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# Emotional Intelligence

## Report

for

Sample, Client F.

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and

Sample, Client M.

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# EMOTIONAL INTELLIGENCE

Goleman (*Emotional Intelligence*, 1995; *Primal Leadership*, 2002) states that IQ contributes 20% or less to the factors determining life success. The remaining 80% includes a set of emotionally based behaviors which determine how effectively intellectual ability can be utilized. It is usually desirable to be in the upper end of the average range or above, but not too high as then a potential strength may become an overpowering detriment.

Sample, Client F.

Sample, Client M.

## SELF-AWARENESS

### Emotional

Her ability to 'love and work', Freud's criterion of personal adjustment, is like that of most others and suggests that her ability to cope with situational and interpersonal demands should be as well.

His ability to 'love and work', Freud's criterion of personal adjustment, is like that of most others and suggests that his ability to cope with situational and interpersonal demands should be as well.

### Self Assessment

She is about as interested as are most people in activities that require intellectual or cognitive abilities. She is as self-satisfied and comfortable with herself as are most people.

He has less interest in understanding the 'why' of things, including his own behavior and that of others, than do most people. He may have poor morale and feel defeated by life. However, he is likely to be regarded as kind, modest and considerate of the rights and wishes of others.

### Self-Confidence

As a poised, self-assured initiator who strives to achieve gratification, she is probably willing to cut a few corners to create a good impression and attain goals. Observers may see her as assertive, enterprising and self-confident.

He may be timid and fearful, tending to give up easily and withdraw. He may have difficulty mobilizing his resources and taking action.

## SELF-MANAGEMENT

### Self-Control

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She is as likely to exercise self-control and delay her actions as are most people.

His strong preference for diligence and attention to duty may be attained at the cost of spontaneity and self-enhancement. Too much self-control may inhibit his behavior at times.

### **Transparency**

She may be reserved and likely to demonstrate moderation than to act out of a sense of urgency.

He is likely to be expressive and eager to explore the world around him, but inconstant and even capricious in his reactions. While attractive, vivacious, and enthusiastic, he may also be somewhat self-seeking.

### **Adaptability**

She is venturesome, aesthetically reactive, clever and responsive. People are likely to recognize her breadth of interests, cognitive ability, and ideational fluency. She is easily angered, skeptical, counteractive, and irritated by interference or obstacles. She pursues her own interests and is indifferent to those of others. She is impervious to the reactions of others because of the extent of her own self-involvement. She views others as adversaries to be defeated.

Uncertainty and disorganization are probably uncomfortable for him. In complex or ill-defined situations he is subdued, conservative, and avoids involvement or action. He is interdependent and tolerant of the fears and weakness of others. It is also likely that he values bringing people together, reducing conflicts, and sharing in the rewards of social living.

### **Achievement**

She is likely to be hard working, goal directed, and determined to do well. Her motivation to succeed may lie less in competitive drives than in a strong need to live up to her own high and socially commendable criteria. Others are likely to acknowledge her energy and enterprise. However, others may also see elements of coercion, impatience, and self-aggrandizement in her actions.

He is as likely to be hard working, goal directed, and determined to do well as are most people. His motivation to succeed may lie less in competitive drives than in a need to live up to his own criteria.

### **Initiative**

She may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For her, stability and continuation may be more important than the

A conscientious worker, he probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation is more important than the new and

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new and different.

different.

### **Optimism**

She is basically satisfied with herself and she believes that her behavior is appropriate.

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## **SOCIAL AWARENESS**

### **Empathy**

She is about as interested as are most people in activities that require intellectual or cognitive abilities.

He has a stronger interest in understanding the 'why' of things, including his own behavior and that of other's, than do most people.

### **Organizational**

A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make her appear rigid at times. She may work hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, she tends to avoid emotionalism, but may become dissatisfied when people or events interfere with her plans.

A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make him appear rigid at times. He may work hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, he tends to avoid emotionalism, but may become dissatisfied when people or events interfere with his plans.

### **Service**

Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others.

His involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others.

## **RELATIONSHIP MANAGEMENT**

### **Inspiration**

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The frequency of acting in ways to attract the immediate attention of others is similar to that of others.

Situations in which he will be prominent or required to perform are avoided. He is cautious, restrained, avoiding of conflict, and quickly gives in to escape interpersonal stress or controversy.

### **Influence**

Her perception of her environment is probably similar to that of most other people, allowing her to interact as effectively as do most people.

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### **Developing Others**

Continuity and the preservation of old values are probably as important to her as others are to most people. She is as likely as others to seek to sustain relationships and to foster courtesy and respect.

Continuity and the preservation of old values are probably as important to him as others are to most people. He is as likely as others to seek to sustain relationships and to foster courtesy and respect.

### **Change Catalyst**

She is similar to most people in her reaction to challenges, the seeking of novel experiences, and the avoidance of routine.

He perceives change or challenges as threatening, and seeks a stable, risk-free environment. He prefers safe, well-defined situations. The perception that he lacks verve and imagination may reduce opportunities others might otherwise extend to him.

### **Conflict Management**

She is as analytical, logical, astute, and intellectually capable, as are most people.

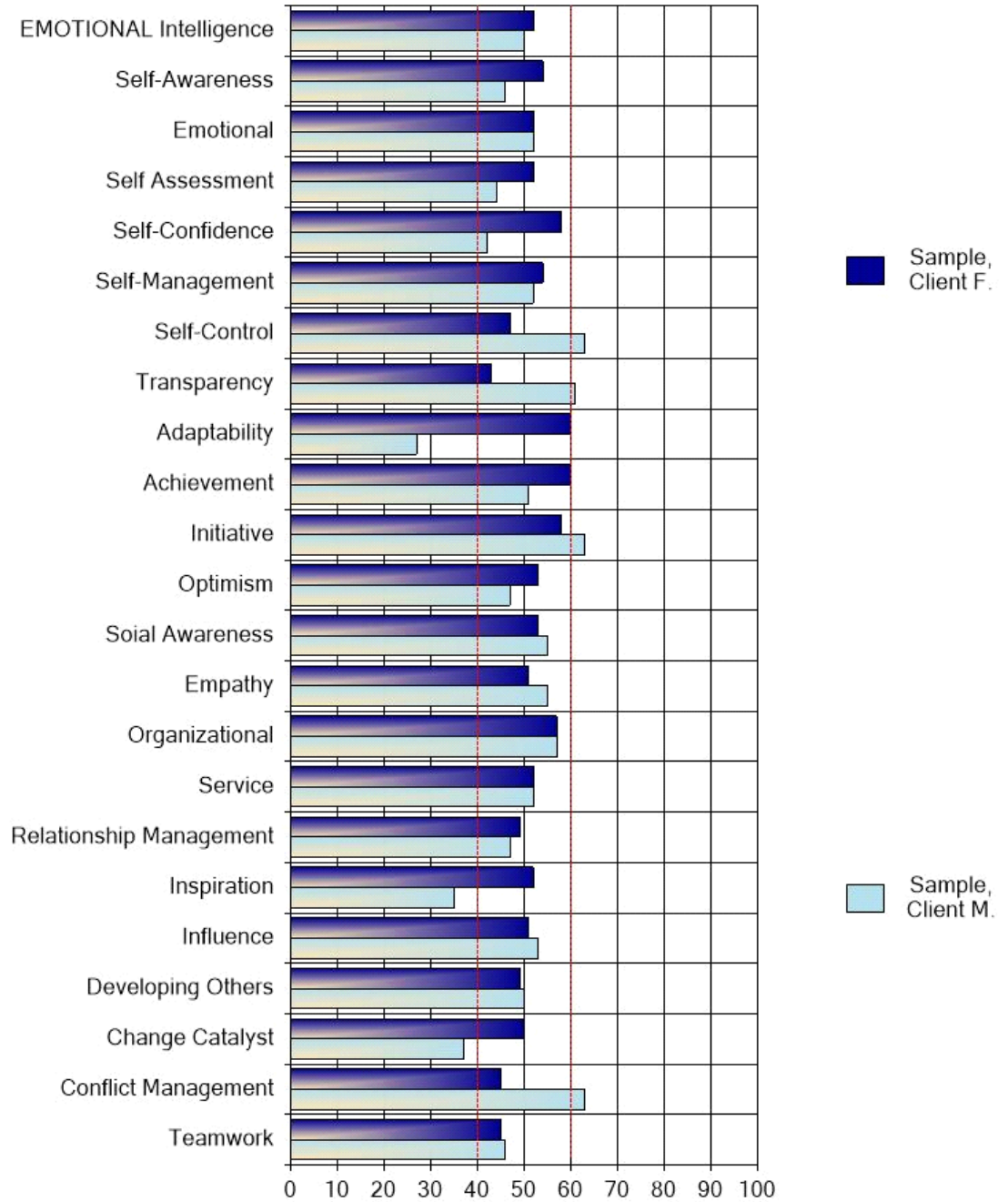
He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as rigid.

### **Teamwork**

She tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

He tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

# Profile



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## Standard Scores

Sample, Client F.

Sample, Client M.

### SELF-AWARENESS

#### Emotional

52 (percentile rank 58)

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#### Self Assessment

52 (percentile rank 58)

44 (percentile rank 27)

#### Self-Confidence

58 (percentile rank 79)

42 (percentile rank 21)

### SELF-MANAGEMENT

#### Self-Control

47 (percentile rank 38)

63 (percentile rank 90)

#### Transparency

43 (percentile rank 24)

61 (percentile rank 86)

#### Adaptability

60 (percentile rank 84)

27 (percentile rank 1)

#### Achievement

60 (percentile rank 84)

51 (percentile rank 54)

#### Initiative

58 (percentile rank 79)

63 (percentile rank 90)

#### Optimism

53 (percentile rank 62)

47 (percentile rank 38)



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## SOCIAL AWARENESS

### Empathy

51 (percentile rank 54) 55 (percentile rank 69)

### Organizational

57 (percentile rank 76) 57 (percentile rank 76)

### Service

52 (percentile rank 58) 52 (percentile rank 58)

## RELATIONSHIP MANAGEMENT

### Inspiration

52 (percentile rank 58) 35 (percentile rank 7)

### Influence

51 (percentile rank 54) 53 (percentile rank 62)

### Developing Others

49 (percentile rank 46) 50 (percentile rank 50)

### Change Catalyst

50 (percentile rank 50) 37 (percentile rank 10)

### Conflict Management

45 (percentile rank 31) 63 (percentile rank 90)

### Teamwork

45 (percentile rank 31) 46 (percentile rank 34)

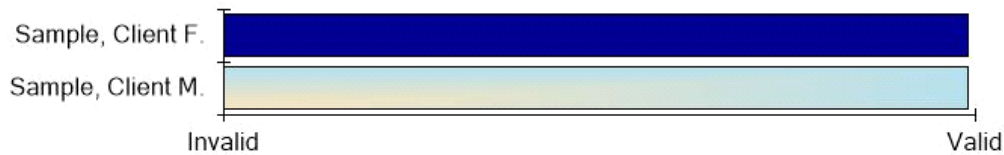
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# Validity

**Validity:** Nine factors were considered in determining the validity of the information in this report. The nine factors are listed below. If the chart indicates a concern with validity, the cause(s) may be identified by number(s) below the chart and those numbers pertain to the nine factors.

## Factors

1. Too few adjectives were selected - the data is un dependable.
2. Too many adjectives were selected - the data is un dependable.
3. Few adjectives were selected - the data may be un dependable, unless the selected adjectives are confirmed.
4. Many adjectives were selected - the data may be un dependable, unless the selected adjectives are confirmed.
5. An erratic or unusual pattern of adjective selection, possibly an attempt to falsify responses, - the data may be un dependable unless the selected adjectives are confirmed.
6. Probable random answering.
7. Potential random answering.
8. Potentially too positive.
9. Potentially too negative.



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## Reference

The *Adjective Check List* is a normed, standardized personality measure that has been in use since its development in 1949. It provides a wealth of information that is not otherwise available. The average score for each of the measured behaviors is 50, with a standard deviation of 10. As scores move away from 50 the intensity and meaning of the behavior are more easily described. The behavior for each scale is described in terms of a percentile rank and the probable behavior that will be observed.

**Contradictions:** Behavior is dynamic and complex. Any observed behavior is the composite of many component behaviors. If any contradiction is observed, careful attention should be given to the Sections in which the conflicting statements are found, it is quite likely that they are in different sections and not really contradictions. For example, it is quite possible to have high self-confidence regarding one's work related behavior, but very low self-confidence with respect to social behavior. If contradictions are found within this report, remember that they are not errors. Rather, they may be opportunities. Significant benefits may be obtained if the contradictory behavior is modified so that it is in harmony with the desired behavior.

**Is the data in this report accurate?** Yes, if the *Adjective Check List* (ACL) was completed honestly, accurately, and thoroughly. The ACL has over fifty years of worldwide research and application. It can provide significant, specific information.

There are primarily two reasons why discrepancies may exist between the information in this report and the common perception of the personality of the person being described:

1. It may be that the ACL was not completed correctly.
2. The information in this report was not previously known, but should be strongly considered.