



Emotional Intelligence EIQ 360°

An Evaluation of Emotional Intelligence Styles

360° Report For: **Sample Report**

Date: **1/1/2023**



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Emotional Intelligence (EIQ) 360° Perception Comparison

Emotional Intelligence (EIQ) is all about how we recognize and manage our own emotions, and how we identify, understand, and respond to the emotions of those around us in a way that builds mutually-beneficial relationships.

This 360° report is designed to provide insight into your own Emotional Intelligence as well as highlight how other people perceive you based on interactions and observations. With this information, you can examine whether how you think you express EIQ matches how others perceive your expression of EIQ.



Why EIQ?

Research indicates that emotional intelligence can be learned and seen as measurable differences directly associated with professional and personal success. Furthermore, it may be responsible for up to 80% of the success we experience in life. If we are not showing up as we intend, the consequences may adversely affect our relationships and success.

Some of the areas effected by Emotional Intelligence include:

- | | |
|--------------------------|------------------------------------|
| ✓ Communication | ✓ Productivity/Performance |
| ✓ Decision-Making | ✓ Relationship Satisfaction |
| ✓ Leadership | ✓ Customer Service |
| ✓ Sales | ✓ Conflict Management |
| ✓ Teamwork | ✓ Overall Effectiveness |

"People typically attribute the lion's share of their success personally and professionally to their mental intelligence, or IQ. Research in psychology and human performance over the last twenty years indicates that mental intelligence does contribute to success BUT the far more significant intelligence that accounts for personal and professional success is emotional intelligence!" - Michael Rock

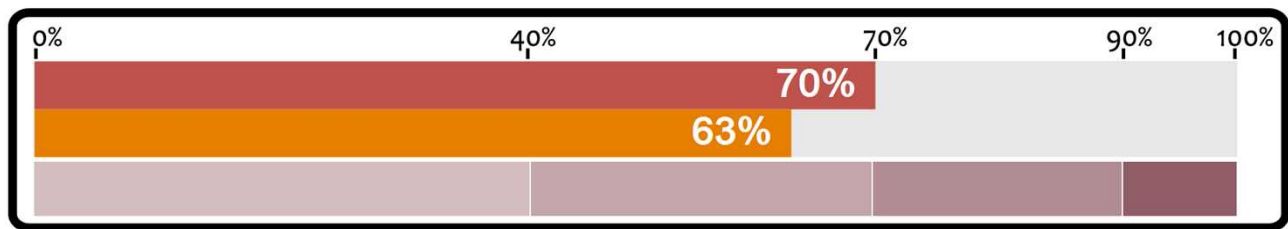
How EIQ 360° Works

Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions to promote emotional and intellectual growth (Mayer & Salovey, 1997).

EIQ begins with the self. **Awareness** is followed by **understanding** and moves toward **management**. After the initial personal cycle, it **connects** to the emotions of others. Through the self-perception assessment, this report provides insight into your own understanding of your capability and focus on EIQ. Then, with the 360° component, each of your **self-perceptions** is compared with **others' perceptions** of your capability and focus in these quotients:

- **Self-Recognition**
- **Self-Management**
- **Social Recognition**
- **Social Management**

The overall scores are designed to provide a high-level view of how your own scores and your observers' scores **average** in each of the 4 quotients. **Self-perception** scores are noted by **the red bar**. **Others' perceptions** are noted by **the orange bar**.



RAW SCORE: 3.5 OBSERVER SCORE: 3.18

Note: The Raw Score gives an average based on a scoring range from 1-5

Your Overall Score is:

Proficient: High degree of competence and depth of understanding - sees the big picture and holistically addresses complex situations with accountability and confidence

Observer Overall Score is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

If these scores are **not fairly similar**, it is important to determine **why** the perceptions are not the same. In an ideal situation, our self-perceptions will be very closely aligned with how others perceive us so we know we are having the **influence we intend**.

As you work through the report, there will be some considerations provided to help you synthesize this information and explore differences in scoring. Be diligent in making an effort to understand your complete EIQ view, but focus specifically where the scoring is different to highlight opportunities for growth and development.

The Emotional Intelligence Quotients (EIQ)

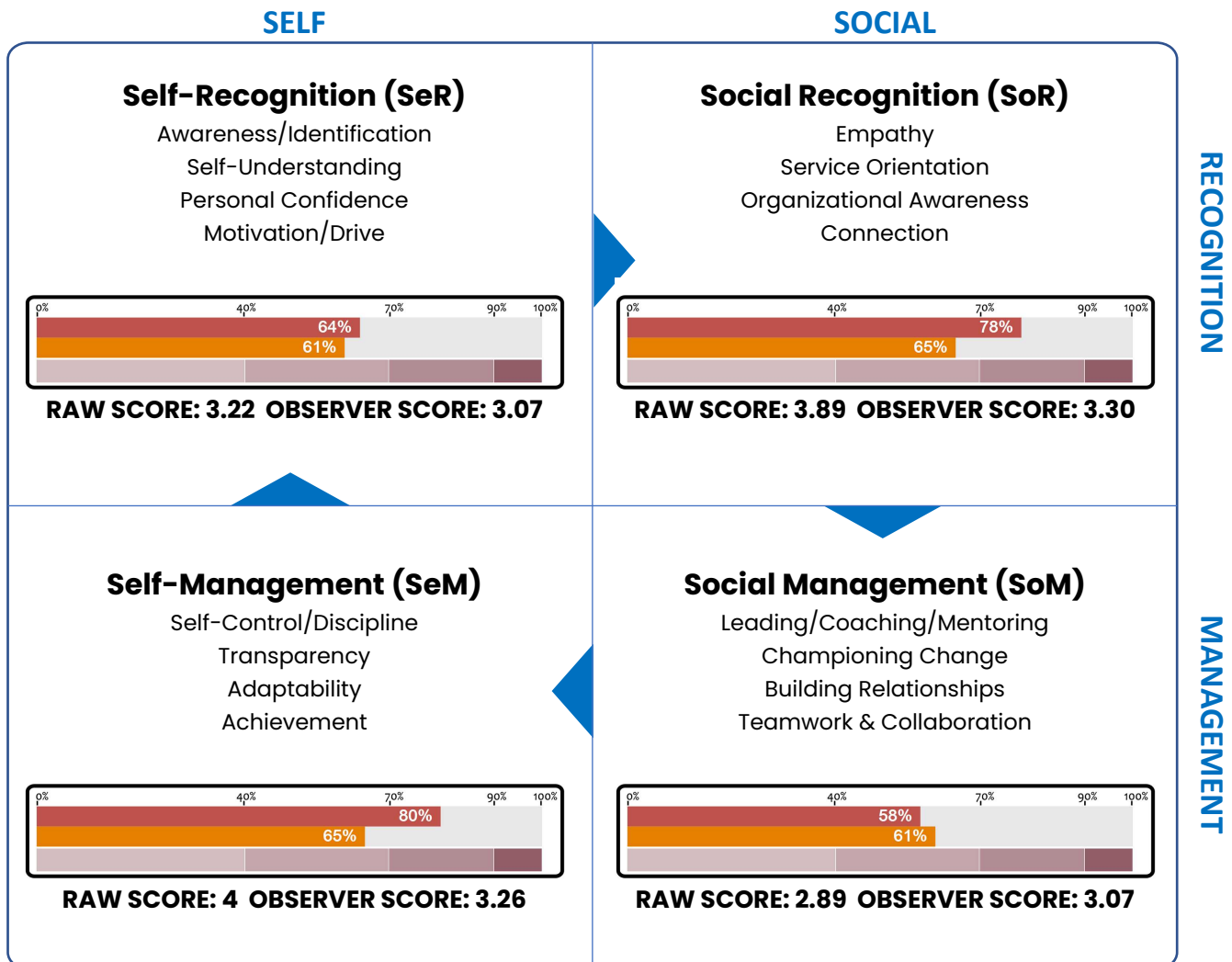
EIQ is based on two competencies, measured in **Recognition** and **Management**:

- The ability to recognize, understand, and manage emotions (**self or intrapersonal**)
- The ability to recognize, empathize, and relate to the emotions of others (**social or interpersonal**)

The scale descriptors on the right explain the continuum of EIQ knowledge and skill. As you read them, think of Emotional Intelligence as a skillset that can be developed. Scores are based on one's current level of understanding, competence, and focus. Unlike cognitive intelligence, emotional intelligence can be increased through willingness, insight, and application.

90-100	Optimal: Has comprehensive and extensive knowledge. Intuitively grasps the totality of the situation and responds instinctively and sensibly with ease.
70-89	Proficient: Has a high degree of competence and depth of understanding. Sees the big picture and holistically addresses complex situations with accountability and confidence.
40-69	Vulnerable: Some working knowledge, and beginning to gain a deeper understanding. Limited experience with only foundational knowledge of the key aspects.
0-39	Novice: New or inexperienced with little knowledge. Minimal conception of the complexity of these skills. Very basic understanding.

Self-perception scores are noted by the red bar graph. Others' perceptions are noted by the orange bar graph.



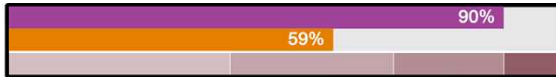
Each of the four Quotients are then broken down into individual sub-categories to further determine the strengths and challenges associated with each quotient.

Self-Recognition (SeR)

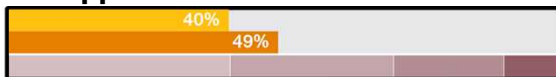
Self-Awareness



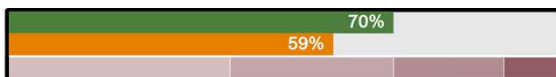
Cause and Effect



Self-Appreciation



Consciousness & Assertiveness



Emotional Identification

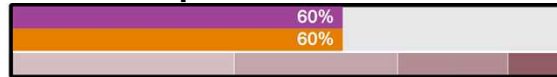


Social Recognition (SoR)

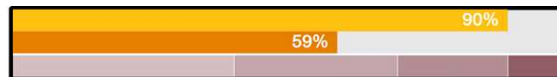
Empathy, Sensitivity, Appreciation



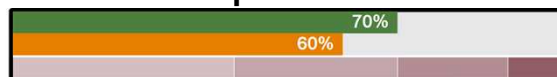
Service, Compassion, Benevolence



Holistic Communication



Situational Perceptual Awareness



Interpersonal Development



Self-Management (SeM)

Self-Control, Discipline



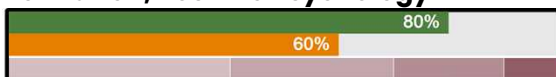
Goal-Directed Performance, Action



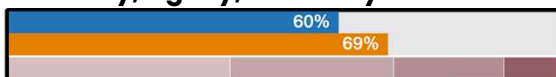
Self-Integrity, Trustworthiness



Motivation, Positive Psychology

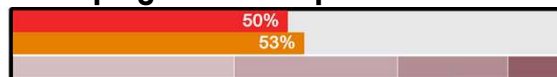


Creativity, Agility, Flexibility

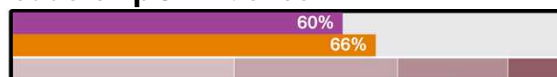


Social Management (SoM)

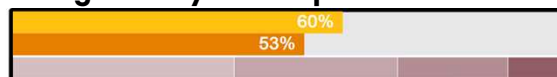
Developing Relationships



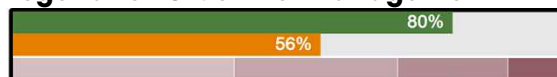
Leadership & Influence



Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration



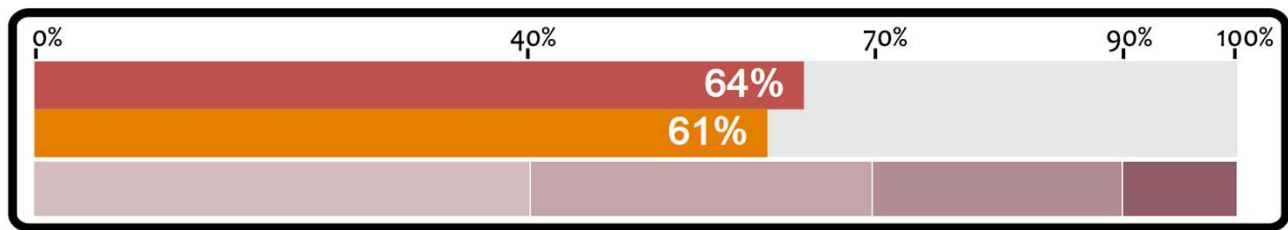
Quotient 1: Self-Recognition (SeR)

The Self-Recognition Quotient reflects self-awareness and understanding, personal acceptance, and an overall understanding of one’s attitudes and mindset. Remember, this Quotient is foundational to Social Recognition, Self-Management, and Social Management.

Some factors included in Self-Recognition scores:

- **Learning Styles**
- **Self-Acceptance**
- **Assertiveness**
- **Attitude/Outlook**
- **Tension/Stress levels**
- **Authenticity**
- **Comfort and Discomfort**
- **Spirituality**
- **Character**
- **Strengths/Weaknesses**
- **Conscience**
- **Confidence**
- **Mindfulness**
- **Emotional Well-Being**
- **Self-Perception**

Self-perception scores are noted by the red bar. Others’ perceptions are noted by the orange bar.



RAW SCORE: 3.22 OBSERVER SCORE: 3.07

Note: The Raw Score gives an average based on a scoring range from 1-5

Your score in Quotient 1 is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

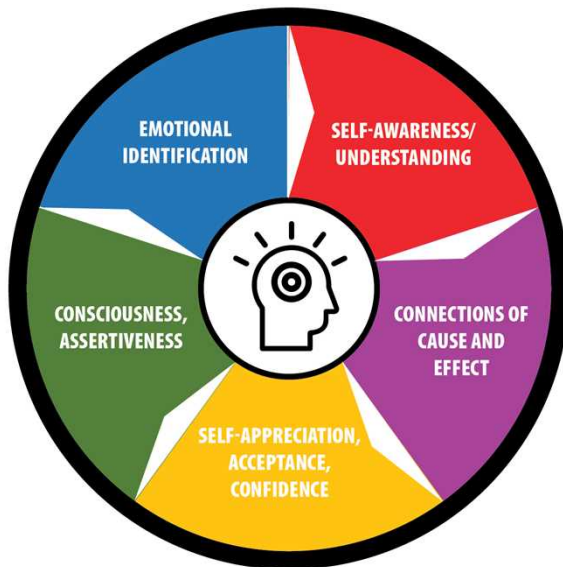
Observer score in Quotient 1 is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Consider:

- What might be contributing to differences in this score, if any?
- How can you be sure your Self-Recognition is perceived by others in a positive, powerful way?

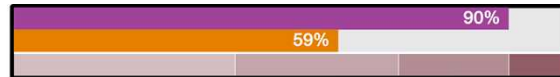
Self-Recognition (SeR) Scores



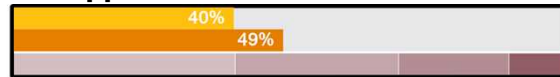
Self-Awareness



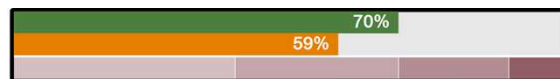
Cause and Effect



Self-Appreciation



Consciousness & Assertiveness



Emotional Identification



Self-Recognition is comprised of 5 sub-categories:

- **Self-Awareness and Understanding:** a conscious, deliberate reflection on personal identity, image, feelings, motives, desires, and how these are associated with perceptions of self in various situations; empathy and understanding of self; knowing why specific emotions occur
- **Connections of Cause and Effect:** recognition of the impact and consequences of behaviors on feelings and moods; separating external and internal factors affecting emotions; knowing how feelings affect performance
- **Self-Appreciation, Acceptance, and Confidence:** development of self-esteem, personal worth, and value; acknowledging personal attributes; recognizing personal strengths, weaknesses, and limitations; operating with realistic self-assurance
- **Consciousness and Assertiveness:** intentional establishment of personal boundaries and appropriate limits; choosing a path that expresses self-worth through personal care and outward presence
- **Emotional Identification:** ability to identify and name personal feelings; broad vocabulary and definition of emotions, purposeful choices and responses based on reflection and intrapersonal information

Details of Your Self-Recognition Scores

Self-Awareness/Understanding:

Self-Perception: 40%

While you are somewhat aware of your feelings and emotional patterns, you can develop better control through a deliberate investment in self-understanding. Make consistent time to become more reflective and self-aware. Be more intentional and conscious. Developing skills in this area empowers improvement in self-consciousness, inner empathy, self-leadership, and a greater ability to connect with your own feelings.

Others' Perception: 80%

You have a good foundation of self-understanding. You maintain an active, regular awareness of your feelings and may feel at ease with your emotional patterns. Be aware that even the emotionally competent have 'off' days. When that happens, focus on what you need to minimize the emotional setbacks and stay on track. Continue to invest in yourself to enhance self-actualization.

Connections of Cause and Effect:

Self-Perception: 90%

You tend to be optimistic and focused on what you really want. Use your strong emotional flow to optimize achievement. Filter out and manage feelings that are not productive. Focus on what counts and what it takes to achieve your goals daily. Channel your feelings into meaningful, measurable results.

Others' Perception: 59%

You may not channel positive feelings to their optimal effect. Let optimism and positive expectations set the tone for constructive action and nurture patterns that energize and enhance your quality of life. Generate realistic expectations of personal achievement. Anticipate good things and cultivate a mindset that makes these reasonable outcomes. Let go of doubts and seek to minimize negative thoughts.

Self-Appreciation, Acceptance, and Confidence:

Self-Perception: 40%

You may experience self-doubt sometimes, which limits your possibilities. Success at the highest level requires courage and boldness. Negativity and questioning occur when losses are magnified and victories are minimized. Cultivate internal and external environments that encourage and support you. Inaction, procrastination, doubt, and perfectionism are the big opponents of top-level winning. Look to facilitate your own success.

Others' Perception: 49%

Consistent with self-perception.

Consciousness & Assertiveness

Self-Perception: 70%

Your assertiveness may shift or flow depending on the situation or relationship. It's generally easy for you to differentiate between relationships and varying circumstances. Healthy assertiveness requires that you become comfortable with yourself regardless of adjustments that may be required.

Others' Perception: 59%

Consistent with self-perception.

Emotional Identification:

Self-Perception: 70%

You may lose self-awareness due to the demands of the moment. Look for ways to grow from emotional experiences and enjoy the journey. Generating higher awareness of your emotions allows for creating more meaning from them. Savor the richness and depth of your feelings; without lows, there cannot be highs.

Others' Perception: 66%

Consistent with self-perception.

Consider:

- Which areas have distinct differences in scoring, if any?
- What patterns do you notice in these five areas, if any?
- Which of these areas have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Recognition

Self-Awareness/Understanding: 40%

- Find activities that are engaging physically, mentally, and emotionally. Work with your memory and problem-solving skills (puzzles) and limit/eliminate multitasking when possible. Create patterns toward achievement. Tenacity, mental toughness, and focus are the stuff of winners. Exercise dynamic creativity and decision-making.
- Make self-awareness a consistent discipline. Manage your moods and temperament. Listen to yourself. Pay attention to your inner dialogue and take active command of your self-talk. Program your language for self-worth and achievement. Apply self-imagery and affirmations to enliven your energy.

Connections of Cause and Effect: 90%

- Enjoy the feelings of achievement and use them to move from one victory to the next. Use the positives as fuel for even higher-level initiatives. Cultivate the momentum of positive ascension while limiting the drain of negative spirals.
- Take initiative. Let your motto be "If it's going to be, it's up to me." Find yourself a theme song and anchor positive affirmations to energize and empower action. Be bold and accept challenges. Accept reasonable, calculated risks while remaining tolerant of uncertainty and ambiguity to move forward through concerns.

Self-Appreciation, Acceptance, and Confidence: 40%

- Validate your authentic feelings. Appreciate yourself. Find your passion and pursue it with zest and vigor. Choose to have fun and be happy. Personally and professionally act with enthusiasm.
- Build self-worth and esteem. Enjoy your own company. Make time to just be you. The permission and approval of others are not necessary. Recover from setbacks and disappointments with grace and self-forgiveness. Be resilient.

Consciousness & Assertiveness: 70%

- Cultivate your standards, values, and principles. Ethics and values should not be situation dependent. Be certain to internalize your standards and not adjust to accommodate others. Integrity means being who you are regardless of the situation.
- Adjust boundaries as you deem fit. With different people, it's appropriate to have varying boundaries. Make sure you feel comfortable and safe and speak up when you do not.

Emotional Identification: 70%

- Journal about your feelings. Take the information and use it to become more effective at understanding and applying your emotions to situations. Let feelings be part of the journey. Remember, it is not always necessary to share our feelings out loud.
- Take time to laugh and smile. Use positive feelings to create warmth and more fun. Emotions are contagious.

Self-Recognition Reflection

How do your emotions and mood affect your personal life and professional performance?

What is the most interesting, impactful, or useful piece of feedback you received regarding your self-recognition scores? Why did it stand out?

What can you start today to become more conscious of your feelings and more aware of the impact?

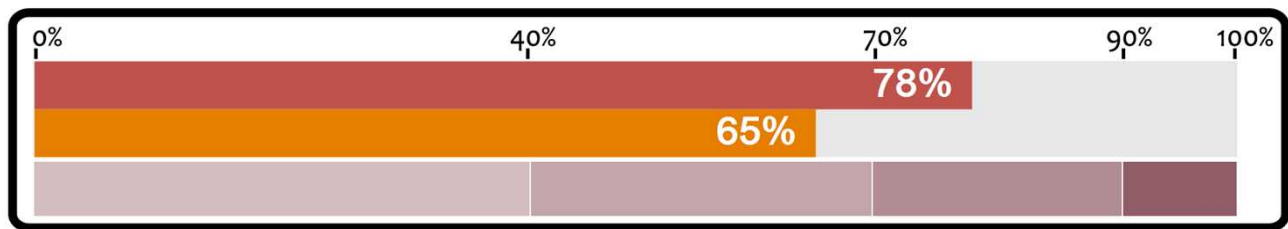
Quotient 2: Social Recognition (SoR)

The Social Recognition Quotient reflects awareness, consideration, and response to the emotions of others. The ability to empathize and maintain sensitivity to the moods and feelings of others allows for superior engagement and connection.

Factors include:

- Empathy & Compassion
- Service Mindset
- Genuine Listening
- Understanding
- Building Rapport
- Manners & Etiquette
- Thoughtfulness
- Diversity/Tolerance
- Respect
- Appreciation
- Constructive Interaction
- Kindness
- Holistic Communication
- Adding Value
- Organizational Savvy

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



RAW SCORE: 3.89 OBSERVER SCORE: 3.30

Note: The Raw Score gives an average based on a scoring range from 1-5

Your score in Quotient 2 is:

Proficient: High degree of competence and depth of understanding - sees the big picture and holistically addresses complex situations with accountability and confidence

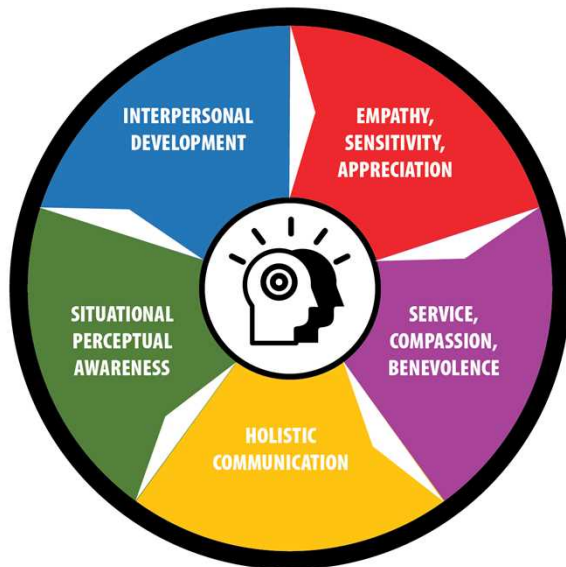
Observer score in Quotient 2 is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Consider:

- What might be contributing to differences in this score, if any?
- How can you be sure your Social Recognition is perceived by others in a positive, powerful way?

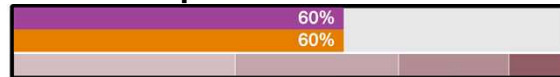
Social Recognition (SoR) Scores



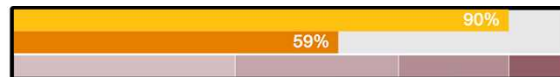
Empathy, Sensitivity, Appreciation



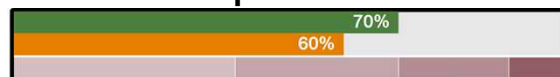
Service, Compassion, Benevolence



Holistic Communication



Situational Perceptual Awareness



Interpersonal Development



Social Recognition is comprised of 5 sub-categories:

- **Empathy, Sensitivity, Appreciation:** understanding others; accurately picking up emotional cues from communication (including words, tone, and nonverbal signals); managing direct and indirect feedback effectively; being attentive, sensitive, aware, and appreciative of the emotional signals of others
- **Service, Compassion, Benevolence:** operating with a sense of contribution; aiding, helping, coaching, and developing others; giving; beneficially contributing to another's emotional state; recognizing needs, wants, and desires; relating to alternative thoughts, perceptions, and perspectives
- **Holistic Communication:** the ability to effectively send and receive information (including emotional content); genuinely and curiously listening; engaging and connecting with others; sending and receiving verbal and nonverbal signals constructively
- **Situational Perceptual Awareness:** recognizing and processing dynamic and shifting emotional data; communicating with attention, focus, and awareness; adapting to situational variables and changes; understanding which factors and influences matter and how much, and then responding with reasonable behavior
- **Interpersonal Development:** growing and nurturing constructive connections; setting the tone for long-term depth and breadth in relationships; working with quality in personal and professional interactions; building and maintaining resonance and rapport

Details of Your Social Recognition Scores

Empathy, Sensitivity, Appreciation:

Self-Perception: 80%

You're the person others want to engage with and talk to; you are trusted and valued as a support system. You can make the impossible - possible. Continue to be the person who translates thoughts and feelings into results. Be active, proactive, and responsive. Let your influence flow and become the master of relationship synergy. Nurture the achievement of others.

Others' Perception: 73%

You may seem aloof and disconnected from others at times. Focus on building your quality relationships and invest in your connections. It's not about some people or under some circumstances; empathy is about connecting all the time. Elevate your game to continuously make people feel welcome and seek to understand them, no matter the situation.

Service, Compassion, Benevolence:

Self-Perception: 60%

You miss connecting with the individual and tend to generalize. See different perspectives and possibilities. Every person has a unique set of experiences. Reach out and communicate. Hear their messages. Open channels of communication. When you understand the viewpoints and expectations of others, your ability to offer value rises.

Others' Perception: 60%

Consistent with self-perception.

Holistic Communication:

Self-Perception: 90%

You understand others well and are understood. Connection and rapport are developed through quality, customized empathy, and communication. Communication is an action with a wide array of agendas. It serves best when it accomplishes what it was intended to, so be sure the message is shared and received as you want it to be.

Others' Perception: 59%

Develop a persona and presence that provides quality and balance. You may not always come across as completely approachable, interested, or caring. Willingness to listen, despite what you are experiencing, and warm approachability lead to being respected and trusted. In turn, this leads to leadership, teamwork, and more opportunity.

Situational Perceptual Awareness:

Self-Perception: 70%

You may sometimes miss alternative perspectives and points of view. Note cause and effect in feelings to understand and anticipate performance. Listening with all the senses allows for higher levels of awareness. It empowers expectations and intuition through conscious and subconscious awareness of circumstances and shifts.

Others' Perception: 60%

Consistent with self-perception.

Interpersonal Development:

Self-Perception: 80%

Use your interpersonal nurturing skills to empower synergy and abundance continuously. You are adept at setting the tone for long-term depth and breadth in relationships and can identify when support needs to look different to get different results from others. Keep the commitment to growing the success of others, and you'll reap the rewards of their achievement too.

Others' Perception: 73%

You've likely had some success building and growing meaningful and productive alliances and quality relationships in both your personal and professional life. Continue to set priorities and create more patterns of positive interactions and opportunities for others to succeed and grow with your support. Invest in continuous awareness and recognition to make sure you are stepping up your depth and breadth in relationships. Grow with them as they grow.

Consider:

- Which areas have distinct differences in scoring, if any?
- What patterns do you notice in these five areas, if any?
- Which of these areas have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Recognition

Empathy, Sensitivity, Appreciation: 80%

- Listen with purpose and intent. Convert thoughts and feelings to action and results.
- Be available, accepting, and approachable. Show connection through positive emotions and optimistic feedback.

Service, Compassion, Benevolence: 60%

- Be sensitive to differences with others and alternative points of view. Take an active interest in the ways others see things. Go beyond merely tolerating by seeking to understand, accept, affirm, and support.
- Seek opportunities to give and contribute to the goals of others. Help can be offered with both intrinsic and/or extrinsic contributions. Giving not only helps the receiver but empowers the giver.

Holistic Communication: 90%

- Communication energizes connection, enlivens motivation and engagement, and creates high-level, high-value interaction. Communication is at the core of synergy and high achievement. Tap into the power of great conversations.
- Do something to let other people know they are special and important. Use what you have learned in conversations to enhance value.

Situational Perceptual Awareness: 70%

- Make others feel valued by giving the gift of your attention. Continuous learning comes through practical experience as well as formal education. Use interaction for growth.
- Expand awareness, attention, and vigilance. Note subtle changes. Determine what is meaningful to engage with and how it applies.

Interpersonal Development: 80%

- Recognize personal mastery as a vehicle to achieve dreams. Take the time to dream bigger and explore more. Self-actualize. Be all that you can be. Leverage mentors, trainers, and feedback to expand your potential.
- Utilize a positive perspective to create habits of winning. Determine what works and makes you happiest. Nurture constructive feelings and relationships. Listen to what valued friends and colleagues say.

Social Recognition (SoR) Quotient Worksheet

In what ways do you notice others revealing their feelings to you?

How do the emotions and moods of others affect your interaction with them?

How can you improve your awareness of other people's feelings?

How does awareness of others' feelings impact collective performance, teamwork, and success?

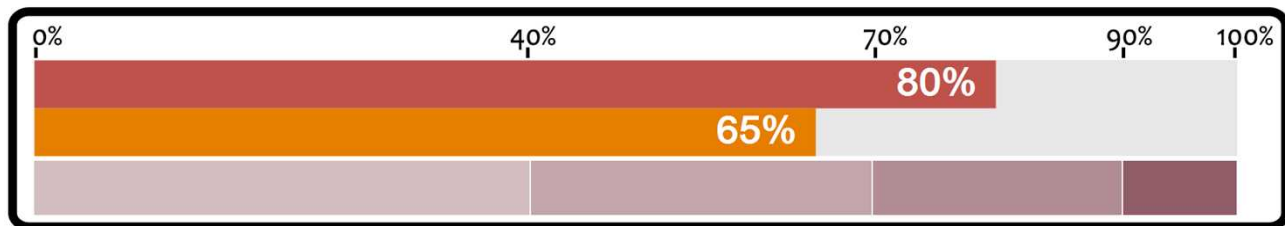
Quotient 3: Self-Management (SeM)

The Self-Management Quotient adds to self-evaluation by coupling with self-regulation. The awareness and discipline to control and harness feelings directly impacts one’s ability to achieve personal objectives and develop determination and drive. Satisfaction, happiness, and fulfillment are known results of strong Self-Management.

Factors include:

- **Control/Restraint**
- **Flexibility/Adaptability**
- **Focus**
- **Discipline**
- **Enthusiasm/Excitement**
- **Goal Setting**
- **Resolve**
- **Stress Management**
- **Impulse Control**
- **Direction/Purpose**
- **Initiative**
- **Learning**
- **Emotional Management**
- **Agility**
- **Resilience**

Self-perception scores are noted by the red bar. Others’ perceptions are noted by the orange bar.



RAW SCORE: 4 OBSERVER SCORE: 3.26

Note: The Raw Score gives an average based on a scoring range from 1-5

Your score in Quotient 3 is:	Observer score in Quotient 3 is:
Proficient: High degree of competence and depth of understanding - sees the big picture and holistically addresses complex situations with accountability and confidence	Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Consider:

- What might be contributing to differences in this score, if any?
- How can you be sure your Self-Management is perceived by others in a positive, powerful way?

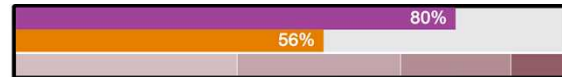
Self-Management (SeM) Scores



Self-Control, Discipline



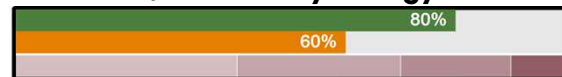
Goal-Directed Performance, Action



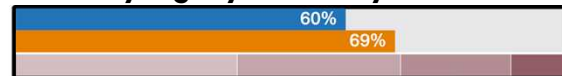
Integrity, Trustworthiness



Motivation, Positive Psychology



Creativity, Agility, Flexibility



Self-Management is comprised of 5 sub-categories:

- Self-Control, Discipline:** effectively handling impulses; maintaining composure while experiencing stressful, trying emotions; preparing for and managing performance; actively choosing direction and path; self-directing; emotionally persisting to achieve strategic objectives
- Goal-Directed Performance, Targeted Action:** focus to achieve long-term desired goals; emotional tenacity and persistence; drive to choose challenging objectives and assume acceptable risks; staying the course to completion; resilience in the face of obstacles and setbacks; seizing opportunities
- Self-Integrity, Trustworthiness:** the ability to work with conscience, internal ethics, and integrity; operating with personal standards, principles, and values; being dependable, reliable, and authentic while holding boundaries; keeping promises and accepting personal responsibility
- Motivation, Positive Psychology, Initiative:** self-energizing; the ability to be mentally and emotionally engaged; attitude; passion; choosing productive and constructive feelings; being responsible for personal success; acting in accordance with positive emotions, optimism, and constructive feelings; limiting negative emotions, patterns, and spirals
- Creativity, Agility, Flexibility, Adaptability:** coping with change, transition, and development; adjusting to situations, relationships, and feelings; handling curiosity and the imagination to create, discover, and explore opportunities; innovation for progress; embracing cognitive and emotional shifts to augment and manage change; the ability to problem solve and 'think outside the box'

Details of Your Self-Management Scores

Self-Control, Discipline:

Self-Perception: 80%

You are a high achiever with a plan and a vision. Be sure to continue to challenge and expand your horizons. It's easy to become satisfied and complacent when things are going well or when efforts are readily and appropriately rewarded. Self-discipline and control suggest there is always more ahead to work toward, so continuously set new and exciting goals. Today's excellence is the standard that needs to be exceeded tomorrow.

Others' Perception: 66%

Demanding the best and settling for nothing less leads to excellence. Be sure you have clearly defined goals that fully motivate and engage your heart. Energize yourself regularly to stay on track, avoid multitasking, and have more fun on the journey! Targeted objectives lead to success, but coordinating the effort and staying on task are essential. Develop a strong commitment, excitement, and enthusiasm to stay the course, even in the face of setbacks and disappointments.

Goal-Directed Performance, Targeted Action:

Self-Perception: 80%

You are continuously improving and expanding your horizons. Accept challenges and calculated risks to achieve new heights. Be bold and adventurous. Break out of the patterns you know and love to expand your possibilities. Embrace the excitement and opportunities that are presented with a mind for exploration and discovery. Find fun, creative, and interesting ways to learn and improve.

Others' Perception: 56%

While you may find it easy to start and finish, you likely find it difficult to remain disciplined through the long haul. Find ways to maintain passion and enthusiasm when things are challenging. Remember, most projects are hardest at the start and finish- it's easier to maintain momentum when you see evidence that things are moving along. Set a positive tone to keep up your excitement, drive, and motivation to get the targeted results.

Self-Integrity, Trustworthiness:

Self-Perception: 100%

You're comfortable with who you are, your values, and your purpose, and standing your ground when necessary. Character, personal integrity, and honesty are your commitments. Authenticity and personal excellence in the journey assure quality and satisfaction in the outcomes. Your reputation and integrity set the foundation for inner satisfaction and positive relationships.

Others' Perception: 70%

Your values are clear but your character is still growing and in flux. Nurture the highest level of your character and well-being. Develop consistency in your expression and standards. Let your values and principles be the hallmark of your performance and interactions. Set the tone for excellence in your interactions through patterns and systems that clearly display your personal integrity.

Motivation, Positive Psychology, Initiative:

Self-Perception: 80%

You actively take command of life and assume responsibility for your destiny. Drive and commitment are most effective as active systems. While willpower is a powerful force, directing it toward creating habits, patterns, systems, and results allows for sustained, powerful achievement.

Others' Perception: 60%

You may allow other people and external situations to set the pace. Choose to be active rather than passive. Performance and energy are life-changers. By continuously recognizing options and possibilities, active decisions are made to choose a path and determine destiny. Avoid letting others take over and continuously assume control. Use discipline to focus on the tools to maintain passion and enthusiasm.

Creativity, Agility, Flexibility, Adaptability:

Self-Perception: 60%

You're willing to adjust if and when the path and the rewards are well-defined. Change is the norm in life but it requires initiative to shift to improvement and a mindset of authenticity when embracing the chance. Exercise creativity and agility to be sure of progress. Don't be limited by past experience. Strive for continuous learning and development of new perspectives and options.

Others' Perception: 69%

Consistent with self-perception.

Consider:

- Which areas have distinct differences in scoring, if any?
- What patterns do you notice in these five areas, if any?
- Which of these areas have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Management

Self-Control, Discipline: 80%

- Take pride in your self-discipline and control. Take time to rest, relax, refresh, and renew. Take care of the most important things first, starting with you.
- Leverage your success to achieve new growth and succeed in alternative areas. Expand your focus and take in new possibilities. Keep setting goals and plans to achieve, reaching a little further with each new opportunity.

Goal-Directed Performance, Targeted Action: 80%

- Create new possibilities and more challenging goals. Use your determination and energy to enhance your confidence. Exercise dynamic creativity and explore new ways to develop yourself and grow.
- Enlist stress as an ally and energizer. Compete against yourself. Set new standards. Go beyond yesterday's expectations, and remember to celebrate all of your wins, even those that seem minor.

Self-Integrity, Trustworthiness: 100%

- Your reputation and attitude serve to create your model of character and excellence. Be aware of your impact and commit to matching your actions to your intentions.
- Be consistent - internally and externally. There is ease and peacefulness in living with integrity by doing the right thing, no matter who is or isn't watching.

Motivation, Positive Psychology, Initiative: 80%

- Your focus on sustained excellence yields strong patterns and healthy habits. Keep it up! It will be far easier to consistently contribute high-quality effort. Winning and a positive outlook serve best when they are second nature.
- Nurture your passion through intrinsic rewards, celebration, and a positive stream of self-talk. Character and positive emotions constitute who you are; they aren't just what you do.

Creativity, Agility, Flexibility, Adaptability: 60%

- Generate new experiences and try new things. Set aside the tried and true to expand possibilities. Push beyond your comfort zone.
- Think in terms of 'what if.' Ask yourself 'why' and 'why not?' Become a master of questions and listen attentively for fresh answers. Instead of saying 'no' or thinking something is impossible, think in terms of how it could work and what the impact will be. Leave doubt and constraints behind.

Self-Management (SeM) Quotient Worksheet

What messages are you sending with your self-talk, and how can you make them more positive?

When you dwell on positives or negatives, how can you make this more constructive?

What steps can you take to actively make choices to control your emotions?

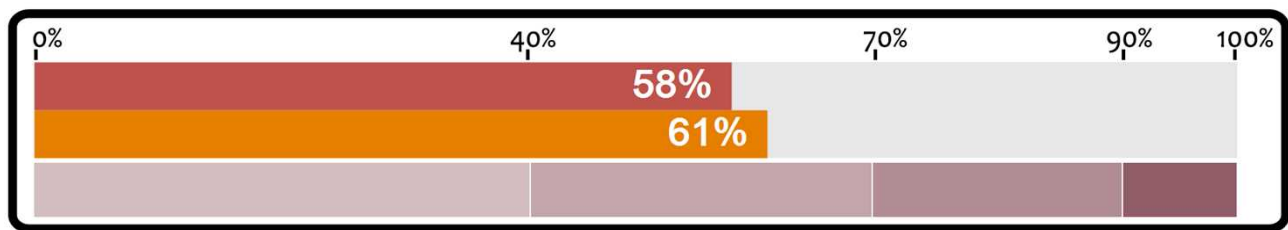
Quotient 4: Social Management (SoM)

Social/Relationship management includes interpersonal skills and focuses intelligence on generating results. This social intelligence fosters collaboration and connection to tap the power of synergy.

Factors include:

- Directing
- Warmth
- Developing Others
- Supporting
- Team Results
- Influence
- Encouragement
- Collaboration
- Leadership
- Building Friendships
- Change Catalyst
- Negotiation
- Social Poise
- Conflict Management
- Teamwork & Collaboration

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



RAW SCORE: 2.89 OBSERVER SCORE: 3.07

Note: The Raw Score gives an average based on a scoring range from 1-5

Your score in Quotient 4 is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Observer score in Quotient 4 is:

Vulnerable: Limited experience and some working knowledge - beginning to gain a deeper understanding with only foundational knowledge of the key aspects

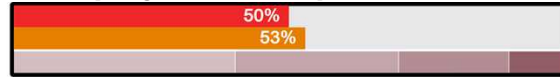
Consider:

- What might be contributing to differences in this score, if any?
- How can you be sure your Social Management is perceived by others in a positive, powerful way?

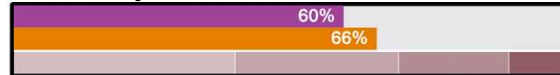
Social Management (SoM) Scores



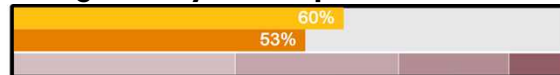
Developing Relationships



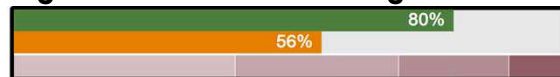
Leadership & Influence



Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration



Social Management is comprised of 5 sub-categories:

- **Developing Relationships, Getting Along with Others:** cultivating, nurturing, and maintaining long-term personal and professional relationships; having quality connections and friendships
- **Leadership and Influence:** operating with warmth, presence, charisma, and approachability; paying attention and focusing on results and relationships; being involved, engaged, passionate, and influential; engaging in purposeful persuasion; delivering solutions when needed, or guidance when appropriate; partnering with others to reach targeted outcomes
- **Change Catalyst and Response:** recognizing the need for change and championing action and interaction; developing interpersonal skills and abilities; initiating and encouraging growth and progress on individual, team, and organizational levels; facilitating mature interaction and communication; focusing on positive results
- **Negotiation and Conflict Management:** bargaining with abundance thinking for mutual gains; coping with conflict through positive proactive and reactive techniques; effectively dealing with difficult people and situations; creating unity, balance, and mutual benefit
- **Teamwork and Collaboration:** building bonds to transform groups into teams; fostering unified, engaged effort; generating collaboration, cooperation, participation, and high-quality results; nurturing and developing synergy; fostering interpersonal emotional effectiveness

Details of Your Social Management Scores

Developing Relationships, Getting Along with Others:

Self-Perception: 50%

You may not have a strong, well-developed, and consistent network for both giving and receiving. Your level of success will be approximately the same as your five closest friends. Cultivate a network that can contribute to your success in all areas of life. Nurture the connections you need both personally and professionally. Set a course to give and serve as well as to receive.

Others' Perception: 53%

Consistent with self-perception.

Leadership and Influence:

Self-Perception: 60%

You don't exercise full responsibility for your influence and impact. Become the right example. Serve as a catalyst for transformation, growth, and high-value outcomes. Commit and dedicate to a vision and a mission and encourage and support others as they follow you.

Others' Perception: 66%

Consistent with self-perception.

Change Catalyst and Response:

Self-Perception: 60%

Rather than taking command and becoming the change you want to see first, you may drift from the sometimes proactive to the sometimes reactive. Development is certainly planned and structured, but also can be reactive and spontaneous. This can be confusing for others as change is navigated. Commit to creating the change that is improvement-centered. Take what you have learned today and apply it to the hopes and actions of tomorrow for yourself and others.

Others' Perception: 53%

Consistent with self-perception.

Negotiation and Conflict Management:

Self-Perception: 80%

You apply effective conflict management skills to creatively resolve problems, improve relationships, and create abundance. Interaction always involves differences and you promote constructive engagement to make things better, knowing that these give connections greater value. Hostility and anger are negatives to minimize, but you encourage discussion and interaction that generates higher returns for all.

Others' Perception: 56%

You may prefer to focus on immediate answers rather than on improvement and abundance. Conflict resolution is not a quick fix and confrontation does not need to be aggressive or negative. It's about developing constructive solutions and answers that generate improvement for everyone to create mutual gains. Abundance has no losers.

Teamwork & Collaboration:

Self-Perception: 40%

You know that great teams have an affinity and chemistry. They come together with a mission that transcends one person. The most valuable players are catalysts to everyone's success. They perform and make others perform better. Positive, constructive interaction characterizes high achievers. The whole is stronger and better than the individual parts.

Others' Perception: 79%

You are a collaborative team player who can assume various roles to generate optimal results. As teams succeed, they expand their mission and climb to new heights. You are an example that will support the mission as it expands and the team grows. Achievement creates new possibilities and horizons. Success inspires motivation, engagement, and high-quality impact.

Consider:

- Which areas have distinct differences in scoring, if any?
- What patterns do you notice in these five areas, if any?
- Which of these areas have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Management

Developing Relationships, Getting Along with Others: 50%

- Who are your closest colleagues? How are you contributing to their dreams and aspirations? How are they facilitating yours? Find common interests and experiences to create greater levels of satisfaction.
- Relations typically are also stress generators to a degree. Make them as constructive as possible but remember that they are investments. Expect to give to get.

Leadership and Influence: 60%

- Set the tone for team emotion, engagement, motivation, and optimism through the feelings you share. Leadership and influence are about relationships. Cultivate the warmth and happiness that attracts and inspires.
- Integrate thoughts and feelings into creativity and problem-solving. Generate excitement and enthusiasm in implementation and performance through the use of your own experience. Don't be afraid to be in the trenches with those you lead; let them see you are willing to do what you ask of them.

Change Catalyst and Response: 60%

- When a change comes your way, it may be helpful to build some structure around HOW the change will take place. Do your part in making an agenda, finding out what needs to be done, and understanding any expectations. Then, actively contribute where you have skills or experience.
- Who have been your coaches, mentors, or examples you followed? How have these people made a positive impact on your life? What are you doing to pay it forward? Be creative and invest in others.

Negotiation and Conflict Management: 80%

- Invite discussion and constructive critique. Information and real feedback generate the fuel for improvement.
- Steer clear of initially evaluating, probing, advising, and interpreting what is being shared - just listen. Use reflective listening strategies to be sure you are understanding all perspectives. Seek first to understand, then to be understood. Watch out for language that could seem like condescension or judgment and just be present and open to hearing what is said.

Teamwork and Collaboration: 40%

- Figure out what teams you have enjoyed and which ones have disappointed you. Determine how you define a good team. Focus on what you can bring to make performance better.
- Focus less on what you can get than what you can give. Become a team catalyst who makes other players better.

Social Management (SoM) Quotient Worksheet

How do you allow the actions and feelings of others to affect your emotions?

How can you be sure you are reading the feelings of others accurately?

How can you be more purposeful by responding intentionally and deliberately, rather than with instinctive reactions?

Additional Ideas for Improvement

Self-Recognition:

1. Accept your personal feelings as information without judgment or rejection.
2. Connect emotions, thoughts, and actions. Think about the causes and impacts of feelings.
3. Tune into the subconscious patterns by recognizing your initial emotional responses.
4. Recognize both positive and negative emotions. Reinforce the positive and minimize the negative.
5. Support growing intrapersonal effectiveness through positive self-talk, personal affirmations, constructive visualization, and/or journaling.
6. Establish a practice of relaxing, refreshing, and renewing through daily meditation and reflection.

Social Recognition:

1. Be curious and genuinely interested in learning about other people.
2. Focus your attention on others and what they are willing to share. Examine both verbal and nonverbal communication.
3. Be sensitive, appreciative, validating, and respectful of others. Value both the person and the message they send.
4. Show support and encouragement. Display understanding through physical and verbal communication.
5. Reflect on information to adjust your communication and behaviors. Adapt to different environments, situations, and relationship dynamics.
6. Express feelings in kind, appropriate, useful, and honest ways. Empathize with others. Seek to ensure the connection remains healthy and strong.

Self-Management:

1. Develop active habits of self-control and personal discipline, even when it seems tough.
2. Accept responsibility for behavior, communication, performance, and impact.
3. Foster your conscience, morality, and integrity. Act consistently with personal values and principles.
4. Determine personal boundaries and act assertively (rather than passively or aggressively).
5. Actively set goals and objectives. Reach for achievement with diligence, tenacity, and personal drive.
6. Intentionally make and execute decisions. Think, feel, and perform with the best you can offer, always. Seek to avoid regret, anxiety, and worry over the things you cannot control.

Social Management:

1. Resolve conflict judiciously through seeking double wins.
2. Promote change management and continuous learning to optimize effectiveness and generate high-value returns. Engage in coaching and mentoring to develop and expand your potential.
3. Involve others through teamwork. Generate synergy through cooperation, participation, and utilization.
4. Design both intrinsic and extrinsic reward systems to support successes. Celebrate achievement for all, at all levels, and encourage all efforts.
5. Create environments and situations that promote reasonable risk taking. Allow failure and mistakes to be learning experiences rather than disasters.
6. Strengthen interactions with difficult people in tough situations through positive interaction, empathy, dialogue, negotiation, and emotional connection.

Now What?

"The longest journey on earth begins with a single step." - Ben Sweetland

After taking this assessment and reading your report, you are probably even more interested in learning as much as possible to improve your emotional intelligence (EIQ). You might believe you can absorb the suggested improvements quickly and retain them until they become second nature, right? Not necessarily! You must improve your EIQ through ongoing practice. Competence breeds confidence, which leads to increased inner motivation.

The key to making EIQ easier to master is to break the improvement suggestions into simple, bite-size pieces that can be readily digested and successfully implemented in your life. Work on one area and incorporate that into your life consistently before moving on to the next one. This will begin a "spiral of success" - you learn something new, try it out, and experience some success which gets you charged up about learning and applying even more.

The speed with which you apply your new EIQ knowledge should change your behaviors gradually, not radically, to affect your life permanently - not as quick fixes learned today and forgotten tomorrow. Training, learning, and practicing must become an "all the time" behavior.