

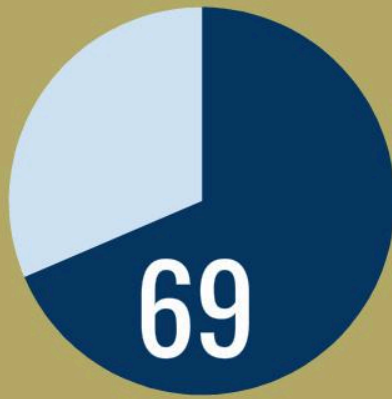


Sample Report

Date: 02nd July 2020

Emotional Intelligence contains two major aspects - Emotions and Intelligence. Emotions or feelings have both a physiological component and a cognitive element that influence behaviour. Intelligence is the capacity to understand the world, think rationally and use resources effectively when faced with challenges. Therefore Emotional Intelligence or EI refers to our ability to live our lives efficiently.

Exploring and developing our EI not only makes us happier, but it makes us able to motivate ourselves, manage stress in our lives, and resolve conflict with others. It gives us the skill to be able to encourage, comfort, discipline and confront different kinds of people appropriately in different situations. It is because our culture has conditioned us to perceive the world and measure the quality of life in terms of objective acquisitions, that we misunderstand our interpersonal relationships, and fail to value them appropriately. This instrument measures EI across 12 personal and 13 social competencies across six distinct dimensions of Self Awareness, Self Management, Internality, Motivation, Empathy and social skills.



Your Emotional Intelligence or EI Score

Self Awareness: It includes our ability to recognise and understand our own moods and drives and identify underlying emotions that create them. It is about completely accepting ourselves along with our strengths and weaknesses.

Self Management: It includes the ability of a person to redirect and control disruptive impulses and moods, judging how others might feel before taking action, and postponing gratification of immediate needs for long term goals

Internality: These include an orientation of taking charge of the situation, seeing failures as temporary, and remaining optimistic about future experiences, as contrasted with turning pessimistic in the face of failures and ruminating through past miseries and setbacks.

Motivation: Involves person’s passion to work for reasons that go beyond material and tangible benefits, and pursue goals with energy and perseverance.

Social Skills: It refers to a person’s proficiency in managing relationships and building networks. It is reflected in building and leading teams.

Empathy: It indicates the ability of a person to understand the emotional makeup of other people. It also involves skill in dealing with people according to their emotional disposition. It entails sensing and responding to a person’s unspoken concerns or feelings and addressing the issues that lie behind the feelings.

Strengths and Concern Areas

Social skills are a clear strength with a score of 21 falling in the exceptional category. Social Skills refer to your adeptness in inducing desirable responses from others, and Internality is how you respond to change and recover from adverse change. This is supported by a High score on the “Empathy” dimension

Your key area of concern is in the domain of “Internality”. Some key factors contributing to Internality are Resilience which indicates perseverance and diligence in the face of setbacks., Personal Agility which demonstrates readiness, and willingness to effectively anticipate and adapt to change. Ability to constructively manage uncertainty is also a key contributor to Internality.

Your report indicates that the dimensions of Self Awareness, and Self Awareness have average strengths . While these are not immediate areas of concern , they can have a debilitating effect on your motivation and social skills.

People competent in the dimension of Internality are able to challenge their negative self talk . Ask yourself, “What is my real belief here?”, and “is there any evidence behind this self - doubt?”

Your EI Score card is divided into three distinct but interconnected categories. Emotional Well being, Social Functioning and Decision Making and Performance.

The figure indicates the six sub categories Elements under each sub category are neighbouring categories, thus contribute and support each

against which the tool measures your EI score. aligned to the emotional elements in the forming a ring of emotions which other.

The outer or blue ring of Management) → Builds Trust Bonds (Empathy) action Assertive indicative of emotionally associated positive

The green which towards positive

The two middle (purple) emotional contribute building Leadership

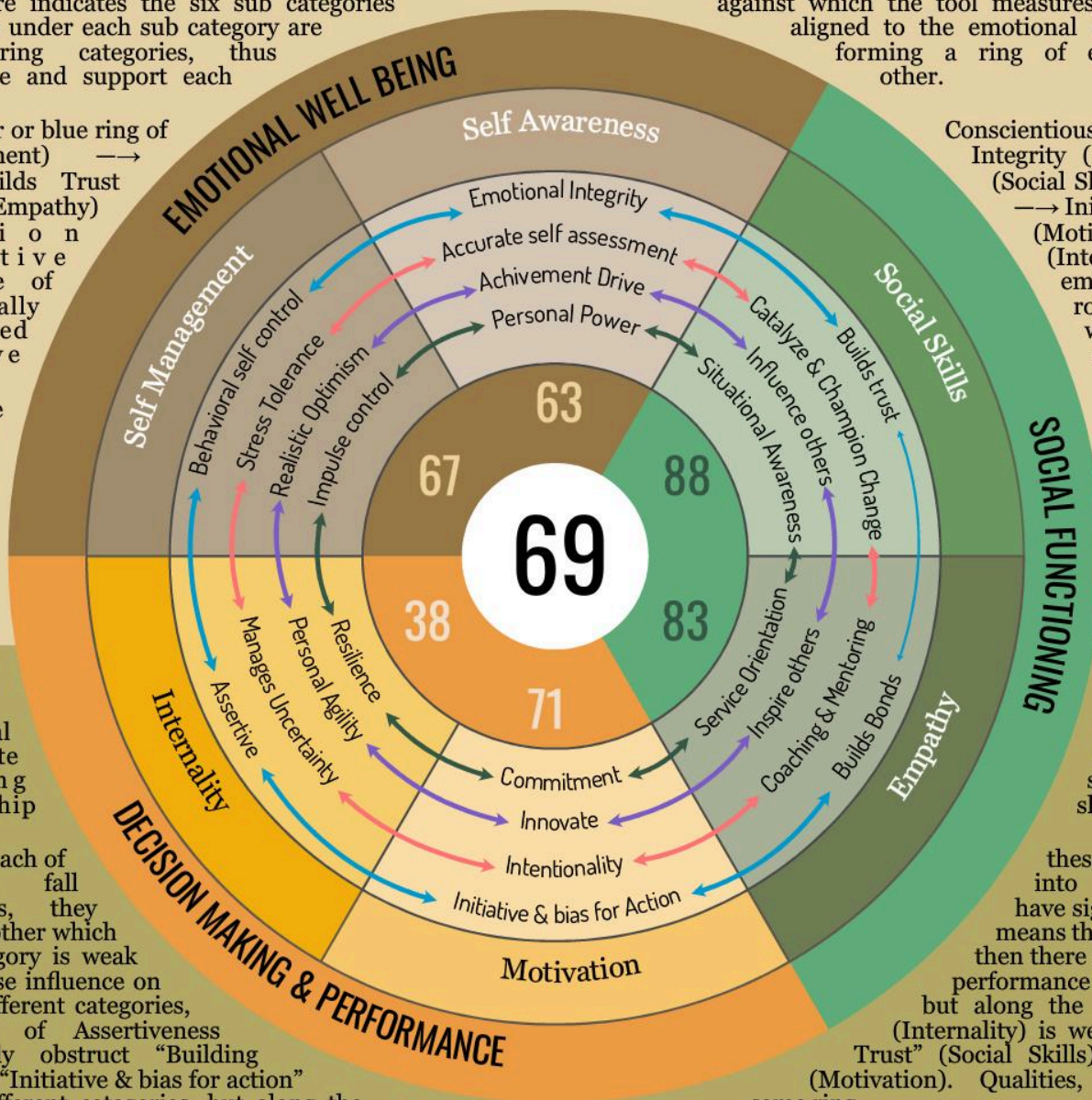
Though each of elements fall categories, they on each other which one category is weak an adverse influence on under different categories, example, of Assertiveness potentially obstruct "Building power of "Initiative & bias for action" under different categories, but along the

Conscientiousness (Self Integrity (Self Awareness) (Social Skills) → Builds Initiative & Bias for (Motivation) → (Internality), is emotions that are robust and can be with building self image.

innermost or ring identify elements can be considered as contributors building a social image.

rings in the (red and can be associated with elements that towards strong skills.

these emotional into distinct have significant bearing means that if the scores in then there is a possibility of performance of factors lying but along the same ring. For (Internality) is weak then it can Trust" (Social Skills) or reduce the (Motivation). Qualities, all of which lie same ring.



Your Emotional Intelligence Wheel. Numbers in the centre are scores indicated in percentages for each of six EI sub category. Number in the centre indicates your overall EI score.

Your report indicates that your scores on Social Skills are exceptional, while scores on Empathy are High. Contrast this on one hand with your scores on Internality 17 (38) which almost sits on the borderline of Average and Vulnerable, and on the other hand with your average scores on Self Awareness 15 (63) and Self Management 16 (67). When seen together this report can be interpreted as indicating that your past experience (both good and bad) plays a significant role in determining what outcomes you expect from present conditions or situations. The report indicates that there could be a possibility that whenever you find inconsistency between past experiences and present outcomes you experience negative or unproductive emotions. Your average score on Self Awareness and Self Management indicates that it is likely that you face difficulties in correctly identifying and labelling these emotions, which in turn can lead to increased levels of stress and also minimise impulse control. Together this can have a debilitating effect on your demonstrated behaviour. For example it is possible that when you feel unhappy or dissatisfied with something you demonstrate your displeasure with an emotion of Anger or in extreme cases as disgust. Since your social skills are exceptional, it is possible that others may find this contrary to their social expectations from you, which can make the situation challenging for both.

To improve the dimension of "Internality". It is important that you practice looking at setbacks as temporary and disappointments as isolated, short term and specific to the circumstance, not as permanent or applicable to all situations, involving that issue or person.

Elements indicated inside the rings are used for representation and explanation. They are not an exhaustive list of emotions under those categories



Disclaimer: This report is based on the responses given by the participant during the assessment. As you read this report, please consider how the results compare with your own sense of what motivates you. Like most psychometric assessments this report does not claim 100 percent accuracy. You should avoid making major decisions based on the results of only this assessment. This report is best understood when interpreted by a certified professional alongside other reports like MBTI, Thomas PPA, Hogan Business Reasoning Inventory, Gallup Strength Report etc. The results of this assessment should not be used to make a judgement about whether any behaviour or any person is good or bad. This report is designed specifically for meeting training and development objectives, and should be used only for such purposes.

