

EQ16 questionnaire

Joe Smith

Report

myskillsprofile.com
around the globe

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Introduction

The EIQ16 measures aspects of your emotional intelligence by asking you questions about your understanding of emotions and feelings as well as your attitudes and reactions in various situations. Groups of questions relate to different aspects of emotional intelligence called emotional competencies. It is the particular combination of emotional competencies possessed by a person that contributes to their uniqueness.

Competencies are not the only influence on your individuality, however, as your personality, your particular talents, your interests, your values, your pattern of intellectual abilities, your life experience and your current life situation also contribute to making you the person you are. Psychological tests do not measure the whole you which is why they need to be interpreted in the context of other information about you.

Please bear the following points in mind as you consider the results from your assessment:

- your profile is based on what you have said about yourself through your responses to the questionnaire so that what we are measuring here is your own perception of what you are like;
- the results can also be affected by your strategy for answering the questionnaire - whether this was conscious or unconscious - for example, whether you were very frank, whether you were very self-critical or whether you felt under pressure to convey a more than usually positive impression of yourself;
- the EIQ16 presents your results in one of three categories for each competency area by comparing your responses against the responses of thousands of other people who have completed the questionnaires;
- remember that this assessment is intended to help you clarify your view of yourself and help you to develop and achieve personal growth. If you do not recognize yourself in the following pages, check what other people think by taking views from bosses, peers and direct reports.

The framework below provides a way of analyzing how your emotional intelligence along with your personality, abilities and motivations may be influencing your current job performance. Taking each competency area in turn, think about the tasks that you find come easily to you and those that you find harder to perform consistently to a high standard. Use the report alongside your organization's competency framework to identify your strengths and areas where further development would improve your performance.

In deciding where to put your development efforts, focus on one or two areas that are likely to have the biggest impact on your work performance. Set yourself specific learning goals for these development areas.

Your Emotional Intelligence Quotient

Emotional intelligence is a set of acquired skills and competencies that predict positive outcomes at home with one's family, in school, and at work. People who possess these are healthier, less depressed, more productive at work, and have better relationships. It is important to understand that emotional intelligence is not the triumph of heart over head - it is the unique connection of both.

According to psychologists Salovey and Mayer who coined the term, 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. In other words, there are four parts:

1. reading people;
2. using emotions;
3. understanding emotions;
4. managing emotions.

The EIQ16 provides a single score of your emotional intelligence in order to give you a very approximate indication of your overall emotional intelligence. This score is based on your total score across all 16 dimensions measured by the questionnaire. It is based on a ten point scale linked to percentile scores.

You have scored 5. Roughly speaking, this means you have scored better than 50 percent of the people who have completed this questionnaire. You can interpret a score of 7 or above as higher than average, between 4 and 6 as average and 3 or lower as below average.

Reading People

Emotional intelligence consists of four related abilities or competencies. The first of these is reading people - that is, identifying how you and those around you are feeling and being able to see how people are really feeling even when they may be putting on an outward show. This cluster of abilities also covers the ability to express emotions appropriately for the situation. A competent manager knows what people feel, will talk about feelings and can show how they feel.

You scored 9 on Self-Analysis and 5 on Self-Expression. Roughly speaking, this means that you have scored higher than 90 percent of test takers on the Self-Analysis scale and 50 percent of test takers on the Self-Expression scale.

It seems that you are usually fairly aware of your feelings and emotions and you know how to express them appropriately for the situation. Your powers of emotional self-perception seem to be a definite strength and you also have a capacity to express your feelings and emotions reasonably well. These are strengths to build on.

You scored 6 on Analysis of Others and 9 on Discrimination. Roughly speaking, this means that you have scored higher than 60 percent of test takers on the Analysis of Others scale and 90 percent of test takers on the Discrimination scale.

You have some capacity to read people. You pay as much attention to people's feelings, emotions and non-verbal behavior as the average person. This indicates that you have some ability to interpret people's facial expressions and identify the emotions in them. You also have the ability to spot when people are displaying an emotion they don't actually feel. You pick up the subtle cues that indicate when people are lying or trying to cover up how they are feeling.

Using Emotions

This cluster of emotional competencies is about using feelings and emotions to guide your thoughts and behavior. It means getting in the mood and using feelings and emotions to facilitate thinking and decision making. The ability to use emotions can help you identify different scenarios and give you a different and enhanced perspective on issues in work and family life. It will help you see the world in different ways and appreciate other people's points of view. A skillful manager can feel what others are feeling and focuses on what's important when emotions are strong.

You scored 7 on Thinking and 5 on Judgment. Roughly speaking, this means that you have scored higher than 70 percent of test takers on the Thinking scale and 50 percent of test takers on the Judgment scale.

You seem to possess more highly developed powers than most other people to use feelings and emotions to help you think. You appear to have as highly developed powers as most other people to use feelings and emotions to help you make judgments and decisions. In other words, feelings and emotions play a big part in your thinking and some part in your judgments and decision making.

You scored 4 on Sensitivity and 6 on Problem Solving. Roughly speaking, this means that you have scored higher than 40 percent of test takers on the Sensitivity scale and 60 percent of test takers on the Problem Solving scale.

Your ability to sense other's emotions and feelings is as well developed as most people as is your ability to use mood changes and emotional states to foster creativity and problem solving. You show some capacity to tune into how people are feeling and read the emotional currents in a situation. You also use your intuition and emotions to see things from different angles and generate ideas and solutions to problems as much as most other people.

Understanding Emotions

Understanding emotions will help you predict how people will react to different situations. This cluster of abilities is about developing a map of how emotions operate, about how one emotion can lead to another and result in a particular emotional state. It covers understanding the warning signs of emotional states such as boredom, apprehension and anger. When you possess an emotional map, you will be able to deal more effectively with the ups and downs in your career and in your life. A competent manager knows how people will react to different situations and knows what to say and what to do to get the best from themselves and from other people.

You scored 8 on Symptoms and 8 on Outcomes. Roughly speaking, this means that you have scored higher than 80 percent of test takers on the Symptoms scale and 80 percent of test takers on the Outcomes scale.

You seem to have an understanding of the clues and symptoms of emotions, and you also appear to be able to identify the causes and consequences of emotions. You understand the progression of emotions and you can usually spot the warning signs of emotions such as anger, fear or grief. You also recognize that emotions affect behavior and relationships and that it is important to try to deal with people's feelings and emotional needs. These are strengths to capitalize on.

You scored 7 on Complexity and 8 on Transitions. Roughly speaking, this means that you have scored higher than 70 percent of test takers on the Interactions scale and 80 percent of test takers on the Outcomes scale.

It looks as if you understand pretty well how emotions operate, and how one emotion can lead to another and affect people's moods and behavior. You recognize the complexity of people's emotions and emotional states and you are aware of the negative consequences of failing to handle, ignoring or abusing people's feelings and concerns. You also seem to have a good appreciation of complex emotional states such as anger, stress and depression.

Managing Emotions

Your emotions and other people's emotions are sources of information that along with rational and logical information can help you make well-informed decisions. This cluster of abilities is about staying alert to your own and other people's instincts, gut feelings and mood swings. It also covers the ability to manage your own and other people's feelings and emotions in pressurized and stressful situations in order to maximize your own and other people's performance. A skillful manager connects with themselves and with other people. He or she knows how to psych themselves and other people up or down appropriately for the situation.

You scored 4 on Openness and 9 on Monitoring. Roughly speaking, this means that you have scored higher than 40 percent of test takers on the Openness scale and 90 percent of test takers on the Monitoring scale.

Your responses indicate that you do have some ability to stay open to your feelings and emotions - both pleasant and unpleasant. You are not the type of person who blocks out their feelings and emotions. You can also put a label on your feelings and emotions - in other words, you reflect on how you are feeling and you have a good understanding of how your feelings and moods can affect your thoughts and behavior.

You scored 5 on Self-Control and 5 on Managing Others. Roughly speaking, this means that you have scored higher than 50 percent of test takers on the Self-Control scale and 50 percent of test takers on the Managing Others scale.

You seem to be able to manage "you" and you seem to be able to manage others as skillfully as the average person. You can stay reasonably calm in emotionally charged situations and you can usually recover reasonably well from setbacks. You pay some attention to other people's feelings and emotions and you try to include them in your thinking and decisions. These are key competencies of an emotional intelligent manager and you seem to have as much of them as the next person.

EQ₁₆

Joe Smith

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Low			Average				High				
10	20	30	40	50	60	70	80	90			
									Reading	Emotions	Self-Analysis : Analyzes own emotions in different situations and states.
											Analysis of Others : Recognizes how others are feeling in different situations and states.
											Self-Expression : Expresses emotions and emotional needs appropriately for the situation.
											Discrimination : Recognizes feelings and emotions that point to dishonesty or manipulation.
									Using	Emotions	Thinking : Uses feelings and emotions to redirect or prioritize thinking.
											Judgment : Uses feelings and emotions to facilitate judgment and decision making.
											Sensitivity : Capitalizes on mood changes to appreciate multiple points of view
											Problem Solving : Uses emotional states to facilitate problem solving and creativity.
									Understanding	Emotions	Symptoms : Can spot the clues and warning signs of common emotional states.
											Outcomes : Perceives the causes and consequences of positive and negative emotions.
											Complexity : Understands complex feelings, emotional blends and contradictory states.
											Transitions : Understands transitions among different feelings and emotions.
									Managing	Emotions	Openness : Open to pleasant and unpleasant feelings and emotions.
											Monitoring : Monitors feelings and emotions and reflects on implications and meaning.
											Self-Control : Knows how to control own feelings and emotions effectively.
											Others : Handles others' feelings and emotions sensitively and effectively.
											Impression Management : Pattern of responses consistent with socially desirable responding.
10	20	30	40	50	60	70	80	90			
									Emotional	Competence	Reading People : Identifies own and other people's feelings and emotions.
											Using Emotions : Uses feelings and emotions to facilitate thinking and problem solving.
											Understanding Emotions : Understands how emotions operate and affect behavior.
											Managing Emotions : Monitors feelings and emotions and knows how to control them.