



Emotional Intelligence EIQ2-360°

An Evaluation of Emotional Intelligence Styles

Report For: **Mary Sample**

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Emotional Intelligence (EIQ-2) 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 their interactions and observations. With this information, you can examine if how you express EIQ matches how others perceive you expressing EIQ.



Why EIQ?

Research indicates that emotional intelligence can be learned and can be 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 the EIQ2-360° 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 so as 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, the 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 areas:

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

The overall scores are designed to give insight into how your own perception scores and your observers' scores average in each of the 4 quotients. This provides a high-level view of your EIQ:

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



RAW SCORE: 4.33 OBSERVER SCORE: «EIQScore_All_Obs»

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

If these scores are **not fairly similar**, there is work to be done in determining **why** the perceptions are not the same. In an ideal situation, our perceptions of self in EIQ will be very close to how others perceive us so we know we are having the **influence we intend**.

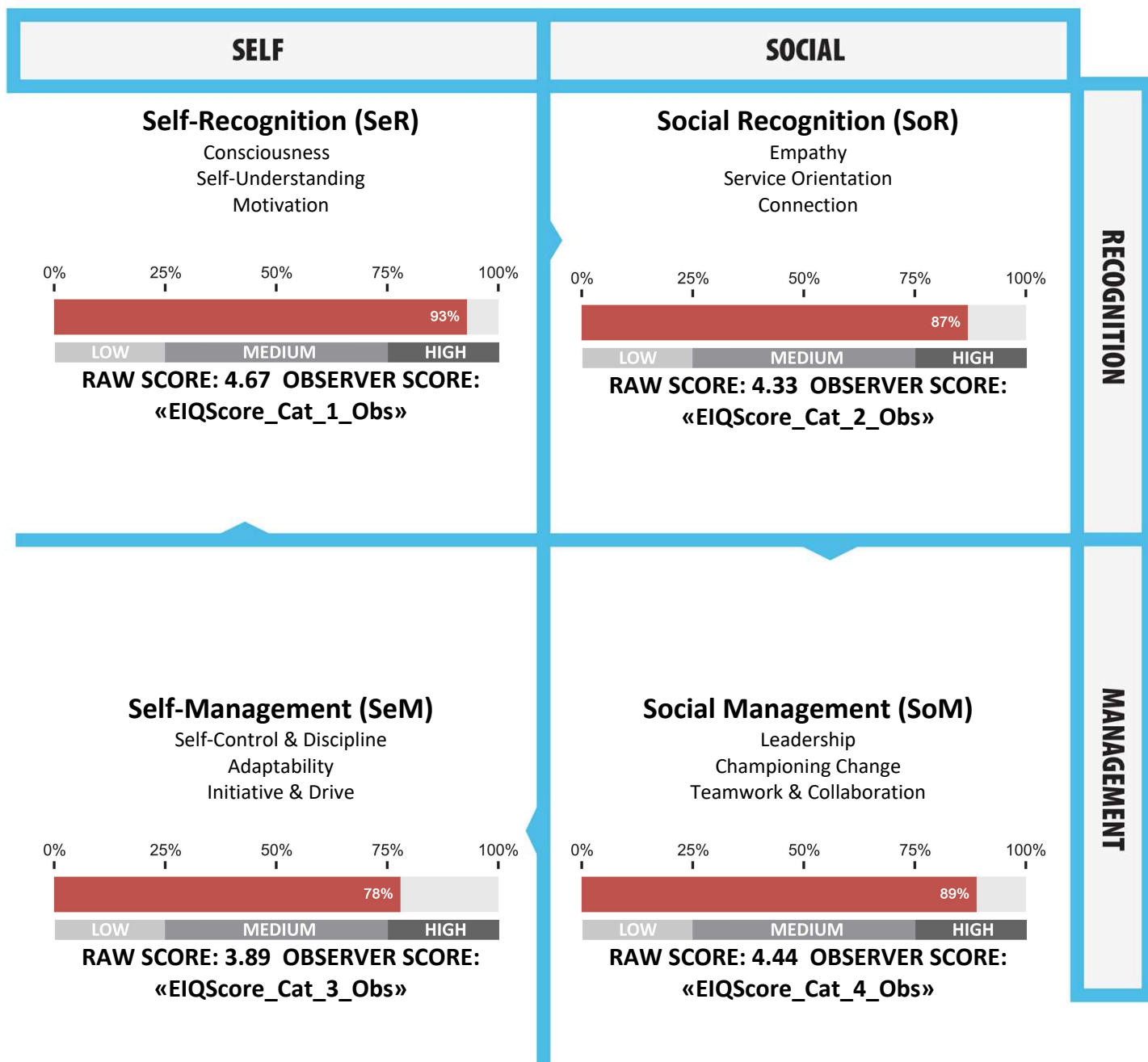
As you work through the report, there will be some considerations provided to help you synthesize this information and explore any differences in scoring. **Be diligent** in making an effort to understand your whole EIQ, but also focus specifically where the scoring is different for the greatest opportunity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

The Emotional Intelligence (EIQ) Quotients

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**)

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



Quotient 1: Self-Recognition (SeR)

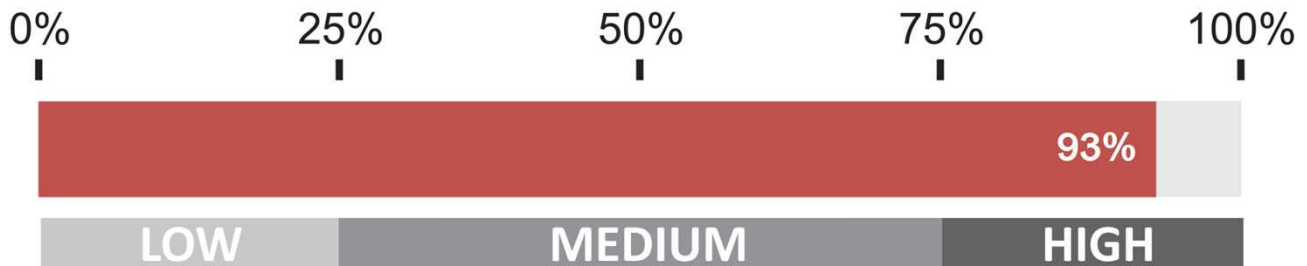
The self-recognition quotient reflects self-awareness and understanding, personal acceptance and an overall understanding of personal psychology. Self-awareness is foundational to social awareness and self-management.

Factors Include:

- Personality elements
- Self-acceptance
- Authenticity
- Learning styles
- Self esteem
- Character
- Mental state/Attitude
- Tension/stress levels
- Mindfulness

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to develop greater self-awareness and reduce inner tensions	a general understanding of self and transitions in thoughts and emotions	a high level of self-awareness and esteem; someone who understands well who they are

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



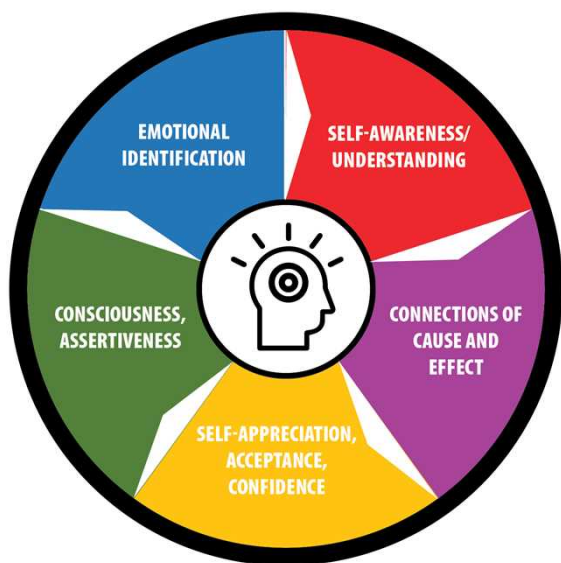
RAW SCORE: 4.67 OBSERVER SCORE: «EIQScore_Cat_1_Obs»

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

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my 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/Understanding:** a conscious, deliberate reflection on personal identity, image, feelings, motives, desires and how these are associated with perceptions of self in the context of various situations. Empathy and understanding of self. Knowing why emotions occur.
- **Connections of Cause and Effect:** recognition of the impact and consequence of behaviors on feelings and moods; separating external and internal factors effecting emotions. Knowing how feelings relate to performance.
- **Self-Appreciation, Acceptance and Confidence:** development of self-esteem; personal worth and value; and coming to grips with personal attributes. Recognizing personal strengths, weaknesses, and limitations. Operating with realistic self-assurance.
- **Consciousness, Assertiveness:** intentional establishment of personal boundaries and appropriate limits; choosing a path that expresses self-worth through personal care and outward presentation (presence).
- **Emotional Identification:** ability to identify and name personal feelings; vocabulary and definition of emotions allowing choices, responses and performance; effective reflection on intrapersonal information.

Details of Your Self-Recognition Scores

Self-Awareness/Understanding:

Self-Perception: 100%

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

Other's Perception: «EIQScore_SubCat_Obs_2»%

«EIQText_SubCat_Obs_2»

Connections of Cause and Effect:

Self-Perception: 100%

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

Other's Perception: «EIQScore_SubCat_Obs_3»%

«EIQText_SubCat_Obs_3»

Self-Appreciation, Acceptance and Confidence:

Self-Perception: 80%

You're comfortable with yourself and know what you can do. Develop and expand your horizons. Be careful not to become overconfident and complacent. Look forward to higher levels of achievement and self-actualization.

Other's Perception: «EIQScore_SubCat_Obs_4»%

«EIQText_SubCat_Obs_4»

Details of Your Self-Recognition Scores (continued)

Consciousness, Assertiveness

Self-Perception: 90%

You are master of your own destiny and have the tools you need to set your path. Set your focus and vision on your dreams rather than the dreams of others. Your vision, focus and assertiveness create the world in which you live. Take responsibility and choose wisely. Rather than accepting life as others lead, take command and develop the life that serves your vision.

Other's Perception: «EIQScore_SubCat_Obs_5»%

«EIQText_SubCat_Obs_5»

Emotional Identification:

Self-Perception: 100%

You have an excellent grasp of what you are feeling and why. Take emotional experience and energy to new places. Use emotional energy for expanding possibilities. Let it open pathways to creativity and new vehicles of self-actualization.

Other's Perception: «EIQScore_SubCat_Obs_1»%

«EIQText_SubCat_Obs_1»

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores 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: 100%

- Take some time for yourself. Listen to yourself. Expand possibilities. Go on new adventures. Exercise your creativity. Explore. Discover. Let your mind play. Recognize that time for refreshment and renewal serves to energize and excite your efforts.
- Enjoy your internal and external processes. Nurture the qualities you like. Congratulate yourself on accomplishments and growth. Celebrate. Validate who you are. You know you're special. Enjoy your story. Resonate with how your emotions and thoughts entwine to create long-term satisfaction and happiness.

Connections of Cause and Effect: 100%

- Enjoy the feelings of achievement. Move from one victory to the next. Use the positives as fuel for even higher level initiatives. Cultivate the momentum of positive spirals while limiting the drain of negatives.
- 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. Take the initiative to accept reasonable, calculated risks. Be tolerant of uncertainty and ambiguity and move forward through concerns.

Self-Appreciation, Acceptance and Confidence: 80%

- Enjoy your feelings. Savor happiness and take time to live in the moment. Let go of emotional baggage. Let people get to know you. You'll enjoy the connection and they'll respond to the level of quality and character you have.
- Build self-worth and esteem. Develop experiences. Enjoy learning and personal development. Pick out areas you think might be fun and invest time in yourself. Volunteer and give back.

Consciousness, Assertiveness: 90%

- Create standards, values and principles. When you select the means and values that you'll apply, you often choose the results as well. Choose your destiny rather than leaving it in the control of others.
- Adjust boundaries as you deem fit. Determine what you will accept from yourself as well as from others. Treat yourself with the care, respect and dignity you would demand from others. Consider your needs and feelings. Celebrate character and inner quality.

Emotional Identification: 100%

- Transform feelings into development. Recognize specific feelings that lead to unrecognized potential. Revel in learning and growth.
- Catch up on breadth and depth. Expand emotional experience. Recognize the full impact of specific feelings.

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 do, starting today, to become more conscious of your feelings and more aware of the impact?

Quotient 2: Social Recognition (SoR)

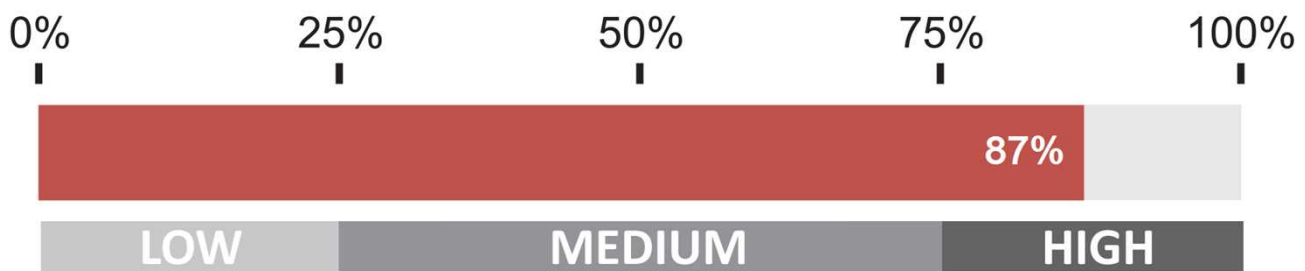
The social recognition scale reflects awareness and consideration of the feelings and responses of others. The ability to empathize and maintain sensitivity to the moods and emotions of others allows for superior intuition and connection.

Factors include:

- Empathy/Understanding
- Connection
- Listening
- Sensitivity/Thoughtfulness
- Relationships
- Respect/Kindness
- Appreciation
- Compassion
- Warmth

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to generate better interpersonal connections through listening/communication skills	a general attentiveness and recognition of the emotions of others	a high level of sensitivity to others feelings and interpersonal dynamics, recognizing transitions

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



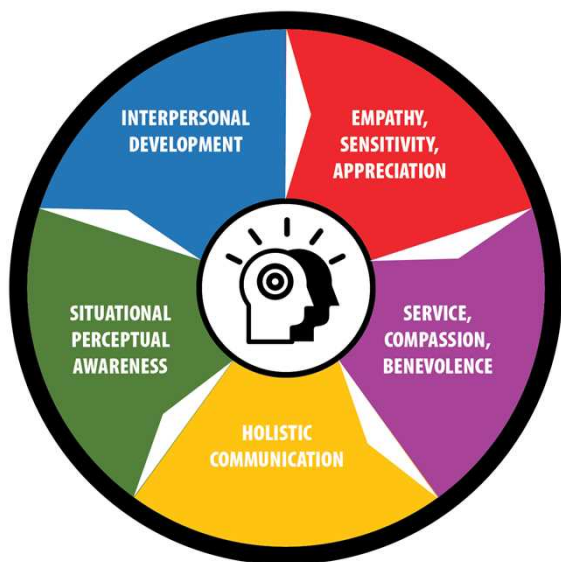
RAW SCORE: 4.33 OBSERVER SCORE: «EIQScore_Cat_2_Obs»

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

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my 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; operating constructively to contribute to the emotional states and benefits of others; recognizing needs, wants and desires; relating to alternative thoughts, perceptions and perspectives.
- **Holistic Communication:** the abilities to effectively send and receive information including emotional content; listening; engaging and connecting with others; sending and receiving verbal and nonverbal signals constructively.
- **Situational Perceptual Awareness:** recognizing and processing dynamic, shifting emotional data; communicating attention, focus, awareness and connection; adapting to situational variables and changes; understanding which factors count, how much and 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 relations; having resonance and rapport.

Details of Your Social Recognition Scores

Empathy, Sensitivity, Appreciation:

Self-Perception: 90%

You're the person others want to engage with and talk to. Make the impossible - possible. Be the person who translates thoughts and feelings into results. Be active, proactive and responsive. Let your influence flow and become the master of synergy. Focus on developing passion with purpose. Nurture the achievement of others.

Other's Perception: «EIQScore_SubCat_Obs_7»%

«EIQText_SubCat_Obs_7»

Service, Compassion, Benevolence:

Self-Perception: 80%

You adjust and accommodate based on connecting with others, both individually or 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.

Other's Perception: «EIQScore_SubCat_Obs_8»%

«EIQText_SubCat_Obs_8»

Holistic Communication:

Self-Perception: 100%

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

Other's Perception: «EIQScore_SubCat_Obs_10»%

«EIQText_SubCat_Obs_10»

Details of Your Social Recognition Scores (continued)

Situational Perceptual Awareness:

Self-Perception: 80%

You can anticipate change and adjust accordingly. Heightened awareness is at the base of personal programming, mental toughness and the skills necessary to succeed at higher levels. Commit to mastering these skills and applying them.

Other's Perception: «EIQScore_SubCat_Obs_9»%
«EIQText_SubCat_Obs_9»

Interpersonal Development:

Self-Perception: 80%

You continuously set new objectives and you consistently achieve them. Center and leverage positive feelings. Use the past for information. Leverage the future for passion and engagement. Focus on the present to optimize performance. Use soft skills to empower synergy and abundance.

Other's Perception: «EIQScore_SubCat_Obs_6»%
«EIQText_SubCat_Obs_6»

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores 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: 90%

- 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: 80%

- 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 quantity. Ask people what they'd need and like. Be involved at more than a superficial level. Make opportunities to enhance relations.

Holistic Communication: 100%

- 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 the power of 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: 80%

- Interpersonal dynamics program relationships for success or failure. Choose to be perceptive, adaptable and effective. Don't merely have the information; apply it well.
- Cultivate a network that serves both for today and tomorrow. Expand by finding common ground for conversations and connection. Emphasize quality interactions.

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 feedforward to expand potential.
- Utilize mindsets to create habits of winning. Determine what works and makes you happiest. Nurture constructive feelings and relationships. Listen to what friends and colleagues say.

Social Recognition (SoR) Quotient Worksheet

How do others reveal their feelings to you?

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

How can you deepen connections, improve performance, and expand relationships?

How does awareness of others' feelings impact project success and teamwork?

Quotient 3: Self-Management (SeM)

The self-management quotient indicates self-evaluation coupled with self-regulation. The awareness and discipline to control and harness feelings directly impacts the ability to achieve personal objectives and develop inner resolution. Satisfaction, happiness and contentment are results of self-management.

Factors include:

- Discipline
- Flexibility
- Focus
- Control
- Stress Management
- Goal setting
- Emotional management
- Adaptability, Agility
- Impulse control

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
an opportunity for developing more personal maturity and higher levels of self-control	generally intentional and on task with their feelings and responses	a high level of self-control and discipline, intuitively understand how to manage themselves

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



RAW SCORE: 3.89 OBSERVER SCORE: «EIQScore_Cat_3_Obs»

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

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my 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; managing preparation and performance; actively choosing paths; self-directing; the ability to emotionally persist 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 risk; staying the course to completion; resilience in the face of obstacles and setbacks; seizing opportunities.
- Integrity, Trustworthiness:** the ability to work with conscience, ethics and integrity; operating with personal standards, principles and values; being dependable, reliable and authentic; keeping promises and assuming personal responsibility.
- Motivation, Positive Psychology, Initiative:** self-energizing; the ability to be mentally and emotionally engaged; attitude; passion; choosing cause and effect feelings; being responsible for personal success; acting and choosing feelings 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 imagination to create, discover and explore opportunities; innovation for progress; cognitive and emotional shifts to augment and manage change; the abilities to problem solve and 'think outside the box.'

Details of Your Self-Management Scores

Self-Control, Discipline:

Self-Perception: 70%

You may not have clearly defined goals that fully motivate and engage your heart. Energize to stay on track, avoid multitasking, and have more fun on the journey. Targeted objectives lead to success. Still, coordinating the effort and staying on task are essential. Demanding the best and settling for nothing less leads to excellence. Develop a strong commitment, excitement and enthusiasm to stay the course, even in the face of setbacks and disappointments.

Other's Perception: «EIQScore_SubCat_Obs_12»%
«EIQText_SubCat_Obs_12»

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 possibilities. Embrace the excitement and possibilities that are there with a mind for exploration and discovery. Creatively learn and improve.

Other's Perception: «EIQScore_SubCat_Obs_13»%
«EIQText_SubCat_Obs_13»

Integrity, Trustworthiness:

Self-Perception: 90%

You're comfortable with who you are, your values and your calling. Character, integrity and honesty are lifelong commitments. Excellence in the journey assures quality and satisfaction in the outcomes. Your reputation, authenticity and integrity set the foundation for inner ease and positive relationships.

Other's Perception: «EIQScore_SubCat_Obs_11»%
«EIQText_SubCat_Obs_11»

Details of Your Self-Management Scores (continued)

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 towards creating habits, patterns, systems and results allows for sustained, powerful achievement.

Other's Perception: «EIQScore_SubCat_Obs_15»%

«EIQText_SubCat_Obs_15»

Creativity, Agility, Flexibility, Adaptability:

Self-Perception: 70%

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. Exercise creativity and agility to be sure of progress. Don't be limited by past experience. Strive for continuous learning and development.

Other's Perception: «EIQScore_SubCat_Obs_14»%

«EIQText_SubCat_Obs_14»

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores 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: 70%

- Find the right balance. Recognize the exchange value of time, talent and treasure. Keep the focus on outcomes. Commit to what matters. Value yourself and your time. Create a personal passion to perform. Make the results worth the effort.
- Set SMART goals that are important and meaningful. Avoid overextending. Set a few significant goals and achieve them on a regular basis. Be consistent, committed and diligent. Be focused and deliberate. Commit to learning and continuous improvement to expand potential.

Goal-Directed Performance, Targeted Action: 80%

- Create new possibilities. Set more challenging goals. Use the energy to enhance confidence and try new things. Exercise dynamic creativity and explore new types of intelligence.
- Enlist stress as an ally and energizer. Compete against yourself. Set new standards. Go beyond yesterday's expectations.

Integrity, Trustworthiness: 90%

- Your reputation and attitude serve to create a model of character and excellence. Be aware of your impact.
- By being consistent - internally and externally. There is an 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 sustained excellence yields patterns and habits. Keep it up! These systems make it far easier to consistently contribute high quality effort. Winning and 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: 70%

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

Self-Management (SeM) Quotient Worksheet

What is your typical self-talk like? Can you improve it?

Do you dwell on positives or negatives? How can you make this more constructive?

Can you actively make choices to control emotions? Do you have internal responsibility?

Quotient 4: Social Management (SoM)

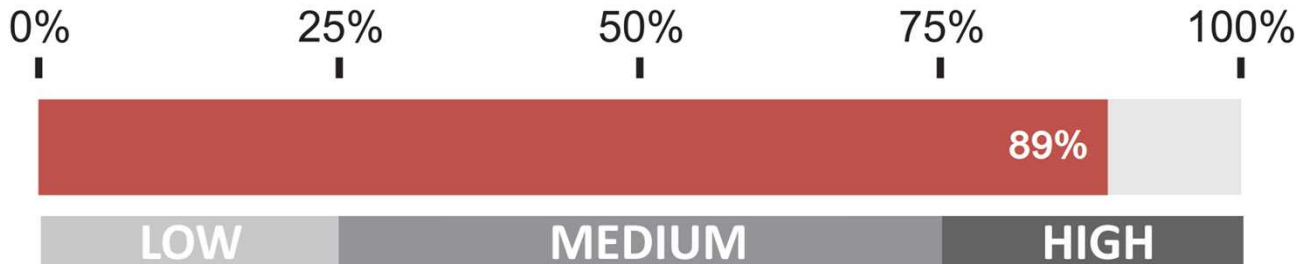
Social/Relationship management includes interpersonal skills and focuses intelligence on generating results. This social intelligence fosters collaboration and connection to tap the power of synergy.

Factors include:

- Directing
- Collaboration
- Influence
- Building friendships
- Change Catalyst
- Leadership
- Social poise
- Conflict Management
- Negotiation

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
opportunity to develop the skills to work better on teams and within groups	generally good team players with adequate interpersonal skills	a high level of confidence and pose, build strong relationships, good leaders and coaches

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



RAW SCORE: 4.44 OBSERVER SCORE: «EIQScore_Cat_4_Obs»

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

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my 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, likability, presence, charisma, and approachability; paying attention and focusing on results; being involved, engaging, passionate and powerful; showing deliberate persuasion; delivering solutions and success to others and to groups; partnering for targeted outcomes.
- **Change Catalyst and Response:** recognizing the need for change and championing action; developing interpersonal skills and abilities; initiating growth and progress on individual, team and organizational levels; facilitating maturity and success; focusing on positive outcomes.
- **Negotiation and Conflict Management:** bargains with abundance thinking for mutual gains; copes with conflict through positive proactive and reactive techniques; effectively deals with difficult people and situations; creates unity, balance and gain.
- **Teamwork and Collaboration:** builds bonds; transforms groups into teams; fosters unified, engaged effort; generates collaboration, cooperation, participation and high-quality results; nurtures spirit de corps and the ability to develop synergy. Interpersonal emotional effectiveness.

Details of Your Social Management Scores

Developing Relationships, Getting Along with Others:

Self-Perception: 80%

You enjoy people and find satisfaction in creating and nurturing quality relationships. Gain happiness through relationships and experiences, not things. Focus on connections where you can make the greatest contribution and receive the most significant payoffs. Invest yourself in quality relationships.

Other's Perception: «EIQScore_SubCat_Obs_17»%

«EIQText_SubCat_Obs_17»

Leadership and Influence:

Self-Perception: 100%

You are the person others look to for guidance and direction. Be the leader who builds long term. Invest in people and long-term success. Coach, share and transform the ordinary to the extraordinary. See potential and possibility. Set the path and tone for reaching and achieving high level success internally and externally.

Other's Perception: «EIQScore_SubCat_Obs_18»%

«EIQText_SubCat_Obs_18»

Change Catalyst and Response:

Self-Perception: 100%

You take responsibility and have a plan for proactive, positive self-actualization. The fire must come from within, not from outside. Find causes and missions that excite a passion within you. Dedicate yourself to causes and meaningful change. Be the catalyst for the change you want. Be involved.

Other's Perception: «EIQScore_SubCat_Obs_16»%

«EIQText_SubCat_Obs_16»

Details of Your Social Management Scores (continued)

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. These give connections value and spice. Hostility and anger are negatives but discussion and interaction generate higher returns for all.

Other's Perception: «EIQScore_SubCat_Obs_19»%

«EIQText_SubCat_Obs_19»

Teamwork & Collaboration:

Self-Perception: 80%

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. The mission needs to expand as the team grows. Achievement creates new possibilities and horizons. Success inspires motivation, engagement and high-quality impact.

Other's Perception: «EIQScore_SubCat_Obs_20»%

«EIQText_SubCat_Obs_20»

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores 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: 80%

- Relationships work best when they emphasize similar interests and experiences. Over time, quality is added through shared projects and adventures. The little details are important. Remember friends and be attentive.
- Refresh old connections. Invest the time in reconnecting. Let people know you care and that they are valued.

Leadership and Influence: 100%

- Invest time and effort into the aspirations of others. Be a contributor. Connect on a personal level to become a catalyst for individual, team and organizational achievement. Seek to serve.
- Learn how to coach and mentor with different topics and for varying audiences. Nurture and cultivate the best in others. Make praise, encouragement and celebration a regular part of your routine.
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Change Catalyst and Response: 100%

- Take some time to reflect and be a futurist. What positive changes does the future hold? How can these shifts be capitalized upon for optimum positive impact? Commit to making your part of the world better.
- Change impacts thoughts, feelings and performance. Be sure to implement improvement in all areas. It is much easier to sustain.

Negotiation and Conflict Management: 90%

- Invite discussion and constructive critique. Information and real feedback generate the fuel for improvement.
- Respect others. Be assertive. Be positive and constructive. Set the tone for resonance and rapport to develop connection.

Teamwork and Collaboration: 80%

- As the team achieves, how are investments made in improvement and growth? How is achievement recognized, celebrated and capitalized on?
- Synergy is a dynamic process. It is sustained through positive climate and culture. Contribute to success through realistic optimism and positive emotions.

Social Management (SoM) Quotient Worksheet

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

How can you read the feelings of others accurately?

How do you separate responses from reactions? How can you choose to be more proactive?

Additional Ideas for Improvement

Self-Recognition:

1. Accept personal feelings as information without judgment or rejection.
2. Connect emotions and thoughts. Think about the causes and impacts of feelings.
3. Tune into the subconscious by recognizing the physical impacts of emotions.
4. Recognize both positive and negative emotions. Reinforce the positive and lessen the negative.
5. Support intrapersonal effectiveness through positive self-talk; self-affirmation; constructive visualization and/or journalizing.
6. Establish the practice of relaxing, refreshing and renewing through meditation and reflection.

Social Recognition:

1. Be curious and interested in other people.
2. Focus attention on others and what they are willing to share. Hear 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 communication and behaviors. Adapt to different personalities, situations and dynamics.
6. Express feelings in sensitive, appropriate, useful, honest ways. Empathize with others. Let them know and feel the connection.

Self-Management:

1. Develop habits of self-control and personal discipline.
2. Accept responsibility for behavior, communication, performance and impact.
3. Create a sense of conscience, morality and integrity and 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. Support achievement with diligence, tenacity and the personal qualities necessary to succeed.
6. Actively make and execute decisions. Think, feel and perform with the best information available. Avoid regret, anxiety and worry.

Social Management:

1. Resolve conflict judiciously through attention, focus, problem solving and seeking double wins.
2. Promote change management, learning and continuous learning to optimize effective and generate high value returns. Apply coaching and mentoring to develop and expand potential.
3. Involve others through teamwork. Generate synergy through cooperation, participation and utilization.
4. create both intrinsic and extrinsic rewards. Celebrate achievement at all levels. Encourage effort.
5. Create environments and situations that promote reasonable risk taking. Allow failure and mistakes to be learning experiences rather than disasters.
6. Get along 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? Wrong! You must improve your EIQ through ongoing practice. Competence breeds confidence, which leads to 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. Perfect one area and incorporate that information into your life before perfecting the next area. This begins a "spiral of success" where you learn something new, try it out, and experience some success which gets you charged up about learning more.

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

Remember, it is important to continue to check in with others so you are clear on their perceptions of your behavior and emotional impact. While we judge ourselves on our intentions, others judge us on our behaviors. Keeping this in mind can help you grow your connections, and create mutually beneficial relationships!