

Emotional Quotient Profile (EQP)

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EQP# 000000 for Sample Person on May 5, 2010

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EXECUTIVE SUMMARY

EQ Definition: a measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

SELF AWARENESS I: MOOD LABELING				
Demonstrates ability to label emotions			Needs development	

A measure of a person's ability to accurately label personal feelings and emotions.

SELF AWARENESS II: MOOD MONITORING				
High monitoring		Optimal monitoring		Low monitoring

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

SELF CONTROL				
Demonstrates good self control			Needs development	

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

MANAGING EMOTIONAL INFLUENCES				
Perseveres			Focus can change	

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

EMPATHY				
Recognizes emotions in others			Shows difficulty in recognizing emotions	

A measure of a person's ability to understand the feelings and emotions of others.

SOCIAL JUDGEMENT				
Demonstrates judgement			Needs development	

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

OVERALL				
Understands & uses emotional information			Relies on non-emotional information	

An overall measure of how well a person understands emotional information and uses it effectively.

Self Awareness I: Mood Labeling

A measure of a person's ability to accurately label personal feelings and emotions.

Score =29



Overview

John demonstrates average ability to identify and categorize his feelings as they happen. John has the ability to recognize and interpret emotions that may have an impact on his functioning in the business environment.

Structured Interview Suggestions

- Describe a situation in which your awareness of your emotions influenced your performance at work?
- How does your awareness your own negative feelings and emotions influence your behavior at work?
- Outline a situation where being aware of your feelings had an influence on how you behaved. What was the outcome?

Developmental Suggestions

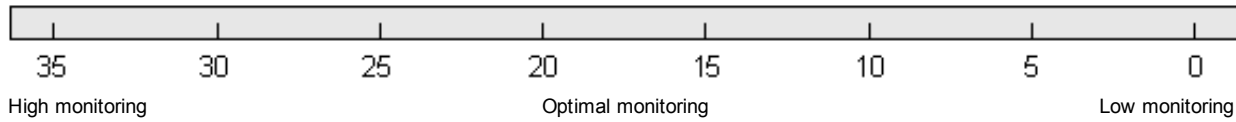
- John shows average self-awareness and insight, thus, he would respond best to a manager who could help John enhance his ability to interpret his feelings and emotions.
- John may benefit from training in attending to and accurately labeling his feelings and emotions.

Notes

Self Awareness II: Mood Monitoring

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

Score =27



Overview

John demonstrates a high tendency to scrutinize, focus on, and maintain a certain vigilance about his feelings and emotions. Therefore, John may be devoting too much time and energy to monitoring his mood states. This may limit his ability to perform adequately in a demanding work environment.

Structured Interview Suggestions

- How does monitoring your emotions affect your performance?
- Describe a situation where being aware of your emotional state influenced your behavior.
- Are you aware of your feelings and emotions at all times? When are you most aware of them?

Developmental Suggestions

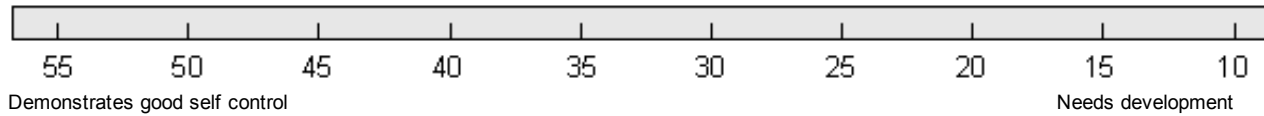
- John would benefit from a mentor who can help him stay focused on his goals and objectives.
- John would require training in learning how to channel his emotional energy toward more external states and less on his feelings and emotions.

Notes

Self Control

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

Score =48



Overview

John manages his impulses, emotions, and/or desires like the majority of people. John shows the potential to manage his emotions in order to deal appropriately with everyday situations. John should be able to function adequately in the business environment. In addition, John exhibits average ability to delay immediate gratification in order to attain future goals and objectives.

Structured Interview Suggestions

- Describe a situation where your self control helped you manage an outcome more effectively?
- Describe a situation where by being patient, you were able to accomplish more.
- How would you coach someone who had low impulse control?

Developmental Suggestions

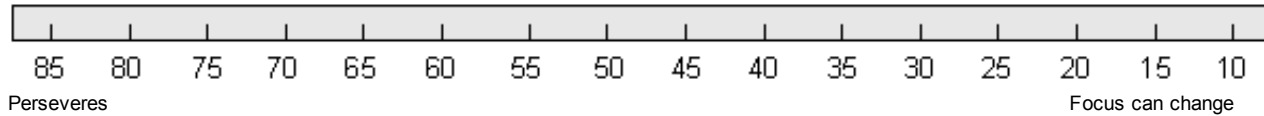
- Coach John to recognize situations where a sense of urgency is important and others where patience is more important.
- Provide him with strategies to control his emotions and impulses. For example, teach him to be proactive in situations that he can control and to not allow negative emotions to overwhelm him in uncontrollable circumstances.

Notes

Managing Emotional Influences

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

Score =71



Overview

John demonstrates the potential for above average ability to persevere with his goals despite perceived obstacles or adversity. John demonstrates the ability to manage inhibiting factors or emotions in order to act when deemed appropriate. His ability to manage emotional influences will be very helpful when faced with difficult challenges.

Structured Interview Suggestions

- Describe a situation in which you followed through on a decision that you had made despite opposition from others.
- How has your ability to manage emotional influences helped you be more effective?
- Describe a situation in which your ability to manage emotional influences had an impact on your performance.

Developmental Suggestions

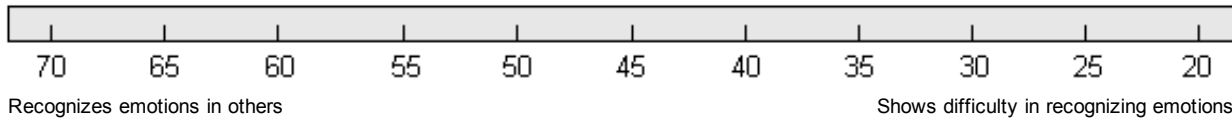
- Given his ability to manage emotional influences, John requires a manager who can coach and facilitate his ability to take action when appropriate. Match him with a strong, flexible mentor who will keep him focused on organizational goals.
- Training should capitalize on his high level of perseverance. Assign him to projects that will require his determination to get things done.

Notes

Empathy

A measure of a person's ability to understand the feelings and emotions of others.

Score =62



Overview

John demonstrates the potential for above average ability to recognize and interpret the feelings and emotions of others. This capacity is considered an asset in both business and personal situations. John should be above average in terms of his effectiveness in developing good interpersonal relationships on the job. In addition, he should be better adjusted emotionally, more popular, more outgoing, and more sensitive than the average person. John's above average ability to recognize and interpret the feelings of others would be invaluable in positions that involve interaction with others. John would function well in a team-oriented environment.

Structured Interview Suggestions

- Describe a situation where your recognition of other people's emotions helped you. What happened next?
- What are the things you look for in others to understand how they are feeling?
- How has your empathy for others affected your performance?

Developmental Suggestions

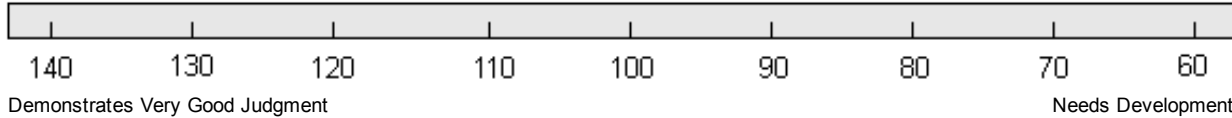
- Given his above average level of empathy, John would be suitable as a coach of others.
- Training should capitalize on his ability to recognize emotions in others. John would function well in a team-oriented environment.

Notes

Social Judgment

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

Score =126



Overview

John demonstrates the potential to respond effectively in a variety of situations at work. He would be expected to make socially responsible business decisions. He also has the potential to manage interpersonal relationships well. This quality can be extremely valuable in business and personal situations. John would tend to be popular, display good leadership qualities at an interpersonal level, and interact well with others. John would be well-suited for positions that are team-oriented and/or involve interaction with others.

Structured Interview Suggestions

- How have you developed your social skills?
- What social judgment techniques would you advise others to adopt?
- Describe a circumstance that required social judgment (e.g., in a novel situation). What action did you take? What was the outcome?

Developmental Suggestions

- Given his high level of social judgment, John would be suitable as a coach of others.
- Provide John with opportunities to use his social judgment in building on existing structures and procedures.

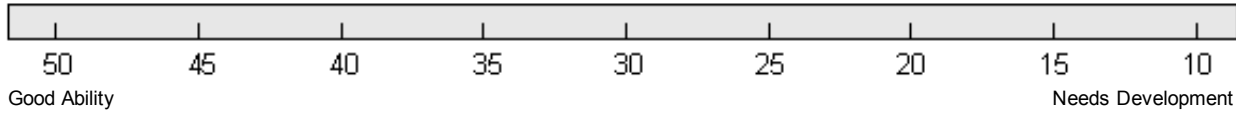
Notes

Supplementary Scales

Non-Verbal Behavior

The ability to decipher emotions from non-verbal cues.

Score =29



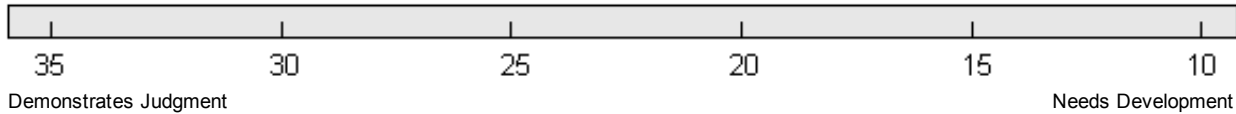
Overview

John demonstrates an average ability to read and interpret other people's non-verbal behavior. John may show some difficulty accurately deciphering emotions from the non-verbal behavior of others. John would benefit from some coaching to improve his ability to understand the emotions of others based on non-verbal information.

Business Judgment

A measure of the ability to use good judgment in business situations.

Score =21



Overview

John demonstrates the potential for average judgment in business situations. He would be expected to make appropriate decisions in a demanding business environment. John would likely display business judgment qualities consistent with the majority of the population.

Notes
