



**EQ-i**<sup>2.0</sup>  
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# GROUP

## REPORT

Assessments Completed Between:  
October 22, 2021 and January 31, 2022

Report Generated on: February 4, 2022

Total in Group: 6

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realising **your** potential

## 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.

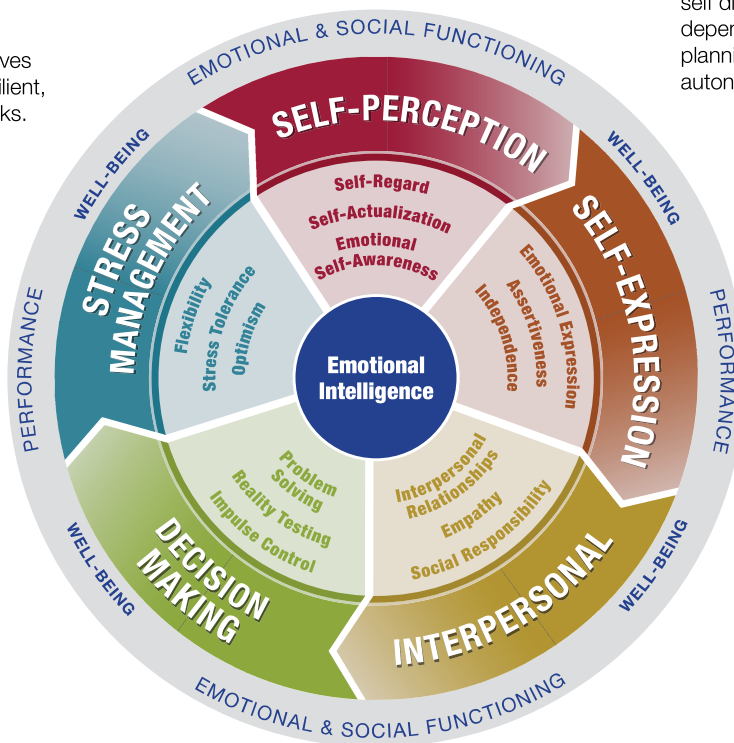
**Emotional Self-Awareness** includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on one's own thoughts and actions and those of others.

## 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.

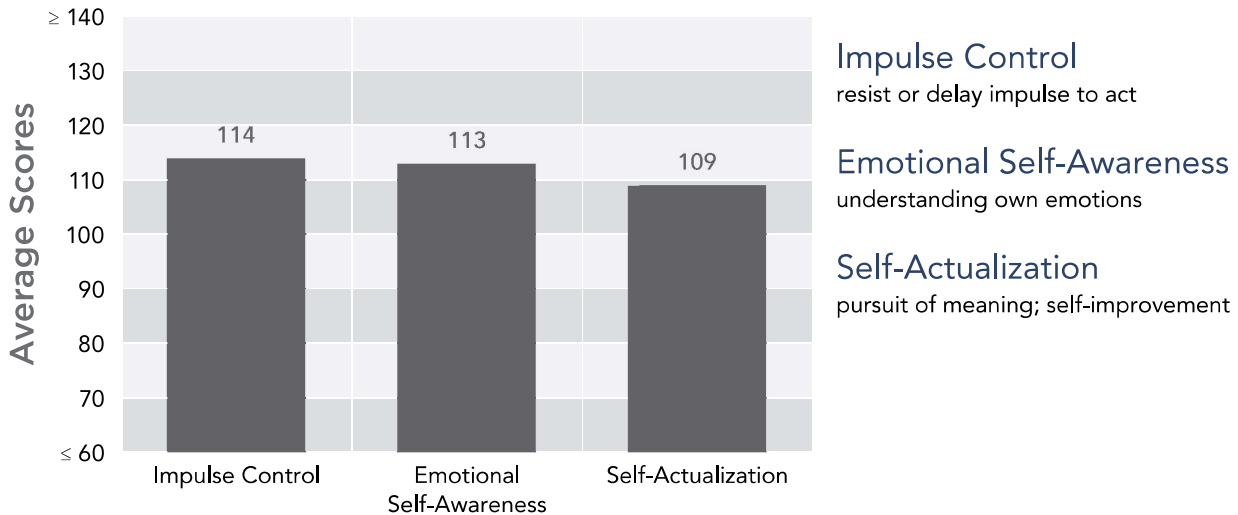
**Empathy** is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.

**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 Impulse Control, Emotional Self-Awareness, and Self-Actualization.



### Impulse Control

resist or delay impulse to act

### Emotional Self-Awareness

understanding own emotions

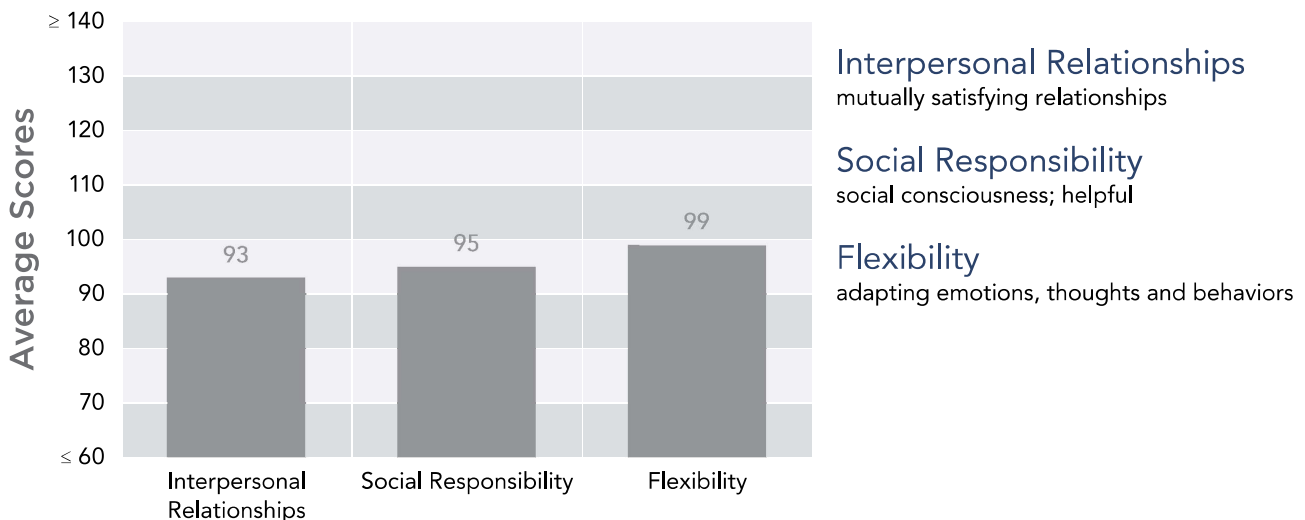
### Self-Actualization

pursuit of meaning; self-improvement

\*Note: There are other subscales that have tied for the highest three scores.

## Lowest Three Subscales

The bottom three subscales for the group are Interpersonal Relationships, Social Responsibility, and Flexibility.



### Interpersonal Relationships

mutually satisfying relationships

### Social Responsibility

social consciousness; helpful

### Flexibility

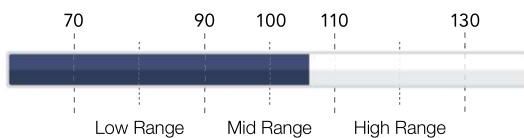
adapting emotions, thoughts and behaviors

\*Note: There are other subscales that have tied for the lowest three scores.

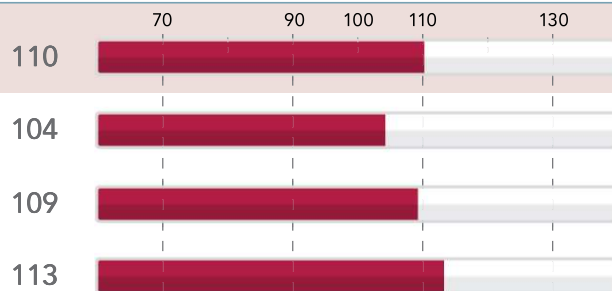
Rather than reflecting the functioning of every single individual in the group, the scores shown in the Executive Summary represents the average score of the entire group. You can compare this Group Report to your individual Workplace or Leadership Report to gain a better understanding of the influence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

# Overview of Group Results

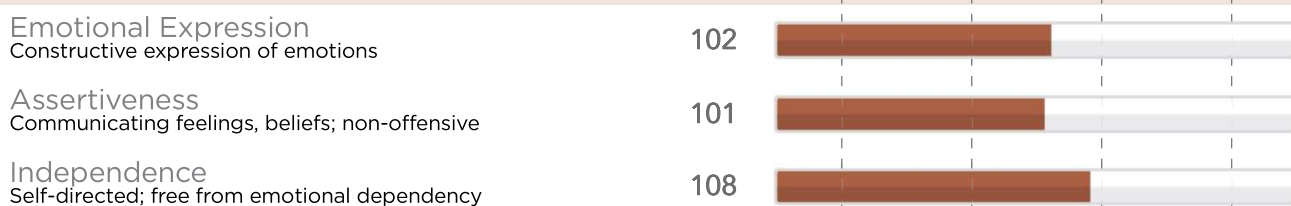
Total EI: 106



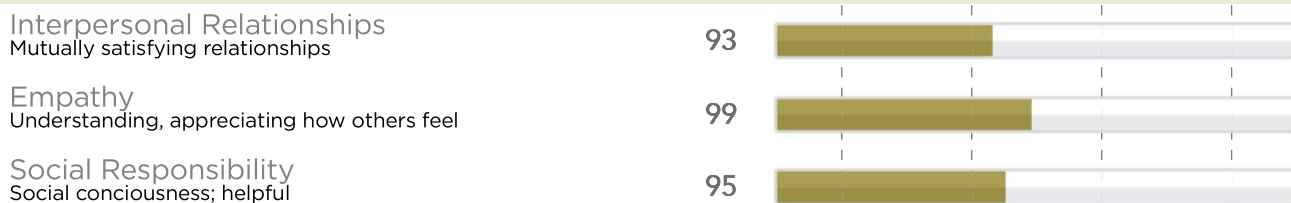
## Self-Perception Composite



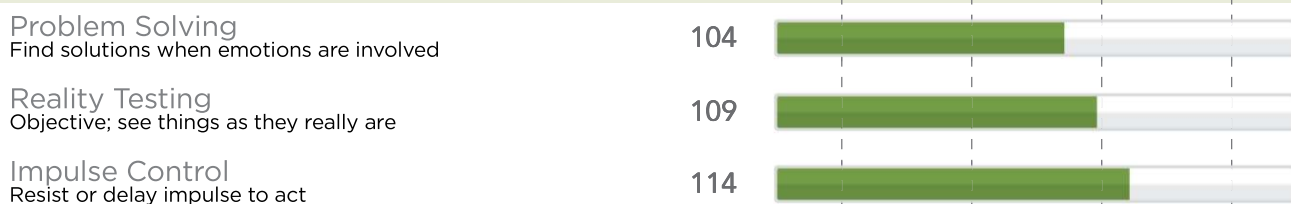
## Self-Expression Composite



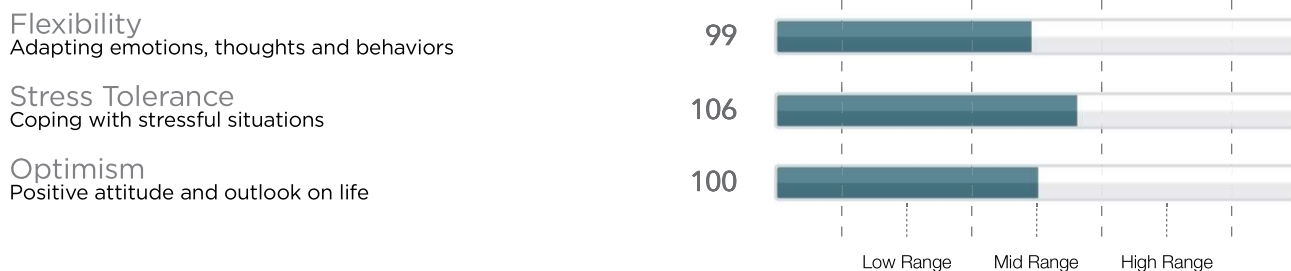
## Interpersonal Composite



## Decision Making Composite



## Stress Management Composite



# Strategies for Action

Highest Three Subscales

Lowest Three Subscales



<b>Self-Perception</b>	<p><b>Self-Regard</b></p> <ul style="list-style-type: none"> <li>• Being able to utilize strengths at work is related to increased engagement. Have the group identify individual/team strengths and attempt to link consideration of strengths to task assignment.</li> <li>• Identify the group's barriers to feeling secure and confident; work on plans to remove these barriers.</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>• Have the group identify the subtle cues experienced when certain emotions arise. Have them identify which emotions are helpful and under what conditions.</li> <li>• Have the group ask others for feedback to see whether others emotional perception is aligned with theirs.</li> </ul>
<b>Self-Expression</b>	<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>• Teach colleagues to be independent by asking them to emulate the group's approach.</li> <li>• Remember that colleagues are there as a resource, and seek their advice when required.</li> </ul>
<b>Interpersonal</b>	<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 situations where more empathy was needed. What was the impact of not being empathic? What steps will they put in place to rectify this next time?</li> <li>• Be attuned to body language and tone of voice to gauge emotional undertones in meetings. Role play different emotional cues.</li> </ul>	<p><b>Social Responsibility</b></p> <ul style="list-style-type: none"> <li>• What causes call the team to action? Are there certain initiatives that motivate better citizenship? Have the team come to a consensus on a cause they can all support.</li> <li>• Suggest they try to engage other teams in socially responsible behavior to spur collective action in the organization.</li> </ul>
<b>Decision Making</b>	<p><b>Problem Solving</b></p> <ul style="list-style-type: none"> <li>• Maintain an open mind to entertain all possible solutions to a problem. Have the group practice using positive emotions to brainstorm creative solutions.</li> <li>• Approach problems neutrally; try new ways of doing things. Practice removing emotional attachments to particular courses of action.</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>• Ensure that innovative/novel ideas are shared, despite the risk they won't be accepted.</li> <li>• Try to not over deliberate when deciding on actions. Consider group work that identifies instances where strong impulse control is healthy and unhealthy for decision making and team momentum.</li> </ul>
<b>Stress Management</b>	<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>