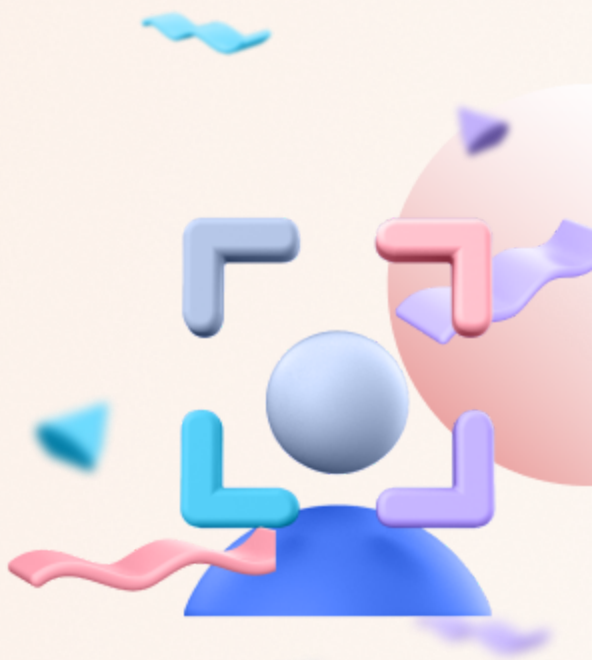


EI @work

User Report

eikatalon_30

Generated on 01 February 2024



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About the Simulation

In the EI@Work simulation, you led the Sales team at Heritage Software Solutions. Your team had been struggling to work together since the exit of their previous leader. As their new leader, you were expected to be a unifying force for the team, help them navigate problems and difficult emotions while managing your own effectively to lead the team to success.

The choices you made in the simulation revealed your emotional intelligence at the workplace. The simulation assessed your ability to identify your emotional triggers, understand the emotions of your team members and forge strong relationships to overcome challenges.

About the Report

This report will help you understand:

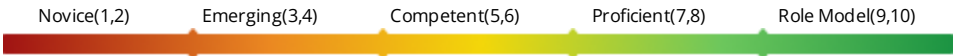
- how you performed in the simulation.
- what worked or did not work in your favor in the simulation.
- your key areas of improvement.
- how to improve your skills by leveraging key insights and takeaways

Overall Emotional Awareness Score

This indicates your ability to understand and manage your emotions, to sense emotional cues of others, build meaningful relationships, and overcome challenges in the process.



Role Model



Your high emotional intelligence at the workplace helped you make the right choices when it came to managing your emotions and forging deep relationships with your team members. Keep it up!



Your overall score is just the tip of the iceberg. Dive deeper into the report to understand where you did well, and where you might need to improve.

Your Objectives

Relationship Mastery	4.03	Self-Mastery	4.61
Rating	4 / 5	Rating	4 / 5

Wow! You really built meaningful relationships with your team members and they are relentless now in pursuit of their goals!

Well done! You have exceeded your target of managing your emotions and responding appropriately to situations!

Competencies

Measures your ability to identify and manage your own emotions and those of your team to handle challenges effectively.

These scores represent your performance (on a scale of 1 to 10) in each aspect of emotional intelligence.



Relationship Management

PROFICIENT

It is the ability to forge strong relationships with team members, which helps them hone their skills and overcome challenges.



Empathy

ROLE MODEL

It is the ability to understand and respond to emotional cues of your team members.



Self-Awareness

ROLE MODEL

It is the ability to become consciously aware of one's emotions by identifying, acknowledging and understanding them through reflection.



Self-Management

ROLE MODEL

It is the ability to take responsibility for your emotions and manage them in healthy and productive ways.



Let's take a look at each of these competencies in detail in the next section of the report.

Self-Awareness

10
ROLE MODEL

To become self-aware, one must be capable of identifying their emotions and understanding them. Taking the time to reflect on one's emotions and understanding them are key steps towards achieving self-awareness.



Kudos! You excelled in identifying your emotions! Continue to reflect on your emotions and understand them before responding to difficult situations.

Self-Management

9
ROLE MODEL

Emotionally intelligent people are skilled in managing difficult emotions without repressing them. It means choosing not to act on disruptive impulses, devising strategies to reduce the longevity of negative emotions and finding healthier alternatives to deal with them effectively.



Wow! You are excellent at managing your emotions! You seem to be a master at pausing and reflecting before responding, and adopting healthy alternatives to channel negative emotions.

Empathy

9
ROLE MODEL

Empathy is a critical element of emotional intelligence. It involves being able to understand the emotional states of others and responding in a manner appropriate to the emotional state exhibited by them. Highly empathetic people listen actively to others, offer support when someone is struggling, and appreciate diverse views or group differences.



Fantastic! You are highly empathetic, and excel at listening intently, expressing genuine concern and offering support when your team members face challenging situations.

Relationship Management

8
PROFICIENT

Being relationship-oriented is a vital step towards becoming emotionally intelligent. A strong focus on building meaningful relationships, fostering trust within the team, providing timely coaching, and resolving conflicts respectfully are all indicators of high emotional intelligence.



You managed to build many meaningful bonds. It looks like you invest time and effort in nurturing your professional relationships.

Key Takeaways

Thank you for playing the EI@Work simulation. We hope you had a fun learning experience. Here are some of the key takeaways that you might find useful in future.

- Developing an understanding of your emotions can help in responding to challenges effectively.
- Managing difficult emotions and channeling them in productive ways can help overcome obstacles and defuse conflict.
- Nurturing strong relationships with your team members through empathy can promote cohesion within your team.
- Exhibiting trust in your team members and spending time with them to foster their abilities can motivate them to put their best foot forward.
- Expressing concern for your team members' problems and extending support wherever necessary will help you build meaningful relationships.

About Us

At KNOLSKAPE, we help organizations and leaders become future ready through experiential learning. With a diverse range of Simulation Courses and Experiential Journeys in areas such as Culture, Digital Transformation, and Leadership, we enable CXOs, Managers, and Individual Contributors to keep up with the pace of innovation and adapt to change. Our programs are designed to equip learners with practical skills and knowledge that can be immediately applied in their roles, leading to improved performance and better business outcomes.

Founded by Rajiv Jayaraman, KNOLSKAPE is a global leader in talent transformation solutions, offering a comprehensive suite of services to help organizations enhance their talent development approach and build business resilience. Our Talent Intelligence services leverage data analytics and psychometric assessments to provide valuable insights on the workforce skills and competencies, while our coaching services empower leaders and professionals with hyper-personalized programs to drive individual and team performance. Additionally, KNOLSKAPE's proprietary tool, Genie, has been developed to offer customized simulations that align with the specific learning requirements of different organizations.

The world's best brands such as Barclays, Pitney Bowes, Capgemini, Chevron, Schneider Electric, ABB, Siemens, GlaxoSmithKline, Sony Pictures, and TCS to name a few, trust KNOLSKAPE with end-to-end talent transformation needs. So far, we've collaborated with 400+ leading organizations globally to provide learning and development opportunities to 500,000+ learners every year. Top B-Schools and Consulting Firms around the world also partner with us to build, develop, and deploy cutting-edge learning solutions.

A certified Great Place to Work® organization, KNOLSKAPE delivers transformative experiences for the modern learner and the modern workplace. KNOLSKAPE is a 150+ strong team with offices in Singapore, India, Malaysia, UK, and USA serving a rapidly growing global client base across industries such as banking and finance, consulting, IT, FMCG, retail, manufacturing, infrastructure, pharmaceuticals, engineering, auto, government & academia. KNOLSKAPE is a global Top 20 gamification company, recipient of Brandon Hall awards, and has been recognized as a company to watch for in the Talent Management Space, by Frost & Sullivan, and as a disruptor in the learning space, by Bersin by Deloitte. KNOLSKAPE has also been awarded by esteemed organizations such as Training Industry, Economic Times, HR Vendors of the Year, and SiliconIndia Magazine to name a few.

“To experience is to learn. Everything else is just Information.”

