CANVrYaJseDMwEHs User

Position: Emotional Intelligence Assessment
Test Date: Feb 22, 2025
Event ID: CAN-VrYa-JseD-MwEHs

Criteria

Candidate
Summary

41 | Talent Signal

Talent Signal

The Talent Signal is an easy way to compare candidates within a job by using a single weighted average of the candidate's score.

Based on a weighted average of the following tests: **EMOTIFY**
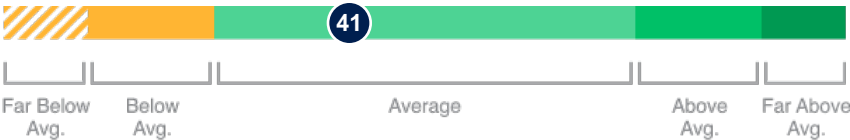

EMOTIFY

Emotify v2
Measures a candidate's ability to accurately identify, understand and manage emotions

41st Percentile
Average

Overall Score

41

| Far Below Avg. | Below Avg. | Average | Above Avg. | Far Above Avg. |

Criteria
Score Report
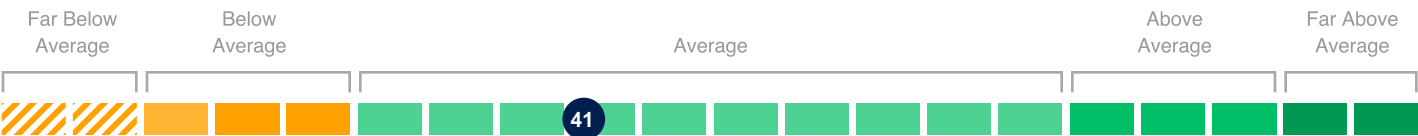
EMOTIONAL INTELLIGENCE

Emotify

Emotify is an ability-based measure of emotional intelligence, measuring a candidate's ability to accurately identify, understand and manage emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration, team work, decision making and success in leadership and management roles.

Results Summary

41st Percentile

Average

Results Details

Far Below Average	Below Average	Average	Above Average	Far Above Average

41

CANVrYaJseDMwEHs's overall Emotify score was higher than 41 percent of the general population, which indicates that they are likely to:

- Generally display emotional intelligence when interacting with others, working in teams, and making decisions

- Typically read and interpret emotions displayed by others with accuracy, and therefore generally respond accordingly

- In general, have a sound awareness of emotions and their impact on self and others in different situations

- Generally be able to use emotions to modify and direct behavior, and focus attention where it is required

Score Details

Perceiving Emotions Percentile **29**

This candidate completed an assessment called *Matching Faces*, which measured their ability to quickly and accurately identify a broad range of emotions in facial expressions. Individuals who are able to accurately perceive emotions are more likely to identify a need to respond and adapt to people and situations as required.

Understanding Emotions Percentile **33**

This candidate completed an assessment called *Emotional Ties*, which assessed their ability to recognize emotions and demonstrate awareness of how different situations and events influence emotions. Individuals with a strong understanding of emotions are better able to predict future emotions based on current events and use this knowledge to inform their approach to people and situations.

Managing Emotions Percentile **51**

This candidate completed an assessment called *Emotions in Action*, which measured their capacity to effectively manage emotions. Individuals with strong emotion management skills are better able to manage their own and others' emotions to help achieve a desired outcome, and influence emotions in ways that are more likely to be helpful to a situation rather than harmful.

Interview Questions

The following questions are based on this candidate's scores on Emotify. They highlight areas you may choose to investigate further if the candidate progresses to an interview.

General

- What role do you think emotions play in the workplace?
- In what work situation do you think it would be important to identify how someone else is feeling, and understand that emotion?

Perceiving Emotions

Note to interviewer: Candidates with a sound ability to identify emotions are typically able to correctly determine how others are feeling. They are generally aware of subtle cues in body language, tone of voice and facial expressions that indicate how someone may be feeling.

- Can you provide an example of a time when you've been able to determine how someone else is feeling? What information did you use to determine this?
- Can you describe a time when you misread a situation and how the people involved were feeling? What happened and what did you do?

Understanding Emotions

Note to interviewer: Candidates with a sound ability to understand emotions are generally able to see the link between different emotions and how they progress and change depending on their actions.

- Can you provide an example of when you have resolved an issue with a frustrated colleague, customer or client? What steps did you take to address the situation?
- Can you describe a time when understanding someone else's perspective has helped you accomplish a task or resolve an issue?

Managing Emotions

Note to interviewer: Candidates with a sound ability to manage emotions are typically able to use emotions effectively in decision making and can generally modify their behavior to complete certain tasks. They are able to manage their own and others' emotions as well as most people.

- Can you provide an example of a time you experienced a failure or setback on a task you were completing? What steps did you take to overcome this?
- Tell me about a challenging interaction you have had in the workplace. What emotions were involved and what did you do to manage both your own and others' emotions? What was the outcome of the interaction?