



# EQ-2: Emotional Intelligence 4 Quadrant Evaluation

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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



# Emotional Intelligence EIQ Scores

## SeR Quotient:

The self-recognition quotient reflects intrapersonal communication. It indicates self-awareness and understanding. Factor in this area include self-understanding, personal acceptance and the overall understanding of personal psychology. Self-awareness is foundational to social awareness and self-management.

Factors included:

- Personality Style
- Learning Styles
- Mental attitudes and states
- Comfort and discomfort
- Strengths and weaknesses
- Biofeedback
- Self acceptance
- Self-esteem
- Temperament
- Tension/stress levels
- Spirituality
- Conscience

A percentile score lower than 25% shows a strong opportunity to develop greater self awareness and reduce inner tensions.

A percentile score between 25% and 75% indicates a general understanding of self and transitions in thought/emotion.

A percentile score greater than 75% shows a high level of self-awareness and esteem. This indicates someone who understands well who they are.

## **Your SeR Quotient**



## **SoR Quotient:**

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 included:

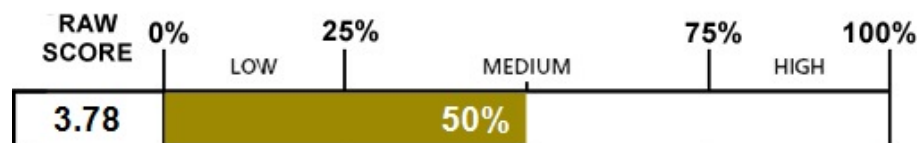
- Empathy
- Understanding/compassion
- Sensitivity/thoughtfulness
- Appreciation
- Holistic communication
- Primary resonance and rapport
- Connection
- Relationships

A percentile score lower than 25% suggests that listening skills could generate better interpersonal connections.

A percentile score between 25% and 75% indicates a general attentiveness and recognition of the emotional states of others.

A percentile score greater than 75% is generally indicative of superior listening and rapport skills. Individuals with this heightened sensitivity tend to be sensitive to feelings, nonverbal signals and interpersonal dynamics. They recognize transitions and shifts. They readily 'read between the lines.'

### **Your SoR Quotient**



## **SeM Quotient:**

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:

- Restraint
- Discipline
- Control
- Resolve
- Direction/purpose
- Emotional management
- Flexibility
- Enthusiasm/excitement

A percentile score lower than 25% shows an opportunity for developing more personal maturity and higher levels of self-control. These individuals tend to be impulsive and unable to direct their feelings.

A percentile score between 25% and 75% is average. While these individuals may experience some impulsiveness and rash action, they are generally intentional and on task with their feelings and performance.

A percentile score greater than 75% shows exceptional self-control and discipline. This score shows people who intuitively understand how to manage themselves. These individuals are highly poised and self-possessed. They are intentional, responsible and in command of themselves.

## **Your SeM Quotient**



## **SoM Quotient:**

Relationship management combines interpersonal skills and focuses intelligence in generating results. This social intelligence fosters collaboration and connection to tap the power of synergy.

Factors include:

- Directing
- Encouragement
- Building friendships
- Supporting
- Social poise
- Warmth
- Team results
- Collaboration

A percentile score lower than 25% presents the opportunity to develop the skills to work better on teams and within groups. These people may tend to be reclusive and avoid others. They need better development in interaction skills.

A percentile score between 25% and 75% displays average team and interpersonal skills. These individuals are usually good team players.

A percentile score greater than 75% shows poise and self-confidence. These individuals build strong relationships and teams. They tend to gravitate to leadership and coaching. Others often look to them for direction.

### **Your SoM Quotient**





