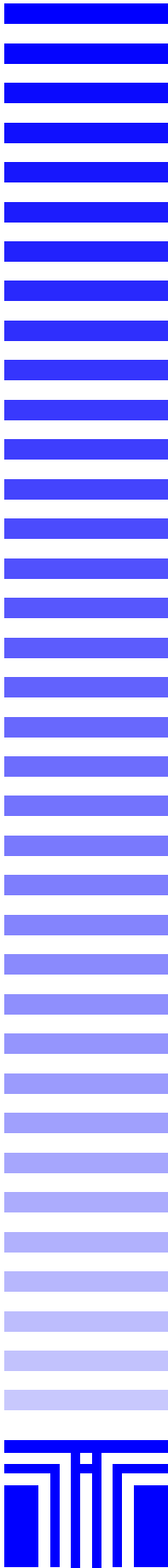


THE EMOTIONAL INTELLIGENCE ATTRIBUTE INDEX™

*"He who knows others is learned.
He who knows himself is wise."
-Lao Tse*

Jerry Doe
Financial Analyst
XYZ Corporation
7-11-2003



THE EMOTIONAL INTELLIGENCE ATTRIBUTE INDEX™ SUMMARY

This summary is of the information presented in the remaining pages of the report. We've placed it here, ahead of the supporting information, to give you an overall picture and provide a quick glance at the individual strengths and weaknesses of the respondent.

COMPONENT ANALYSIS FOR : Jerry Doe

COMMUNICATION SKILLS



INTERPERSONAL SKILLS



PERSONAL MOTIVATORS



SELF AWARENESS



SELF MANAGEMENT



SOCIAL AWARENESS



SOCIAL SKILLS



COMMUNICATION SKILLS

Can Jerry communicate with others in an effective, objective way? This measures Jerry's ability to understand those with whom he is communicating so that he may deliver his intended message in the most effective way.

COMPONENT ANALYSIS FOR : Jerry Doe

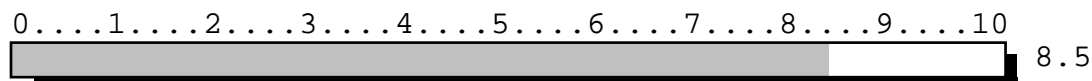
EVALUATING WHAT IS SAID: How open is Jerry toward other people and how willing is he to hear what others are saying, rather than what he thinks they should say or they are going to say?



FREEDOM FROM PREJUDICES: How well can Jerry readily prevent prejudices from entering into and affecting an interpersonal relationship?



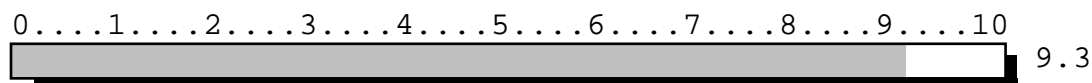
HANDLING REJECTION: How well does Jerry tend to avoid taking rejection or criticism in an overly personal manner? Does he tend to value himself based too much on his external accomplishments, rather than based on his internal self-belief?



SENSE OF TIMING: How good is Jerry at evaluating a situation in such a way that statements, decisions, and actions are the most effective, accurate, and timely?



UNDERSTANDING ATTITUDE: How good is Jerry at reading between the lines or understanding the body language, reticence, stress and emotions of others?



INTERPERSONAL SKILLS

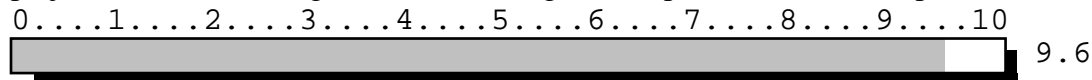
How well does Jerry get along with others? This category measures Jerry's ability to work closely and cooperate with others to achieve a common goal.

COMPONENT ANALYSIS FOR : Jerry Doe

ATTITUDE TOWARD OTHERS: To what extent does Jerry tend to maintain a positive, open and objective attitude toward others?



FREEDOM FROM PREJUDICES: How well can Jerry readily prevent prejudices from entering into and affecting an interpersonal relationship?



REALISTIC EXPECTATIONS: How proficient is Jerry at setting appropriate expectations for others based on a solid understanding of their abilities? How clearly does he assess their true abilities?



SURRENDERING CONTROL: How comfortable is Jerry with surrendering control of a given situation or its outcome to another person or a group of people, or does he feel a strong need to retain control himself?



PERSONAL MOTIVATORS

What is Jerry motivated by? This category takes a look at six potential sources of motivation for Jerry, and the potential each category has to drive him to action.

COMPONENT ANALYSIS FOR : Jerry Doe

MATERIAL POSSESSIONS: How motivated is Jerry by a need to possess financial or material riches?



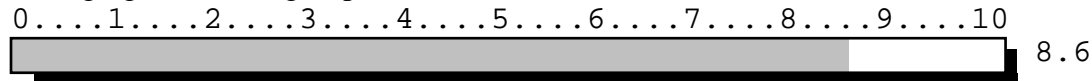
PERSONAL RELATIONSHIPS: How motivated is Jerry by a desire to create close personal relationships with others?



PERSONAL IMPROVEMENT: How motivated is Jerry by a drive to make himself better?



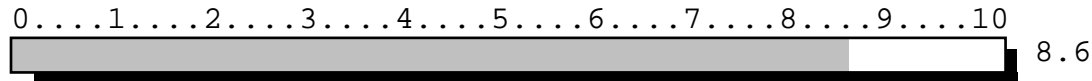
SENSE OF BELONGING: How motivated is Jerry by feeling a sense of belonging to a social group?



SENSE OF MISSION: How motivated is Jerry by a sense of giving himself to a higher cause or mission?



STATUS AND RECOGNITION: How motivated is Jerry by social status or prestige?



SELF AWARENESS

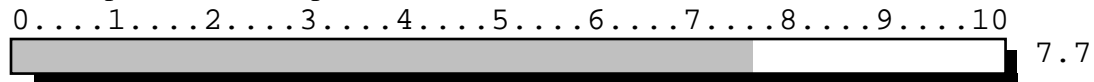
How well does Jerry understand himself? This category examines how much he values himself and how strongly his internal resources influence his actions.

COMPONENT ANALYSIS FOR : Jerry Doe

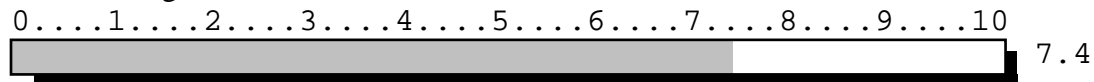
SELF ASSESSMENT: How proficient and practiced is Jerry at taking his ability to evaluate the skills and techniques of others and turning it inward to evaluate himself in a similar fashion?



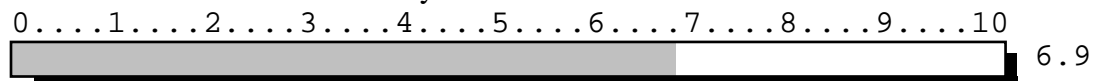
SELF CONFIDENCE: To what degree does Jerry tend to develop and maintain an inner strength based on the desire to succeed and on his belief that he possesses the capabilities to succeed?



SELF DIRECTION: How clearly does Jerry see the path he must take to achieve his goals?



SELF ESTEEM: How does Jerry value his own self worth?

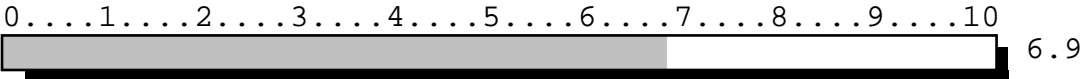


SELF MANAGEMENT

Does Jerry manage himself with the same vigor and focus he does others? This category measures Jerry's tendency and ability to take a close look at himself, his own wants, abilities and needs and act as his own manager.

COMPONENT ANALYSIS FOR : Jerry Doe

HANDLING STRESS: What is Jerry's ability to balance and defuse inner tensions and stress? Such tensions, if allowed to build up, might interfere with his ability to perform up to his potential.



PERSONAL ACCOUNTABILITY: How likely is Jerry to be responsible for the consequences of his own decisions and actions and not shift the focus or blame for poor performance to somewhere else or on others?



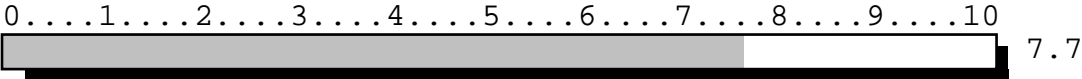
REALISTIC PERSONAL GOAL SETTING: How proficient is Jerry at setting goals for himself that can realistically be achieved given his abilities, the resources available to him and the timeframe within which he has to work?



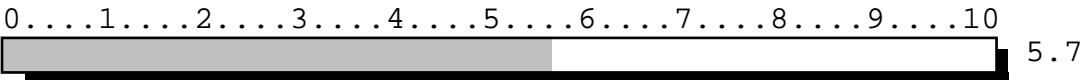
SELF ASSESSMENT: How proficient and practiced is Jerry at taking his ability to evaluate the skills and techniques of others and turning it inward to evaluate himself in a similar fashion?



SELF CONFIDENCE: To what degree does Jerry tend to develop and maintain an inner strength based on the desire to succeed and on his belief that he possesses the capabilities to succeed?



INTERNAL SELF CONTROL: What is Jerry's tendency to remain calm and cool under pressure? Whereas "Emotional Control" relates to Jerry's external actions when stressed, this capacity is an assessment of his ability to remain calm inside.



SELF MANAGEMENT

COMPONENT ANALYSIS FOR : Jerry Doe

SELF DISCIPLINE AND SENSE OF DUTY: How strongly does Jerry feel the need to be consistent and true to himself in his actions? Can he rule his own conduct and remain true to his ideals?

0 1 2 3 4 5 6 7 8 9 10



7.4

SOCIAL AWARENESS

How empathetic is Jerry to a large group or team in general? This category measures Jerry's understanding of an external group's thoughts, feelings, opinions and desires, and his ability to tie his own personal success to that of the group's.

COMPONENT ANALYSIS FOR : Jerry Doe

ATTITUDE TOWARD OTHERS: To what extent does Jerry tend to maintain a positive, open and objective attitude toward others?



EMPATHETIC OUTLOOK: What is Jerry's present capacity to perceive and understand the feelings and attitudes of others or to place himself in the shoes of another?



FREEDOM FROM PREJUDICES: How well can Jerry readily prevent prejudices from entering into and affecting an interpersonal relationship?



REALISTIC EXPECTATIONS: How proficient is Jerry at setting appropriate expectations for others based on a solid understanding of their abilities? How clearly does he assess their true abilities?



UNDERSTANDING MOTIVATIONAL NEEDS: How well does Jerry understand the needs and desires of others, and how well does he use this knowledge to motivate them to succeed?

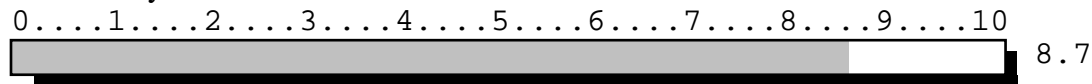


SOCIAL SKILLS

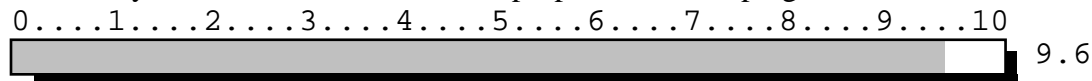
How well does Jerry use his Social Awareness to accomplish things through others? This category examines how well Jerry can use his awareness of others and apply it toward achieving results.

COMPONENT ANALYSIS FOR : Jerry Doe

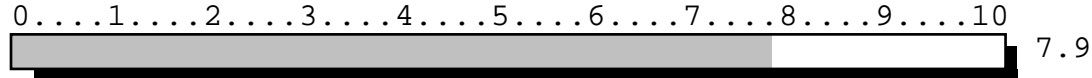
EMOTIONAL CONTROL: To what extent does Jerry tend to maintain a rational and objective demeanor when faced with a stressful or emotional situation? Will he usually act objectively, rather than impulsively and emotionally?



DEVELOPING OTHERS: How developed is Jerry's ability to understand the needs, interests, strengths and weaknesses of others, and can he then effectively use this information for the purpose of developing others?



GAINING COMMITMENT: How proficient is Jerry at developing and invoking a self-motivating attitude in his employees or co-workers in the pursuit of their goals?



CORRECTING OTHERS: How well does Jerry confront controversial or difficult issues in an objective manner? Can he have non-emotional discussions about disciplinary matters?



LEADING OTHERS: The ability to organize and to motivate people into getting things accomplished is key to leadership. How capable is Jerry at doing this in a way that makes everyone feel a sense of order and direction?



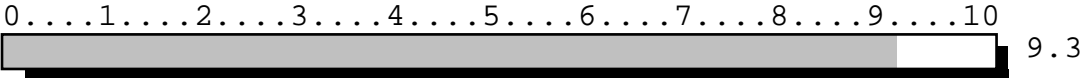
SURRENDERING CONTROL: How comfortable is Jerry with surrendering control of a given situation or its outcome to another person or a group of people, or does he feel a strong need to retain control himself?



SOCIAL SKILLS

COMPONENT ANALYSIS FOR : Jerry Doe

RELATING TO OTHERS: How well does Jerry gain personal insight into others, and how effectively does he coordinate that information and knowledge of others into productive interactions?



CLARITY AND FOCUS

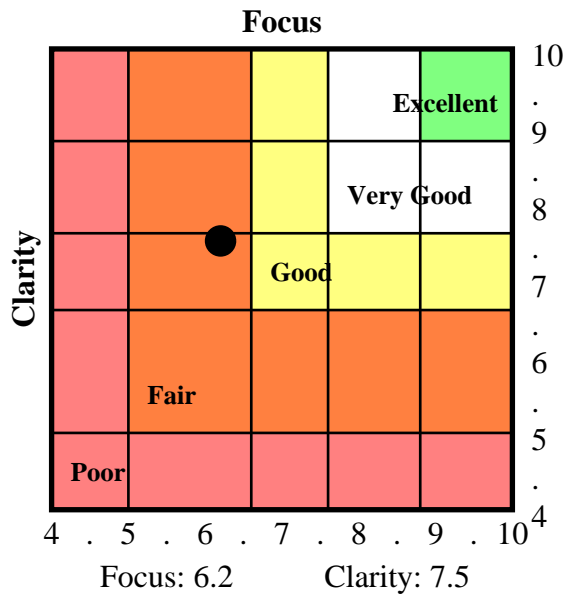
For consulting and coaching

CLARITY: The degree to which one can discern patterns, order and relationships related to specific dimensions.

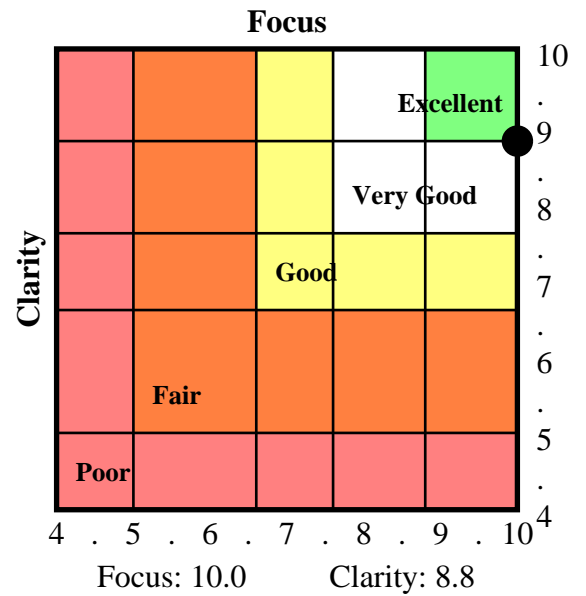
FOCUS: The degree to which one maintains targeted attention toward a specific factor or set of factors.

Jerry Doe

INTERNAL



EXTERNAL



EMOTIONAL INTELLIGENCE-DIMENSIONAL BALANCE

For consulting and coaching

EXTERNAL FACTORS (Part 1)

*** Intrinsic Dimension**

Empathetic Outlook 9.3

How do you value others?

Attitude Toward Others
Personal Relationships
Understanding Attitude
Relating To Others
Correcting Others

*** Extrinsic Dimension**

Practical Thinking 8.6

How practically do you see the world?

Status And Recognition

*** Systemic Dimension**

Systems Judgment 8.6

How do you value systems and order?

Sense Of Belonging

INTERNAL FACTORS (Part 2)

*** Intrinsic Dimension**

Self Esteem 6.9

How do you value yourself?

Self Improvement
Handling Stress
Emotional Control

*** Extrinsic Dimension**

Role Awareness 8.3

How do you value what you do?

Material Possessions

*** Systemic Dimension**

Self Direction 7.4

What guides or drives your actions?

Sense Of Mission

POSITIONAL SELF-ANALYSIS SHEET

Based on what you learned from Step 1, choose the 5 most highly scored capacities from your Attribute Index which you feel play a significant role in your daily activities, and write the name and score below under “Maximizers”. Repeat this process with the 5 most poorly scored capacities and record them under “Minimizers” below.

Next, to the right of each list under “Real-World Impact”, give as many real-world examples as you can of how these Maximizers benefit your endeavors. Repeat this process for the Minimizers you’ve listed as well.

<p>Example: Title (Sales Representative) Maximizers: <i>Handling Rejection (9.6) Very Good</i></p>	<p>Real-World Impact: <i>Because I don't take rejection as a personal affront to my self esteem I am able to keep going in the face of lots of adversity.</i></p>
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Maximizers:

Real-World Impact:

Minimizers:

Real-World Impact:

CORE ATTRIBUTE LIST

For consulting and coaching

- Following Directions (10.0)
- Theoretical Problem Solving (10.0)
- Realistic Goal Setting For Others (10.0)
- Problem And Situation Analysis (10.0)
- Integrative Ability (10.0)
- Seeing Potential Problems (10.0)
- Correcting Others (9.8)
- Freedom From Prejudices (9.6)
- Realistic Expectations (9.6)
- Evaluating Others (9.6)
- Developing Others (9.6)
- Understanding Motivational Needs (9.6)
- Understanding Prospect's Motivations (9.6)
see Understanding Motivational Needs
- Sensitivity To Others (9.6)
- Using Common Sense (9.4)
- Attitude Toward Others (9.3)
- Problem Solving (9.3)
- Human Awareness (9.3)
- Relating To Others (9.3)
- People Reading (9.3) *see Understanding Attitude*
- Understanding Attitude (9.3)
- Empathetic Outlook (9.3)
- Monitoring Others (9.3)
- Personal Relationships (9.3)
- Leading Others (8.9)
- Goal Directedness (8.7) *see Project And Goal Focus*
- Project And Goal Focus (8.7)
- Emotional Control (8.7)
- Evaluating What Is Said (8.7)
- Accurate Listening (8.7) *see Evaluating What Is Said*
- Concrete Organization (8.6)
- Conceptual Thinking (8.6)
- Attention To Detail (8.6)
- Results Orientation (8.6)
- Quality Orientation (8.6)
- Respect For Policies (8.6)
- Job Ethic (8.6)
- Persuading Others (8.6)
- Persistence (8.6)
- Respect For Property (8.6)
- Systems Judgment (8.6)
- Status And Recognition (8.6)
- Sense Of Belonging (8.6)
- Self Starting Ability (8.6)
- Practical Thinking (8.6)
- Consistency And Reliability (8.5)
- Handling Rejection (8.5)
- Sense Of Timing (8.5)
- Project Scheduling (8.3)
- Proactive Thinking (8.3)
- Material Possessions (8.3)
- Role Awareness (8.3)
- Problem Management (8.2)
- Intuitive Decision Making (8.1)
- Surrendering Control (8.1)
- Personal Drive (8.1)
- Initiative (8.1)
- Creativity (8.1)
- Attitude Toward Honesty (8.0)
- Commitment To The Job (7.9) *see Personal Commitment*
- Personal Commitment (7.9)
- Gaining Commitment (7.9)
- Meeting Standards (7.9)
- Accountability For Others (7.8)
- Balanced Decision Making (7.8)
- Long Range Planning (7.8)
- Personal Accountability (7.7)
- Self Confidence (7.7)
- Taking Responsibility (7.7) *see Personal Accountability*
- Conveying Role Value (7.6)
- Role Confidence (7.6)
- Enjoyment Of The Job (7.6)
- Self Discipline And Sense Of Duty (7.4)
- Self Direction (7.4)
- Sense Of Mission (7.4)
- Realistic Personal Goal Setting (7.2)
- Self Management (7.1)
- Handling Stress (6.9)
- Self Esteem (6.9)
- Self Improvement (6.9)
- Self Assessment (6.5)
- Internal Self Control (5.7)