



Snapshot

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Private and confidential



eip3

Emotional Intelligence Profile

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About this report

Thank you for completing the Emotional Intelligence Profile (EIP) questionnaire.

Snapshot is a short report designed to give you a quick reference as to your strengths and development areas in Emotional Intelligence.

This report consists of six parts:

Part 1 - An introduction to Emotional Intelligence

A brief explanation on the different aspects of Emotional Intelligence and why it is crucial for self-development.

Part 2 - An introduction to the Emotional Intelligence scales

A list of the sixteen EIP scales for you to rate yourself against.

Part 3 - A summary of your strengths and development areas

A summary of your three highest scoring scales (strengths) and your three lowest scoring scales (development areas) of Emotional Intelligence.

Part 4 - How to build on your strengths

Identifies three scales of Emotional Intelligence that you scored relatively higher on. These are areas of potential strength for you. For each strength you are given three suggestions on how to make best use of this.

Part 5 - How to develop your Emotional Intelligence

Identifies three scales of Emotional Intelligence that you scored relatively lower on. These are areas of potential development for you. For each area of development you are given three suggestions on how to improve this.

Part 6 - What you can do next

Provides information and references to learn more on Emotional Intelligence and how to develop it further.

Emotional Intelligence focuses you on the personal changes you may choose to make in order to get the best out of yourself and truly engage, inspire and motivate others.

This is a confidential report for the named individual. The report is intended as an aid to self-development and should not be used as part of a selection process or as a comparison between candidates.

Part 1 - An introduction to Emotional Intelligence

Emotional Intelligence is a combination of attitudes and behaviors that distinguish outstanding performance from average performance. These attitudes and behaviors are changeable and can all be developed. The Emotional Intelligence Profile provides a framework for understanding how you manage yourself to be both personally and interpersonally effective.

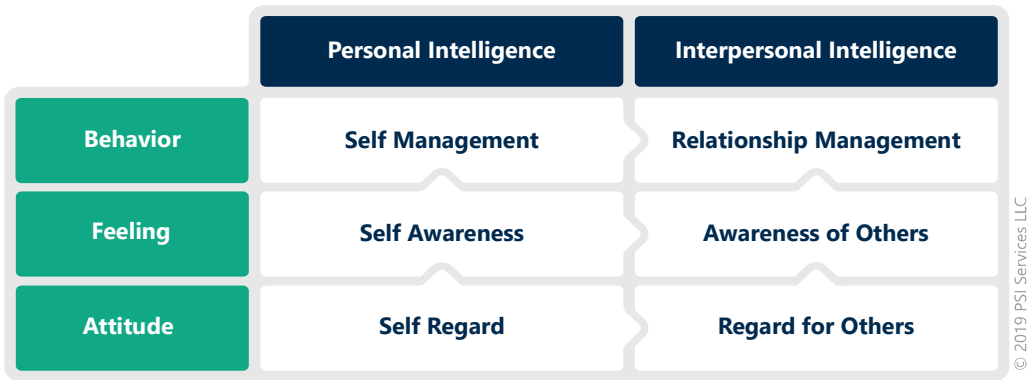
Personal Intelligence

Being effective at picking up what is going on inside of you (**Self Awareness**) and taking appropriate actions to manage yourself (**Self Management**).

Interpersonal Intelligence

Being effective in picking up what is going on for other people (**Awareness of Others**) and taking appropriate action to manage them (**Relationship Management**).

Your Emotional Intelligence is influenced by your attitudes. In particular, your attitude towards yourself (**Self Regard**) and your attitude towards other people (**Regard for Others**). To make developmental changes stick, it is important to develop attitudes that enable effective behaviors. The relationship between the various parts of Emotional Intelligence is shown in the diagram below.



These six broad areas of Emotional Intelligence are further separated into sixteen scales as described in Part 2. Part 3 of this report identifies the three scales you scored highest on (your strengths) and the three scales you scored lowest on (your development areas).

Part 2 - An introduction to the Emotional Intelligence scales

Before reading the rest of your report, familiarize yourself with the sixteen EIP scales. Tick ☒ which of these scales you feel might be relative strengths (S) and which you feel might be relative development areas (D) for you. Try to identify at least three strengths and three development areas.

S

D

Attitude scales

☐☐

1 **Self Regard** is the degree to which you accept and value yourself.

☐☐

2 **Regard for Others** is the degree to which you accept and value others as people.

Feeling scales

☐☐

3 **Self Awareness** is the degree to which you are in touch with your body, feelings and intuition.

☐☐

4 **Awareness of Others** is the degree to which you are in touch with the feelings of others.

Behavior scales

☐☐

5 **Emotional Resilience** is the degree to which you are able to pick yourself up and bounce back when things go badly for you.

☐☐

6 **Personal Power** is the degree to which you believe that you are in charge of and take responsibility for your outcomes.

☐☐

7 **Goal Directedness** is the degree to which your behavior is related to your own long-term goals.

☐☐

8 **Flexibility** is the degree to which you feel free to adapt your thinking and your behavior to match changing situations.

☐☐

9 **Connecting with Others** is the extent and ease with which you are able to make significant connections with other people.

☐☐

10 **Authenticity** is the degree to which you invite the trust of others by being principled, reliable, consistent and known.

☐☐

11 **Trust** is your tendency to trust others, but to the right degree.

☐☐

12 **Balanced Outlook** is how well you manage to balance optimism and realism.

☐☐

13 **Emotional Expression and Control** is how well you balance emotional expression with emotional control.

☐☐

14 **Conflict Handling** is how well you handle conflict or how assertive you are.

☐☐

15 **Interdependence** is how well you manage to balance taking yourself and taking others into account.

☐☐

16 **Reflective Learning** is the extent to which you reflect on what you and others feel, think and do and alter your behavior accordingly.

Part 3 - A summary of your strengths and development areas

Strengths

Of the sixteen EIP scales your three highest scoring scales are shown below. These may be useful strengths for you to make use of, as described in Part 4 of this report.



Reflective Learning

Reflective Learning is the extent to which you reflect on what you and others feel, think and do. Having higher Reflective Learning will help you to notice your patterns of thinking, feeling and behavior, develop new habits and continually develop your Emotional Intelligence.



Goal Directedness

Goal Directedness is the degree to which you relate your behavior to long-term goals. Having higher Goal Directedness will help you identify what matters to you, decide what you need to do to make this happen and how to see it through to completion.



Emotional Expression and Control

Emotional Expression and Control means feeling free to express your emotions but also being in charge of when and how you do this. Having this appropriate balance will help you to think clearly, communicate effectively, influence and lead others and build trusting relationships.

Development areas

Of the sixteen EIP scales your three lowest scoring scales are shown below. These may be areas you wish to develop, as described in Part 5 of this report.



Self Awareness

Self Awareness is the degree to which you are in touch with your physiology, feelings and intuition and is the basis to developing Emotional Intelligence. Developing your Self Awareness will enable you to notice and manage your feelings effectively; such as feelings of anger, stress, sadness and excitement.



Personal Power

Personal Power is the degree to which you believe that you are in charge of and take sole responsibility for your outcomes, rather than viewing yourself as the victim of circumstances and/or of other people. Developing your Personal Power will help you to act with confidence, feel empowered and influence others.



Emotional Resilience

Emotional Resilience is the degree to which you are able to pick yourself up and bounce back when things go badly for you. Developing your Emotional Resilience will help you to cope with life's challenges, remain calm in a crisis and think through problems rationally.

Part 4 - How to build on your strengths

This section describes the three scales of Emotional Intelligence that you rated yourself highest on and how to apply these strengths.



Reflective Learning

Your score on Reflective Learning indicates that this may be a relative strength of yours. Reflective Learning is the extent to which you reflect on what you and others feel, think and do. Having higher Reflective Learning will help you to notice your patterns of thinking, feeling and behavior, develop new habits and continually develop your Emotional Intelligence.

Which of these describe you?

- ☐ You engage in regular self-reflection.
- ☐ You seek feedback from others.
- ☐ You understand your strengths and development needs.
- ☐ You plan and act upon your self-development needs.
- ☐ You change your behavior as a result of self-reflection.

In what other ways do you demonstrate high Reflective Learning?

Suggestions on how to use this strength

- 1 Seek further feedback:** Use your Reflective Learning to develop your self-awareness and build an accurate picture of your strengths and development areas. Actively seek feedback from your boss and subordinates, undertake a 360 feedback process and ask people for their views.
- 2 Support others in their Reflective Learning:** Show others you take your development seriously; lead by example, state your development areas, make time to develop your strengths and close important development gaps. Then do the same to support others.
- 3 Reflect upon a challenging life experience:** Consider what triggered the event? What did you do, think and feel at that time? Was it a one-off or is this a common theme in your life? How would you prepare and respond differently next time?



Goal Directedness

Your score on Goal Directedness indicates that this may be a relative strength of yours. Goal Directedness is the degree to which you relate your behavior to long-term goals. Having higher Goal Directedness will help you identify what matters to you, decide what you need to do to make this happen and how to see it through to completion.

Which of these describe you?

- ☐ You are clear on your personal wants and goals in life.
- ☐ You know how to achieve your personal development goals.
- ☐ You maintain your focus and are not easily distracted.
- ☐ You know what motivates you.
- ☐ You engage in long-term thinking and future planning.

In what other ways do you demonstrate high Goal Directedness?

Suggestions on how to use this strength

- 1 Set a development objective:** Use your Goal Directedness to improve one development area in this report. Set yourself a specific development goal for what you will do and by when. Monitor your progress and persevere until the new behavior becomes a habit.
- 2 Appreciate what you have:** If you are someone who constantly strives for goals, objectives and results ensure you balance this with enjoying the present and valuing what you already have.
- 3 Enhance your Goal Directedness:** For example; setting goals, seeing goals through to completion, being less easily distracted, attaining short-term targets or achieving longer term life goals.

✕ Emotional Expression and Control

Your score on Emotional Expression and Control indicates that this may be a relative strength of yours. Emotional Expression and Control means feeling free to express your emotions but also being in charge of when and how you do this. Having this appropriate balance will help you to think clearly, communicate effectively, influence and lead others and build trusting relationships.

Which of these describe you?

- ☐ You are even-tempered and emotionally balanced.
- ☐ You display emotional maturity and don't over-react.
- ☐ You motivate others through enthusiasm and appreciation.
- ☐ You are comfortable expressing your full range of feelings.
- ☐ You control your feelings when necessary to do so.

In what other ways do you demonstrate high Emotional Expression and Control?

Suggestions on how to use this strength

- 1 Inspire others:** Use your strengths in emotional management to inspire and connect with others. Identify what people are passionate about and ensure you match and reflect their emotional tone in your communication to them. For example, overtly state your commitment, show encouragement and listen attentively when appropriate.
- 2 Notice your quieter feelings:** Identify what situations cause a strong emotional reaction in you and learn to notice and manage these feelings early. For example, frustration before it becomes anger and anticipation before it becomes anxiety.
- 3 Create an atmosphere of openness:** Be an example to others, show that you are comfortable with expressing emotions but can do so in a calm and mature manner even during times of stress. This will encourage others to be open with you while also remaining calm and relaxed.

Part 5 - How to develop your Emotional Intelligence

This section describes how you can develop the three scales of Emotional Intelligence that you rated yourself lowest on, relative to the other scales.

Self Awareness

Your score on Self Awareness indicates that this may be an area for personal development. Self Awareness is the degree to which you are in touch with your physiology, feelings and intuition and is the basis to developing Emotional Intelligence. Developing your Self Awareness will enable you to notice and manage your feelings effectively; such as feelings of anger, stress, sadness and excitement.

Do you do any of the following?

- ☐ Do you find it difficult to describe your different emotions?
- ☐ Are you unaware of how your emotions affect your behavior?
- ☐ Do you rarely use your intuition?
- ☐ Do you tend to ignore, hide or not notice your emotions?
- ☐ Do you rarely experience strong feelings, likes and dislikes?

Which aspect of Self Awareness would you most like to develop?

Your development suggestions

- 1 Record your emotions:** Keep a log of your emotions during the day and how they affect your behavior. This will provide a first step in learning how to recognize and manage your emotions.
- 2 Share your feelings with someone you trust:** Talking through your feelings may help you to learn how they affect your behavior and performance. Also, widen your use of feeling words, for example, happy may include feeling cheerful, satisfied, confident and proud.
- 3 Notice your intuition:** Be prepared to listen to and trust your gut reaction. Next time you make a decision, check whether it feels right as well as if it is logically the right decision.

Personal Power

Your score on Personal Power indicates that this may be an area for personal development. Personal Power is the degree to which you believe that you are in charge of and take sole responsibility for your outcomes, rather than viewing yourself as the victim of circumstances and/or of other people. Developing your Personal Power will help you to act with confidence, feel empowered and influence others.

Do you do any of the following?

- ☐ Do you feel disempowered and frustrated by perceived constraints?
- ☐ Are you less inclined to seek out greater responsibility?
- ☐ Do you feel dependent on others to make decisions or take action?
- ☐ Do you sometimes blame others unfairly and not take accountability for your actions?
- ☐ Do you sometimes see yourself as a victim of circumstance?

Which aspect of Personal Power would you most like to develop?

Your development suggestions

- 1 Consider your choices:** When there appears to be no choice, stop and challenge yourself to identify at least three options that have desirable outcomes. Try to resist asking others for advice until you have opinions of your own.
- 2 Draw upon your experience:** Recall times when you felt empowered for taking on responsibility or being at your best, not just organizationally but also socially, physically and mentally. Remind yourself of these times when faced with challenging situations.
- 3 Stretch your comfort zones:** Explore the option of getting involved in slightly more challenging work that will stretch you and increase your confidence and capability.



Emotional Resilience

Your score on Emotional Resilience indicates that this may be an area for personal development. Emotional Resilience is the degree to which you are able to pick yourself up and bounce back when things go badly for you. Developing your Emotional Resilience will help you to cope with life's challenges, remain calm in a crisis and think through problems rationally.

Do you do any of the following?

- ☐ Do you take a while to bounce back from disappointments?
- ☐ Do you tend to exaggerate problems when under stress?
- ☐ Can you become despondent or take things to heart after setbacks?
- ☐ Do you tend to ruminate on issues or be unforgiving towards yourself?
- ☐ Do you harbor negative feelings such as anxiety and stress?

Which aspect of Emotional Resilience would you most like to develop?

Your development suggestions

- 1 Look after yourself:** If you are feeling the effects of stress on your physical health, particularly if you are living an unhealthy lifestyle, look after yourself physically, such as exercising and eating healthily. Also build in time for renewal, such as going for a walk, meeting friends or quiet reading.
- 2 Keep problems in perspective:** Ask for support from a trusted individual. Talk through your concerns to gain a different perspective and establish a rounded view of the issues.
- 3 Notice what causes you stress:** Note down how you reacted and the events leading up to a stressful situation. You may then start to identify the initial triggers, how to avoid these, or how to prepare to deal with them more effectively in the future.

Part 6 - What you can do next

This section of the report provides information and references to learn more about Emotional Intelligence and how to develop it further.

The Snapshot report is designed to give you a quick reference as to your strengths and development areas in Emotional Intelligence. If you would like to go further in exploring and developing your Emotional Intelligence we would recommend accessing the full EIP report through your administrator along with some individual feedback and coaching. The full EIP report includes your scores and an in-depth analysis on the sixteen EIP scales listed in Part 2.

Development activities

Was there a difference between your expected strengths and development areas in Part 2 of this report and your actual EIP results in Part 3? If so, you may find it useful to read the following free chapter on how to develop Emotional Intelligence and the other EIP scales:

www.psionline.com/EI-dev

References

If you would like to know more about the EIP and its applications we would recommend the following:

Maddocks, J. (2018). Emotional Intelligence at Work – How to make change stick. Cheltenham: Spa House Publishing.

Neale, S., Spencer-Arnell, L. & Wilson, L. (2011). Emotional Intelligence Coaching: Improving Performance for Leaders, Coaches and the Individual. London. Kogan Page Limited.

Sparrow, T. & Knight, A. (2006). Applied emotional intelligence: The importance of attitudes in developing emotional intelligence. Chichester: Wiley.

If you would like to know more about Emotional Intelligence we would recommend the following:

Goleman, D. (1996). Emotional intelligence; why it can matter more than IQ. New York: Bantam Books.

Griffin, J. & Tyrrell, I. (2013). The Human Givens. A new approach to emotional health and clear thinking. East Sussex: Human Givens Publishing.

Rock, D. (2009). Your Brain at Work: Strategies for Overcoming Distraction, Regaining Focus, and Working Smarter All Day. New York: Harper Business.

For more information on the EIP questionnaire please visit
www.psionline.com/assessments/emotional-intelligence-profile



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