



TTI
SUCCESS
INSIGHTS®

Emotional Quotient™

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TAG

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The Abelson Group

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Introduction



The Emotional Quotient™ (EQ) 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: Self and Others.

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 may be a better predictor of success performance than intelligence (IQ).

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilize all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of a clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear-headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

Introduction



This report measures five dimensions of emotional intelligence:

Emotional Intelligence - Self

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. In practice, it is your ability to recognize when you are red, clear or somewhere in-between.

Self-Regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

Motivation is a passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

Emotional Intelligence - Others

What goes on between you and others.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if they are in a red, clear or somewhere in-between state.

Social Regulation is your ability to influence the emotional clarity of others through 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.

Emotional Characteristics



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

Ezra's self awareness allows her to notice when her emotions begin to escalate in most instances. She has the ability to understand her emotions and their impact on stress. Ezra's level of self awareness can be seen as an ability to project confidence in most situations. She is consistently able to identify her emotions that will impact her ability to maintain composure during a stressful time. Ezra has a solid understanding of her emotional strengths and weaknesses. When others give Ezra feedback, she will be aware of how her emotions can impact the understanding of the information.

Ezra generally doesn't allow negative feedback or criticism from others to impact her working relationships. She is usually able to manage emotional impact when dealing with conflict. She does not overreact to minor stressors and is usually able to manage her emotions with more significant stressors. She constantly thinks things through from an emotional perspective before acting. Ezra is able to have a calming effect on other people who are experiencing significant stress. Others tend to see Ezra as someone with a stable temperament.

Ezra may give up when faced with excessive challenges or resistance. She may depend on multitasking, making her individual work style less efficient. She may be hesitant to take risks because of additional work and time they require, limiting her success. She may see obstacles as opposed to opportunities when she is pursuing her goals. Ezra usually meets her goals and others' expectations, but perhaps does not always exceed them. When Ezra is not interested in a project, she may procrastinate, leaving assignments to the last minute.

Emotional Characteristics



Ezra's outstanding ability to gauge the emotional state of others gives her an advantage when working with people. She is skilled at deciphering the emotional tone of any interaction. When using active listening skills, Ezra will predict a person's emotional state and use this information to communicate more effectively. She gives the impression that she is thoughtful and perceptive. Ezra's ability to see things from others' viewpoints makes her a good collaborator. Others may occasionally confuse Ezra's understanding of their perspective with the acceptance of their position.

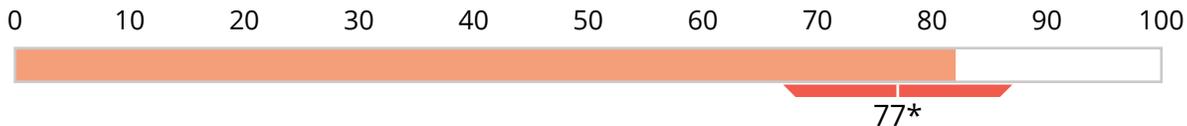
Ezra collaborates well with most of her coworkers. Others generally find spending time with Ezra a positive experience. She occasionally engages in substantive conversations. She can interpret nonverbal cues in some instances and may adjust to the situation. Ezra may, on occasion, have trouble negotiating with others. Others generally view Ezra as approachable.

Emotional Quotient Assessment Results

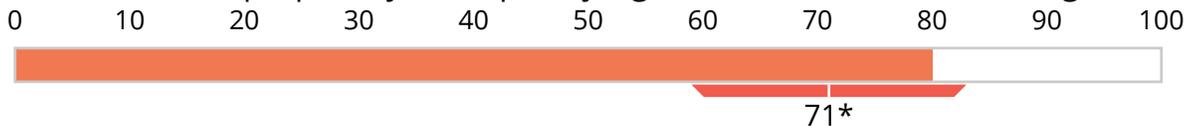


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your 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.

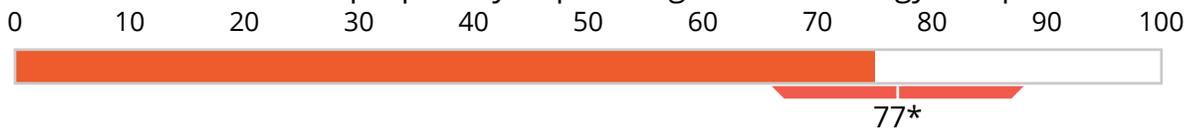
1. Self-Awareness - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



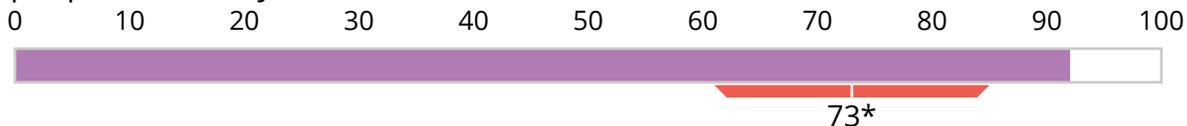
2. Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



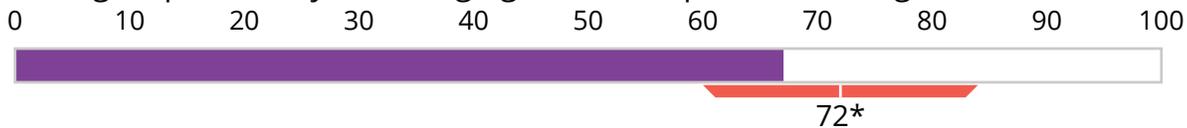
3. Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



4. Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



5. Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



* 68% of the population falls within the shaded area.
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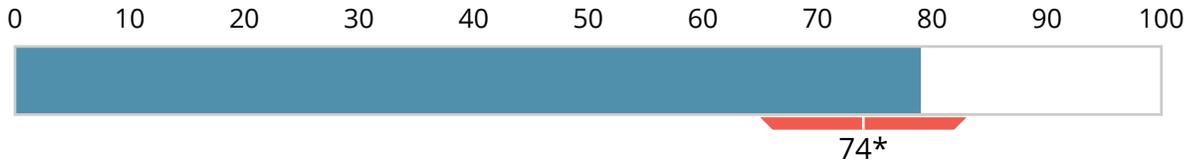
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Emotional Quotient Scoring Information

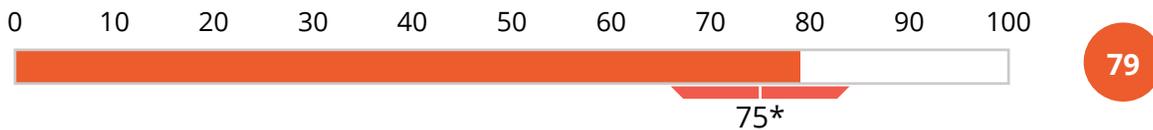


The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score. The average of the Social Awareness and Social Regulation subscales represent your Others Score. Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

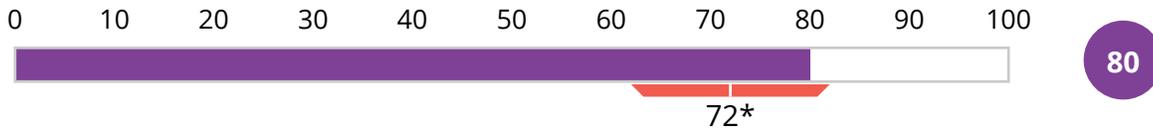
Total Emotional Quotient - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



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



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



Self-Awareness

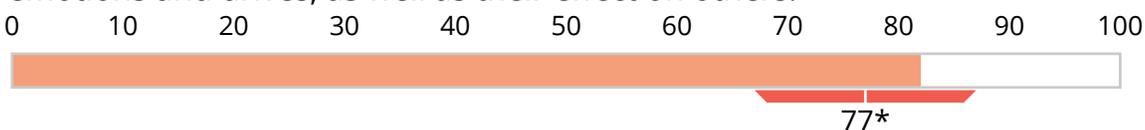


Based on Ezra's current EQ level, she has a developed awareness of how she is feeling at any given time. Ezra is usually able to assess her own emotions and their impact on her decisions.

What Ezra can do:

- To improve decision making, keep a journal to identify behavioral trends and discuss your observations with a trusted advisor, family member or friend. Check your emotional clarity several times a day. What is your current state: red, clear or somewhere in-between?
- Continue to practice the realistic perspective you have to identify any areas you may benefit from improving.
- Consider whether you have a realistic self-perception as compared to how others may see you.
- Think of situations where you could better use each of your strengths and minimize weaknesses, especially in the workplace.
- Pay attention to your behaviors and see if you recognize patterns that occur either in the workplace or at home.
- Create an action plan to develop the areas you may want to improve, both at home and at work, and revisit it regularly.
- Document your thoughts and feelings and discuss them with a family member, friend or trusted co-worker to increase your Self-Awareness.
- Consider areas in which you made progress on an area you wish to develop, especially in the workplace.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Identify a few specific, measurable goals for continuing to improve your Self-Awareness and revisit these goals as a part of your personal development plan.
- When involved in situations that may lead to potentially negative emotions, attempt to leverage your emotional enablers to maintain a positive emotional state.

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



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Self-Regulation

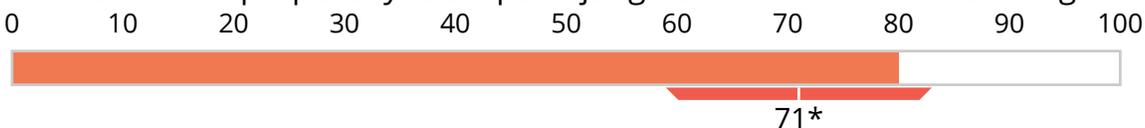


Based on Ezra's current level of EQ in this dimension, she has a developed level of Self-Regulation. Ezra regulates negative and/or distracting emotions, allowing herself to manage her reactions to many situations.

What Ezra can do:

- When experiencing negative or distracting emotions, remember to summarize the situation to determine triggers and observe your behavioral reactions.
- Partner with a co-worker to examine opportunities for practicing Self-Regulation. Ask them to help you identify ways you may improve.
- Remember to continue to build self-restraint by listening first, pausing and then responding, especially when feeling strong emotions.
- Discuss alternative ways of dealing with change and stress with family members, friends or a trusted advisor.
- Focus on events that provide a sense of calm or elicit positive emotions to change your clarity from red to clear or somewhere in-between.
- Record your effective self-regulation skills and reflect on them regularly.
- Remember that regular exercise increases your ability to manage your emotions and relax both body and mind.
- In emotionally charged moments remember to ask yourself, "What is the worst thing that can happen?" in order to consider the reality of the situation.
- Consider examples of appropriate times to relax and show emotions.
- There is a strong mind-body connection. Improve that connection through meditation, reflection or yoga to better learn to self-regulate your emotions.
- Given your behavioral preferences, brainstorm ways to express emotions more authentically.

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



Motivation

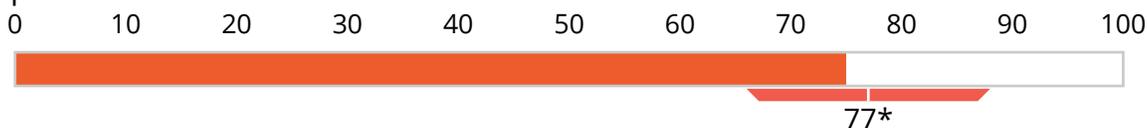


Based on Ezra's current level of Motivation, procrastination could be a potential issue for Ezra in achieving her goals.

What Ezra can do:

- Set specific goals with milestones and dates for achievement.
- Clarify why the goals you have set 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 outcome of accomplishing your goals. How does it look and feel?
- 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.
- Challenge the status quo and make suggestions for improvement.
- Find inspiration from others who use internal Motivation to overcome obstacles to reach their dreams.

Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



Social Awareness

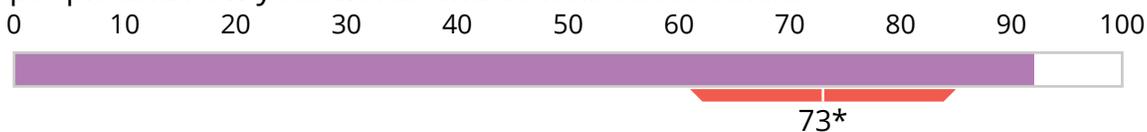


Based on Ezra's well-developed level of Social Awareness, she has a unique skill of treating people according to their emotional reactions. Ezra has the ability to utilize this information when making decisions.

What Ezra can do:

- Attempt to fully understand others before communicating your point of view; this helps to ensure your message will be received correctly.
- Watch interactions of other people to determine their current state: red, clear or somewhere in-between. Then discuss your observations with a peer to sharpen your social awareness skills.
- Observe others' body language for nonverbal messages being expressed. Did your interaction change their emotional state?
- Being aware of others can enhance your understanding and your relationships with them.
- Work with a trusted advisor to brainstorm ways to use your social awareness to help others understand their emotional color and take accountability when making tough decisions.
- Mentor co-workers on effective ways to use social awareness to recognize a person's emotional state before, during and after an interaction.
- Demonstrate to others how negative comments can impact a situation.
- Offer assistance to your friends, family and even strangers who may have difficulty recognizing how their interactions may be affecting others.
- Evaluate past situations and think about how the emotional state of others affected your desired outcomes.

Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



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Social Regulation

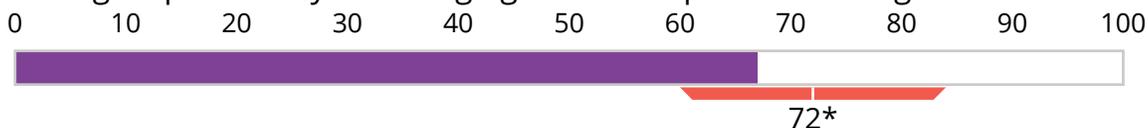


Based on Ezra's level of Social Regulation, she may find relating to others challenging, especially in emotionally charged situations.

What Ezra can do:

- Be aware of the message your body language is communicating, try to predict how you can respond positively to the interaction.
- Ask those you admire to describe their experience when socializing with you.
- Remember people's names. Use memory techniques and be known as the one that remembers!
- After a negative interaction or misunderstanding, take accountability 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 Regulation skills.
- 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.
- 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 association or special interest group to practice building bonds.

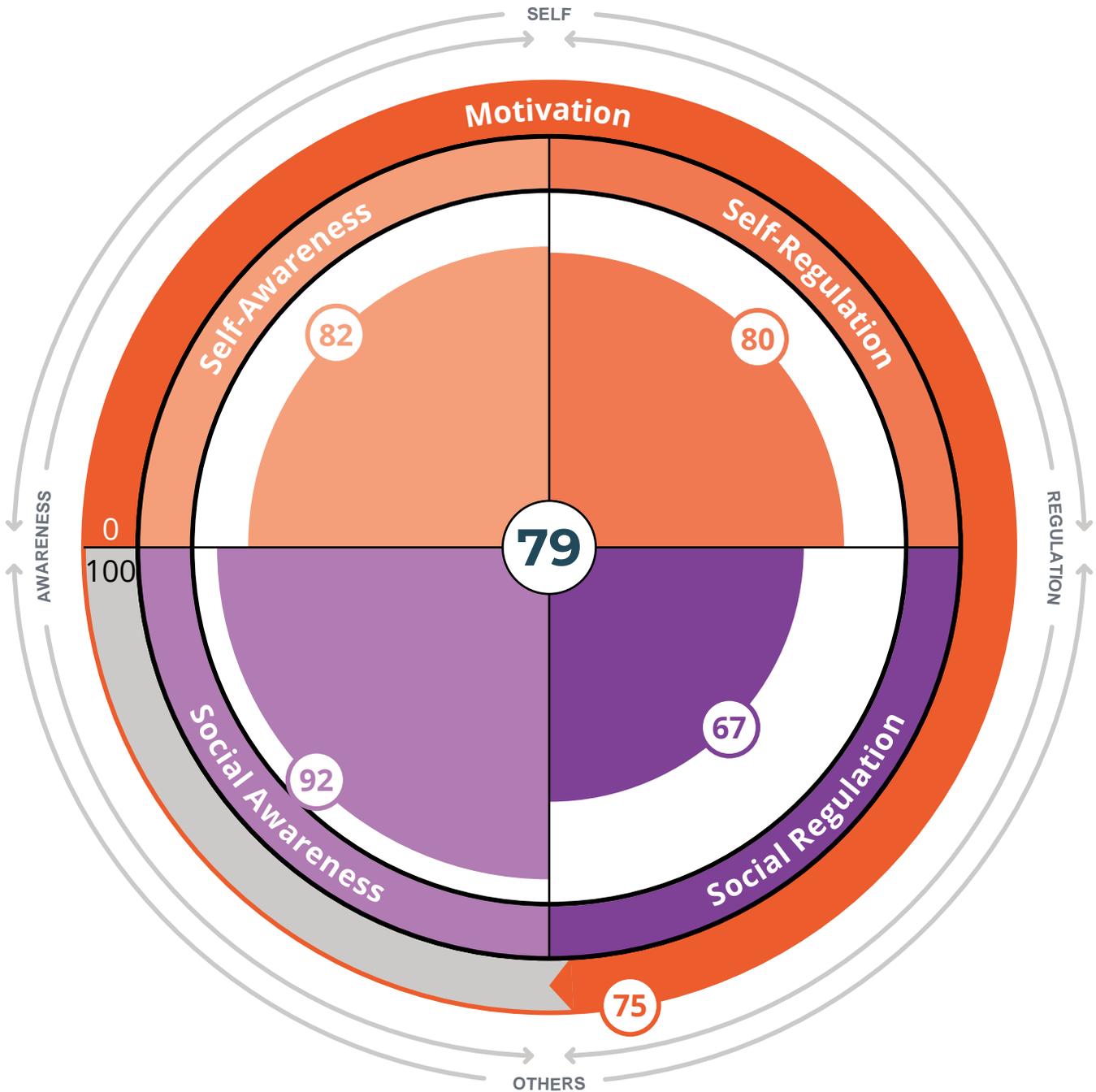
Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



Emotional Quotient™ Wheel



The Emotional Quotient wheel is a visualization of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of color illustrates the strength of your overall EQ score which is also notated in the center circle.



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