



**EQ-i** 2.0  
assess. predict. perform.

# GROUP

## REPORT

Assessments Completed Between:  
May 28, 2020 and June 8, 2020

Report Generated on: June 9, 2020

Total in Group: 10



## STRESS MANAGEMENT

**Flexibility** is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.

### Stress Tolerance

involves coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner.

**Optimism** is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient, despite occasional setbacks.

## SELF-PERCEPTION

**Self-Regard** is respecting oneself while understanding and accepting one's strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.

**Self-Actualization** is the willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life.

**Emotional Self-Awareness** includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on one's own thoughts and actions and those of others.

## SELF-EXPRESSION

### Emotional Expression

is openly expressing one's feelings verbally and non-verbally.

### Assertiveness

involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.

**Independence** is the ability to be self directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.



## DECISION MAKING

**Problem Solving** is the ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.

**Reality Testing** is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.

**Impulse Control** is the ability to resist or delay an impulse, drive or temptation to act and involves avoiding rash behaviors and decision making.

## INTERPERSONAL

**Interpersonal Relationships** refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

**Empathy** is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.

**Social Responsibility** is willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.

# Executive Summary

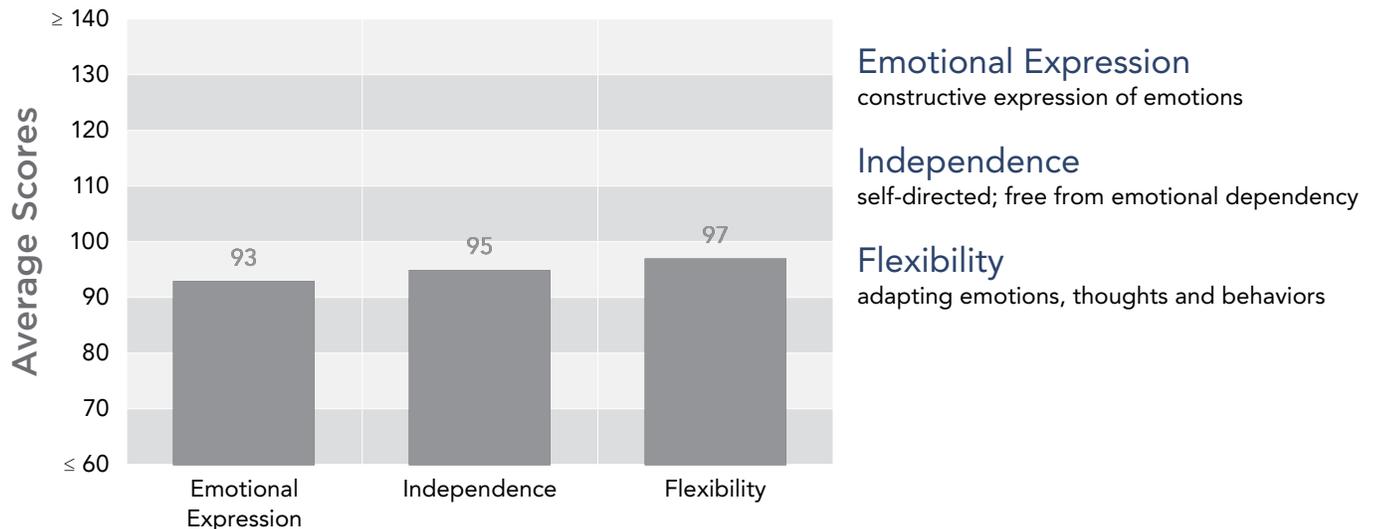
## Highest Three Subscales

The top three subscales for the group are Social Responsibility, Self-Regard, and Problem Solving.



## Lowest Three Subscales

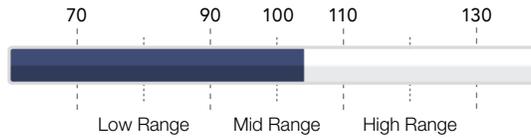
The bottom three subscales for the group are Emotional Expression, Independence, and Flexibility.



Rather than reflecting the functioning of every single individual in the group, the scores shown in the Executive Summary represents the average score of the entire group. You can compare this Group Report to your individual Workplace or Leadership Report to gain a better understanding of the influence that your behaviors may have on the dynamics and working processes of the group.

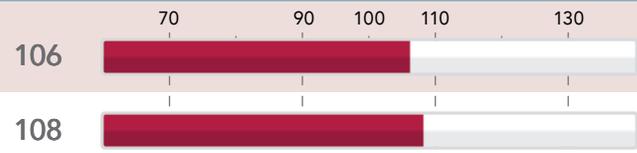
# Overview of Group Results

Total EI:  
104



## Self-Perception Composite

Self-Regard  
Respecting oneself; confidence



Self-Actualization  
Pursuit of meaning; self-improvement

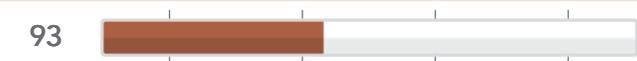


Emotional Self-Awareness  
Understanding own emotions



## Self-Expression Composite

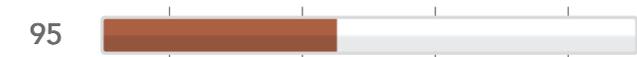
Emotional Expression  
Constructive expression of emotions



Assertiveness  
Communicating feelings, beliefs; non-offensive



Independence  
Self-directed; free from emotional dependency



## Interpersonal Composite

Interpersonal Relationships  
Mutually satisfying relationships



Empathy  
Understanding, appreciating how others feel



Social Responsibility  
Social consciousness; helpful



## Decision Making Composite

Problem Solving  
Find solutions when emotions are involved



Reality Testing  
Objective; see things as they really are

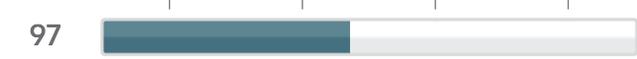


Impulse Control  
Resist or delay impulse to act



## Stress Management Composite

Flexibility  
Adapting emotions, thoughts and behaviors



Stress Tolerance  
Coping with stressful situations



Optimism  
Positive attitude and outlook on life



Low Range Mid Range High Range

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Self-Perception</b></p> <p><b>Self-Regard</b></p> <ul style="list-style-type: none"> <li>• Continue to focus on team strengths to achieve a competitive advantage.</li> <li>• Have the group brainstorm special projects, assignments, or roles that use the unique strengths each person brings to the group.</li> <li>• Remain humble in encounters with colleagues (a boastful approach may be off-putting).</li> </ul>	<p><b>Self-Actualization</b></p> <ul style="list-style-type: none"> <li>• Help people outside of the group harness their potential by teaching them new career-related skills.</li> <li>• Can the group as a whole, or individual members, be role models or mentors so that others can emulate this self-actualized approach? What would this look like in the organization?</li> </ul>	<p><b>Emotional Self-Awareness</b></p> <ul style="list-style-type: none"> <li>• Examine the reasons why certain decisions conjure up certain emotions with the group.</li> <li>• Have the group work on identifying the subtle cues experienced when certain emotions arise. Have them identify which emotions are helpful and under what conditions.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Self-Expression</b></p> <p><b>Emotional Expression</b></p> <ul style="list-style-type: none"> <li>• Continue the discussion of emotions, especially ones that are harder to express. Have the group identify triggers for “bottling” emotions; discuss how to eliminate these triggers.</li> <li>• Create a code of conduct for sharing positive emotions; show appreciation to colleagues.</li> </ul>	<p><b>Assertiveness</b></p> <ul style="list-style-type: none"> <li>• Use visualization techniques to help the group see a successful, assertive outcome when interacting with others. How can they be direct and firm when necessary?</li> <li>• Brainstorm assertive behaviors/ language that can help the group get its point across more effectively.</li> </ul>	<p><b>Independence</b></p> <ul style="list-style-type: none"> <li>• Continue to rely on group expertise, but not to the extent that the group can’t make a decision without others’ reassurance.</li> <li>• Help the group define where they are most independent in their project work. Are there certain times when they are less independent? Why is that?</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Interpersonal</b></p> <p><b>Interpersonal Relationships</b></p> <ul style="list-style-type: none"> <li>• Brainstorm ways this group can celebrate big milestones to foster improved relationships.</li> <li>• Identify teams within the organization where relationships need strengthening. What will the organizational impacts be if these connections are improved?</li> </ul>	<p><b>Empathy</b></p> <ul style="list-style-type: none"> <li>• Have the group identify when empathy might paralyze them from making tough decisions; discuss the impact that this inaction might have on the group/organization.</li> <li>• Have the group identify when more empathy was needed. What was the impact of not being empathic? What steps can be used to rectify this?</li> </ul>	<p><b>Social Responsibility</b></p> <ul style="list-style-type: none"> <li>• Mentoring is founded on social responsibility. How could a formal or informal mentoring program benefit this group?</li> <li>• Suggest that this group try to engage other teams in socially responsible behavior to spur collective action throughout the organization.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Decision Making</b></p> <p><b>Problem Solving</b></p> <ul style="list-style-type: none"> <li>• Try to think of simple solutions when challenging problems are presented.</li> <li>• Brainstorm ideas with the team to generate the most creative solutions. Have the team research the impact of emotions on tasks. For example, positive emotions support creative thought.</li> </ul>	<p><b>Reality Testing</b></p> <ul style="list-style-type: none"> <li>• Determine with the group ways they can demonstrate strong reality testing skills in their organization. How can they share their skill and tie it into organizational decision making?</li> <li>• Ask colleagues how they view issues when under stress to see if perceptions align.</li> </ul>	<p><b>Impulse Control</b></p> <ul style="list-style-type: none"> <li>• Count to 10 before discussing an idea to ensure its feasibility. Have the group brainstorm other ways to keep their impulses in check, especially during meetings.</li> <li>• Seek colleagues’ feedback before proposing a new way of doing things at work.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Stress Management</b></p> <p><b>Flexibility</b></p> <ul style="list-style-type: none"> <li>• Ensure that proper training and resources are available to deal with change.</li> <li>• Brainstorm ideas with the team to arrive at solutions to cope with new developments.</li> </ul>	<p><b>Stress Tolerance</b></p> <ul style="list-style-type: none"> <li>• Hold sessions to teach colleagues stress management tips for a healthier workforce. This group likely has many stress management techniques that could be leveraged throughout the workplace.</li> <li>• Be careful that the team does not appear too carefree about pressing, urgent issues.</li> </ul>	<p><b>Optimism</b></p> <ul style="list-style-type: none"> <li>• Fraternize with like-minded colleagues who are positive, and avoid too many interactions with negative ones. Have the group identify what circumstances cause them to be less optimistic.</li> <li>• Participate in spontaneous pursuits to change the routine.</li> </ul>