulses, emotions, and/or desires. This quality enables TEST to be instrumental in managing his/her emotions in order to deal appropriately with everyday situations and function effectively in the business environment. In addition, TEST exhibits the ability to delay immediate gratification in order to attain future goals and objectives. TEST has the potential to exhibit self control when required by a demanding work environment.

Structured Interview Suggestions

- How has your self control enabled you to achieve your goals?
- Describe a situation where your self control helped you manage more effectively. What was the outcome?
- How would you coach someone who had low impulse control?

Developmental Suggestions

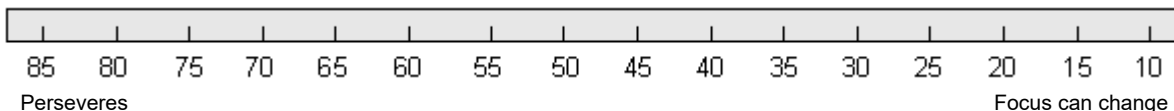
- Given his/her level of self control, TEST would make a good mentor to others who have less impulse control.
- Allow him/her to recognize his/her self control as a strength, so that he/she can capitalize on his/her strong self-control in his/her planning and decision-making.

Notes

Managing Emotional Influences

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

Score = 80



Overview

TEST demonstrates the potential for excellent ability to persevere with his/her goals despite perceived obstacles or adversity. TEST demonstrates the ability to manage inhibiting factors or emotions in order to act when deemed appropriate. His/Her ability to manage emotional influences will be very helpful when faced with difficult challenges.

Structured Interview Suggestions

- Describe a situation in which you followed through on a decision that you had made despite opposition from others.
- How has your ability to manage emotional influences helped you be more effective?
- Describe a situation in which your ability to manage emotional influences had an impact on your performance.

Developmental Suggestions

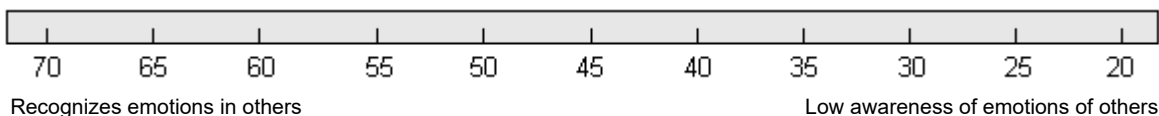
- Given his/her ability to manage emotional influences, TEST requires a manager who can coach and facilitate his/her ability to take action when appropriate. Match him/her with a strong, flexible mentor who will keep him/her focused on organizational goals.
- Training should capitalize on his/her high level of perseverance. Assign him/her to projects that will require his/her determination to get things done.

Notes

Empathy

A measure of a person's ability to understand the feelings and emotions of others.

Score = 68



Overview

TEST demonstrates the potential for excellent ability to recognize and interpret the feelings and emotions of others. This capacity is considered invaluable in both business and personal situations. TEST should be very effective in developing good interpersonal relationships on the job. In addition, he/she should be better adjusted emotionally, more popular, more outgoing, and more sensitive than the average person. His/Her ability to be empathetic will be an asset in both management and sales. TEST would be well-suited for positions that involve interaction with others.

Structured Interview Suggestions

- Describe a situation where your recognition of other people's emotions helped you. What happened next?
- What are the things you look for in others to understand how they are feeling?
- How has your empathy for others affected your performance?

Developmental Suggestions

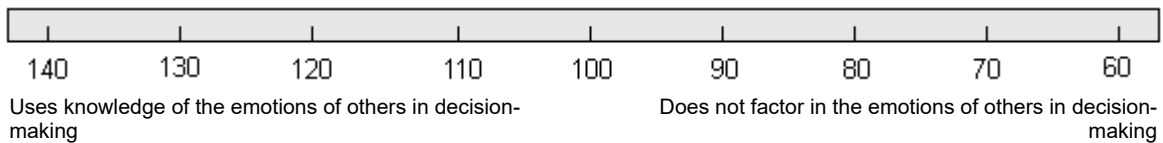
- Given his/her high level of empathy, TEST would be suitable as a coach of others.
- Training should capitalize on his/her ability to recognize emotions in others. TEST would function well in a team-oriented environment.

Notes

Social Judgment

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

Score = 136



Overview

TEST demonstrates the potential to respond very effectively in social situations. He/She would be expected to make effective and socially responsible business decisions. He/She also has the potential to manage interpersonal relationships effectively. This quality is extremely valuable in business and personal situations. TEST tends to be popular, displays good leadership abilities, and interacts well with others. TEST would be well-suited for positions that involve dealing with people.

Structured Interview Suggestions

- How have you developed your social skills?
- What social judgment techniques would you advise others to adopt?
- Describe a circumstance that required social judgment (e.g., in a novel situation). What action did you take? What was the outcome?

Developmental Suggestions

- Given his/her high level of social judgment, TEST would be suitable as a coach of others.
- Provide TEST with opportunities to use his/her social judgment in building on existing structures and procedures.

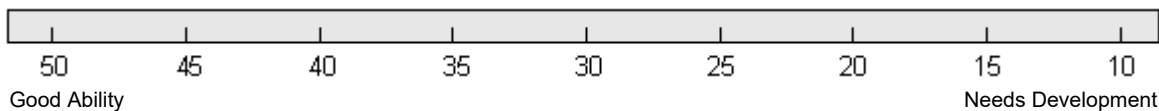
Notes

Supplementary Scales

Non-Verbal Behavior

The ability to decipher emotions from non-verbal cues.

Score = 42



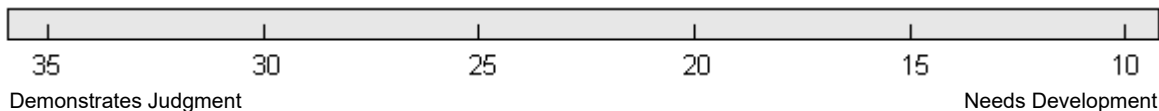
Overview

TEST demonstrates the potential for above average ability to read and interpret other people's non-verbal behavior. The ability to accurately decipher emotions from the non-verbal behavior of others is related to empathy. TEST likely exhibits good sensitivity to the non-verbal cues of others.

Business Judgment

A measure of the ability to use good judgment in business situations.

Score = 30



Overview

TEST demonstrates the potential for above average judgment in business situations. He/She would be expected to make appropriate decisions in a demanding business environment.

Notes
