TTI SUCCESS INSIGHTS®

Emotional Quotient™

Michael Sample

CEO
Sample Co.
5-22-2013

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company

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Introduction

The Emotional Quotient™ report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

Research shows that successful leaders and superior performers have well developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's (EQ) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence

What goes on inside of you as you experience day-to-day events.

Self-Awareness is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

Self Regulation is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.

Motivation is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Interpersonal emotional intelligence

What goes on between you and others.

Empathy is your ability to understand the emotional makeup of other people.

Social Skills is a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

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General Characteristics

Based on Michael's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.

Self-Awareness

- He has a firm grasp of his emotional strengths and weaknesses.
- In most situations, he has a strong awareness of his emotions.
- Clearly identifies his emotional reactions to life situations.

Self-Regulation

- When he sees conflict arising, he is able to effectively manage his emotions while resolving the issue.
- Proactive in lifting himself out of a bad mood.
- Others see him as someone with a stable temperament.

Motivation

- Often looks for ways to develop his skills or improve his career.
- His passion for his work is evident.
- Runs the risk of being seen as a workaholic if the work leads to the goal.

Empathy

- Needs to be careful not to make too many compromises when faced with conflict due to his understanding of others' emotions.
- Has a unique ability to put himself in another person's shoes.
- When using active listening skills, he will predict a person's emotional state and use this information to communicate more effectively.

Social Skills

- He is usually persuasive and is able negotiate well with others.
- Generally, others find spending time with him a positive experience.
- He tends to use his relationship connections to reach outcomes.

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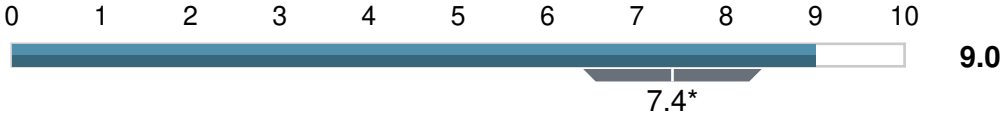
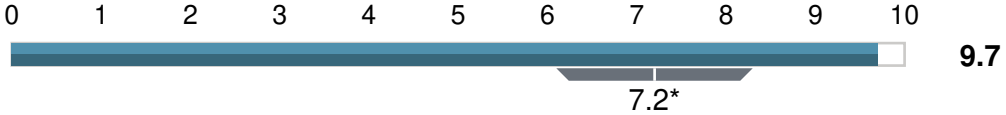
Emotional Quotient Assessment Results

The Emotional Quotient (EQ) is a measure of your ability to sense, understand, and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your overall score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

1. SELF-AWARENESS - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

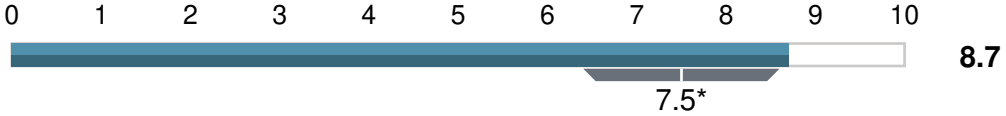


2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

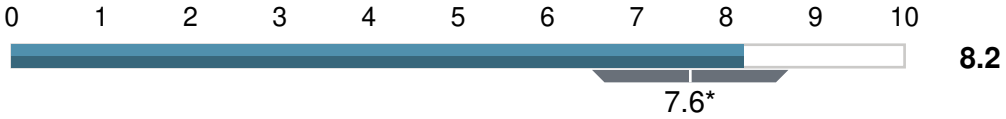


3. MOTIVATION - A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

4. EMPATHY - The ability to understand the emotional makeup of other people.



5. SOCIAL SKILLS - A proficiency in managing relationships and building networks.



* 68% of the population falls within the shaded area.

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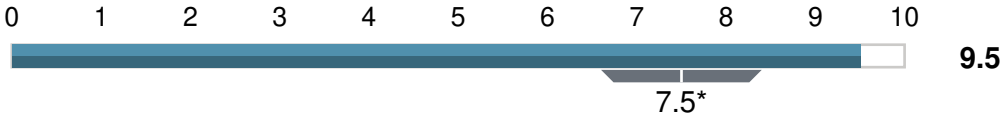
Emotional Quotient Scoring Information

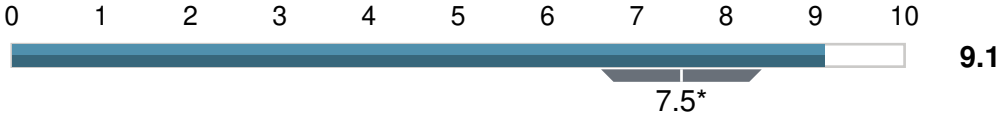
The sum of the Self-Regulation, Self-Awareness, and Motivation subscales add up to represent your Intrapersonal Emotional Quotient. The sum of the Empathy and Social Skills subscales add up to represent your Interpersonal Emotional Quotient. Your total level of Emotional Quotient was calculated by summing the Intrapersonal and Interpersonal scores.

INTRAPERSONAL - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



INTERPERSONAL - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.

TOTAL EMOTIONAL QUOTIENT - Your total level of emotional intelligence, formed by combining your intrapersonal and interpersonal scores.



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Intrapersonal Self-Awareness

The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

You scored a 9.0.

Your level of Self-Awareness is well developed, meaning you notice and understand what you are feeling and why.

What you can do:

- Describe your emotional triggers to a family member, friend or trusted co-worker in order to polish your ability to self-assess.
- Compare the feedback you receive from others with your own self-assessment.
- To further improve decision making, look for behavioral trends and discuss your observations with a trusted advisor, family member or friend.
- You may want to pause occasionally to consider whether you have a realistic self perception.
- Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
- Sharpen your Self-Awareness by writing in a journal about your emotional responses to situations that were significant.
- Note your introspective discoveries and discuss them with a family member, friend or trusted co-worker to gain further enlightenment.
- Think about situations that create an emotional charge for you. Keep a list of these and possible solutions to bringing your emotions back to a normal state.
- Think of situations where you use each of your strengths and weaknesses, especially in the workplace.
- Utilizing your high level of Self Awareness, create an action plan of areas you wish to improve. How can your Self Awareness assist you in this journey?
- Reflect on emotionally charged situations from your past, especially in the workplace. How would you feel about the situation today?

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Intrapersonal Self-Regulation

The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

You scored a 9.7.

You have a high level of Self-Regulation. You may at times over manage your emotions, especially in high stress situations. You work well under pressure.

What you can do:

- When experiencing negative emotions, continue to summarize the situation to determine triggers and critically observe your behavioral reactions.
- Discuss additional strategies for altering a negative mood with a family member, friend or trusted advisor. Determine what works best for you.
- Discuss with a co-worker opportunities to further advance your Self-Regulation abilities. Ask them to help discover ways to regulate in current trigger areas.
- Keep a log of your effective self-management skills, as you may find yourself in situations in the future that are harder for you to regulate.
- Reflect on times you demonstrated appropriate use of relaxation and emotions; effective communication requires both.
- Discuss with a trusted advisor what may keep you from expressing emotions or trigger points for an upcoming situation.
- Put your feelings in perspective with the big picture; ask yourself, "How will I feel about this one week from now?"
- Use regular exercise to manage your emotions and relax both body and mind.
- Given your behavioral preferences, brainstorm ways to express emotions authentically.

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Intrapersonal Motivation

A passion to work for reasons that go beyond money or status, and a propensity to pursue goals with energy and persistence.

You scored a 9.8.

You have a strong drive to achieve your goals, and you will seek out new challenges.

What you can do:

- Continue to challenge yourself when setting goals, and include dates for achievement.
- Clarify why the goals you have are important to you. Ask yourself what happens after your current goals are achieved.
- Continue to create detailed objectives in order to reach the overall goals.
- List your goals and post them where you can see them each day. Make notes and track your success.
- Spend additional time visualizing the achievement of your goals.
- Celebrate accomplishments that bring you closer to your goals.
- Find role models that inspire you and understand the tools they used to become successful.
- Determine if you have qualities that could hold you back and look for ways to turn these into strengths.
- Challenge the status quo and make plans for improvement.
- Write an article, journal entry or blog on how motivation has led to your success. Share this with others.

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Interpersonal Empathy

The ability to understand the emotional makeup of other people.

You scored a 8.7.

You have a unique skill of treating people according to their emotional reactions. You have the ability to utilize this information when making decisions.

What you can do:

- Attempt to fully understand others before communicating your point of view, this helps to ensure your message is received correctly.
- Watch interactions of other people and discuss your observations with a peer to sharpen your empathy skills.
- Observe body language for nonverbal messages being expressed.
- Empathizing with others can enhance your understanding and your relationships with them.
- Work with a trusted advisor to brainstorm ways to use your empathy to help others take accountability and make tough decisions.
- Mentor co-workers on effective ways to use empathy in the workplace.
- Demonstrate to others how to be nonjudgmental, especially when negative comments are being made about others.
- Offer personal assistance to your friends, family and even strangers who may be in need.
- Evaluate the best way to help elevate the emotional state of others in the way the might best appreciate.

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Interpersonal Social Skills

A proficiency in managing relationships and building networks.

You scored a 8.2.

You are able to find common ground with others and generally are able to build good rapport. You are able to help build a strong team environment.

What you can do:

- Consider traits you admire in other people you know and ask them for feedback about yourself in those areas.
- Identify areas of social interactions that may make you uncomfortable and ask a trusted advisor to help improve in these areas.
- Consider the unique capabilities of those you interact with and how you can further encourage these traits in them.
- Pursue quality, rather than quantity, in your social bonds. Converse with others on an even deeper level.
- Remember unique facts about others. Use memory techniques and be fondly known as the one that remembers!
- Take notice when emotions are taking over an interaction, and then find ways to improve the emotional tone of the situation.
- Talk about your feelings related to work as well as personal circumstances with a trusted advisor, family member or friend.
- Find ways to be a positive influence at work by helping others improve their social skills.
- If you have a miscommunication or negative interaction, take accountability quickly and find ways to make amends.
- Demonstrate a curiosity about others and their well being and consider ways you may be of assistance.
- Consider ways you may be able to provide positive feedback to help others improve their social skills.
- Join a professional association or special interest group that meets regularly to practice building bonds.

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Emotional Quotient™ Wheel

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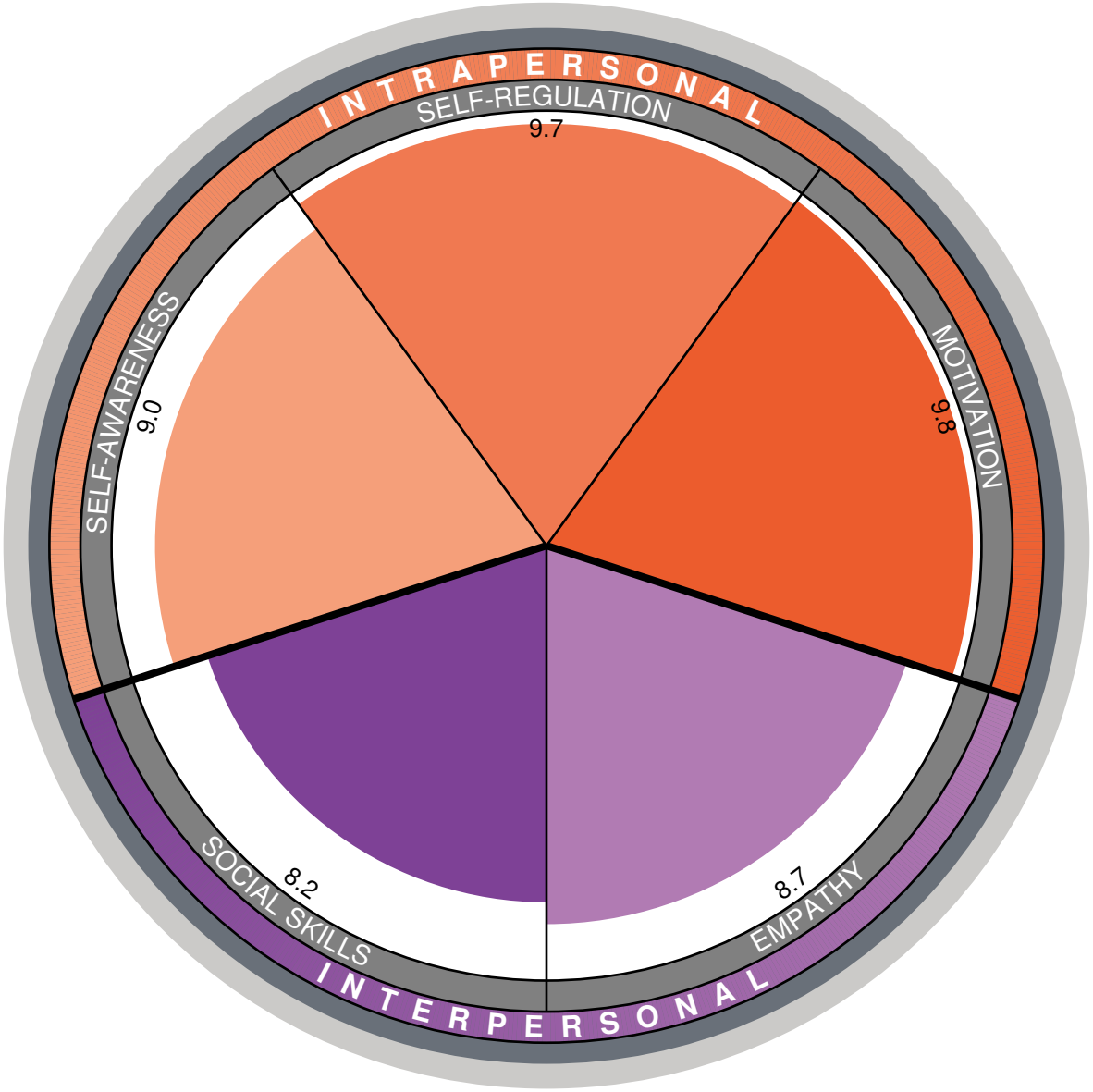

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