



# EQ-2: Emotional Intelligence Leadership

**Report prepared for  
Sample Report**

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## **EQ-2™ Emotional Intelligence Index:**

The EQ assessment focuses on basic factors associated with emotional social skills. As such, it relates to self-communications and interacting in various social contexts. This assessment has an extensive list of questions.

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# Emotional Intelligence Inventory

Emotional intelligence counts more than IQ or expertise for determining who excels at a job -- any job -- and 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 the mental intelligence does contribute to success BUT the far more significant intelligence that accounts for personal and professional success is emotional intelligence!

~Michael Rock~

**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).**

Emotional Intelligence is a way of recognizing, understanding, and choosing how we think, feel, and act. It shapes our interactions with others and our understanding of ourselves. It defines how and what we learn; it allows us to set priorities; it determines the majority of our daily actions. Research suggests it is responsible for as much as 80% of the "success" in our lives.

Research indicates that emotional intelligence can be seen measurable differences directly associated with personal and professional success. Some of the areas include:

- Communication
- Decision making
- Leadership
- Sales
- Teamwork
- Productivity/performance
- Relationship satisfaction
- Customer Service
- Conflict Management
- Overall effectiveness

EQ 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. Emotional intelligence recognizes feelings and responds in an appropriate, focused way. These abilities heighten personal performance, empower relationships, and direct teamwork in a more result oriented manner.

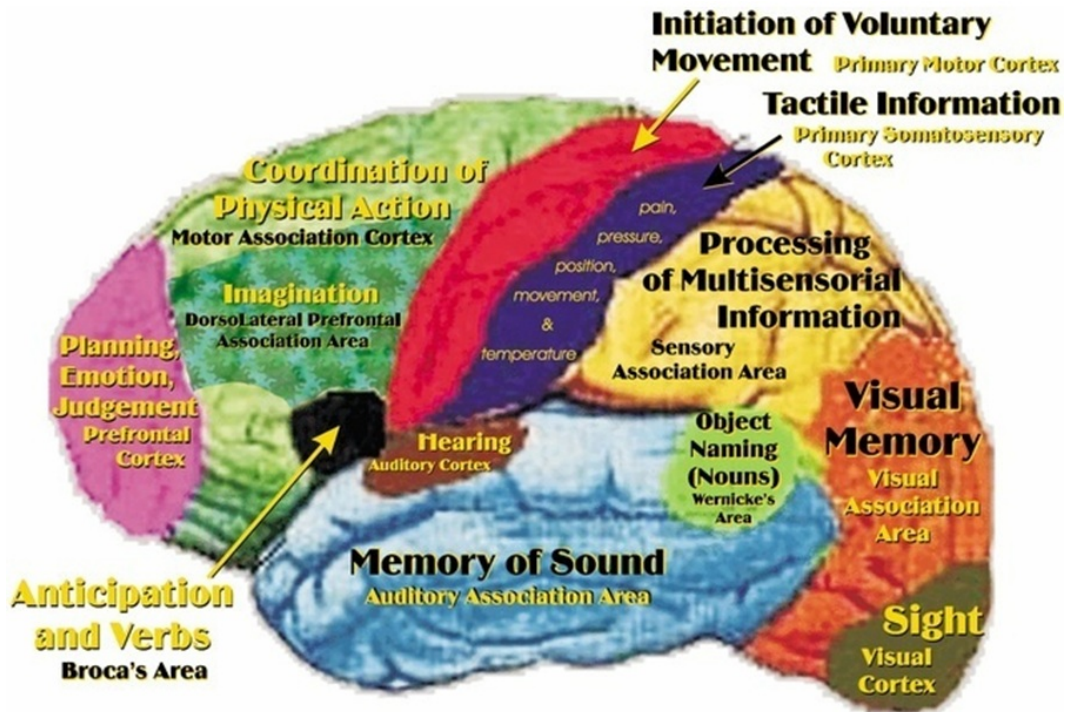
The Emotional Intelligence Index reviews four (4) basic areas and twenty (20) key competencies. Within each area (and competency), there is a particular score and an overall score. The Index is predicated on the abilities to recognize, understand and manage emotions (intrapersonal communication); and the ability to recognize, empathize, and relate to others (interpersonal communication). The Emotional Intelligence Test evaluates several aspects of your emotional intelligence and suggests ways to improve it.

Research indicates that emotional intelligence can be learned and is directly associated both with professional and personal success. This assessment serves to:

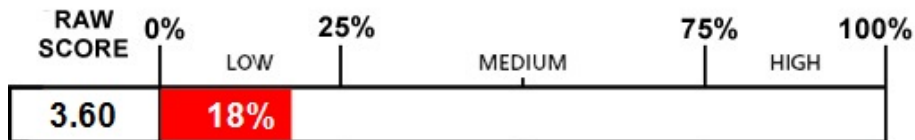
- Heighten awareness of the various areas of emotional intelligence
- Indicate relative strengths and weaknesses
- Provide a framework for i, personal and professional improvement



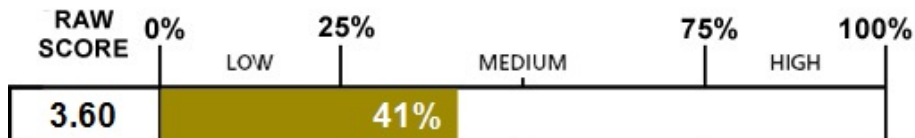
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**Assertiveness (As).** Assertiveness presents a healthy awareness of personal and interpersonal boundaries. Feelings are fairly expressed without violating other people's boundaries.



**Change Management (Cm).** Change management reflects ability to cope with the shifts and transitions in life. Effective emotional intelligence allows the versatility, agility, innovation and flexibility to flow constructively.



**Commitment (Ct).** Commitment demonstrates dedication and focus on achieving targeted results. It includes qualities of perseverance, persistence, patience and tenacity.

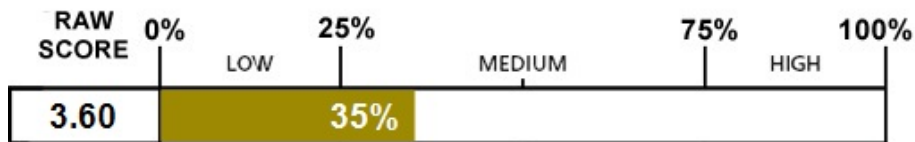




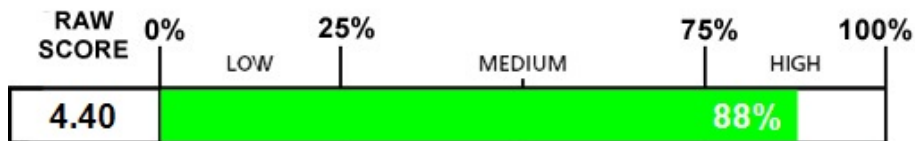
**Consideration (Cs).** Consideration relates to thoughtfulness, sensitivity and general courtesy. By being aware and taking the preferences of others into account, linkages are formed and bonding begins.



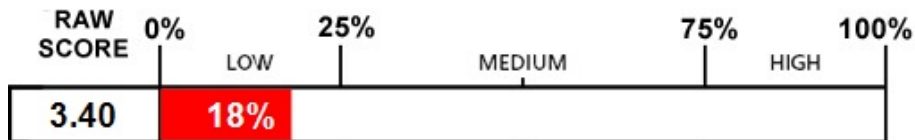
**Conflict Management (Cx).** Conflict management is based on emotional control, resolution skills and confrontation abilities. Dealing constructively with both internal and external concerns is critical to achievement.



**Decision Making (Dm).** Decision making is the integration of problem solving and implementation. It considers finding answers and executing the appropriate solution. Decision making emphasized resolution and collateral consequences.



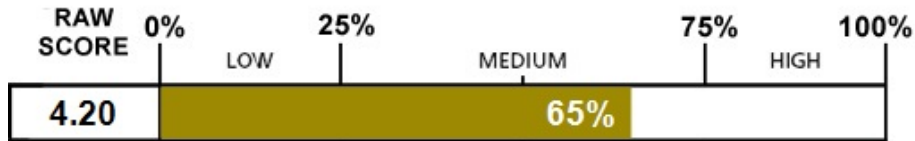
**Discipline (Ds).** Discipline is the harnessing of willpower to adhere to a chosen course of behavior even when that course proves tedious and difficult. This creates the personal wherewithal to focus effort on a long-term basis.



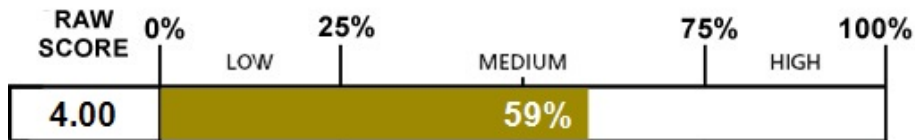
**Focus (Fo).** Focus is the ability to concentrate on the tasks/issues at hand. It calls for centering (being mentally, physically and emotionally) present in the moment. Focus empowers personal management.



**Leadership (Ls).** Leadership is the ability to transform groups into goal directed teams. This includes skills in creating and sharing an inspiring vision. Leadership is a relational skill.



**Teamwork (Tw).** Teamwork is the ability to work within a particular role in a group to support targeted efforts. This factor heightens the ability to contribute to team synergy.



Overall Emotional Intelligence score

