



Emotional Intelligence (EIQ) 360°

An Evaluation of Emotional Intelligence Styles

Report For: **Sample Report**

Date: **6/13/2025**

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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 influenced by Emotional Intelligence include:



Communication



Decision-Making



Leadership



Sales



Teamwork



Productivity/Performance



Relationship Satisfaction



Customer Service



Conflict Management



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



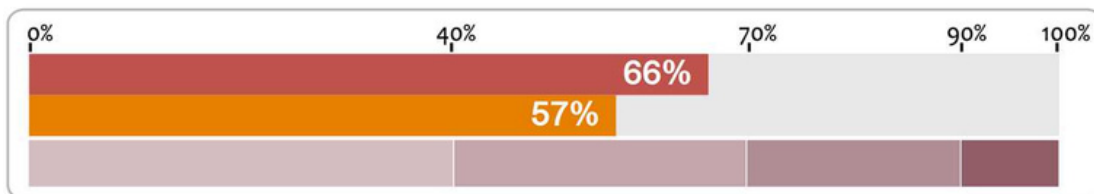
How EIQ 360° Works

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: 3.28 OBSERVER SCORE: 2.89

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

Your Overall Score is:

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

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 (EIQ) Quotients

EIQ is based on two competencies, measured as **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: Comprehensive and extensive knowledge – intuitively grasp the totality of the situation and responds instinctively and sensibly with ease

70-89

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

40-69

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

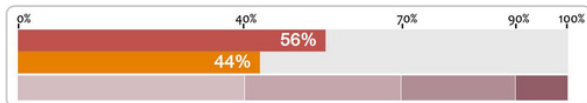
0-39

Novice: Very basic understanding – new or inexperienced with little knowledge and minimal conception of the complexity of these skills

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

Self

Self-Recognition (SeR)

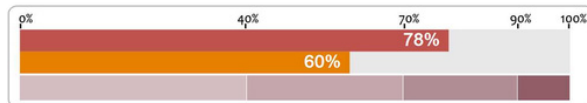


RAW SCORE: 2.78 OBSERVER SCORE: 2.22

Awareness/Identification
Self-Understanding
Personal Confidence
Motivation/Drive

Social

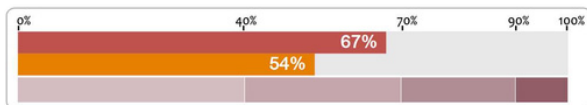
Social Recognition (SoR)



RAW SCORE: 3.89 OBSERVER SCORE: 3.04

Empathy
Service Orientation
Organizational Awareness
Connection

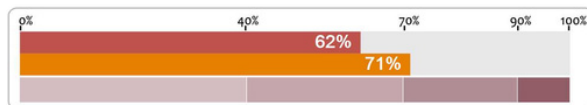
Self-Management (SeM)



RAW SCORE: 3.33 OBSERVER SCORE: 2.70

Self-Control/Discipline
Transparency
Adaptability
Achievement

Social Management (SoM)



RAW SCORE: 3.11 OBSERVER SCORE: 3.59

Leading/Coaching/Mentoring
Championing Change
Building Relationships
Teamwork & Collaboration

Recognition

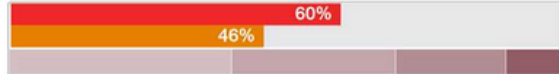
Management



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

Self-Recognition (SeR)

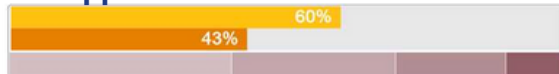
Self-Awareness



Cause and Effect



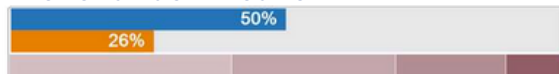
Self-Appreciation



Consciousness & Assertiveness

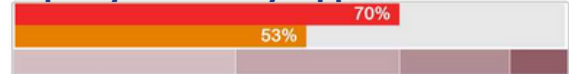


Emotional Identification

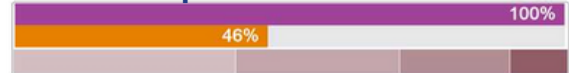


Social Recognition (SoR)

Empathy, Sensitivity, Appreciation



Service, Compassion, Benevolence



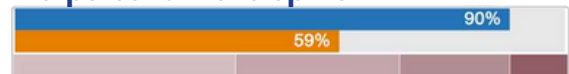
Holistic Communication



Situational Perceptual Awareness

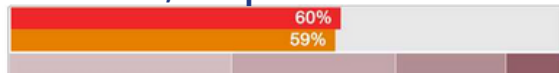


Interpersonal Development

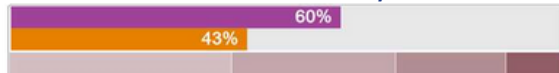


Self-Management (SeM)

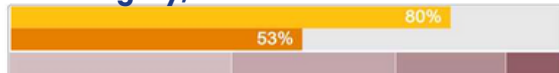
Self-Control, Discipline



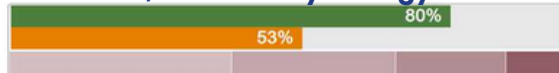
Goal-Directed Performance, Action



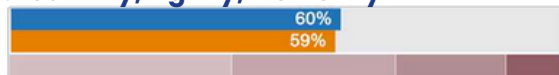
Self-Integrity, Trustworthiness



Motivation, Positive Psychology

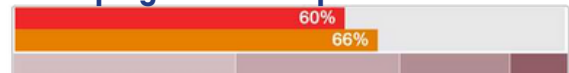


Creativity, Agility, Flexibility

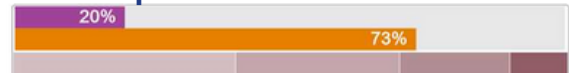


Social Management (SoM)

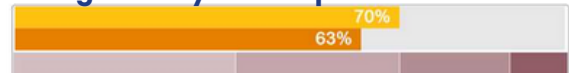
Developing Relationships



Leadership & Influence



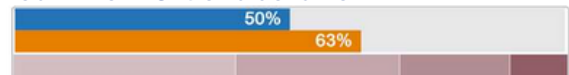
Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration



Self-perception scores are noted by the colored bars. Others' perceptions are noted by the orange bars.



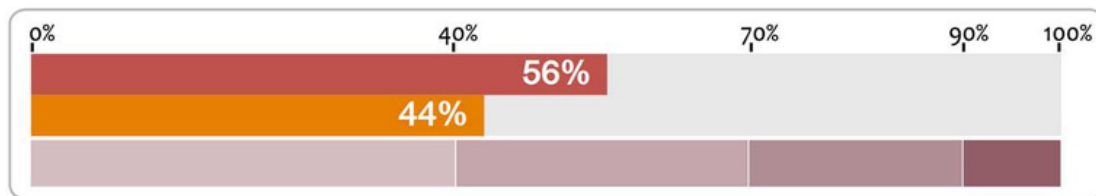
Quotient 1: Self-Recognition (SeR)

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:

- | | | |
|---|--|--|
| <input type="checkbox"/> Learning Styles | <input type="checkbox"/> Self-Acceptance | <input type="checkbox"/> Assertiveness |
| <input type="checkbox"/> Attitude/Outlook | <input type="checkbox"/> Tension/Stress levels | <input type="checkbox"/> Authenticity |
| <input type="checkbox"/> Comfort and Discomfort | <input type="checkbox"/> Spirituality | <input type="checkbox"/> Character |
| <input type="checkbox"/> Strengths/Weaknesses | <input type="checkbox"/> Conscience | <input type="checkbox"/> Confidence |
| <input type="checkbox"/> Mindfulness | <input type="checkbox"/> Emotional Well-Being | <input type="checkbox"/> Self-Perception |

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



RAW SCORE: 2.78 OBSERVER SCORE: 2.22

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:

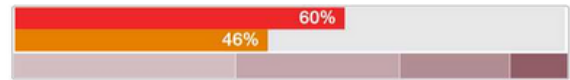
- ☐ What might be contributing to differences in this score, if any?
- ☐ How can you be sure your Self-Recognition is perceived by others in a positive, powerful way?



Self-Recognition (SeR) Scores



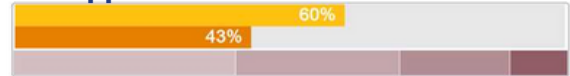
Self-Awareness



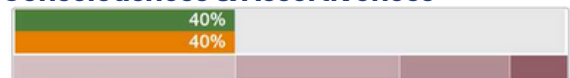
Cause and Effect



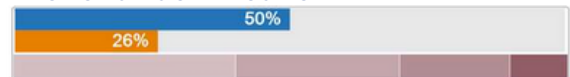
Self-Appreciation



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: 60%

You have some self-understanding; still, there is room for growth and continued development. Take time to become more reflective and self-aware, recognizing the journey of self-discovery, healing, and growth. Healing and gracefulness for self will take you far as you explore the depths of your feelings.

Others' Perception: 46%

Consistent with self-perception.

Connections of Cause and Effect:

Self-Perception: 70%

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.

Others' Perception: 66%

You may allow relationships and circumstances too much control over your feelings and expression. Examine if the cause of the emotions and your response to them make sense. While your emotional response is always valid, be sure you are aware of how your instinctual response drives your expression, and if how you respond is the best way to do so. Make space to choose your emotions and actions.

Self-Appreciation, Acceptance, and Confidence:

Self-Perception: 60%

Some self-doubt and uncertainty may be preventing you from achieving great effectiveness. A lack of assurance can limit your efforts, which may cause others to doubt your abilities as well. You may become overly submissive and surrender your achievement to inner questions and concerns. Remember, people will believe in you when you believe in yourself.

Others' Perception: 43%

Consistent with self-perception.

**Consciousness and Assertiveness:****Self-Perception: 40%**

Find balance in being assertive by speaking up or taking action. Extremes in this area can be a danger. Subservience enables others and invites them to ignore your feelings. Timidity denies emotions and lowers self-esteem. Conversely, aggressiveness shows personal arrogance and a lack of consideration.

Others' Perception: 40%

Consistent with self-perception.

Emotional Identification:**Self-Perception: 50%**

You may have some emotions you don't understand and cannot name. Examine your emotions intentionally, seeking to name and understand their depths. Continue to expand your emotional vocabulary to gain greater control of your feelings and emotional responses.

Others' Perception: 26%

You may have many emotions you are unaware of and cannot name. Expand your vocabulary for naming and understanding emotions. Studies have shown that people with a greater emotional vocabulary have a better understanding and more control of their feelings and responses.

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 and Understanding: 60%

- ☐ Take time to relax. Be kind and compassionate with yourself. Calm your mind and breathe through and into your emotions. Continue to practice self-care; even just a few minutes here and there throughout the day can make a difference.
- ☐ Create positive thought and action patterns that improve both mental well-being and performance. Be patient and persistent with the journey.

Connections of Cause and Effect: 70%

- ☐ Emotional expression has consequences. Recognize how yours creates impact. Positive emotions have constructive outcomes. High-energy feelings initiate momentum and powerful performance. Nurture and celebrate what you want to increase in your life.
- ☐ Be accountable for engagement and motivation. Cultivate a high internal locus of control. Believe in yourself. Generate realistic positive expectations. Look to accountability partners, scheduling, budgeting, and greater structure to keep on track.

Self-Appreciation, Acceptance, and Confidence: 60%

- ☐ Use affirmations and positive visualization to expand your supportive self-talk. The words you say to yourself have power. Be sure you are choosing to be kind and encouraging to yourself.
- ☐ Engage yourself and dedicate your effort to achievement. Create stepping-stone objectives and move from victory to victory. Remember to celebrate your accomplishments.

Consciousness and Assertiveness: 40%

- ☐ Be brave and clearly communicate when a boundary is crossed early or consistently. If boundaries are clearly expressed, then they are easier to maintain.
- ☐ Protect and take care of yourself. Consider your needs and feelings. Figure out what feels okay and what does not. Recognize emotional needs and the ways to attend to them.

Emotional Identification: 50%

- ☐ Identify emotions in greater detail and more specifically. Work with a list of emotions to bring new language to your understanding of feelings. Watch for varying intensity in your emotional expression and notice when intensity changes.
- ☐ Be comfortable with yourself and how you feel. Emotions are information and energy. When you feel them, look for cause and effect rather than denying their existence. Consider how emotions serve you and if something should be expressed now, later, or not at all.

Self-Recognition (SeR) 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?



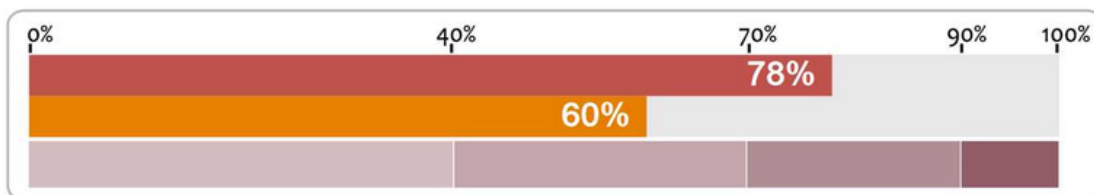
Quotient 2: Social Recognition (SoR)

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:

- | | | |
|---|---|---|
| <input type="checkbox"/> Empathy & Compassion | <input type="checkbox"/> Service Mindset | <input type="checkbox"/> Genuine Listening |
| <input type="checkbox"/> Understanding | <input type="checkbox"/> Building Rapport | <input type="checkbox"/> Manners & Etiquette |
| <input type="checkbox"/> Thoughtfulness | <input type="checkbox"/> Diversity/Tolerance | <input type="checkbox"/> Respect |
| <input type="checkbox"/> Appreciation | <input type="checkbox"/> Constructive Interaction | <input type="checkbox"/> Kindness |
| <input type="checkbox"/> Holistic Communication | <input type="checkbox"/> Adding Value | <input type="checkbox"/> 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: 3.04

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:

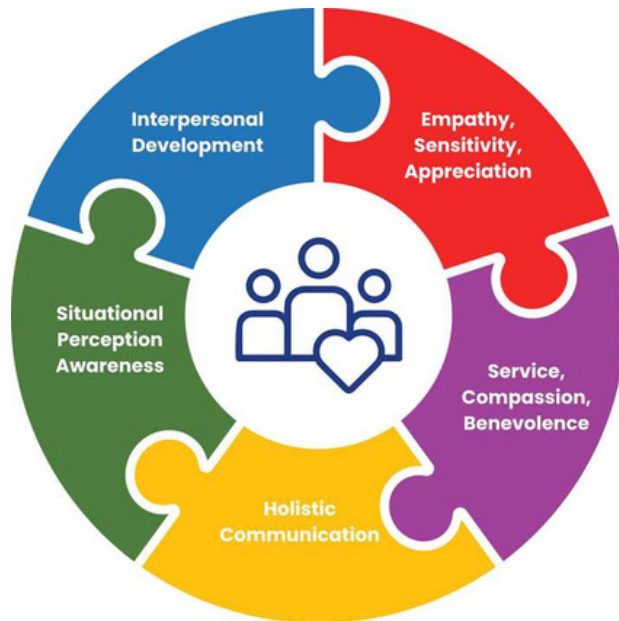
Vulnerable: Limited experience and some working knowledge – beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Consider:

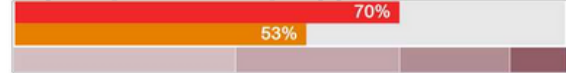
- ☐ What might be contributing to differences in this score, if any?
- ☐ How can you be sure your Social Recognition is perceived by others in a positive, powerful way?



Social Recognition (SoR) Scores



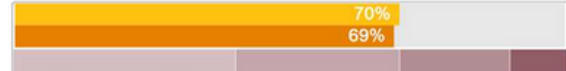
Empathy, Sensitivity, Appreciation



Service, Compassion, Benevolence



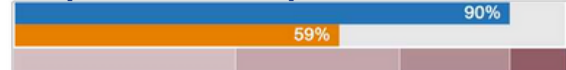
Holistic Communication



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: 70%

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.

Others' Perception: 53%

Make a point of really listening with both your mind and heart. Take time to be present and connect with others. Be available. Focus on developing resonance and rapport with them. Make time in your schedule to invite interaction and connection. Hear with all your senses and seek to generate positive feelings of understanding.

Service, Compassion, Benevolence:

Self-Perception: 100%

You adjust and accommodate based on connecting with others, both individually and collectively. Enjoy the fruits of interaction. Accept the service and gifts of others with appreciation and grace. Show thankfulness. Allow others to help you. Let them understand what you need and what you appreciate.

Others' Perception: 46%

Seek first to understand others. Help them in ways that contribute genuine service for the sake of their growth and support. Treat them as they would like to be treated using the Platinum Rule. To do so requires empathy and quality, both in time and connection.

Holistic Communication:

Self-Perception: 70%

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.

Others' Perception: 69%

Connection is about both the message and the sender. Hear what is being said and try to understand at different levels. Do not listen to respond; listen to really understand. Choose quality responses that answer questions and enhance relationships.



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: 66%

Notice how attention, focus, and connection change when situations change. Take those shifts and changes into account and be sure you are paying attention to what counts at the moment. Our perception defines reality; it creates understanding, attitudes, thinking, and feelings. These, in turn, create behaviors, effort, and results. Be sure yours are in alignment with what is observable from all sides, not just your own perspective.

Interpersonal Development:

Self-Perception: 90%

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: 59%

You may be tentative about creating connections with others and may struggle to set a foundation for quality long-term relationships, especially when there are areas of potential conflict or the relationship is not easy. Do your best to acknowledge and accept people as they are, and then consider how to support and nurture them to be more effective in constructive connections.

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: 70%

- ☐ Reach out in a genuine way on a regular basis. Remember special dates and interests. Connect in a way that shows you are interested in them and their well-being.
- ☐ Create a two-way flow of communication. Send messages. Ask questions. Generate dialogue. Actively listen. Validate feelings and thoughts.

Service, Compassion, Benevolence: 100%

- ☐ Work with others. Cooperate and engage in activities that generate mutual gain. Think abundance. Take joy from motivation, engagement, interaction, and involvement. Relationships enhance happiness.
- ☐ Explore higher levels of connection. Focus on quality, not just quantity. Ask people what they'd need and like. Be involved at more than a superficial level. Make opportunities to enhance relationships.

Holistic Communication: 70%

- ☐ Quality listening involves continuous improvement and development. It builds on understanding to facilitate better connections and more empowered relationships.
- ☐ Take extra time to energize connections. Do special things to demonstrate an interest in and involvement with others. Ask questions. Restate. Paraphrase. Focus.

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: 90%

- ☐ 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?



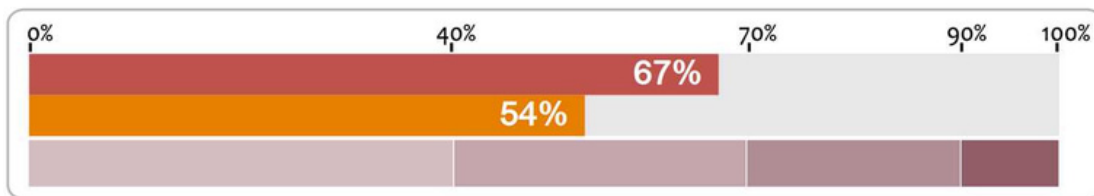
Quotient 3: Self-Management (SeM)

The Self-Management Quotient adds to self-evaluation by coupling with self-regulation. The awareness and discipline to control and harness feelings directly impact 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:

- | | | |
|---|---|--|
| <input type="checkbox"/> Control/Restraint | <input type="checkbox"/> Flexibility/Adaptability | <input type="checkbox"/> Focus |
| <input type="checkbox"/> Discipline | <input type="checkbox"/> Enthusiasm/Excitement | <input type="checkbox"/> Goal Setting |
| <input type="checkbox"/> Resolve | <input type="checkbox"/> Stress Management | <input type="checkbox"/> Impulse Control |
| <input type="checkbox"/> Direction/Purpose | <input type="checkbox"/> Initiative | <input type="checkbox"/> Learning |
| <input type="checkbox"/> Emotional Management | <input type="checkbox"/> Agility | <input type="checkbox"/> Resilience |

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



RAW SCORE: 3.33 OBSERVER SCORE: 2.70

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

Your score in Quotient 3 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 3 is:

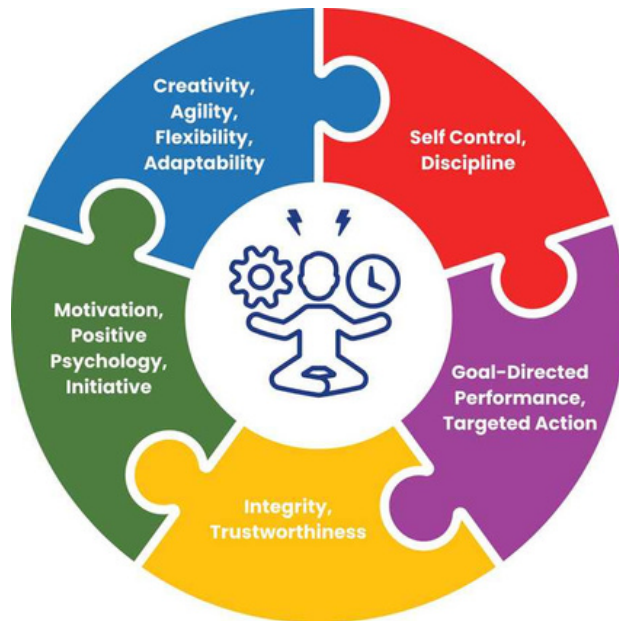
Vulnerable: Limited experience and some working knowledge – beginning to gain a deeper understanding with only foundational knowledge of the key aspects

Consider:

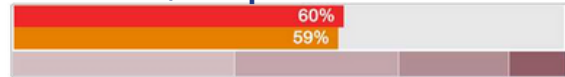
- ☐ What might be contributing to differences in this score, if any?
- ☐ How can you be sure your Self-Management is perceived by others in a positive, powerful way?



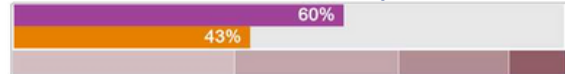
The Self-Management (SeM) Scores



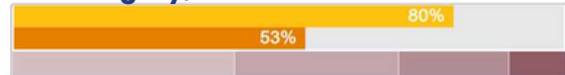
Self-Control, Discipline



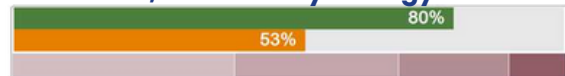
Goal-Directed Performance, Action



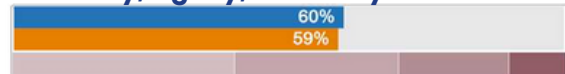
Self-Integrity, Trustworthiness



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: 60%

Vague goals and a lack of passion can lead to apathy and half-efforts that lead to poor outcomes. To reach your highest potential, invest in something important and meaningful that you care about and get clear on your "whys." Dedicate time and energy to managing your actions, persevering despite the circumstances, and creating a solid direction and a clear path to a fulfilling journey.

Others' Perception: 59%

Consistent with self-perception.

Goal-Directed Performance, Targeted Action:

Self-Perception: 60%

You may lack clearly defined, meaningful goals. Create actionable, tactical, and strategic goals. Not only do your goals need to be meaningful and performance-based, they need to inspire you. Goals should encourage passion and excitement. Set the course daily and develop a track record of success. Build from one level of achievement to the next.

Others' Perception: 43%

Consistent with self-perception.

Self-Integrity, Trustworthiness:

Self-Perception: 80%

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.

Others' Perception: 53%

While you may have some values and principles that are important to you, adopting integrity and personal standards sets the foundation for authenticity and credibility. Others' ability to trust you and believe in your starts with your own adherence to what is important. Set boundaries that support your success. Having personal convictions will build relationships where you're known, respected, and trusted.



Motivation, Positive Psychology, Initiative:

Self-Perception: 80%

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.

Others' Perception: 53%

You expect other people and external rewards to motivate and engage you. Expecting situations or other people to motivate you or make you happy will fail. Accept personal responsibility for energy, excitement, motivation, and engagement. Happiness and positive emotions come from within. Take initiative.

Creativity, Agility, Flexibility, Adaptability:

Self-Perception: 60%

You rely on previous experience and what has worked to set your course. Tradition offers comfort and familiarity. Creativity allows growth and improvement. Be bold. Fortune favors initiative. Move forward with a mindset to anticipate positive outcomes. Exercise creativity and consider calculated risks.

Others' Perception: 59%

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: 60%

- ☐ Have a focus and enthusiasm to achieve whatever you desire. Visualize the impact of the results and create that picture in your mind. Prepare and plan to get closer to your goal, step by step.
- ☐ Invest in discipline and control. Set a schedule, agenda, and plan. Allocate enough resources. Prepare for success. Be consistent, committed, and diligent.

Goal-Directed Performance, Targeted Action: 60%

- ☐ Set goals and systems to focus performance on significant outcomes and patterns of producing both quality and quantity. Articulate the goals in detail (write down an agenda, set a realistic schedule, etc.) This enhances achievement, lowers stress, and makes for simplicity in tracking productivity.
- ☐ Consider the mental and emotional factors that create fear, doubt, and negative emotions. Set a plan in place that accounts for these concerns and manages them. Acknowledge risks and take command over the things you can control.

Self-Integrity, Trustworthiness: 80%

- ☐ Create systems and routines that are consistent with your mission, values, and principles. Set your agenda for meaningful performance by committing to regular implementation. Even dedicated small steps can lead to significant results.
- ☐ Be authentic. Do the right things, even when they are the hard things. Make empowered personal choices. Follow the path you select to create the life you choose, rather than one determined by others.

Motivation, Positive Psychology, Initiative: 80%

- ☐ Left unattended, excitement usually dwindles and attitude or motivation wanes after a time. Passionate engagement requires regular attention to maintain energy and direction. Your attitude becomes an asset to determination, rather than a mere circumstance when you choose to move forward with optimism.
- ☐ Positive emotions are constructive and support goal achievement. Negative emotions are counterproductive, distracting, and impede progress. Pay attention to the negatives and work them out quickly so they cannot grow and fester. Don't let indifference creep in. Focus on being thankful, forgiving, and courageous.

Creativity, Agility, Flexibility, Adaptability: 60%

- ☐ Nurture your imagination and curiosity. Explore, adventure, and discover. Take time to consider what is possible that may seem impossible. Dream big and let the mind wander.
- ☐ Be prepared for, alert to, and ready for change. Embrace more powerful choices while letting go of things that no longer serve you. Look for new alternatives and paths.

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?



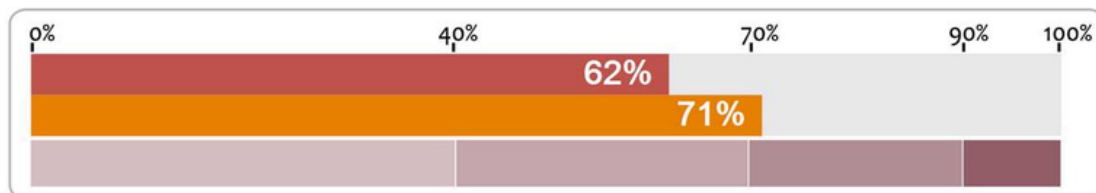
Quotient 4: Social Management (SoM)

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:

- | | | |
|---|--|---|
| <input type="checkbox"/> Directing | <input type="checkbox"/> Warmth | <input type="checkbox"/> Developing Others |
| <input type="checkbox"/> Supporting | <input type="checkbox"/> Team Results | <input type="checkbox"/> Influence |
| <input type="checkbox"/> Encouragement | <input type="checkbox"/> Collaboration | <input type="checkbox"/> Leadership |
| <input type="checkbox"/> Building Friendships | <input type="checkbox"/> Change Catalyst | <input type="checkbox"/> Negotiation |
| <input type="checkbox"/> Social Poise | <input type="checkbox"/> Conflict Management | <input type="checkbox"/> Teamwork & Collaboration |

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



RAW SCORE: 3.11 OBSERVER SCORE: 3.59

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:

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

Consider:

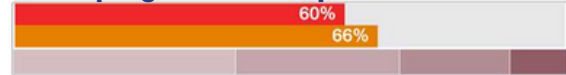
- ☐ What might be contributing to differences in this score, if any?
- ☐ How can you be sure your Social Management is perceived by others in a positive, powerful way?



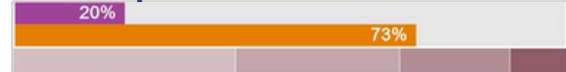
The Social Management (SoM) Scores



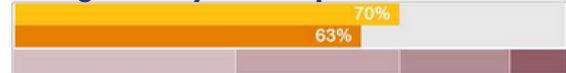
Developing Relationships



Leadership & Influence



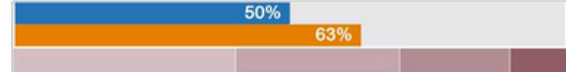
Change Catalyst & Response



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: 60%

You have few friends or close relationships but may lack a wide, deep support group. Quality relationships create happiness, fulfillment, connection, and success. They result in improved health and well-being as well as longer life. Find those around you each day who bring quality and support to your life and goals.

Others' Perception: 66%

Consistent with self-perception.

Leadership and Influence:

Self-Perception: 20%

You may struggle to self-lead and instead, look for direction from others. Consider when it is time to lead, follow, and/or get out of the way. Remember, leadership doesn't only happen from the front. Being a servant leader is a great place to start building your leadership muscles.

Others' Perception: 73%

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.

Change Catalyst and Response:

Self-Perception: 70%

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: 63%

You may tend to be reactive rather than address change in a proactive way. Focus on actions that will make change progress and transition to a mindset of improvement when shifts happen. Left unattended, change is often difficult, can happen fast, and demands tough responses. Proactive thinking, intentional development, and constructive choices lead to growth and positive changes.



Negotiation and Conflict Management:

Self-Perception: 90%

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: 93%

Consistent with self-perception.

Teamwork & Collaboration:

Self-Perception: 50%

Though you may not enjoy teamwork, collaboration, and interaction enough to engage often with others in optimizing returns, you may be able to see the value sometimes in working together. It may take some effort and energy to build strong, team connections, but more can be done together than on your own. Find opportunities to engage with others who bring something to the table that may be different from you, but that compliments and supports your skills and talents for greater achievement.

Others' Perception: 63%

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 Social Management

Developing Relationships, Getting Along with Others: 60%

- ☐ It's estimated that the average person has about 250 connections, but only 4 to 6 close friends. Make a concerted effort to connect on a strong basis with people you enjoy (both personally and professionally). Invest time in relationships.
- ☐ What are some things you notice that are difficult for you when meeting new people or developing relationships? Do you have any consistent places where your beliefs or fears stand in your way? What can you do to make those things easier to manage?

Leadership and Influence: 20%

- ☐ What kind of a leader do you want to be? What kind of a leader are you now? Are there gaps in your leadership skills that need to be addressed? How can you start today to strengthen your leadership toolbox?
- ☐ Are you aware of how others perceive you as a leader? Bravely take some time to ask those with whom you interact what they think of your leadership skills and areas of potential improvement. Feedback is a gift, so listen with an open mind then consider which parts of the feedback you will engage and which you will let go.

Change Catalyst and Response: 70%

- ☐ 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: 90%

- ☐ 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: 50%

- ☐ Independent effort and work can never generate the returns that teams achieve. Get involved in structures that allow everyone to bring their best and share in the outcomes. Encourage and support team dynamics.
- ☐ There's more satisfaction and valuable diversity in relationships and working together than trying to solve everything on your own. What connections can you leverage to bring strengths to the team where there may be weaknesses?

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.



So 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.