TTI Success Insights®

Emotional Quotient™ Version

John Jobhunter
2-2-2011

Sample

PRISM GROUP INTERNATIONAL

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INTRODUCTION

The Emotional Quotient™ report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

Research shows that successful leaders and superior performers have well developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's (EQ) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence refers to what goes on inside of you as you experience day-to-day events.

- **Self-Awareness** is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others.
- **Self Regulation** is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.
- **Motivation** is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

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Interpersonal emotional intelligence refers to what goes on between you and others.

- **Empathy** is your ability to understand the emotional makeup of other people.
- **Social Skills** is a proficiency in managing relationships and building networks.

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

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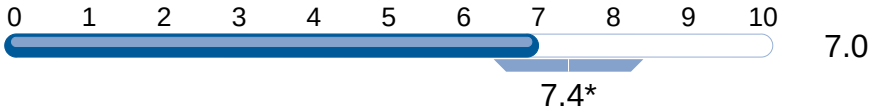
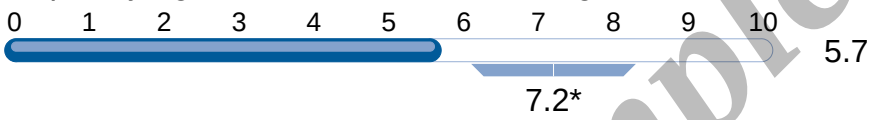
EMOTIONAL QUOTIENT ASSESSMENT RESULTS

The Emotional Quotient (EQ) is a measure of your ability to sense, understand, and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your overall score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

1. SELF-AWARENESS: The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

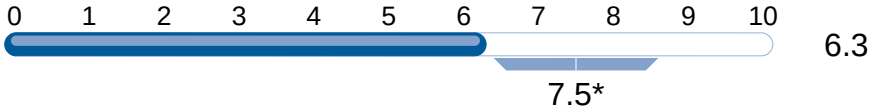


2. SELF-REGULATION: The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

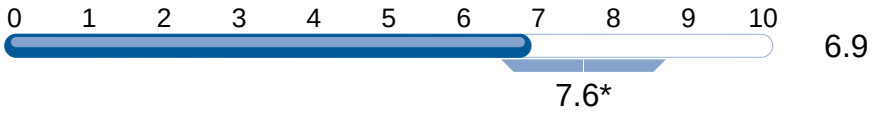


3. MOTIVATION: A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

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



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



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

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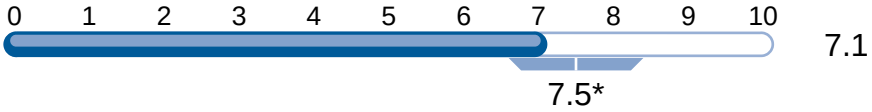
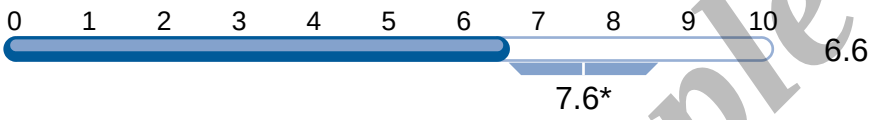
EMOTIONAL QUOTIENT SCORING INFORMATION

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

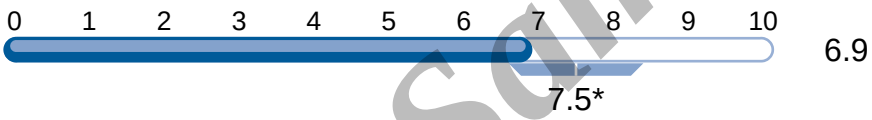
INTRAPERSONAL: The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



INTERPERSONAL: The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



TOTAL EMOTIONAL QUOTIENT: Your total level of emotional intelligence, formed by combining your intrapersonal and interpersonal scores.



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GENERAL CHARACTERISTICS

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

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Self-Awareness

- When faced with a difficult decision, he sometimes hesitates but often ends up with a favorable outcome.
- When others give him feedback, he generally agrees with them but he may not have been able to predict what they said.
- Predicts and anticipates his emotional reactions to major events.

Self-Regulation

- Coworkers may perceive him as someone who doesn't handle criticism well, which may limit his opportunities for receiving informative feedback.
- May have trouble remaining calm during an emergency situation.
- May overreact to trivial or minor situations.

Motivation

- May give up when faced with excessive challenge or resistance.
- He is comfortable with the status quo, but is willing to be open to change if a change is really needed.
- May face frequent obstacles when he is pursuing his goals.

Empathy

- May hinder group brainstorming sessions or team meetings because he has difficulty creating an emotionally safe environment.
- May unintentionally offend his coworkers, friends or teammates.
- Others avoid disclosing their challenges with him, making his job more difficult if he is a manager.

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GENERAL CHARACTERISTICS

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Social Skills

- He can interpret nonverbal cues.
- Persuasive when he has had enough preparation in advance.
- Places value on a few true friendships over many casual acquaintances.

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INTRAPERSONAL SELF-AWARENESS

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

You scored a 7.0.

You are moderately self-aware. You may notice what you are feeling but are not always able to explain it.

What you can do:

- Practice self-reflection by recognizing your current emotional state.
- Once you identify the emotion, describe it aloud or write it down on paper.
- To improve your ability to self-assess, ask a family member or trusted advisor to describe your strengths and weaknesses. Compare with your own self-assessment.
- Pay attention to your behaviors and see if you recognize patterns throughout the day.
- Reflect on the connection between your emotions and your behavior.
- Write in a journal about your emotional responses to situations that were significant.
- Share your introspective discoveries with a family member, friend or trusted advisor.
- Make a list of your strengths and areas for improvement. Look at it daily.
- Create an action plan to develop the areas you want to improve.
- Think of situations in which you made progress on an area you wish to develop, especially in the workplace.
- Identify three specific, measurable goals for improving your EQ and revisit these goals three times a year.
- Continue to practice the realistic perspective you use.

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INTRAPERSONAL SELF-REGULATION

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

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You scored a 5.7.

You have a low level of self-regulation and may experience trouble controlling emotions.

What you can do:

- Practice self-restraint by listening first, pausing and then responding.
- Learn to step away from difficult or overwhelming situations.
- Be committed to not interrupting others.
- When becoming frustrated, summarize the situation to determine triggers.
- Pre-plan effective responses to a stressful situation with a family member, friend or trusted co-worker (use examples of workplace circumstances).
- Determine activities that improve your mood and take action when you feel stressed or overwhelmed.
- Focus on events that provide a sense of calm or positive emotions.
- Keep a log of your effective self-management skills.
- Discuss ways of expressing emotions appropriately with your co-workers.
- When negative emotions take over, try to visualize a different scene.
- Put things in perspective. Ask yourself, "What is the worst that can happen?" or "How will I feel about this a week from now?"

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INTRAPERSONAL MOTIVATION

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

You scored a 8.7.

You have an average amount of motivation; procrastination can be an issue. You have the ability to seek out creative challenges.

What you can do:

- Set specific goals with dates for achievement.
- Clarify why these goals are important to you. Ask yourself not only, "What are my goals?" but also, "Why are they my goals?"
- Work with a peer or trusted advisor to create detailed action items to work toward your overall goals.
- Set aside time to work on your goals each day, even if it is just five minutes at a time.
- List your goals and post them where you can see them every day.
- Spend time visualizing the achievement of your goals.
- Ask a close friend to help hold you accountable for reaching your goals.
- Celebrate accomplishments, both big and small.
- Learn from your mistakes; keep track of the lessons learned in a journal.
- Question the status quo and make suggestions for improvement.
- Find inspiration from others who use internal motivation to overcome obstacles to reach their dreams.

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INTERPERSONAL EMPATHY

The ability to understand the emotional makeup of other people.

You scored a 6.3.

At times, you may find it difficult to understand others' reactions. People with the lowest scores lack emotion and will experience a similar response when observing both mundane and shocking events.

What you can do:

- Attempt to understand others before communicating your point of view.
- Observe nonverbal behavior to evaluate the negative or positive emotions of others.
- Practice empathetic communication in response to your peers at work or family members.
- Break bad interpersonal habits, such as interrupting others.
- Observe body language for nonverbal messages being expressed.
- Consider how others will feel as a consequence of your actions.
- Empathizing with others can enhance your understanding and your relationships with others, so take time to understand the other person's perspective.
- Express gratitude to others.
- Reach out and offer assistance to others - those you know and also strangers.

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INTERPERSONAL SOCIAL SKILLS

A proficiency in managing relationships and building networks.

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You scored a 6.9.

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

What you can do:

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

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INTRAPERSONAL INTELLIGENCE

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

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Sample

The ability to understand the emotional makeup of other people.

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

A proficiency in managing relationships and building networks.

INTERPERSONAL INTELLIGENCE

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