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SUCCESS
INSIGHTS®

Emotional Quotient™

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company



Introduction

The Emotional Quotient™ 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: Intrapersonal and Interpersonal emotional intelligence.

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) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence

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.

Self Regulation is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.

Motivation is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Interpersonal emotional intelligence

What goes on between you and others.

Empathy is your ability to understand the emotional makeup of other people.

Social Skills is a proficiency in managing relationships and building networks.

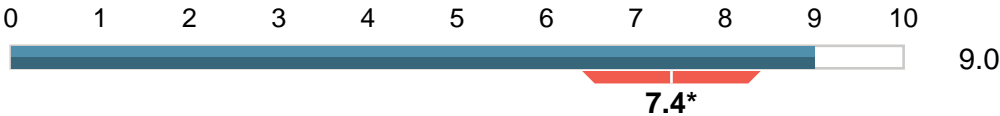
Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



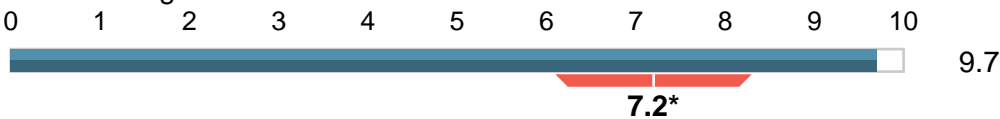
Emotional Quotient Assessment Results

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 overall 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.



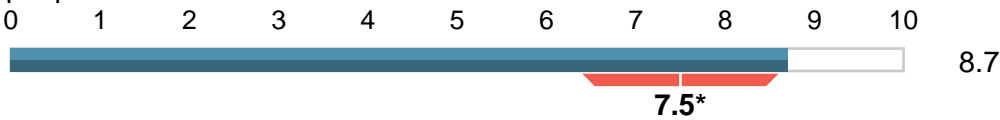
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



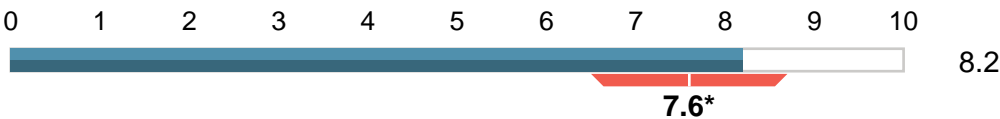
3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.



4. EMPATHY - The ability to understand the emotional makeup of other people.



5. SOCIAL SKILLS - A proficiency in managing relationships and building networks.

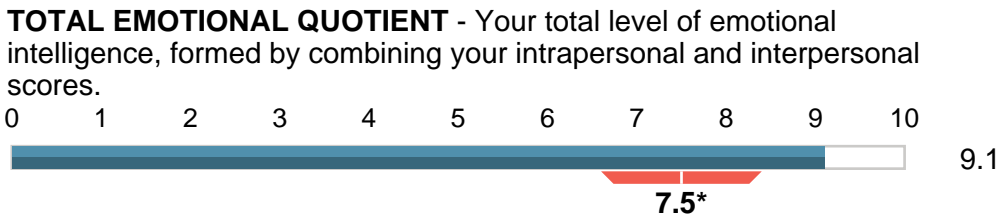
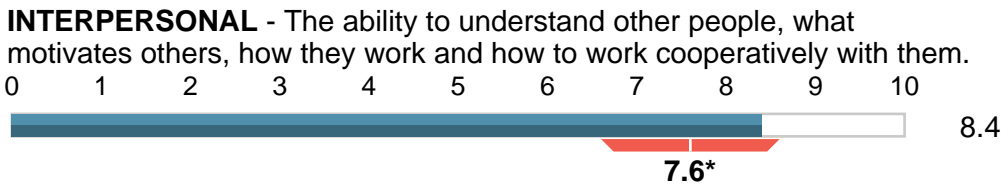
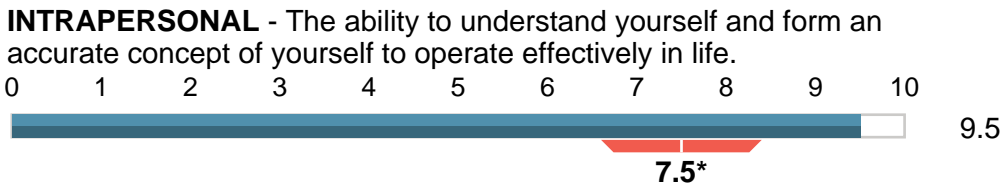


* 68% of the population falls within the shaded area.



Emotional Quotient Scoring Information

The sum of the Self-Regulation, Self-Awareness, and Motivation subscales add up to represent your Intrapersonal Emotional Quotient. The sum of the Empathy and Social Skills subscales add up to represent your Interpersonal Emotional Quotient. Your total level of Emotional Quotient was calculated by summing the Intrapersonal and Interpersonal scores.





General Characteristics

Based on Michael's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.

Self-Awareness

- May be overly critical of himself.
- Manages stress effectively.
- Predicts and anticipates his emotional reactions to events.

Self-Regulation

- When he sees conflict arising, he is able to effectively resolve the issue.
- Proactive in lifting himself out of a bad mood.
- Others tend to see him as someone with a stable temperament.

Motivation

- Deals well with procrastination when it hits.
- His passion for his work is evident.
- May give preference to challenging projects at the expense of completing mundane work.

Empathy

- May make too many concessions when faced with conflict in the interest of harmony.
- Has a unique ability to put himself in another person's shoes.
- Skilled in active listening.

Social Skills

- Collaborates well with his coworkers.
- Places value on a few true friendships over many casual acquaintances.
- He can interpret nonverbal cues.



Intrapersonal Self-awareness

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

You scored a 9.0.

You are very self-aware. You are good at noticing what you are feeling and why. You also have a realistic assessment of your own abilities.

What you can do:

- Describe your strengths and weaknesses to a family member, friend or trusted co-worker to improve your ability to self-assess.
- Compare the feedback you receive from others with your own self-assessment.
- To improve decision-making, look for behavioral trends and discuss your observations with a trusted advisor, family member or friend.
- Consider whether you have a realistic self-perception.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Practice observing your self-awareness by writing in a journal about your emotional responses to situations that were significant.
- Note your introspective discoveries and discuss them with a family member, friend or trusted co-worker to gain further enlightenment.
- Keep a list of your strengths and areas for improvement. Look at it daily.
- Think of situations where you use each of your strengths and weaknesses, especially in the workplace.
- Create a challenging action plan to develop the areas you need to improve, both at home and at work.





Intrapersonal Self-regulation

The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

You scored a **9.7**.

You have a high level of self-regulation. You handle stress well. You may actually be over controlling emotions, especially in high stress situations.

What you can do:

- When experiencing negative emotions, summarize the situation to determine triggers and critically observe your behavioral reactions.
- Discuss with a family member, friend or trusted advisor strategies for altering a negative mood. Determine what works best for you.
- Discuss with a co-worker opportunities to practice self-regulation. Ask them to help you identify ways you can improve.
- Keep a log of your effective self-management skills.
- Consider examples of appropriate times to relax and show emotions.
- Discuss with your trusted advisor what may keep you from expressing emotions.
- Put your feelings in perspective with the big picture; ask yourself, "How will I feel about this one week from now?"
- Use regular exercise to manage your emotions and relax both body and mind. Exercise regulates your emotions by releasing endorphins, adrenaline, serotonin and dopamine.
- Given your behavioral preferences, brainstorm ways to express emotions authentically. (If you are reserved, express enthusiasm, support, joy or disappointment in a situation where you typically hold back. Observe the responses. If you are outgoing, practice holding back a negative reaction that you would usually express until you have given yourself some time to react privately.)





Intrapersonal Motivation

A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

You scored a 9.8.

You are very motivated. You have a strong drive to achieve, the ability to persevere when faced with failure and a strong sense of organizational commitment.

What you can do:

- Set specific goals with dates for achievement.
- Clarify why these goals are important to you. Ask yourself not only, "What are my goals?" but also, "Why are they my goals?"
- Create detailed objectives to reach the overall goals.
- List your goals and post them where you can see them each day. Make notes and track your progress monthly.
- Spend time visualizing the achievement of your goals.
- Celebrate accomplishments that bring you closer to your goals.
- Find heroes that inspire you and understand the tools they used to become a success.
- Ensure that your high level of motivation is not due to a fear of failure.
- Overcome qualities that hold you back from attaining your goals.
- Question the status quo and make suggestions for improvement.
- Write a story, journal entry or blog on how motivation has led to your success. Share this story with others who have helped you along the way.



Interpersonal Empathy

The ability to understand the emotional makeup of other people.

You scored a 8.7.

You have a unique skill of treating people according to their emotional reactions, are expert in building and retaining talent, and are sensitive to others from different cultures. You tend to experience intense emotion when you see someone else suffer.

What you can do:

- Attempt to understand others before communicating your point of view.
- Watch interactions of other people and discuss your observations with a peer to hone your empathy skills.
- Observe body language for nonverbal messages being expressed.
- Empathizing with others can enhance your understanding and your relationships with others but be sure you are looking out for your own emotional well-being as well.
- Work with a trusted advisor to brainstorm ways to use your empathy to help others take accountability and make tough decisions.
- Mentor co-workers on effective ways to use empathy in the workplace.
- Demonstrate to others how to be nonjudgmental, especially when negative comments are being made about others.





Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 8.2.

Your social skills are average and you relate well to others, though you may have trouble influencing others at times.

What you can do:

- Be aware of the message your body language is communicating.
- Ask those you admire to describe their experience when socializing with you.
- Remember people's names. Everyone has a hard time with it. Use memory techniques and be known as the one that remembers!
- After making a mistake, take accountability quickly and find ways to make amends.
- Describe scenarios to a trusted advisor in order to gain experiential knowledge on how to increase your level of social skills (i.e. discuss the details of a social function and what makes you uneasy).
- Take notice when emotions are taking over an interaction and then find ways to remove yourself from the situation.
- Show a genuine curiosity for others' well-being.
- Allow others to take the lead role so you can learn from their leadership style.
- Because social skills are abilities that do not come naturally to everyone, help others improve their social skills.
- Connect with people you have just met and find ways to continue to build the rapport.
- Seek quality, rather than quantity, in your social bonds. Converse with others on a deeper level.
- Join a professional group or a sports team to practice building bonds.





Emotional Quotient™ Wheel

