



Emotional Intelligence EIQ2-360°

A 360° Perception Report of EIQ

Report For: **Jane Sample**

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Emotional Intelligence (EIQ-2) 360° Perception Comparison

Emotional Intelligence (EIQ) is all about how we recognize and manage our own emotions, and how we identify, understand and respond to the emotions of those around us in a way that builds mutually beneficial relationships.

This 360° report is designed to provide insight into your own Emotional Intelligence as well as highlight how other people perceive you based on their interactions and observations. With this information, you can examine if how you express EIQ matches how other perceive you expressing EIQ.



Why EIQ?

Research indicates that emotional intelligence can be learned and can be seen as measurable differences directly associated with professional and personal success. Furthermore, it may be responsible for up to 80% of the success we experience in life. If we are not showing up as we intend, the consequences may adversely affect our relationships and success.

Some of the areas effected by Emotional Intelligence include:

- | | |
|--------------------------|------------------------------------|
| ✓ Communication | ✓ Productivity/Performance |
| ✓ Decision-Making | ✓ Relationship Satisfaction |
| ✓ Leadership | ✓ Customer Service |
| ✓ Sales | ✓ Conflict Management |
| ✓ Teamwork | ✓ Overall Effectiveness |

"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 that mental intelligence does contribute to success BUT the far more significant intelligence that accounts for personal and professional success is emotional intelligence!" - Michael Rock

How the EI_{Q2-360}[°] works:

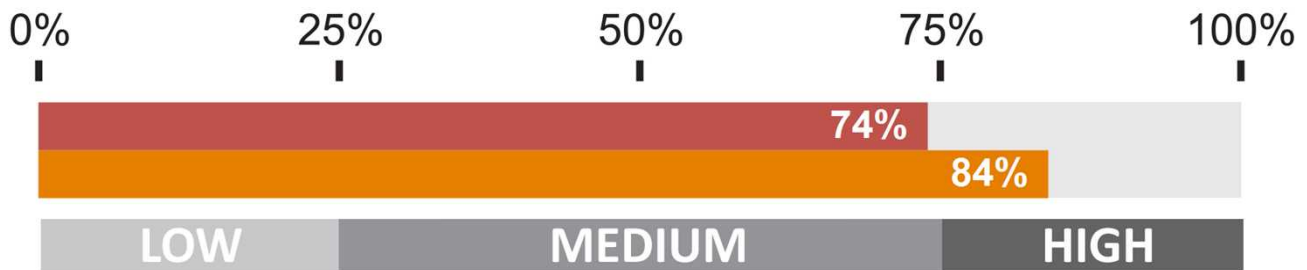
Emotional intelligence is the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth (Mayer & Salovey, 1997).

EIQ begins with the self. **Awareness** is followed by **understanding** and moves toward **management**. After the initial personal cycle, it **connects** to the emotions of others. Through the self-perception assessment, the report provides insight into your own understanding of your capability and focus on EI_Q. Then, with the 360[°] component, each of your **self-perceptions** is compared with **others' perceptions** of your capability and focus in these areas:

- Self-Recognition
- Self-Management
- Social Recognition
- Social Management

The overall scores are designed to give insight into how your own perception scores and your observers' scores average in each of the 4 quotients. This provides a high-level view of your EI_Q:

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



RAW SCORE: 3.72 OBSERVER SCORE: 4.25

Note: The Raw Score gives an average based on a scoring range from 1-5

If these scores are **not fairly similar**, there is work to be done in determining **why** the perceptions are not the same. In an ideal situation, our perceptions of self in EI_Q will be very close to how others perceive us so we know we are having the **influence we intend**.

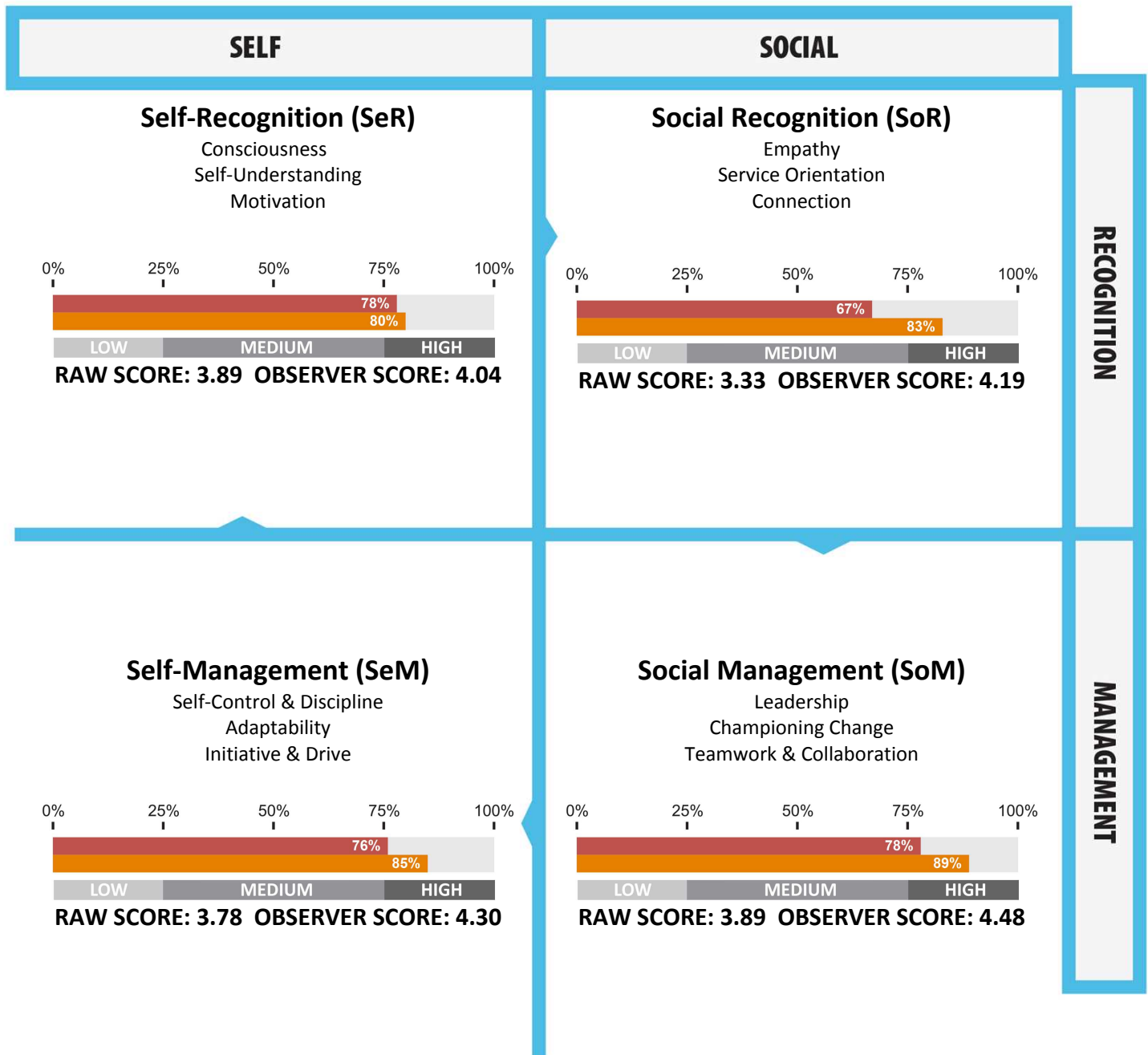
As you work through the report, there will be some considerations provided to help you synthesize this information and explore any differences in scoring. **Be diligent** in making an effort to understand your whole EI_Q, but also focus specifically where the scoring is different for the greatest opportunity for growth and development.

The Emotional Intelligence (EI_Q) Quotients

EI_Q is based on two competencies, measured in **Recognition** and **Management**:

- the ability to recognize, understand, and manage emotions (**self or intrapersonal**)
- the ability to recognize, empathize, and relate to the emotions of others (**social or interpersonal**)

Self-perception scores are noted by the red bar graph. Others' perceptions are noted by the orange bar graph.



Quotient 1: Self-Recognition (SeR)

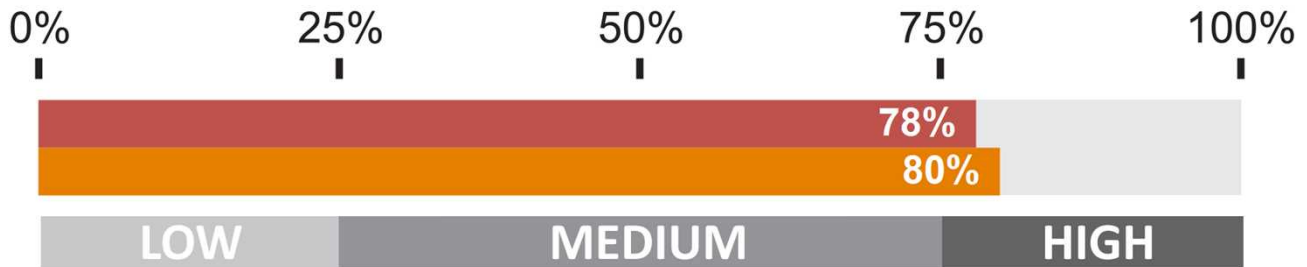
The self-recognition quotient reflects self-awareness and understanding, personal acceptance and an overall understanding of personal psychology. Self-awareness is foundational to social awareness and self-management.

Factors Include:

- Personality elements
- Learning styles
- Mental state/Attitude
- Self-acceptance
- Self esteem
- Tension/stress levels
- Authenticity
- Character
- Mindfulness

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to develop greater self-awareness and reduce inner tensions	a general understanding of self and transitions in thoughts and emotions	a high level of self-awareness and esteem; someone who understands well who they are

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



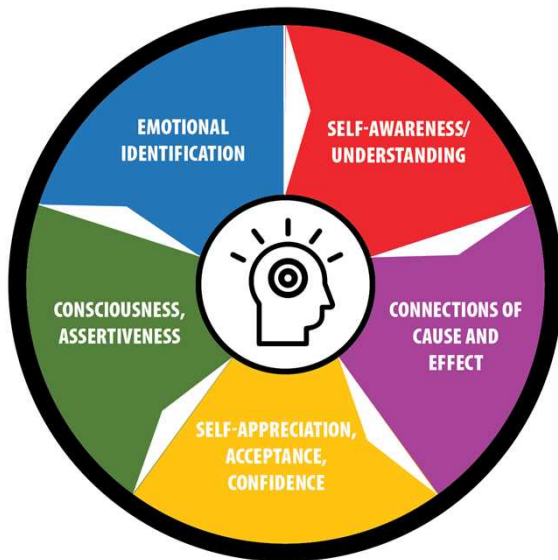
RAW SCORE: 3.89 OBSERVER SCORE: 4.04

Note: The Raw Score gives an average based on a scoring range from 1-5

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Self-Recognition is perceived by others in a positive, powerful way?

Self-Recognition (SeR) Scores



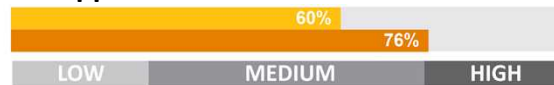
Self-Awareness



Cause and Effect



Self-Appreciation



Consciousness & Assertiveness



Emotional Identification



Self-Recognition is comprised of 5 sub-categories:

- **Self-Awareness/Understanding:** a conscious, deliberate reflection on personal identity, image, feelings, motives, desires and how these are associated with perceptions of self in the context of various situations. Empathy and understanding of self. Knowing why emotions occur.
- **Connections of Cause and Effect:** recognition of the impact and consequence of behaviors on feelings and moods; separating external and internal factors effecting emotions. Knowing how feelings relate to performance.
- **Self-Appreciation, Acceptance and Confidence:** development of self-esteem; personal worth and value; and coming to grips with personal attributes. Recognizing personal strengths, weaknesses, and limitations. Operating with realistic self-assurance.
- **Consciousness, Assertiveness:** intentional establishment of personal boundaries and appropriate limits; choosing a path that expresses self-worth through personal care and outward presentation (presence).
- **Emotional Identification:** ability to identify and name personal feelings; vocabulary and definition of emotions allowing choices, responses and performance; effective reflection on intrapersonal information.

Details of Your Self-Recognition Scores

Self-Awareness/Understanding:

Self-Perception: 80%

You have a foundation of good self-understanding. You maintain an active, regular awareness of your feelings. You are at ease with your emotional patterns. Be aware that even the emotionally competent have off days. Do what you need to do to minimize the emotional setbacks and stay on track. Continue to invest in yourself to expand possibilities and enhance self-actualization.

Other's Perception: 80%

Consistent with self-perception.

Connections of Cause and Effect:

Self-Perception: 90%

You tend to be optimistic and focused on what you really want. Use emotional flow to optimize achievement. Filter out feelings that are not productive. Focus on what counts and what it takes to achieve. Expand possibilities daily. Channel feelings into meaningful, measurable results.

Other's Perception: 80%

Consistent with self-perception.

Self-Appreciation, Acceptance and Confidence:

Self-Perception: 60%

You may experience some self-doubt which limits possibilities. Success at the highest levels requires boldness. Negativity and questions happen when losses are magnified and victories are minimized. Action creates higher self-assurance. Cultivate internal and external environments that encourage and support you. Look to facilitate success. Inaction, procrastination, doubt and perfectionism are the big opponents of top level winning.

Other's Perception: 76%

You're comfortable with yourself and know what you can do. Develop and expand your horizons. Be careful not to become overconfident and complacent. Look forward to higher levels of achievement and self-actualization.

Details of Your Self-Recognition Scores (continued)

Consciousness, Assertiveness

Self-Perception: 70%

Depending on the situation and relationships, your assertiveness may shift or flow. It's easy to differentiate relationships and varying circumstances. There may even be appropriate adjustments required. Assertiveness requires that you become comfortable with yourself regardless.

Other's Perception: 79%

You are master of your own destiny and have the tools you need to set your path. Set your focus and vision on your dreams rather than the dreams of others. Your vision, focus and assertiveness create the world in which you live. Take responsibility and choose wisely. Rather than accepting life as others lead, take command and develop the life that serves your vision.

Emotional Identification:**Self-Perception: 90%**

You have an excellent grasp of what you are feeling and why. Take emotional experience and energy to new places. Use emotional energy for expanding possibilities. Let it open pathways to creativity and new vehicles of self-actualization.

Other's Perception: 86%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Recognition

Self-Awareness/Understanding: 80%

- Take some time for yourself. Listen to yourself. Expand possibilities. Go on new adventures. Exercise your creativity. Explore. Discover. Let your mind play. Recognize that time for refreshment and renewal serves to energize and excite your efforts.
- Enjoy your internal and external processes. Nurture the qualities you like. Congratulate yourself on accomplishments and growth. Celebrate. Validate who you are. You know you're special. Enjoy your story. Resonate with how your emotions and thoughts entwine to create long-term satisfaction and happiness.

Connections of Cause and Effect: 90%

- Enjoy the feelings of achievement. Move from one victory to the next. Use the positives as fuel for even higher level initiatives. Cultivate the momentum of positive spirals while limiting the drain of negatives.
- Take initiative. Let your motto be "If it's going to be, it's up to me." Find yourself a theme song and anchor positive affirmations to energize and empower action. Be bold and accept challenges. Take the initiative to accept reasonable, calculated risks. Be tolerant of uncertainty and ambiguity and move forward through concerns.

Self-Appreciation, Acceptance and Confidence: 60%

- Validate feelings. Be authentic. Appreciate and value yourself. Find your passion and pursue it with zest and vigor. Choose to have fun and be happy. Personally, and professionally, act with enthusiasm.
- Build self-worth and esteem. Enjoy your own company. Make time to just be yourself. The permission and approval of others is not necessary. Recover from setbacks and disappointments with grace and self-forgiveness. Be resilient.

Consciousness, Assertiveness: 70%

- Create standards, values and principles. Ethics and values are not situation dependent. Be certain to internalize your standards and not adjust to accommodate others. Integrity means being who you are regardless of the situation.
- Adjust boundaries as you deem fit. With different people, it's appropriate to have varying boundaries. Make sure you feel comfortable and safe.

Emotional Identification: 90%

- Transform feelings into development. Recognize specific feelings that lead to unrecognized potential. Revel in learning and growth.
- Catch up on breadth and depth. Expand emotional experience. Recognize the full impact of specific feelings.

Self-Recognition Reflection

How do your emotions and mood affect your personal life and professional performance?

What is the most interesting, impactful or useful piece of feedback you received regarding your self-recognition scores? Why did it stand out?

What can you do, starting today, to become more conscious of your feelings and more aware of the impact?

Quotient 2: Social Recognition (SoR)

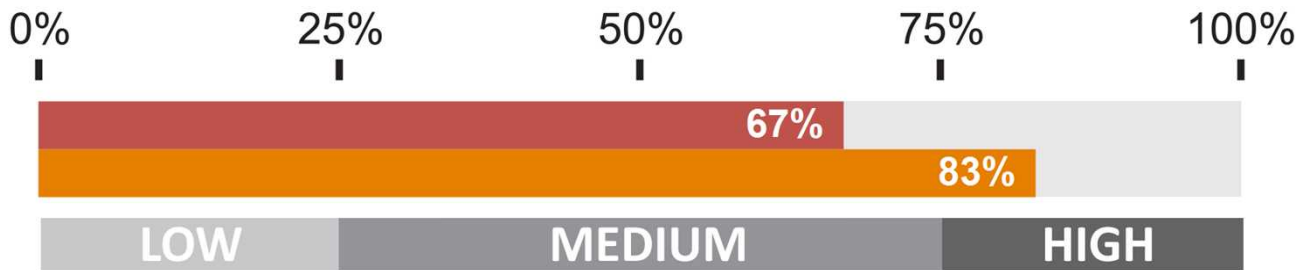
The social recognition scale reflects awareness and consideration of the feelings and responses of others. The ability to empathize and maintain sensitivity to the moods and emotions of others allows for superior intuition and connection.

Factors include:

- Empathy/Understanding
- Sensitivity/Thoughtfulness
- Appreciation
- Connection
- Relationships
- Compassion
- Listening
- Respect/Kindness
- Warmth

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
a strong opportunity to generate better interpersonal connections through listening/communication skills	a general attentiveness and recognition of the emotions of others	a high level of sensitivity to others feelings and interpersonal dynamics, recognizing transitions

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



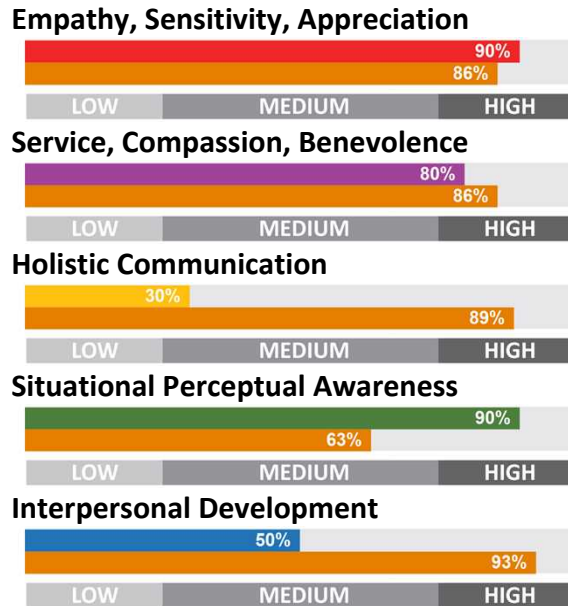
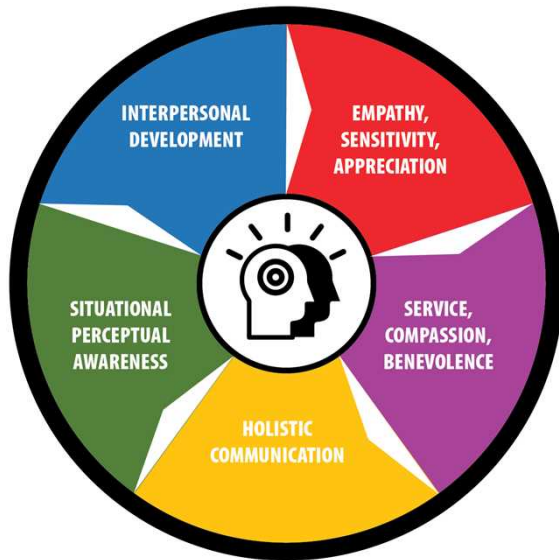
RAW SCORE: 3.33 OBSERVER SCORE: 4.19

Note: The Raw Score gives an average based on a scoring range from 1-5

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Social Recognition is perceived by others in a positive, powerful way?

Social Recognition (SoR) Scores



Social Recognition is comprised of 5 sub-categories:

- Empathy, Sensitivity, Appreciation:** understanding others; accurately picking up emotional cues from communication (including words, tone and nonverbal signals); managing direct and indirect feedback effectively; being attentive, sensitive, aware and appreciative of the emotional signals of others.
- Service, Compassion, Benevolence:** operating with a sense of contribution; aiding, helping, coaching and developing others; giving; operating constructively to contribute to the emotional states and benefits of others; recognizing needs, wants and desires; relating to alternative thoughts, perceptions and perspectives.
- Holistic Communication:** the abilities to effectively send and receive information including emotional content; listening; engaging and connecting with others; sending and receiving verbal and nonverbal signals constructively.
- Situational Perceptual Awareness:** recognizing and processing dynamic, shifting emotional data; communicating attention, focus, awareness and connection; adapting to situational variables and changes; understanding which factors count, how much and responding with reasonable behavior.
- Interpersonal Development:** growing and nurturing constructive connections; setting the tone for long term depth and breadth in relationships; working with quality in personal and professional relations; having resonance and rapport.

Details of Your Social Recognition Scores

Empathy, Sensitivity, Appreciation:

Self-Perception: 90%

You're the person others want to engage with and talk to. Make the impossible - possible. Be the person who translates thoughts and feelings into results. Be active, proactive and responsive. Let your influence flow and become the master of synergy. Focus on developing passion with purpose. Nurture the achievement of others.

Other's Perception: 86%

Consistent with self-perception.

Service, Compassion, Benevolence:

Self-Perception: 80%

You adjust and accommodate based on connecting with others, both individually or collectively. Enjoy the fruits of interaction. Accept the service and gifts of others with appreciation and grace. Show thankfulness. Allow others to help you. Let them understand what you need and what you appreciate.

Other's Perception: 86%

Consistent with self-perception.

Holistic Communication:

Self-Perception: 30%

You may not come across as completely approachable, interested and caring. Warmth, acceptance and approachability lead to being known, liked and trusted. In turn this leads to leadership, teamwork and opportunity. Develop a persona and presence that provides quality give and take.

Other's Perception: 89%

You understand others well and are understood. Resonance and rapport are developed through quality, customized empathy and communication. Communication is an action. It has a wide array of agendas. It serves best when it accomplishes what it was intended to, so be sure the message is received as you want it to be.

Details of Your Social Recognition Scores (continued)

Situational Perceptual Awareness:

Self-Perception: 90%

You can anticipate change and adjust accordingly. Heightened awareness is at the base of personal programming, mental toughness and the skills necessary to succeed at higher levels. Commit to mastering these skills and applying them.

Other's Perception: 63%

You may sometimes miss alternative perspectives and points of view. Note cause and effect in feelings to understand and anticipate performance. Listening with all the senses allows for higher levels of awareness. It empowers expectations and intuition through conscious and subconscious awareness of circumstances and shifts.

Interpersonal Development:

Self-Perception: 50%

You've had success but you have not yet established a track record. Move from success to success. Set priorities and a pattern of positive achievement. Invest in continuous improvement with an awareness that patterns of achievement create the habits of success.

Other's Perception: 93%

You continuously set new objectives and you consistently achieve them. Center and leverage positive feelings. Use the past for information. Leverage the future for passion and engagement. Focus on the present to optimize performance. Use soft skills to empower synergy and abundance.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Recognition

Empathy, Sensitivity, Appreciation: 90%

- Listen with purpose and intent. Convert thoughts and feelings to action and results.
- Be available, accepting and approachable. Show connection through positive emotions and optimistic feedback.

Service, Compassion, Benevolence: 80%

- Work with others. Cooperate and engage in activities that generate mutual gain. Think abundance. Take joy from motivation, engagement, interaction and involvement. Relationships enhance happiness.
- Explore higher levels of connection. Focus on quality, not quantity. Ask people what they'd need and like. Be involved at more than a superficial level. Make opportunities to enhance relations.

Holistic Communication: 30%

- Quality listening involves continuous feed-forward, improvement and development. It builds on understanding to facilitate better connection and more empowered relationships.
- Take extra time to energize connection. Do special things to demonstrate interest in and involvement with others. Ask questions. Restate. Paraphrase. Focus.

Situational Perceptual Awareness: 90%

- Interpersonal dynamics program relationships for success or failure. Choose to be perceptive, adaptable and effective. Don't merely have the information; apply it well.
- Cultivate a network that serves both for today and tomorrow. Expand by finding common ground for conversations and connection. Emphasize quality interactions.

Interpersonal Development: 50%

- Define situations and look for both internal and external confirmation. Use relationships to leverage development leaving behind patterns that have become less successful and constructing habits that lead to achievement.
- Develop an optimistic, constructive mindset. Avoid sarcasm, cynicism and verbal signals that limit engagement. Leverage relationships with positive feelings.

Social Recognition (SoR) Quotient Worksheet

How do others reveal their feelings to you?

How do the emotions and moods of others affect your interaction with them?

How can you deepen connections, improve performance, and expand relationships?

How does awareness of others' feelings impact project success and teamwork?

Quotient 3: Self-Management (SeM)

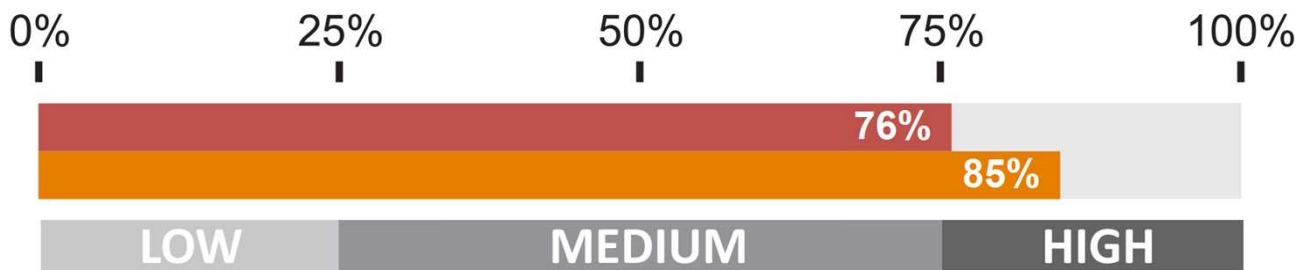
The self-management quotient indicates self-evaluation coupled with self-regulation. The awareness and discipline to control and harness feelings directly impacts the ability to achieve personal objectives and develop inner resolution. Satisfaction, happiness and contentment are results of self-management.

Factors include:

- Discipline
- Flexibility
- Focus
- Control
- Stress Management
- Goal setting
- Emotional management
- Adaptability, Agility
- Impulse control

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
an opportunity for developing more personal maturity and higher levels of self-control	generally intentional and on task with their feelings and responses	a high level of self-control and discipline, intuitively understand how to manage themselves

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



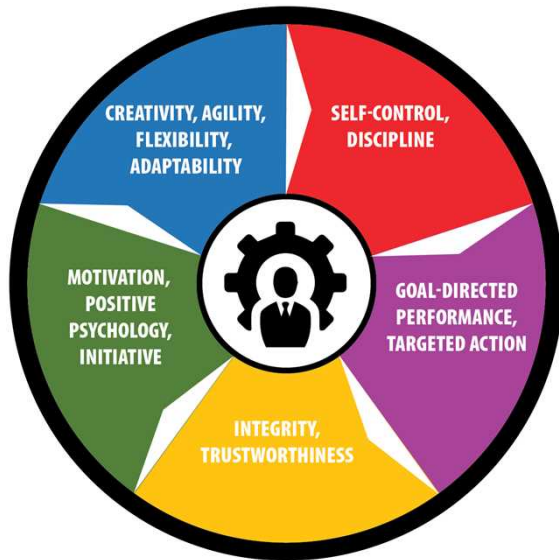
RAW SCORE: 3.78 OBSERVER SCORE: 4.30

Note: The Raw Score gives an average based on a scoring range from 1-5

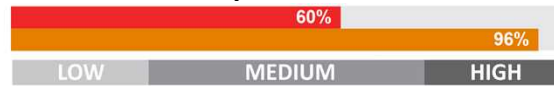
Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Self-Management is perceived by others in a positive, powerful way?

Self-Management (SeM) Scores



Self-Control, Discipline



Goal-Directed Performance, Action



Integrity, Trustworthiness



Motivation, Positive Psychology



Creativity, Agility, Flexibility



Self-Management is comprised of 5 sub-categories:

- Self-Control, Discipline:** effectively handling impulses; maintaining composure while experiencing stressful, trying emotions; managing preparation and performance; actively choosing paths; self-directing; the ability to emotionally persist to achieve strategic objectives.
- Goal-Directed Performance, Targeted Action:** focus to achieve long term desired goals; emotional tenacity and persistence; drive to choose challenging objectives and assume acceptable risk; staying the course to completion; resilience in the face of obstacles and setbacks; seizing opportunities.
- Integrity, Trustworthiness:** the ability to work with conscience, ethics and integrity; operating with personal standards, principles and values; being dependable, reliable and authentic; keeping promises and assuming personal responsibility.
- Motivation, Positive Psychology, Initiative:** self-energizing; the ability to be mentally and emotionally engaged; attitude; passion; choosing cause and effect feelings; being responsible for personal success; acting and choosing feelings in accordance with positive emotions, optimism and constructive feelings; limiting negative emotions, patterns and spirals.
- Creativity, Agility, Flexibility, Adaptability:** coping with change, transition and development; adjusting to situations, relationships and feelings; handling curiosity and imagination to create, discover and explore opportunities; innovation for progress; cognitive and emotional shifts to augment and manage change; the abilities to problem solve and 'think outside the box.'

Details of Your Self-Management Scores

Self-Control, Discipline:

Self-Perception: 60%

You may not have clearly defined goals that fully motivate and engage your heart. Energize to stay on track, avoid multitasking, and have more fun on the journey. Targeted objectives lead to success. Still, coordinating the effort and staying on task are essential. Demanding the best and settling for nothing less leads to excellence. Develop a strong commitment, excitement and enthusiasm to stay the course, even in the face of setbacks and disappointments.

Other's Perception: 96%

You are a high achiever with a plan and a vision. Be sure to challenge and expand horizons. It's easy to become satisfied and complacent when things are going well when efforts are readily and appropriately rewarded. Self-discipline and control suggest expanding objectives and continuously setting new and exciting goals. Today's excellence is the standard that needs to be exceeded tomorrow.

Goal-Directed Performance, Targeted Action:

Self-Perception: 80%

You are continuously improving and expanding your horizons. Accept challenges and calculated risks to achieve new heights. Be bold and adventurous. Break out of the patterns you know and love to expand possibilities. Embrace the excitement and possibilities that are there with a mind for exploration and discovery. Creatively learn and improve.

Other's Perception: 80%

Consistent with self-perception.

Integrity, Trustworthiness:

Self-Perception: 80%

You're comfortable with who you are, your values and your calling. Character, integrity and honesty are lifelong commitments. Excellence in the journey assures quality and satisfaction in the outcomes. Your reputation, authenticity and integrity set the foundation for inner ease and positive relationships.

Other's Perception: 89%

Consistent with self-perception.

Details of Your Self-Management Scores (continued)

Motivation, Positive Psychology, Initiative:

Self-Perception: 80%

You actively take command of life and assume responsibility for your destiny. Drive and commitment are most effective as active systems. While willpower is a powerful force, directing it towards creating habits, patterns, systems and results allows for sustained, powerful achievement.

Other's Perception: 86%

Consistent with self-perception.

Creativity, Agility, Flexibility, Adaptability:

Self-Perception: 80%

You take the initiative to be agile, imaginative and explore new possibilities. Challenge yourself. Accept reasonable risks. Don't be afraid of failure. Discover new horizons. Make your good, better and your better, best. While you are quite good at flexibility, adaptability and change, there always new possibilities and perspectives. Dream big.

Other's Perception: 76%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Self-Management

Self-Control, Discipline: 60%

- Find the right balance. Recognize the exchange value of time, talent and treasure. Keep the focus on outcomes. Commit to what matters. Value yourself and your time. Create a personal passion to perform. Make the results worth the effort.
- Set SMART goals that are important and meaningful. Avoid overextending. Set a few significant goals and achieve them on a regular basis. Be consistent, committed and diligent. Be focused and deliberate. Commit to learning and continuous improvement to expand potential.

Goal-Directed Performance, Targeted Action: 80%

- Create new possibilities. Set more challenging goals. Use the energy to enhance confidence and try new things. Exercise dynamic creativity and explore new types of intelligence.
- Enlist stress as an ally and energizer. Compete against yourself. Set new standards. Go beyond yesterday's expectations.

Integrity, Trustworthiness: 80%

- Your reputation and attitude serve to create a model of character and excellence. Be aware of your impact.
- By being consistent - internally and externally. There is an ease and peacefulness in living with integrity by doing the right thing, no matter who is or isn't watching.

Motivation, Positive Psychology, Initiative: 80%

- Your sustained excellence yields patterns and habits. Keep it up! These systems make it far easier to consistently contribute high quality effort. Winning and positive outlook serve best when they are second nature.
- Nurture your passion through intrinsic rewards, celebration and a positive stream of self-talk. Character and positive emotions constitute who you are; they aren't just what you do.

Creativity, Agility, Flexibility, Adaptability: 80%

- What people do you really admire? Why? How can you emulate the qualities you like best in them? What can you do to offer service and value to others? What possibilities have you explored in giving, kindness and compassion?
- What would you like to leave as a legacy? How would you like to be remembered? Think of the special things you can do. Make that part of your mission.

Self-Management (SeM) Quotient Worksheet

What is your typical self-talk like? Can you improve it?

Do you dwell on positives or negatives? How can you make this more constructive?

Can you actively make choices to control emotions? Do you have internal responsibility?

Quotient 4: Social Management (SoM)

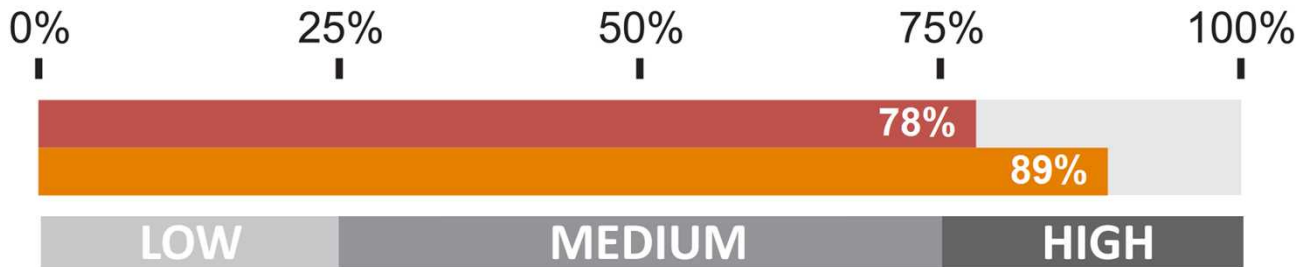
Social/Relationship management includes interpersonal skills and focuses intelligence on generating results. This social intelligence fosters collaboration and connection to tap the power of synergy.

Factors include:

- Directing
- Collaboration
- Influence
- Building friendships
- Change Catalyst
- Leadership
- Social poise
- Conflict Management
- Negotiation

Percentage lower than 25%	Percentage between 25% and 75%	Percentage greater than 75%
opportunity to develop the skills to work better on teams and within groups	generally good team players with adequate interpersonal skills	a high level of confidence and pose, build strong relationships, good leaders and coaches

Self-perception scores are noted by the red bar. Others' perceptions are noted by the orange bar.



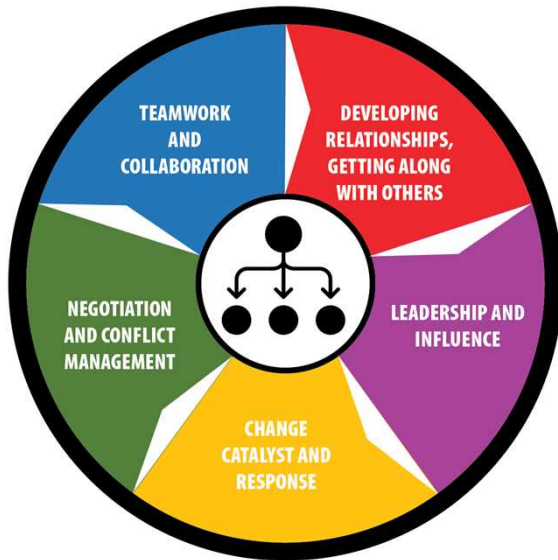
RAW SCORE: 3.89 OBSERVER SCORE: 4.48

Note: The Raw Score gives an average based on a scoring range from 1-5

Consider:

- What might be contributing to differences in this score, if any?
- How can I be sure my Social Management is perceived by others in a positive, powerful way?

Social Management (SoM) Scores



Developing Relationships



Leadership & Influence



Change Catalyst & Response



Negotiation & Conflict Management



Teamwork & Collaboration



Social Management is comprised of 5 sub-categories:

- Developing Relationships, Getting Along with Others:** cultivating, nurturing and maintaining long term personal and professional relationships; having quality connections and friendships.
- Leadership and Influence:** operating with warmth, likability, presence, charisma, and approachability; paying attention and focusing on results; being involved, engaging, passionate and powerful; showing deliberate persuasion; delivering solutions and success to others and to groups; partnering for targeted outcomes.
- Change Catalyst and Response:** recognizing the need for change and championing action; developing interpersonal skills and abilities; initiating growth and progress on individual, team and organizational levels; facilitating maturity and success; focusing on positive outcomes.
- Negotiation and Conflict Management:** bargains with abundance thinking for mutual gains; copes with conflict through positive proactive and reactive techniques; effectively deals with difficult people and situations; creates unity, balance and gain.
- Teamwork and Collaboration:** builds bonds; transforms groups into teams; fosters unified, engaged effort; generates collaboration, cooperation, participation and high-quality results; nurtures spirit de corps and the ability to develop synergy. Interpersonal emotional effectiveness.

Details of Your Social Management Scores

Developing Relationships, Getting Along with Others:

Self-Perception: 80%

You enjoy people and find satisfaction in creating and nurturing quality relationships. Gain happiness through relationships and experiences, not things. Focus on connections where you can make the greatest contribution and receive the most significant payoffs. Invest yourself in quality relationships.

Other's Perception: 89%

Consistent with self-perception.

Leadership and Influence:

Self-Perception: 60%

You don't exercise full responsibility for your influence and impact. Become the right example. Serve as a catalyst for transformation, growth and high value outcomes. Commit and dedicate to a vision and a mission.

Other's Perception: 93%

You are the person others look to for guidance and direction. Be the leader who builds long term. Invest in people and long-term success. Coach, share and transform the ordinary to the extraordinary. See potential and possibility. Set the path and tone for reaching and achieving high level success internally and externally.

Change Catalyst and Response:

Self-Perception: 70%

Rather than taking command and becoming the change you want, you tend to drift from the sometimes proactive to the sometimes reactive. Tomorrow hopes you've learned something from today. Development is certainly planned and structured, but also can be reactive and spontaneous. Commit to creating the change that makes life better.

Other's Perception: 86%

You take responsibility and have a plan for proactive, positive self-actualization. The fire must come from within, not from outside. Find causes and missions that excite a passion within you. Dedicate yourself to causes and meaningful change. Be the catalyst for the change you want. Be involved.

Details of Your Social Management Scores (continued)

Negotiation and Conflict Management:

Self-Perception: 90%

You apply effective conflict management skills to creatively resolve problems, improve relationships and create abundance. Interaction always involves differences. These give connections value and spice. Hostility and anger are negatives but discussion and interaction generate higher returns for all.

Other's Perception: 89%

Consistent with self-perception.

Teamwork & Collaboration:

Self-Perception: 80%

You are a collaborative team player who can assume various roles to generate optimal results. As teams succeed, they expand their mission and climb to new heights. The mission needs to expand as the team grows.

Achievement creates new possibilities and horizons. Success inspires motivation, engagement and high-quality impact.

Other's Perception: 89%

Consistent with self-perception.

Consider:

- Which sub-scores areas have distinct differences in scoring, if any?
- What patterns do you notice in these five sub-score areas, if any?
- Which pieces of these sub-scores have the most relevant or important impact right now?
- How can you use the self-perception and others' perception information to support your developing EIQ?

Suggestions to Improve Social Management

Developing Relationships, Getting Along with Others: 80%

- Relationships work best when they emphasize similar interests and experiences. Over time, quality is added through shared projects and adventures. The little details are important. Remember friends and be attentive.
- Refresh old connections. Invest the time in reconnecting. Let people know you care and that they are valued.

Leadership and Influence: 60%

- Set the tone for team emotion, engagement, motivation and optimism by the feelings you share. Leadership and influence are about relationships. Cultivate the warmth and happiness that attracts and inspires.
- Integrate thoughts and feelings into creativity and problem solving. Generate excitement and enthusiasm in implementation and performance through use of the whole mind.
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Change Catalyst and Response: 70%

- What changes do you, your team and your organization face? How can you be a proactive catalyst for positive improvement? What are you doing to make everyone better? Find answers.
- Who have been your coaches and mentors? The examples you follow? How have these people made positive impact in your life? What are you doing to pay it forward? Be creative and invest in others.

Negotiation and Conflict Management: 90%

- Invite discussion and constructive critique. Information and real feedback generate the fuel for improvement.
- Respect others. Be assertive. Be positive and constructive. Set the tone for resonance and rapport to develop connection.

Teamwork and Collaboration: 80%

- As the team achieves, how are investments made in improvement and growth? How is achievement recognized, celebrated and capitalized on?
- Synergy is a dynamic process. It is sustained through positive climate and culture. Contribute to success through realistic optimism and positive emotions.

Social Management (SoM) Quotient Worksheet

How do the actions and feelings of others affect your emotions?

How can you read the feelings of others accurately?

How do you separate responses from reactions? How can you choose to be more proactive?

Additional Ideas for Improvement

Self-Recognition:

1. Accept personal feelings as information without judgment or rejection.
2. Connect emotions and thoughts. Think about the causes and impacts of feelings.
3. Tune into the subconscious by recognizing the physical impacts of emotions.
4. Recognize both positive and negative emotions. Reinforce the positive and lessen the negative.
5. Support intrapersonal effectiveness through positive self-talk; self-affirmation; constructive visualization and/or journalizing.
6. Establish the practice of relaxing, refreshing and renewing through meditation and reflection.

Social Recognition:

1. Be curious and interested in other people.
2. Focus attention on others and what they are willing to share. Hear both verbal and nonverbal communication.
3. Be sensitive, appreciative, validating and respectful of others. Value both the person and the message they send.
4. Show support and encouragement. Display understanding through physical and verbal communication.
5. Reflect on information to adjust communication and behaviors. Adapt to different personalities, situations and dynamics.
6. Express feelings in sensitive, appropriate, useful, honest ways. Empathize with others. Let them know and feel the connection.

Self-Management:

1. Develop habits of self-control and personal discipline.
2. Accept responsibility for behavior, communication, performance and impact.
3. Create a sense of conscience, morality and integrity and act consistently with personal values and principles.
4. Determine personal boundaries and act assertively (rather than passively or aggressively).
5. Actively set goals and objectives. Support achievement with diligence, tenacity and the personal qualities necessary to succeed.
6. Actively make and execute decisions. Think, feel and perform with the best information available. Avoid regret, anxiety and worry.

Social Management:

1. Resolve conflict judiciously through attention, focus, problem solving and seeking double wins.
2. Promote change management, learning and continuous learning to optimize effective and generate high value returns. Apply coaching and mentoring to develop and expand potential.
3. Involve others through teamwork. Generate synergy through cooperation, participation and utilization.
4. create both intrinsic and extrinsic rewards. Celebrate achievement at all levels. Encourage effort.
5. Create environments and situations that promote reasonable risk taking. Allow failure and mistakes to be learning experiences rather than disasters.
6. Get along with difficult people in tough situations through positive interaction, empathy, dialogue, negotiation and emotional connection.

Now What?

"The longest journey on earth begins with a single step." (Ben Sweetland)

After taking this assessment and reading your report, you are probably even more interested in learning as much as possible to improve your emotional intelligence (EIQ). You might believe you can absorb the suggested improvements quickly and retain them until they become second nature, right? Wrong! You must improve your EIQ through ongoing practice. Competence breeds confidence, which leads to inner motivation.

The key to making EIQ easier to master is to break the improvement suggestions into simple bite-size pieces that can be readily digested and successfully implemented in your life. Perfect one area and incorporate that information into your life before perfecting the next area. This begins a "spiral of success" where you learn something new, try it out, and experience some success which gets you charged up about learning more.

The speed with which you apply your new EIQ knowledge should change your behaviors gradually, not radically, so that it affects your life permanently - not as quick fixes learned today and forgotten tomorrow. Training, learning and practicing must become an "all the time" behavior.

Remember, it is important to continue to check in with others so you are clear on their perceptions of your behavior and emotional impact. While we judge ourselves on our intentions, others judge us on our behaviors. Keeping this in mind can help you grow your connections, and create mutually beneficial relationships!