



# EQ-2: Emotional Intelligence Leadership

**Integrated report prepared for  
Sample Report**

**Date  
12/12/2013**

# Combining Primary and Secondary Indices



## **Self-Recognition {SeR}**

Self awareness and identity are created and changed through intrapersonal dialogue. They are based on personality structures that are established, modified and reinforced internally. While these characteristics impact all aspects of performance, meaningful effort to grow and change can foster significant development. Awareness is foundational for structured change.

Internal identity is based on embedded characteristics. Self-talk allows for these core characteristics to become more goal congruent.

Personal effectiveness is a product of both first and second stage characteristics.

Self-awareness emphasizes whether or not you possess particular characteristics; to what degree and how these impact performance and well-being.

Low SeR scores (A percentile score lower than 25%) indicate that performance is at a subconscious or preconscious level. Due to a lack of awareness, deliberate initiatives and personal development will tend to be neglected.

Average SeR scores (A percentile score between 25% and 75%) reflect emotions that are frequently impacted by situations and relationships. Based on the time, people and situation, these present areas which may be improved but present adequate skill sets.

High SeR skills (A percentile score greater than 75%) show a conscious awareness. These abilities can be actively attended to, applied and modified.

### 1. Assertiveness (As)



### 2. Change Management (Cm)



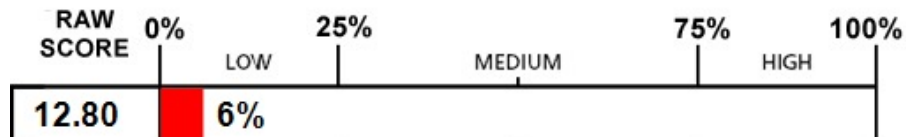
### 3. Commitment (Ct)



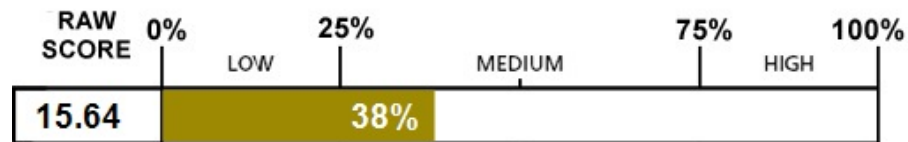
### 4. Consideration (Cs)



### 5. Conflict Management (Cx)



### 6. Decision Making (Dm)



### 7. Discipline (Ds)



### 8. Focus (Fo)



### 9. Leadership (Ls)



### 10. Teamwork (Tw)



## **Social-Recognition {SoR}**

Awareness of others, situations and the emotional contexts presented constitutes Social Recognition (SoR). This area is shown by an active awareness of what's going on in the minds of others. It comes from an ongoing awareness of verbal and nonverbal signals. The skill sets essential for empathy; understanding; compassion; sensitivity; thoughtfulness; appreciation; holistic communication; primary resonance and rapport; connection; and relationships.

These awareness levels are developed through attention and appropriate judgment. Interaction, intentional communication, interpretation and verification are starting points. These are essential skills for teamwork and gaining results through groups.

Development of SoR skills serves for interaction but also provides a foundation for emulation and growth. Through understanding others, it is far easier to understand oneself. Modeling and adaption allow for personal accommodations

Personal effectiveness is a product of both first and second stage characteristics. By integrating first and second level skills, qualities can be recognized and their impact gauged. It can also serve to develop these skills in a social context.

Low SoR scores (A percentile score lower than 25%) indicate weak interpersonal skills. Information is not received or decoded effectively. This creates a naiveté and inappropriateness in social frameworks.

Average SoR scores (A percentile score between 25% and 75%) reflect connection and awareness. Average skills in these areas take in information adequately to interact effectively.

High SoR skills (A percentile score greater than 75%) display an ability to read between the lines. These people are acutely aware of social nuances and what is happening on multiple levels.

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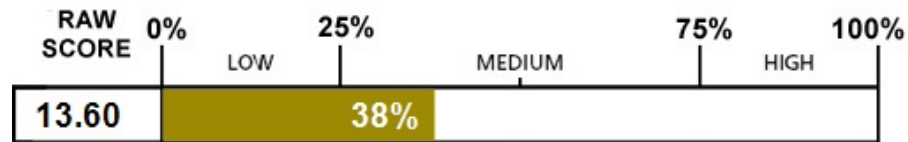
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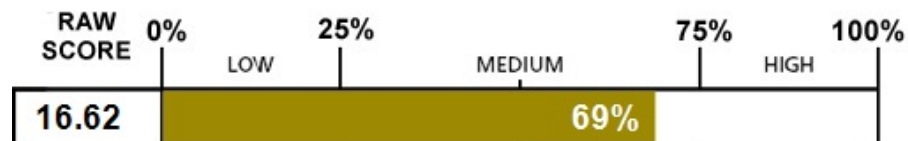
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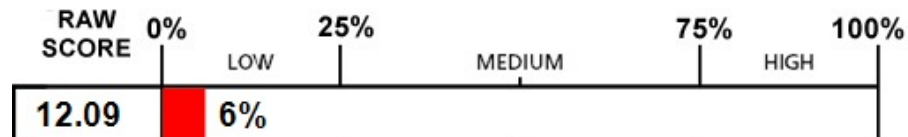
#### 6. Decision Making (Dm)



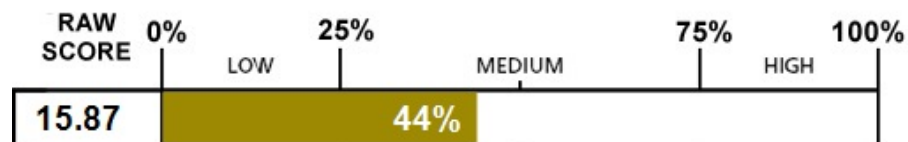
#### 7. Discipline (Ds)



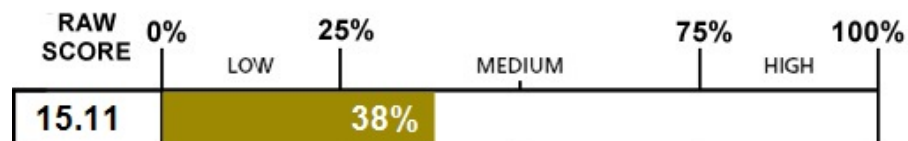
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## **Self-Management {SeM}**

Self-management is the ability to deliberately control and modify actions, it comes from an awareness of self (SeR) and others (SoR) to generate performance that will achieve particular results.

The essential skill sets in this area include restraint, discipline, personal control, self-esteem, resolve (dedication), direction (purpose, emotional management, flexibility, enthusiasm and excitement.

Development of SeM skills serves to leverage emotional intelligence for goal directed achievement.

By integrating first and second level skills, success in each of the cited areas can be realized.

Low SeM scores (A percentile score lower than 25%) indicate immaturity and an inability to adapt appropriately to people and situations. weak interpersonal skills. Information is not received or decoded effectively. This creates a naiveté and inappropriateness in social frameworks.

Average SeM scores (A percentile score between 25% and 75%) show reduced impulsiveness and the ability to stay on task. Self-management is predicated on the ability to determine appropriate behavior and to generate the needed behavior.

High SeM skills (A percentile score greater than 75%) show the personal discipline to grow and progress in a self-directed, deliberate, goal effective way.

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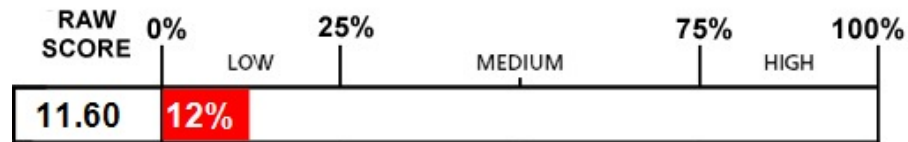




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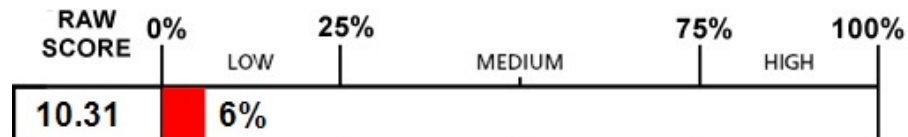
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## **Social-Management {SoM}**

This is the ability to gain outcomes through teams and interaction with others. People adept in this area work well with others and have many fulfilling relationships.

The skills in this area include directing, encouragement, building friendships, supporting, social poise, warmth, team results and collaboration.

Development of SoM skills serves to implement all other emotional skills in group contexts.

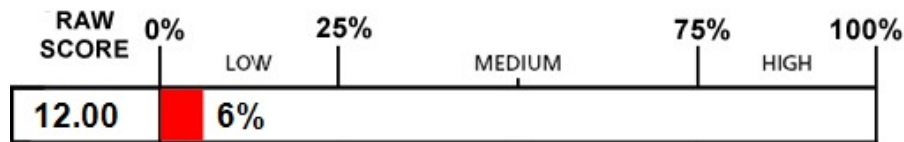
By integrating first and second level skills, success in each of the cited areas are realized.

Low SoM scores (A percentile score lower than 25%) display an inability to work effectively towards agreed ends.

Average SoM scores (A percentile score between 25% and 75%) show the ability to work on a team and assume various roles.

High SoM skills (A percentile score greater than 75%) indicate the abilities to move individuals and groups towards desired results.

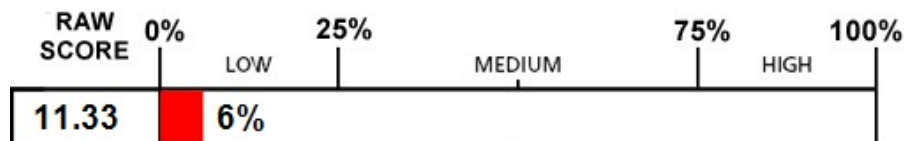
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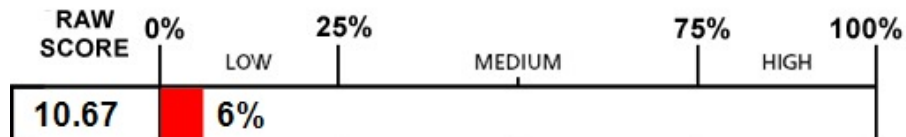
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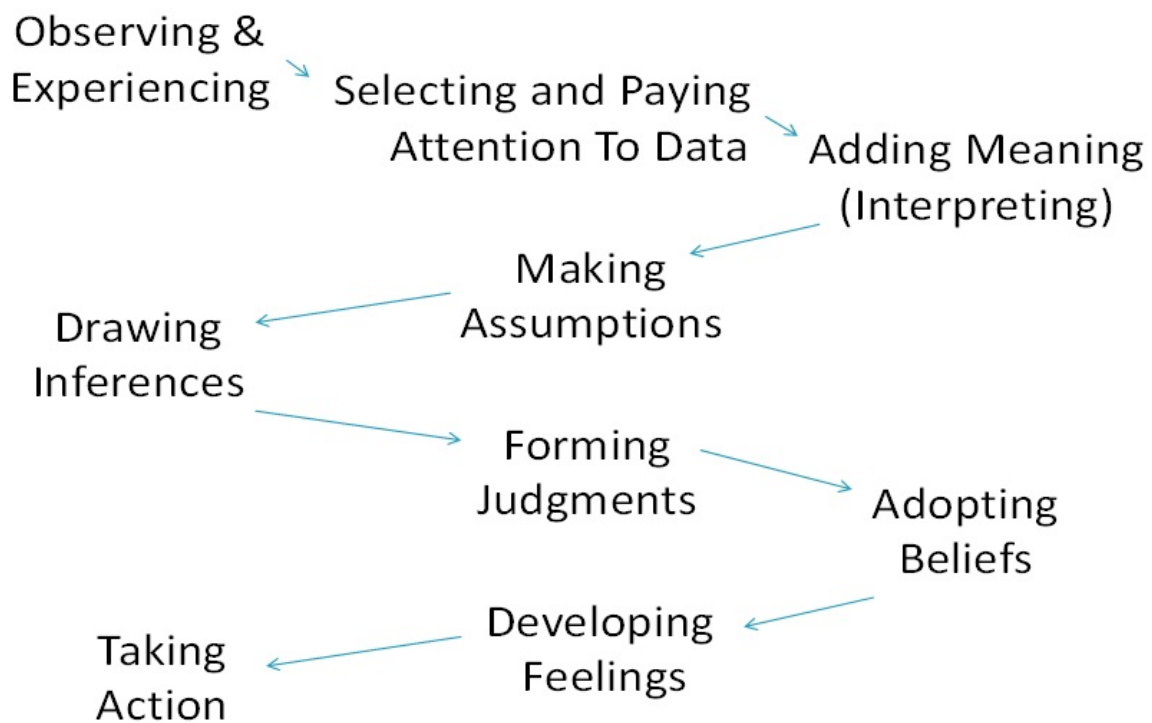


#### 9. Leadership (Ls)



#### 10. Teamwork (Tw)





# Emotional Intelligence EIQ Scores

## Se R 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 Se R Quotient



## **So R 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:

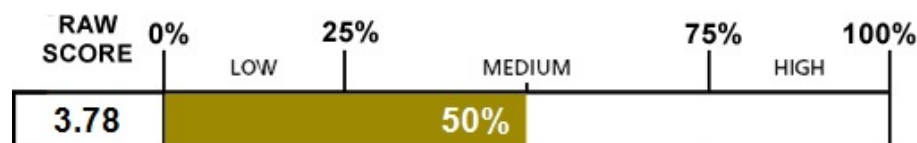
- Empathy
- Understanding/compassion
- Sensitivity/thoughtfulness
- Appreciation
- Holistic communication
- Primary resonance and rapport
- Connection
- Relationships

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 So R Quotient**



## Se M 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 Se M Quotient



## **So M 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 So M Quotient**





