



Emotional Intelligence (EIQ)

An Evaluation of Emotional Intelligence Styles

Report For: **Sample Report**

Date: **6/13/2025**



Table of Contents

Emotional Intelligence (EIQ) Inventory	3
EIQ Benefits.....	4
How It Works:.....	5
The Emotional Intelligence (EIQ) Quotients	6
Quotient 1: Self-Recognition (SeR)	8
Self-Recognition (SeR) Scores	9
Details of Your Self-Recognition Scores	10
Suggestions to Improve Self-Recognition.....	11
Self-Recognition (SeR) Quotient Worksheet	13
Quotient 2: Social Recognition (SoR).....	14
Social Recognition (SoR) Scores	15
Details of Your Social Recognition Scores.....	16
Suggestions to Improve Social Recognition.....	17
Social Recognition (SoR) Quotient Worksheet.....	19
Quotient 3: Self-Management (SeM)	20
The Self-Management (SeM) Scores	21
Details of Your Self-Management Scores	22
Suggestions to Improve Self-Management	23
Self-Management (SeM) Quotient Worksheet.....	25
Quotient 4: Social Management (SoM).....	26
The Social Management (SoM) Scores	27
Details of Your Social Management Scores	28
Suggestions to Improve Social Management.....	29
Social Management (SoM) Quotient Worksheet.....	31
Additional Ideas for Improvement.....	32
So Now What?	33



Emotional Intelligence (EIQ) Inventory

Emotional intelligence is the ability to perceive emotions, to access and generate emotions to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions to promote emotional and intellectual growth (Mayer & Salovey, 1997).

Research indicates that emotional intelligence can be learned and improved, as seen through measurable differences directly associated with professional and personal success over time. Furthermore, it may be responsible for up to 80% of the success we experience in life! This assessment serves to:

- Heighten awareness of the four areas of emotional intelligence
- Highlight relative strengths, weaknesses, and areas of focus
- Provide a framework for personal and professional improvement



"Emotional intelligence counts more than IQ or expertise for determining who excels at a job -- any job. For outstanding leadership, it counts for almost everything." - **Daniel Goleman**

"In leadership positions, 85% of the competencies for success lie in the EI domain, rather than in technical or intellectual abilities." - **Daniel Goleman**

"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**



EIQ Benefits

Emotional intelligence recognizes feelings and responds in an appropriate, attentive way. These skills and abilities heighten personal performance, empower relationships, and guide teamwork in a more people-centric and results-oriented manner.

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

At work, the benefits are numerous. There are both **increases** and **decreases** that **positively** impact performance when EIQ is strong:



Increases

- Enhanced Employer/Employee Relations
- Improved Performance/Productivity
- Higher Attention to Task/Focus
- Greater Motivation and Satisfaction
- Improved Confidence and Self-Efficacy
- Better Problem Solving and Creativity
- Enhanced Leadership, Influence, and Team Performance
- Superior Collaboration and Synergy
- Improved Work Climate and Culture
- Better Interpersonal Connection and Effectiveness
- Greater Initiative and Commitment



Decreases

- Reduced Stress
- Lower Levels of Bias and Mistrust
- Reduction in Absenteeism
- Significant Decrease in Turnover
- Decreased Burnout
- Minimized Negative Emotions
- Decreased Negative Interactions Due to Stress
- Fewer Aggression and Hostility Issues
- Less Safety-Related Violations
- Fewer On-the-Job Accidents
- Lower Worker's Compensation
- Fewer Disengaged Workers



Emotional Intelligence is a way of recognizing, understanding, and choosing how we think, feel, and act.

- It shapes our understanding of ourselves and our connections with others.
- It defines how we grow and what we learn about ourselves and those around us.
- It allows us to set the right priorities.
- It determines the majority of our daily actions and interactions.

How It Works:

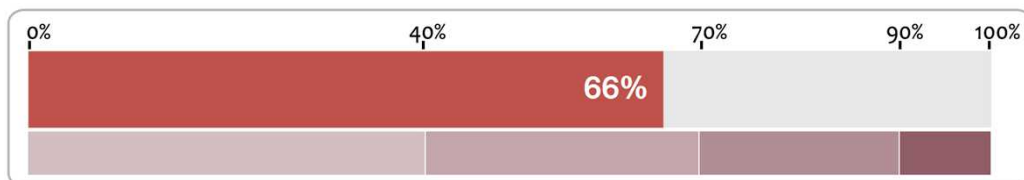
EIQ is based on an internal loop. It begins with **awareness** of emotions and temperament. It continues on through **understanding** and moves towards **discipline** and **management**. After the initial personal cycle, it **connects** to the emotions of others.

This assessment measures and provides insight into four areas of Emotional Intelligence:

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



The below graphic uses each of these areas to provide you with a comprehensive score of Your Overall EIQ:



Raw Score: 3.28

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



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

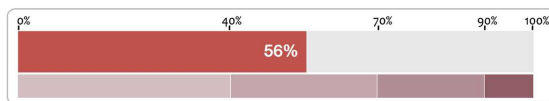
0-39

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

Self

Social

Self-Recognition (SeR)



Raw Score: 2.78

Awareness/Identification
Self-Understanding
Personal Confidence
Motivation/Drive

Social Recognition (SoR)



Raw Score: 3.89

Empathy
Service Orientation
Organizational Awareness
Connection

Self-Management (SeM)



Raw Score: 3.33

Self-Control/Discipline
Transparency
Adaptability
Achievement

Social Management (SoM)



Raw Score: 3.11

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

Recognition

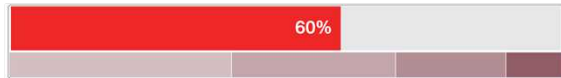
Management



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)

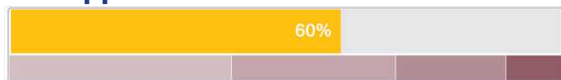
Self-Awareness



Cause and Effect



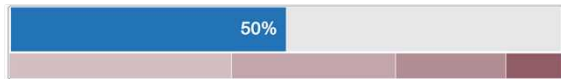
Self-Appreciation



Consciousness & Assertiveness



Emotional Identification



Social Recognition (SoR)

Empathy, Sensitivity, Appreciation



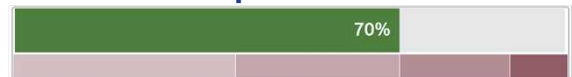
Service, Compassion, Benevolence



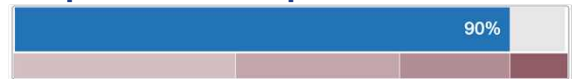
Holistic Communication



Situational Perceptual Awareness

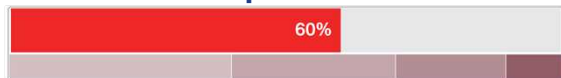


Interpersonal Development

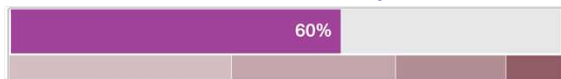


Self-Management (SeM)

Self-Control, Discipline



Goal-Directed Performance, Action



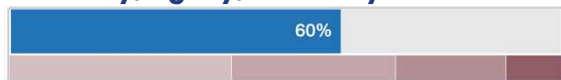
Self-Integrity, Trustworthiness



Motivation, Positive Psychology

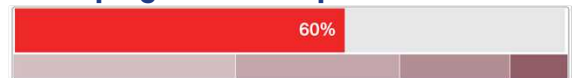


Creativity, Agility, Flexibility



Social Management (SoM)

Developing Relationships



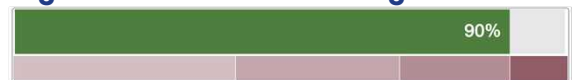
Leadership & Influence



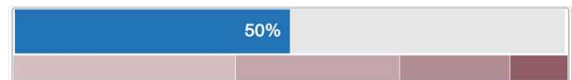
Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration





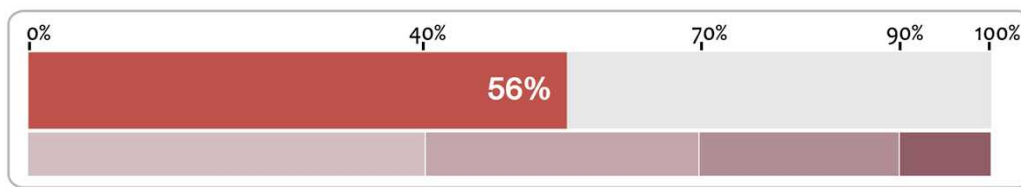
Quotient 1: Self-Recognition (SeR)

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:

- Learning Styles
- Attitude/Outlook
- Comfort and Discomfort
- Strengths/Weaknesses
- Mindfulness
- Self-Acceptance
- Tension/Stress levels
- Spirituality
- Conscience
- Emotional Well-Being
- Assertiveness
- Authenticity
- Character
- Confidence
- Self-Perception

Your SeR Quotient



RAW SCORE: 2.78

Your score in Quotient 1 is:

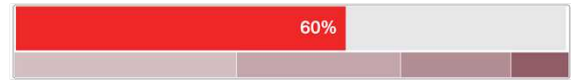
Vulnerable: Limited experience and some working knowledge – beginning to gain a deeper understanding with only foundational knowledge of the key aspects



Self-Recognition (SeR) Scores



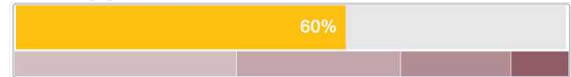
Self-Awareness



Cause and Effect



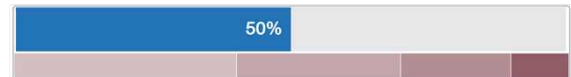
Self-Appreciation



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 and Understanding: 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.

Connections of Cause and Effect: 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.

Self-Appreciation, Acceptance, and Confidence: 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.

Consciousness and Assertiveness: 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.

Emotional Identification: 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.



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.
- Emotions are always experienced in the present tense. Be aware of the influence of the past and the future with respect to your feelings. Choose to release emotional weight, but learn from the experiences. Choose to be present in the moment as much as possible.

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.
- Take action. Thoughts, feelings, and productive plans give way to performance. Anticipate success. Compete with yourself to outperform yesterday, and focus on being the change you want to see.

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.
- Become more self-assured and confident. Be bold. Take action. See yourself as a champion and act accordingly.

**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.
- Build an assertive personal presence. Integrate more assertiveness into your communication. Recognize your strengths and be comfortable with your own weaknesses/limits.

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.
- Have a dynamic self-concept. Be ready to label and recognize how specific feelings impact you, both positively and negatively.



Self-Recognition (SeR) Quotient Worksheet

How conscious are you of your different emotions and feelings consistently?

How can you better identify your different emotions based on their intensity and what causes them?

How do your emotions, moods, and temperament affect your personal life and professional performance?

How can you become more conscious of your feelings and more aware of their influence?

What is one way you can more frequently choose positive emotions and minimize negative emotions?



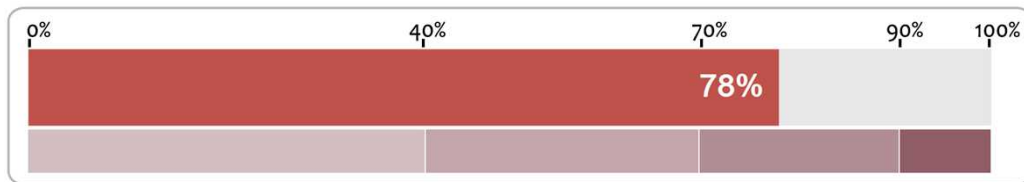
Quotient 2: Social Recognition (SoR)

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:

- Empathy & Compassion
- Understanding
- Thoughtfulness
- Appreciation
- Holistic Communication
- Service Mindset
- Building Rapport
- Diversity/Tolerance
- Constructive Interaction
- Adding Value
- Genuine Listening
- Manners & Etiquette
- Respect
- Kindness
- Organizational Savvy

Your SoR Quotient



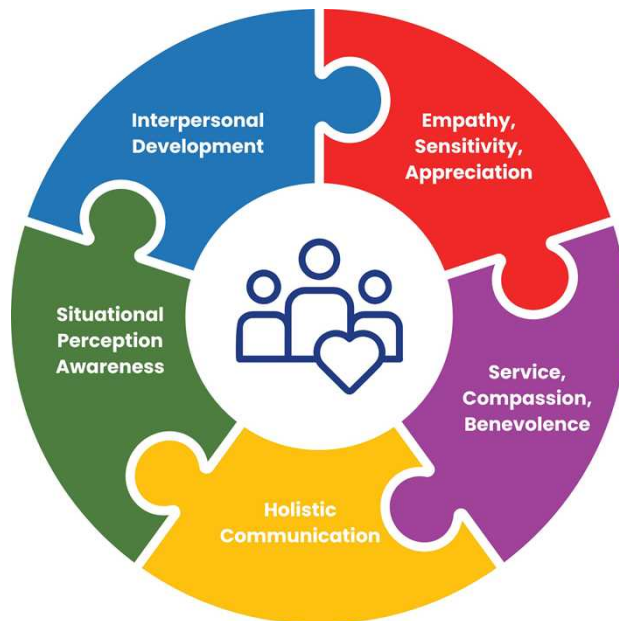
RAW SCORE: 3.89

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



Social Recognition (SoR) Scores



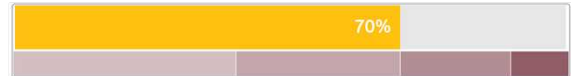
Empathy, Sensitivity, Appreciation



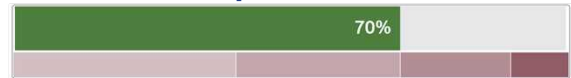
Service, Compassion, Benevolence



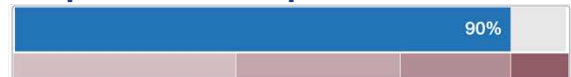
Holistic Communication



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: 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.

Service, Compassion, Benevolence: 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.

Holistic Communication: 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.

Situational Perceptual Awareness: 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.

Interpersonal Development: 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.



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.
- Be supportive. Encourage movement and offer suggestions to facilitate the success of others. Offer feedback and help.

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.
- Develop a reputation for offering personal, high-value care. One size does not fit all. Prepare to give personalized attention and effort.

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.
- Follow-up and follow-through. Take the time to make the connection more significant by delivering on promises. Make sure the connection is satisfied by reconnecting and verifying satisfaction.

**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.
- Allow your perceptions to flow and change. Comfort and relaxation are found in the familiar but growth comes through adaptation. Challenge personal beliefs and perceptions. Know their influence on performance, well-being, and happiness.

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.
- Recognize what you can control and what you cannot. Live every day to the fullest. Determine what counts and how much (and go for it). Allow synergy to expand the realm of the possible.



Social Recognition (SoR) Quotient Worksheet

In what ways do you notice others revealing their feelings to you?

When you notice shifting or differences in emotions of those around you, how do you respond?

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?



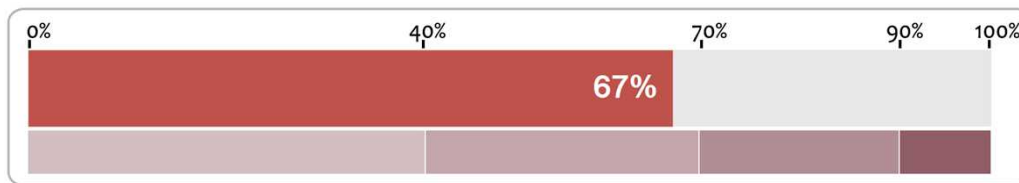
Quotient 3: Self-Management (SeM)

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:

- Control/Restraint
- Discipline
- Resolve
- Direction/Purpose
- Emotional Management
- Flexibility/Adaptability
- Enthusiasm/Excitement
- Stress Management
- Initiative
- Agility
- Focus
- Goal Setting
- Impulse Control
- Learning
- Resilience

Your SeM Quotient



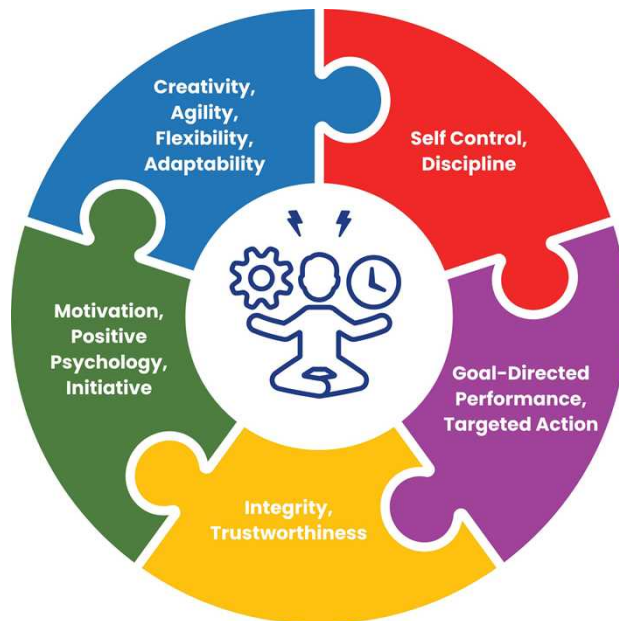
RAW SCORE: 3.33

Your score in Quotient 3 is:

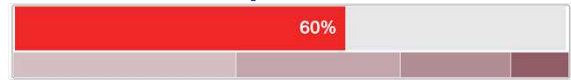
Vulnerable: Limited experience and some working knowledge – beginning to gain a deeper understanding with only foundational knowledge of the key aspects



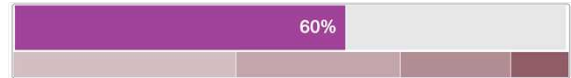
The Self-Management (SeM) Scores



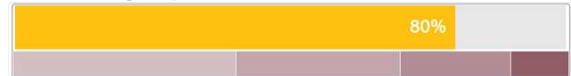
Self-Control, Discipline



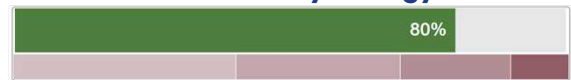
Goal-Directed Performance, Action



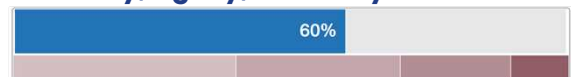
Self-Integrity, Trustworthiness



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: 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.

Goal-Directed Performance, Targeted Action: 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.

Self-Integrity, Trustworthiness: 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.

Motivation, Positive Psychology, Initiative: 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.

Creativity, Agility, Flexibility, Adaptability: 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.



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.
- Be responsible and hold yourself accountable for performance. Set measurable objectives. Achieve stepping-stone priorities. Celebrate and reward yourself when you reach a milestone.

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.
- Avoid distractions, tangents, and activities not on task that drain energy and waste resources. Ask for support in maintaining focus if you get off target.

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.
- Take command of your personal trustworthiness. Own when you are wrong, and make things right when you make a mistake. Learn from your experience to be better aligned next time.

**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.
- Take the initiative to exercise your passion in different venues. Examine your potential. Discover new possibilities. Take a step you may not have before. Then, recognize your progress and stay the course. Remember to celebrate and reward yourself.

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.
- Develop new skills. Focus on not only growing your challenges, but growing your strengths even more.



Self-Management (SeM) Quotient Worksheet

How can you maintain control of your emotions and express them in a kind and effective way?

What messages are you sending with your self-talk, and how can you make them more positive?

What can you do to be more proactive and prepare for whatever may come?

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?



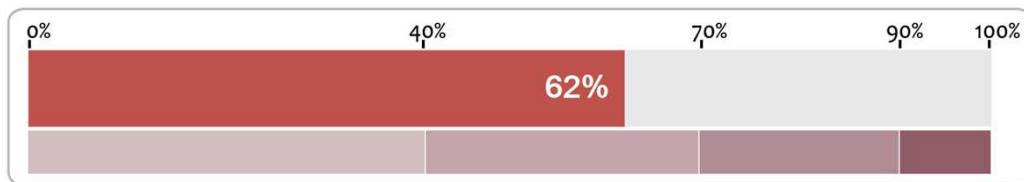
Quotient 4: Social Management (SoM)

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:

- Directing
- Supporting
- Encouragement
- Building Friendships
- Social Poise
- Warmth
- Team Results
- Collaboration
- Change Catalyst
- Conflict Management
- Developing Others
- Influence
- Leadership
- Negotiation
- Teamwork & Collaboration

Your SoM Quotient



RAW SCORE: 3.11

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



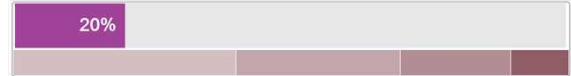
The Social Management (SoM) Scores



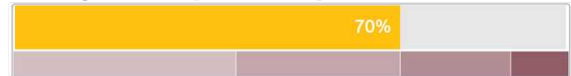
Developing Relationships



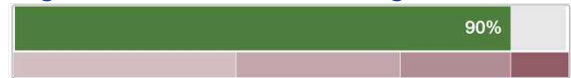
Leadership & Influence



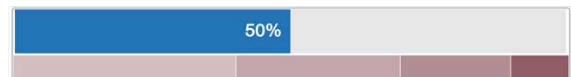
Change Catalyst & Response



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: 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.

Leadership and Influence: 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.

Change Catalyst and Response: 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.

Negotiation and Conflict Management: 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.

Teamwork & Collaboration: 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.



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?
- How can you leverage more elements in your relationships for increased happiness and greater levels of success? Create a plan for measurable improvement with those who are a priority, always looking at what you can contribute first.

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.
- Who was the best leader you ever followed? What made them great? What can you implement that would help you to be a better leader based on that example? Who was the worst leader, and what made that so? What can you avoid based on that example?

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.
- When things change, how do you reinforce a productive and constructive transition? Do others rely on you to remain stable through change or to help move the change along? Which change behaviors are your greatest strengths and how can you leverage them to support changes now and in the future?

**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.
- Develop friendships and understanding through communication. Resolved conflicts may turn into strong connections when handled with dignity and grace.

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?
- What qualities make good teammates? Which are the barriers to success? Where do you excel? Where do you need to improve?



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 do you adapt to others' needs based on your ability to empathize with them?

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.