
Emotional Intelligence

Report

for

Sample, Client M.

Report Identification Number: 1

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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.

Current (As I am)

Preferred (As I would like to be)

SELF-AWARENESS

Emotional

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.

With his positive attitude toward life, he enjoys the company of others and is capable of initiating activities and carrying them through. He may not thoroughly understand himself, but he is comfortable and has a strong ability to 'love and work', Freud's criterion of personal adjustment.

Self Assessment

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.

The 'why' of things and the basis for behavior - his and others' - probably concern him. His likely desire to 'understand' causes people to see him as a logical, foresighted, complex, internally differentiated person who values intellectual and cognitive matters. Although he is strong in interpersonal effectiveness and attains his goals, he may have some narcissistic or egotistical tendencies. Never the less, people are likely to see him as well-adjusted. He tends to offer unsolicited advice and be condescending in his relations with others.

Self-Confidence

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

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

SELF-MANAGEMENT

Self-Control

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.

Same.

Transparency

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.

He may be expressive and eager to engage the world around him, but also inconstant or even capricious.

Adaptability

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.

His interest in being original or thinking and acting differently from the norm is like that of most others. He is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

Achievement

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.

He may be hard working and goal directed. His motivation may be based more on attaining his goals than competition.

Initiative

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 different.

Same.

Optimism

He is basically satisfied with himself and he believes that his behavior is appropriate.

He is likely to be adaptable and to remain cheerful and productive in the face of adversity.

SOCIAL AWARENESS

Empathy

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

Same.

Organizational

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.

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

Service

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.

A genuine concern for the welfare of humankind results in cooperative and tactful social behavior. He is both sympathetic and supportive of others, and he values relationships. Reliable, ambitious, and diligent, he is self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet. Even the expression of love, affection and tenderness may make him uncomfortable.

RELATIONSHIP MANAGEMENT

Inspiration

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.

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

Influence

His perception of his environment is probably similar to that of most other people, allowing him to interact as effectively as do most people.

Same.

Developing Others

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.

Continuity and the preservation of old values are important. Rapid changes and shifts in convention are threatening and difficult for him to accept. He seeks to sustain relationships and to foster courtesy and respect between two persons or groups. Others are likely to see him as helpful, loyal, genuinely responsible and as a good person from whom to obtain counsel.

Change Catalyst

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.

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

Conflict Management

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.

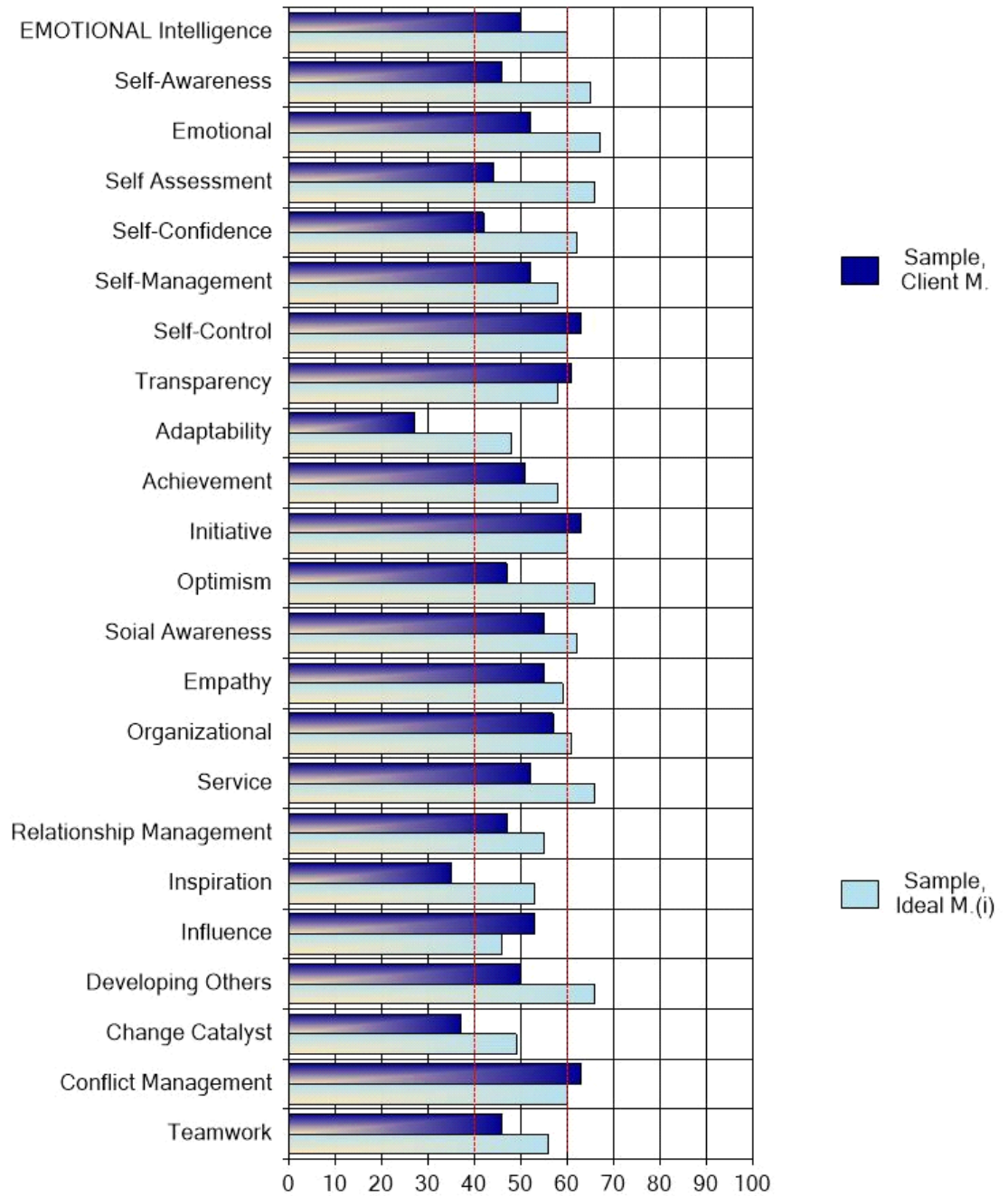
Same.

Teamwork

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

He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life.

Profile



Standard Scores

Current (As I am)

Preferred (As I would like to be)

SELF-AWARENESS

Emotional

52 (percentile rank 58)

67 (percentile rank 96)

Self Assessment

44 (percentile rank 27)

66 (percentile rank 95)

Self-Confidence

42 (percentile rank 21)

62 (percentile rank 88)

SELF-MANAGEMENT

Self-Control

63 (percentile rank 90)

60 (percentile rank 84)

Transparency

61 (percentile rank 86)

58 (percentile rank 79)

Adaptability

27 (percentile rank 1)

48 (percentile rank 42)

Achievement

51 (percentile rank 54)

58 (percentile rank 79)

Initiative

63 (percentile rank 90)

60 (percentile rank 84)

Optimism

47 (percentile rank 38)

66 (percentile rank 95)

SOCIAL AWARENESS

Empathy

55 (percentile rank 69) 59 (percentile rank 82)

Organizational

57 (percentile rank 76) 61 (percentile rank 86)

Service

52 (percentile rank 58) 66 (percentile rank 95)

RELATIONSHIP MANAGEMENT

Inspiration

35 (percentile rank 7) 53 (percentile rank 62)

Influence

53 (percentile rank 62) 46 (percentile rank 34)

Developing Others

50 (percentile rank 50) 66 (percentile rank 95)

Change Catalyst

37 (percentile rank 10) 49 (percentile rank 46)

Conflict Management

63 (percentile rank 90) 60 (percentile rank 84)

Teamwork

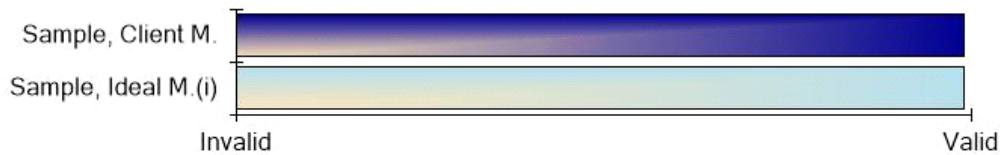
46 (percentile rank 34) 56 (percentile rank 73)

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 undependable.
2. Too many adjectives were selected - the data is undependable.
3. Few adjectives were selected - the data may be undependable, unless the selected adjectives are confirmed.
4. Many adjectives were selected - the data may be undependable, 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 undependable unless the selected adjectives are confirmed.
6. Probable random answering.
7. Potential random answering.
8. Potentially too positive.
9. Potentially too negative.



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.