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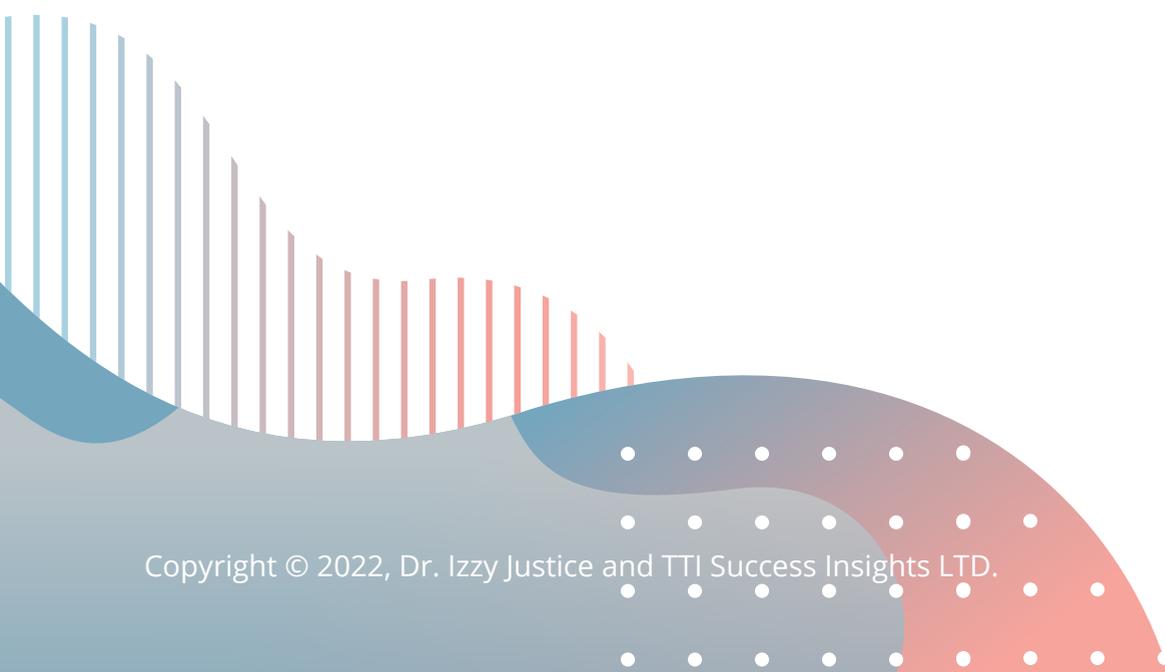
Emotional Quotient™

Michael Griffin

CEO

Elavate

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ELAVATE
LEADERS

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Introduction



The Emotional Quotient™ (EQ) report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Self and Others.

Research shows that successful leaders and superior performers have well-developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's EQ may be a better predictor of success performance than intelligence (IQ).

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilise all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of a clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear-headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

Introduction



This report measures five dimensions of emotional intelligence:

Emotional Intelligence - Self

What goes on inside of you as you experience day-to-day events.

Self-Awareness is the ability to recognise and understand your moods, emotions and drives, as well as their effect on others. In practice, it is your ability to recognise when you are red, clear or somewhere in-between.

Self-Regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

Motivation is a passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

Emotional Intelligence - Others

What goes on between you and others.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if they are in a red, clear or somewhere in-between state.

Social Regulation is your ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

Emotional Characteristics



Based on Michael's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.

Michael has a firm grasp of his emotional strengths and weaknesses. He clearly identifies his emotional reactions to life's situations. He predicts and anticipates his emotional reactions to events. In most situations, Michael has a strong awareness of his emotions. Michael understands his emotions and their impact on stress. Michael's self awareness keeps him in touch with his emotions around his goals, motivations, strengths and key aspirations.

Michael generally does not allow negative feedback or criticism from others to impact his working relationships. He is good at weighing the practical issues versus emotional issues of a situation and is able to make decisions while managing his emotions. He is able to effectively lift himself out of a bad mood. He constantly thinks things through from an emotional perspective before acting. Michael is able to have a calming effect on other people who are experiencing significant stress. He is usually able to manage emotional impact when dealing with conflict.

Michael may give preference to challenging projects that lead to his specific goals at the expense of completing mundane work. He often looks for ways to develop his skills or improve his career. Michael's passion for his work is evident. He views challenges as opportunities rather than obstacles. Michael challenges others when they are ready to settle for mediocre results. He leverages his Motivation in order to understand and avoid the negative effects of procrastination.

Emotional Characteristics



Michael's ability to gauge the emotional response of others enhances his ability to work with people. Michael is relatively skilled at deciphering the emotional tone of most interactions. Generally, Michael is able to empathise with others, even when he has not been there himself. When using active listening skills, Michael will be able to predict a person's emotional state. Michael is good at working with people, but at times will need to seek to understand them better. He recognises if he has potentially offended someone and will make efforts to avoid that in the future.

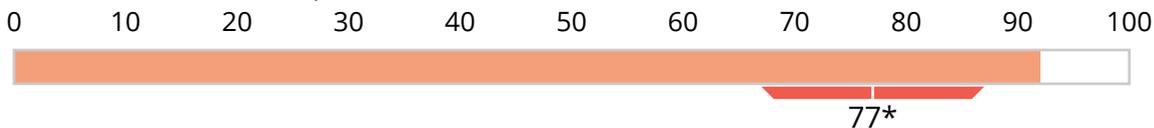
Michael may occasionally focus too much on trying to settle the emotional tone of the situation. Michael's unique ability to identify the differences in people and the best ways to interact with them increases his effectiveness. He is persuasive and finds it easy to negotiate with others. He deciphers nonverbal clues in any interaction. Michael prefers to use his relationship connections to reach desired outcomes. He sees the connection between his actions and the impact they have on others.

Emotional Quotient Assessment Results

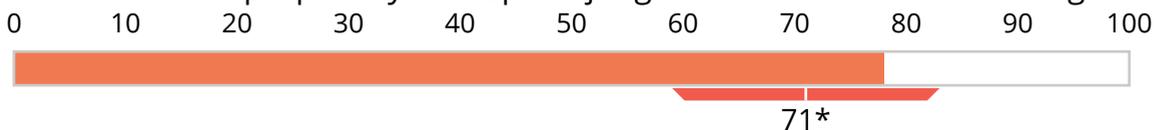


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

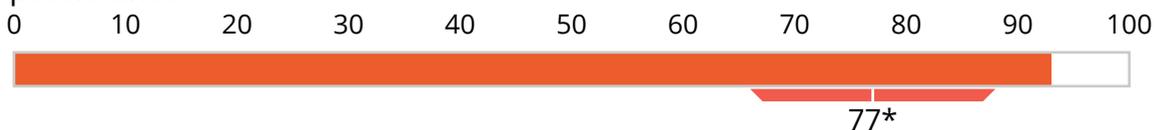
1. Self-Awareness - The ability to recognise and understand your moods, emotions and drives, as well as their effect on others.



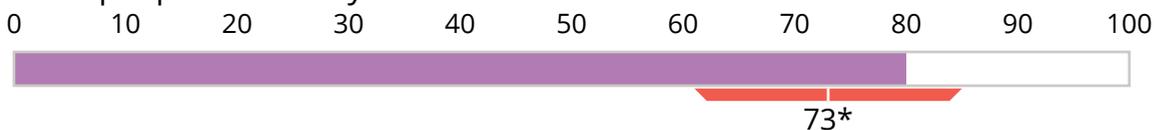
2. Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



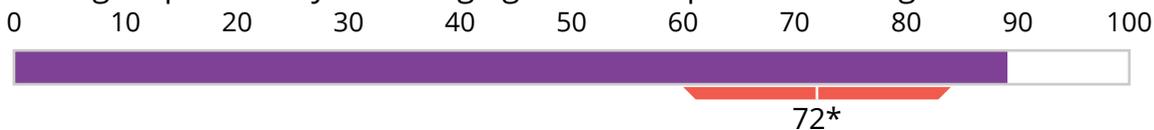
3. Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



4. Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



5. Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



* 68% of the population falls within the shaded area.
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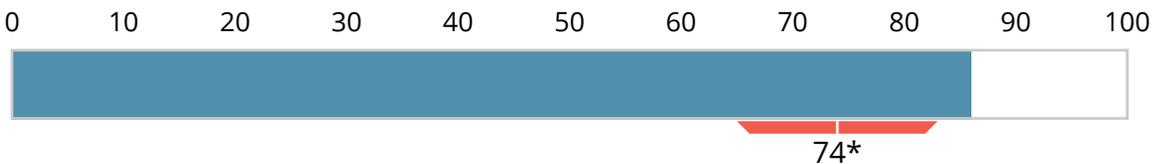
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Emotional Quotient Scoring Information

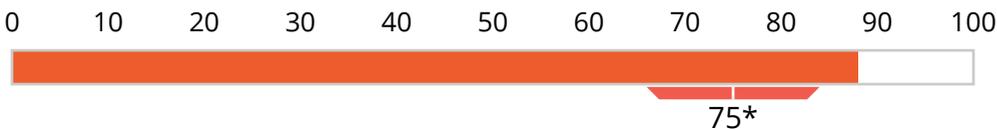


The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score.
The average of the Social Awareness and Social Regulation subscales represent your Others Score.
Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

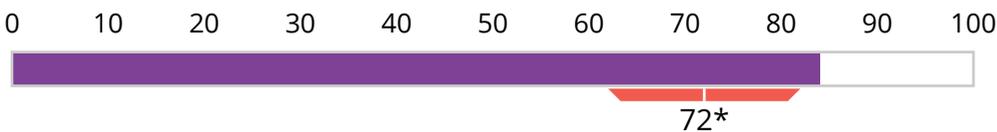
Total Emotional Quotient - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



Self - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



Others - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



Self-Awareness

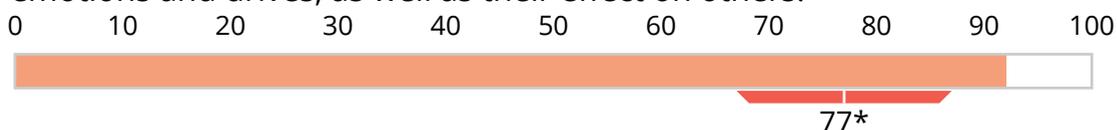


Based on Michael's well-developed level of Self-Awareness, he tends to notice and understand what he is feeling and why.

What Michael can do:

- Describe your emotional triggers to a family member, friend or trusted co-worker in order to polish your ability to self-assess.
- Compare the feedback you receive from others with your own self-assessment.
- To further improve decision making, look for behavioural trends and discuss your observations with a trusted advisor, family member or friend.
- You may want to pause occasionally to consider whether you have a realistic self-perception.
- Reflect on the connection between your emotions and your behaviour. Identify the triggers that lead to potentially negative reactions.
- Sharpen your Self-Awareness by writing in a journal about your emotional responses to situations that were significant.
- Note your introspective discoveries and discuss them with a family member, friend or trusted co-worker to gain further enlightenment.
- Think about situations that create an emotional charge for you. Keep a list of these and possible solutions to bringing your emotions back to a normal state.
- Think of situations where you use each of your strengths and weaknesses, especially in the workplace.
- Utilising your high level of Self-Awareness, create an action plan of areas you wish to improve. How can your Self-Awareness assist you in this journey?
- Reflect on emotionally charged situations from your past, especially in the workplace. How would you feel about the situation today?

Self-Awareness - The ability to recognise and understand your moods, emotions and drives, as well as their effect on others.



Self-Regulation

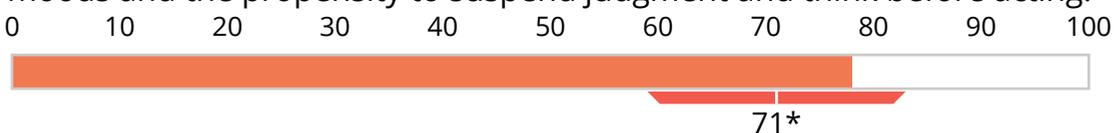


Based on Michael's current level of EQ in this dimension, he has a developed level of Self-Regulation. Michael regulates negative and/or distracting emotions, allowing himself to manage his reactions to many situations.

What Michael can do:

- When experiencing negative or distracting emotions, remember to summarise the situation to determine triggers and observe your behavioural reactions.
- Partner with a co-worker to examine opportunities for practicing Self-Regulation. Ask them to help you identify ways you may improve.
- Remember to continue to build self-restraint by listening first, pausing and then responding, especially when feeling strong emotions.
- Discuss alternative ways of dealing with change and stress with family members, friends or a trusted advisor.
- Focus on events that provide a sense of calm or elicit positive emotions to change your clarity from red to clear or somewhere in-between.
- Record your effective self-regulation skills and reflect on them regularly.
- Remember that regular exercise increases your ability to manage your emotions and relax both body and mind.
- In emotionally charged moments remember to ask yourself, "What is the worst thing that can happen?" in order to consider the reality of the situation.
- Consider examples of appropriate times to relax and show emotions.
- There is a strong mind-body connection. Improve that connection through meditation, reflection or yoga to better learn to self-regulate your emotions.
- Given your behavioural preferences, brainstorm ways to express emotions more authentically.

Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



Motivation

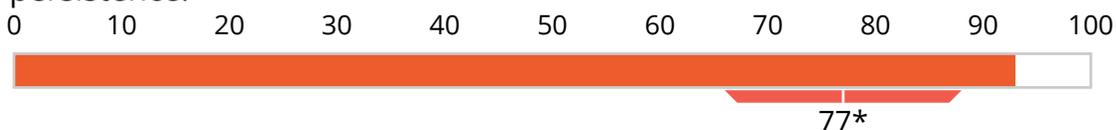


Based on Michael's well-developed level of Motivation, he has a strong drive to achieve his goals and will seek out new challenges.

What Michael can do:

- Continue to challenge yourself when setting goals and include dates for achievement.
- Clarify why the goals you have are important to you. Ask yourself what happens after your current goals are achieved.
- Continue to create detailed objectives in order to reach the overall goals.
- List your goals and post them where you can see them each day. Make notes and track your success.
- Spend additional time visualising the achievement of your goals.
- Celebrate accomplishments that bring you closer to your goals.
- Find role models that inspire you and understand the tools they used to become successful.
- Determine if you have qualities that could hold you back and look for ways to turn these into strengths.
- Challenge the status quo and make plans for improvement.
- Write an article, journal entry or blog on how Motivation has led to your success. Share this with others.

Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



Social Awareness

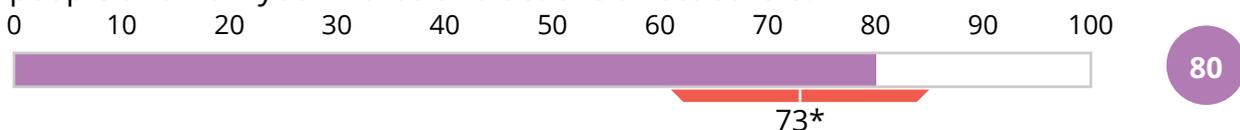


Based on Michael's level of Social Awareness, he tends to communicate with people according to their emotional cues and has the ability to be understanding of others in most instances.

What Michael can do:

- Attempt to understand others by assessing their emotional state before communicating your point of view; if not clear, the optimal outcome may be compromised.
- Observe interactions of other people and how their emotional colour can change. Then, share your findings with a trusted advisor, family member or friend to see if they share a similar understanding.
- Consider ways you can use your social awareness to help others improve their emotional colour.
- Work with a mentor to further improve your ability to consider others' emotional responses in the workplace.
- Consider ways to demonstrate a nonjudgmental attitude, especially when involved in sensitive situations.
- Make a list of your interpersonal habits and work on further developing positive communication practices.
- Seek clarification from others when reading their emotional responses, especially if you are not confident in your observation.
- Offer assistance to your friends, family and even strangers who may not understand the way they are communicating is impacting what you are trying to achieve.
- Try to find a good balance between being aware of others and considering your own emotional well-being.

Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



Social Regulation

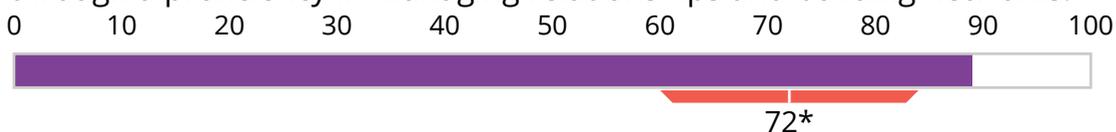


Based on Michael's well-developed level of Social Regulation, he has an ability to find common ground and build rapport with others. Michael has the emotional intelligence level to be persuasive and effective in group or team settings.

What Michael can do:

- Ask those you admire for feedback about your interpersonal style.
- Seek to gain experiential knowledge on how to fine tune your level of Social Regulation to emotionally improve any situation.
- Appeal to others' uniqueness, build on mutual interests and show a genuine curiosity for others' well-being.
- Practice allowing others to take the lead so you can influence from a positive emotional standpoint.
- Find additional ways to be an influence at work by helping others understand what Social Regulation can do to improve communication.
- Give advice and feedback about effective Social Regulation techniques to co-workers.
- Extrapolate leadership wisdom and knowledge from your mentor to continue improving your ability to change the emotional state of the situation.
- Make an effort to stay in touch with people you meet; connect with your contacts regularly.
- Seek quality, not quantity, in your social bonds. Converse with others on a deeper level.
- Talk about ways to recognise and adjust the emotional state of meetings or conversations.
- Join a professional group or affiliation to continue building your ability to enhance networking situations.
- Remember people's name as well as a unique fact about them and refer to it during conversations. This is a great way to keep the communication going in the direction you desire.

Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



Emotional Quotient™ Wheel



The Emotional Quotient wheel is a visualisation of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of colour illustrates the strength of your overall EQ score which is also notated in the centre circle.

