TTI SUCCESS INSIGHTS®

# Emotional Quotient™

## Leadership Version

**John Doe**
Sales
TTI
3-11-2026

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# Introduction

## TTI Emotional Quotient™

The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for improvement. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

**Use this report to:**

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognize how different dimensions of EQ influence personal and professional performance.
- Identify growth opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.


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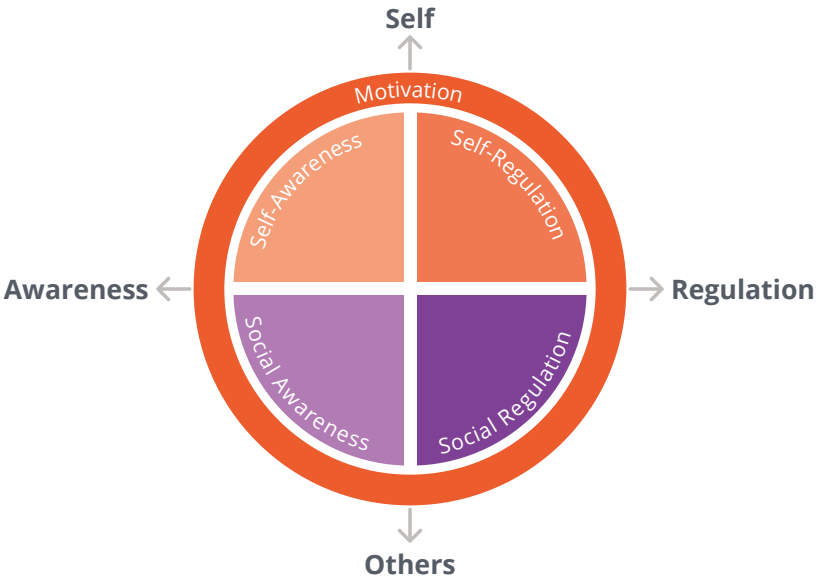
# Introduction

## A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognized and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical growth strategies, and explore how each area may influence day-to-day outcomes.





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# General Characteristics

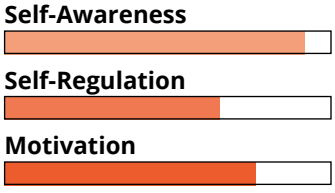
## Self Dimension

*This section provides insight into how John typically engages with internal emotional experiences. It explores general patterns in how he notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to understand how John's personal focus may influence self-management, goal-setting, and leadership consistency under pressure.*

John shows strong confidence in personal identity, values, and internal direction. Intuition plays a key role in how he navigates decisions, especially in complex settings. He reflects on patterns across time, recognizing emotional cycles and triggers. He consistently tracks how different environments affect his feelings and responses. John actively monitors how his emotional state is shaping judgment and decision outcomes. When feedback triggers an emotional response, John notices the shift and reflects before drawing conclusions.

John is generally able to resist short-term urges in favor of important goals. He typically recognizes emotional triggers early and redirects responses to stay constructive. When challenged, John generally manages frustration in constructive ways. He tends to pause when tension is high and reassesses before finalizing decisions. John may take a short time to reflect on stressors, but does not allow them to linger. He usually maintains focus and balance, even when experiencing frustration or disappointment.

John actively reflects on how emotions shape motivation and addresses them when needed. Even under pressure, John typically continues forward momentum with purpose. During difficulty, John often draws on personal values to reignite purpose. He frequently leverages known strengths to maintain emotional energy and commitment. John channels emotional energy into steady, productive effort toward goals. He generally sets goals that feel meaningful and reflective of personal values.





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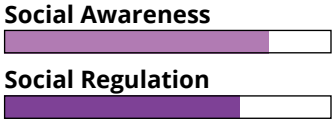
# General Characteristics

## Others Dimension

*This section provides insight into how John typically engages with the emotions of others. It explores general patterns in how he interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to understand how John's awareness of others and approach to relationships may influence his team communication, ability to manage group dynamics, and leadership impact.*

John often recognizes when others feel emotionally exposed, noticing signs of hesitation or vulnerability. During interaction, John usually reflects on how others might be feeling. He often detects emotional contradictions in speech and considers what these may signal. In emotionally complex conversations, John may believe he is effective and seeks to help. When others present emotional cues, John typically seeks to understand the underlying feeling and trigger. When group energy shifts are observed, he reflects on what might be influencing the emotional state.

John steps in to assist others, though may not always pause to sense what others may need or are open to. He may bring positive energy at times, though opportunities to uplift the group dynamic are not always noticed or acted on. While occasionally a reassuring presence, John is not yet seen as a steady source of emotional support. He responds to others with care in many situations, though strong emotional input can still influence his reactions at times. John contributes views from time to time, but is not always engaged in shaping group outcomes. He shows openness in some settings, though can occasionally appear detached or task-focused.





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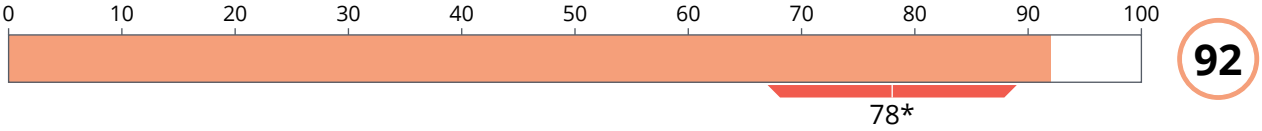
# Emotional Quotient Graph

## The Five Dimensions of Emotional Intelligence

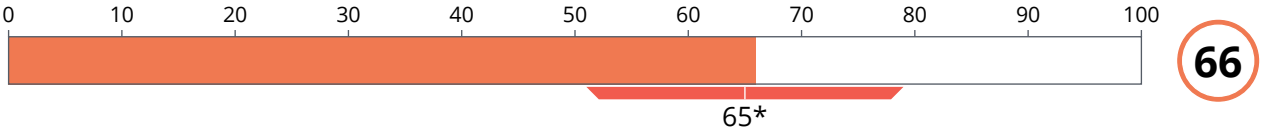
*This section provides a visual summary of how actively each of the five dimensions may be reflected in John's day-to-day actions, decision-making, and interaction. Rather than labeling ability, this information is designed to support reflection, highlight his natural tendencies, and identify opportunities for growth. Use this section to reflect on what's working in leadership situations, what may feel less natural, and where focused action could support stronger influence, alignment, and connection with others.*

## Self Dimension

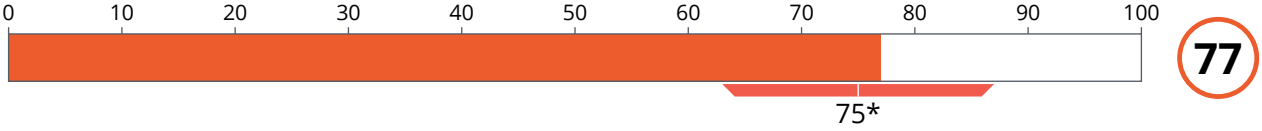
**Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.




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

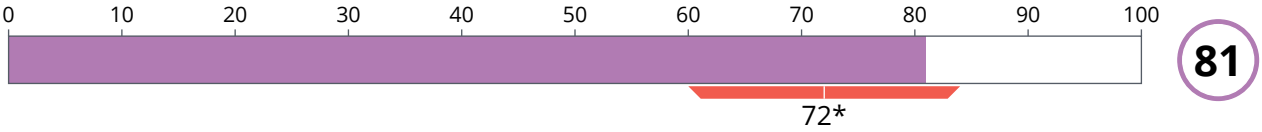



**Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

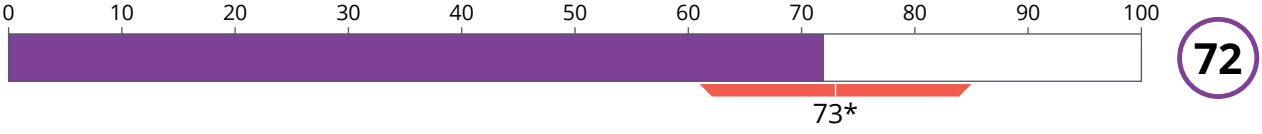



## Others Dimension

**Social Awareness** - The ability to understand the emotional makeup of other people and how your words and actions affect others.




**Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.




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

**Norm 2025**
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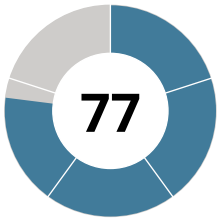
# Emotional Quotient Activity Snapshot

## Exploring Emotional Themes & Patterns

*This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing John's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on how emotional focus and regulation may influence leadership presence, team dynamics, and day-to-day decision-making.*

### Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.

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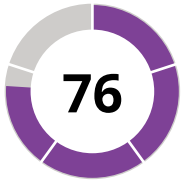
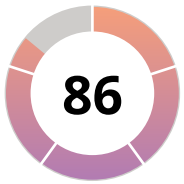
**Self Dimension Score**
A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognized, understood, and channeled toward meaningful outcomes.

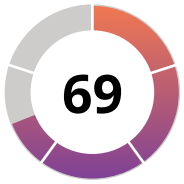
**Others Dimension Score**
A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.




**Awareness Dimension Score**
A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.




**Regulation Dimension Score**
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.





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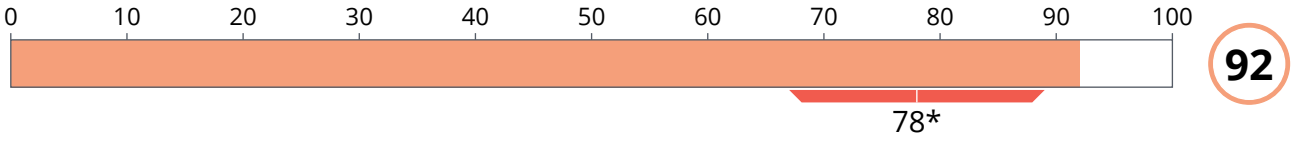
# Self-Awareness

*This section explores how actively John perceives his emotional states and patterns. Self-Awareness reflects the degree to which he is able to notice, label, and understand his emotional experiences and how those states may influence his thoughts or actions. Use this section to help him reflect on how emotional self-awareness may support sound judgment, presence, and authentic leadership.*




John demonstrates insight into his internal states and how those states may impact him. Continuing to fine-tune this awareness can support better decisions, especially in fast-moving or high-pressure environments. This level of self-awareness is a potential strength that helps him stay grounded and intentional.

## Growth Activities

*Based on John's Self-Awareness score, below is a list of potential ways for him to continue to grow and refine the ability to perceive his emotional states and patterns:*

1. Revisit three decisions influenced by emotion and reflect on their outcomes.
2. Review three past decisions made under strong emotion. Reflect on how mood influenced outcomes.
3. Reflect on three shifts in progress linked to emotional state changes.
4. Write out three layered emotional responses. Identify the triggers or context behind each one.
5. Track priority changes across three days and link to emotional influence.
6. Use a journal to name the origin or source of three emotional responses each day for one month.
7. At the end of each day this week, note one task where emotional energy matched effort well, and one where it didn't.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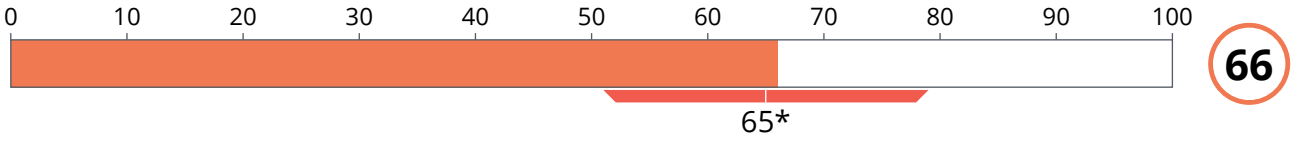
# Self-Regulation

*This section explores how actively John manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which he maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help him explore how emotional steadiness may support composure, decision-making, and resilience in leadership.*




John responds thoughtfully in most moments, with reliable emotional control across many settings. Expanding strategies for recovery and tone management might help him stay grounded under greater demand. This score reflects a dependable self-management approach with room to sharpen and scale.

## Growth Activities

*Based on John's Self-Regulation score, below is a list of potential ways for him to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:*

1. Reflect on two difficult conversations this week, taking note of what helped and what didn't.
2. Support energy balance by using clear boundary-setting and self-talk to reframe negative thought patterns.
3. Add one breath or pause before responding in three live conversations.
4. In the next high-pressure scenario, use a centering breath to maintain tone. Reflect on what worked.
5. Journal two recurring reactions and note what tended to spark them.
6. Choose one difficult topic to discuss. Practice managing tone and word choice throughout the exchange.
7. For one charged situation this month, note how long intensity lasted and what helped shorten or prolong the response.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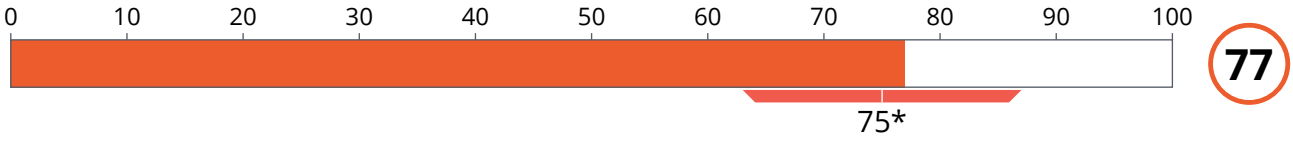
# Motivation

*This section explores how consistently John channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which he pursues objectives with purpose, energy, and persistence. Use this section to help John reflect on how personal purpose and ambition may shape his leadership impact and inspire others.*




John maintains steady energy and purpose across most tasks and challenges. Continuing to connect effort to meaningful outcomes can enhance focus and persistence. This score suggests he can effectively channel emotional energy toward meaningful, purpose-driven goals.

## Growth Activities

*Based on John's Motivation score, below is a list of potential ways for him to connect with his internal drive and focus in order to channel emotional energy to pursue personal objectives:*

1. When ambiguity is high, focus on the purpose behind one next step.
2. For each new goal, write one emotionally meaningful reason why it matters. Use this to anchor motivation.
3. Revisit one goal this week and write two sentences on how it aligns with long-term purpose.
4. After unexpected interruptions, practice returning to task within two minutes. Build this into a daily focus reset.
5. Refine a personal mantra this week based on a core goal or value.
6. Create a 2-step recovery plan for moments of distraction. Include one emotional anchor to aid redirection.
7. Choose one affirmation or prompt as a reminder of why a goal matters before a hard task.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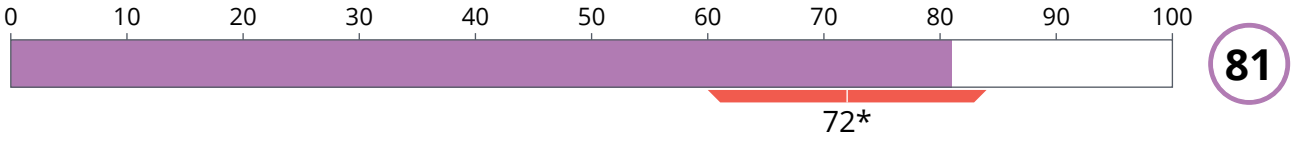
# Social Awareness

*This section explores how attentively John observes emotional cues in the people around him. Social Awareness reflects the degree to which he perceives the emotions, needs, and concerns of others. Use this section to help him consider how team awareness and empathy may support trust, morale, and a culture of psychological safety.*




John reads emotional dynamics and adjusts interpretation across many conversations and contexts. Continuing to tune into tone and timing can enrich group and one-to-one interactions. This score reflects a strong and reliable awareness of others.

## Growth Activities

*Based on John's Social Awareness score, below is a list of potential ways for him to refine interpersonal perception in order to ensure he is collecting and analyzing the emotional signals from the people around him:*

1. Spot how people signal a need for space or support during two interactions.
2. In the next emotionally charged conversation, pause for two seconds before replying. Reflect on how this influenced the tone.
3. Track emotional responses in three feedback conversations and note what shaped the outcome.
4. Provide quiet, steady support in moments of visible hardship. Focus on presence more than resolution.
5. Observe when emotional safety feels low in group discussion this week.
6. After a conversation, consider where someone else's experience may have differed. Use this to build an emotional perspective.
7. Identify who typically shifts group tone in three settings this week.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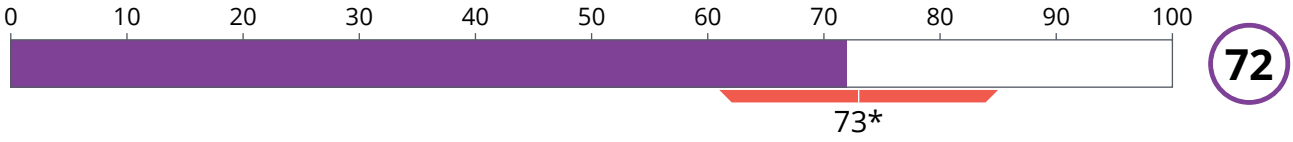
# Social Regulation

*This section explores how intentionally John navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which he responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help him explore how considered responses may support constructive dialogue and enable high-performing teams.*




John helps steady emotional tone at times, though he may not always recognize when support is needed. Practicing small tone-setting behaviors can help him build presence and support others with more confidence. This result reflects an emerging influence on emotional dynamics that could be sharpened through repetition.

## Growth Activities

*Based on John's Social Regulation score, below is a list of potential ways for him to build interpersonal influence in order to positively impact each situation and leave it better than he found it:*

1. Practice ending conversations in a way that uplifts or clarifies tone in two interactions this week.
2. Speak up in a low-pressure setting this week. Focus on clarity and confidence in message delivery.
3. Reflect on two recent interactions with people in different roles (e.g. peer vs. manager), and note whether the approach felt appropriate or mismatched and why.
4. In one conversation, identify a shared interest within the first five minutes to build early rapport.
5. Practice shifting style to match emotional need in two different conversations this week.
6. During an emotionally charged topic, prepare by outlining key points. Focus on pacing and clarity during delivery.
7. Guide shared energy through a positive tone when setting new goals during the week.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# Emotional Intelligence Quick Tips

*This section offers practical, easy-to-apply tips aligned with John's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help John strengthen his emotional effectiveness in daily situations, both personally and in working with others.*

## Self-Awareness

**Recognizing internal states & understanding how they influence thoughts, decisions & actions.**

- Track how mood influences three key decisions.
- Use emotion words in daily reflection to enhance clarity.
- Link personal values to three recent choices.

## Self-Regulation

**Managing impulses & responses to stay balanced, focused & effective under pressure.**

- Practice one "pause & breathe" moment daily.
- Try two reset moments during work hours.
- Choose a daily physical activity to reset & regulate state.

## Motivation

**Channeling internal drive into purposeful goals & consistent forward action.**

- Write one goal alignment check-in per week.
- Track one self-motivated task each day.
- Identify one reframe moment per day.

## Social Awareness

**Noticing & understanding the emotional signals, needs & experiences of others.**

- Track mood shifts across three team meetings.
- Match tone to energy twice daily.
- When observing reactions, ask "What else could be going on?"

## Social Regulation

**Shaping emotional tone & communication to support connection, clarity & shared outcomes.**

- Reflect on how tone landed today.
- Ask, "Did my tone help or harm the situation?"
- Reflect on tone before beginning a conversation.





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# Impact on Performance

## Exploring Day-to-Day Impact

*This section explores how John's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help him consider how day-to-day actions influences team dynamics, and where increased self- or social awareness may support stronger leadership outcomes.*

## Impact on Thought & Action

*How emotional states influence decision-making, performance, and motivation.*

Leaders who integrate emotional insight into decision-making help the team make wiser, more cohesive choices.

**This may shape John's performance in the following ways:**

- John tracks how feelings shape actions, helping refine decisions and energy use.
- By understanding how his internal states affect outcomes, John can help influence team atmosphere and mood.

**Key Takeaway:** Using emotional insight in decisions helps create shared understanding and reinforces confidence in team direction.

## Impulse & Intensity Management

*Pausing, moderating, and regulating reactions in the moment.*

Leaders who stay composed under pressure create a team culture where challenges are met with calm, not chaos.

**This may shape John's performance in the following ways:**

- John typically pauses before reacting and redirects strong emotion.
- When situations intensify, John can assist in keeping conversations productive by moderating his reactions.

**Key Takeaway:** Staying composed under pressure helps steady team reactions and foster a sense of control in challenging moments.


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# Impact on Performance

## Exploring Day-to-Day Impact - Continued

### Clarity & Alignment

*Knowing what matters, setting meaningful goals, and aligning actions with purpose or values.*

Leaders who connect work to purpose create stronger follow-through and energize team focus.

**This may shape John's performance in the following ways:**

- John acts with general purpose and aligns goals to values in most cases.
- A clear sense of direction allows him to support group focus and maintain shared motivation.

**Key Takeaway:** Linking work to meaningful goals helps maintain energy and stay committed through complexity.

### Social Sensitivity & Attunement

*Comfort with the emotional states of others, and the capacity to notice what is emotionally needed.*

Leaders who show emotional attunement create an environment where team members feel supported and resilient.

**This may shape John's performance in the following ways:**

- John recognizes when others are emotionally impacted, though the meaning or need behind it may not always be clear.
- In group settings, he often picks up on emotional shifts in others, even if the underlying need isn't always obvious.

**Key Takeaway:** Noticing emotional needs in real time helps reduce missteps and improve team responsiveness.


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# Impact on Performance

## Exploring Day-to-Day Impact - Continued

### Adaptability & Influence

*Flexibly adjusting emotional tone and communication to fit context, personality, or purpose.*

Leaders who flex their delivery to suit the moment help others stay engaged, responsive, and aligned with evolving team needs.

**This may shape John's performance in the following ways:**

- John responds to clear tone shifts, but may miss subtle changes in group energy.
- When tone or approach feels rigid, others may find it harder to connect with or relate to John's ideas and suggestions.

**Key Takeaway:** Applying different approaches to situations helps connect more effectively across roles and working styles.


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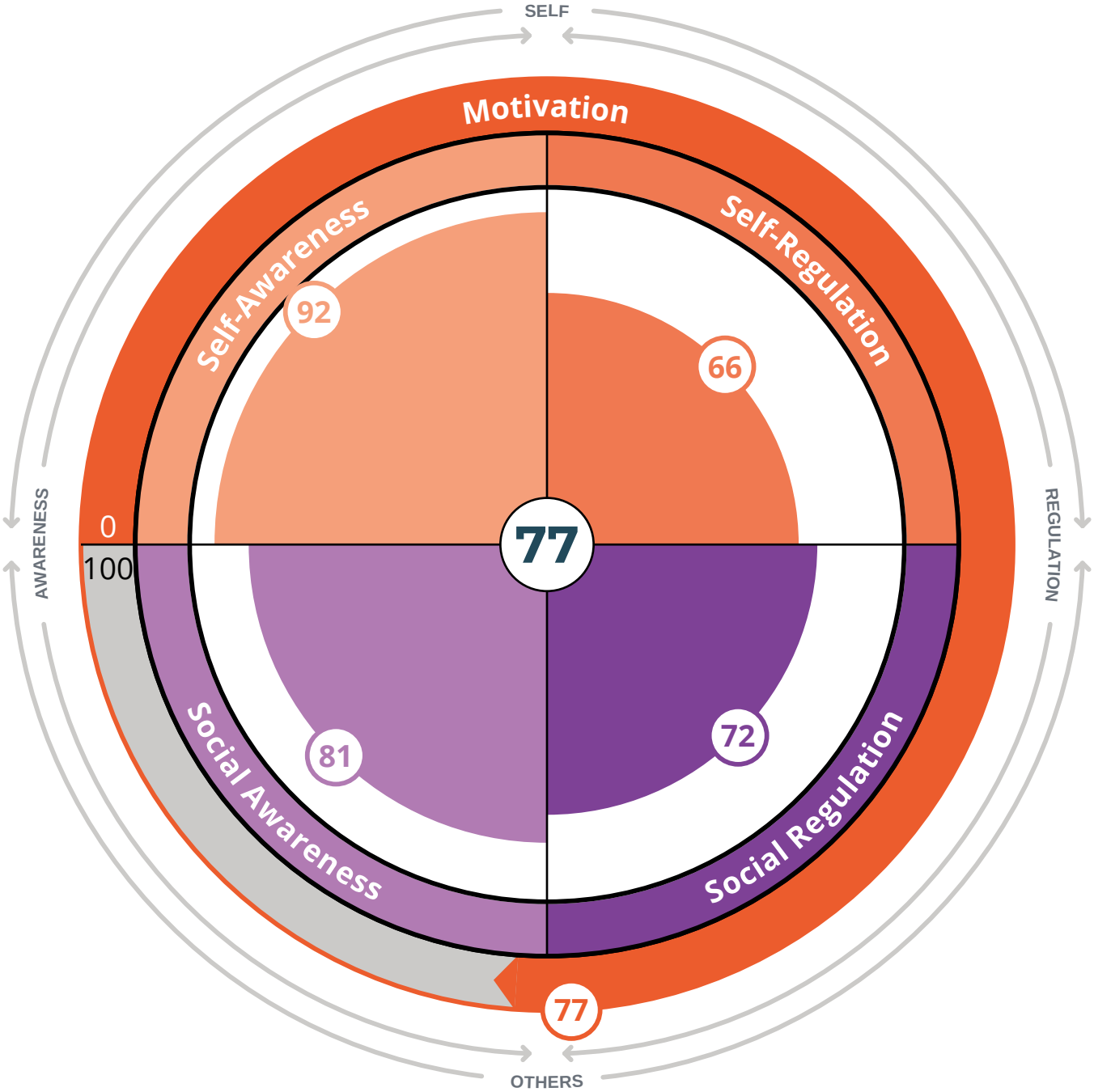
# Emotional Quotient™ Wheel

*Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for growth and apply strategies on the next page to enhance these skills.*

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Norm 2025



**John Doe**

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# EQ Development Plan

## Turning Insight into Action

*This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.*

## Actionable Steps for Growth:

**1. Select a Focus Area:** Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

**2. Define a Meaningful Target:** Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

**3. Commit to Small Practices:** Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

**4. Reflect & Adjust:** Pause regularly to notice shifts in awareness, confidence, or behavior. Use these reflections to refine direction and reinforce progress.


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