



SYMBIOTICS

Emotional Intelligence Questionnaire

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The following pages provide an example of our **Emotional Intelligence Questionnaire report**

The following pages provide an extract of our Emotional Intelligence Questionnaire report. The full report contains detailed text to help interpret the results and additional development guidance to support the individual's progression.

This report is designed to be client focused and needs to be interpreted by a certified individual using our supplied Report Interpretation Guide. The certified individual can provide feedback to the candidate.

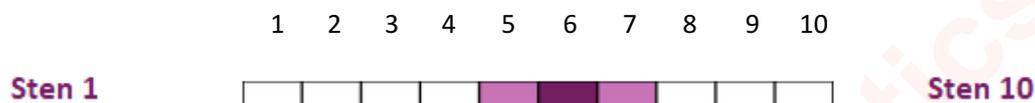
For candidates purchasing this test via Symbiotics eCommerce system, the report you receive will contain additional text to help you interpret your scores and develop your approach. A feedback session with one of our Psychologists is also included.

About this test:

This report provides feedback about the test you recently completed. Your result for each section will be expressed as a sten score, presented on a 1-10 scale. The block colour on the scale represents your sten score and the two shaded blocks either side indicate the range your score may fluctuate over time.

It is important to re-iterate that there are no right or wrong answers, no good or poor scores. The results are based on statistics – the higher your score the more likely you are to show some of the behaviours listed as typical of high scorers. However, this is not to say that you WILL exhibit these behaviours – our behaviours are under our conscious control and we can, and do, modify our behaviours most of the time. It is just that behaviours that are more natural to us, that is, those behaviours that fit with our personality, are easier to demonstrate and therefore more likely to be seen.

Example scale:



Comparison group:

To gain a full understanding of your performance on the test, your test score has been compared to that of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

Interpreting stens:

- Sten 1: stronger preference than about 1% of the comparison group
- Sten 2: stronger preference than about 5% of the comparison group
- Sten 3: stronger preference than about 10% of the comparison group
- Sten 4: stronger preference than about 25% of the comparison group
- Sten 5: stronger preference than about 40% of the comparison group
- Sten 6: stronger preference than about 60% of the comparison group
- Sten 7: stronger preference than about 75% of the comparison group
- Sten 8: stronger preference than about 90% of the comparison group
- Sten 9: stronger preference than about 95% of the comparison group
- Sten 10: stronger preference than about 99% of the comparison group

Introduction

You recently completed the Emotional Intelligence personality questionnaire, and this booklet contains the profile that resulted from your answers.

It is important to re-iterate that there are no right or wrong answers, no good or poor scores. Your emotional intelligence is complex and defines you as an individual from all the other humans on this planet. Emotional Intelligence profiling is used to help employers to understand your behavioural and coping style preferences, and how these might impact on a potential or actual career, job choice or development path.

To express your scores, your answers have been compared to what is called a 'norm' group; that is, a group of people who have completed the questionnaire.

You will see on the profile sheet that you have been given a score that lies between 1 and 10. The scores are on a scale called 'Stens' which follow a normal distribution. The 'average' professional worker scores between 4 and 7 on any trait, with 68% of the population falling into this range. 16% of the professional population will score 1 to 3, and 16% will score 8 to 10. The further you are from the mid-point the more likely you are to exhibit the behaviours for that scale. You will find more information later in this report booklet about the typical behaviours of someone who scores like you.

You will also see that the boxes either side of the one with your score are shaded. This is to represent the fact that your scores may fluctuate slightly over time: If you were to complete the questionnaire again tomorrow or next week, you would probably not answer the questions exactly the same. However, it is probable that your score would fall somewhere within these boundaries.

Remember, though, that this is all based on statistics – the higher your score the more likely you are to show some of the behaviours listed as typical of high scorers. However, this is not to say that you WILL exhibit these behaviours – our behaviours are under our conscious control and we can, and do, modify our behaviours most of the time. It is just that behaviours that are more natural to us, that is, those behaviours that fit with our current level of emotional intelligence, are easier to demonstrate and therefore more likely to be seen.

Emotional Intelligence

Emotional intelligence is recognised as a predictor of future performance in management effectiveness. The Emotional Intelligence questionnaire assesses the individual's ability to recognise emotion and ability to effectively regulate their behaviour. This can be applied within organisational settings where an individual may be required to empathise with others or adapt to the external environment.

Our model of Emotional Intelligence therefore looks at three areas: Emotions of the individual; emotions of others; emotions of the situation. These are further broken down into the individual's results in the following 7 attributes: 'Understanding own emotions', 'Expressing own emotions', 'Self-control', 'Understanding other's emotions', 'Empathy', 'Tolerance of stress', and 'Adaptability'.

These attributes provide an overall of an individual's emotional intelligence. The report also contains a measure of self-report management.

Emotional Intelligence Profile



The Emotional Intelligence model developed by Symbiotics covers three areas:

- Own Emotions
- Others' Emotions
- Situational Emotions

These are further broken down into seven trait scales, and one Impression Management scale.

Own Emotions

- Understanding Own Emotions
- Expressing Own Emotions
- Self-Control

Others' Emotions

- Understanding Others' Emotions
- Empathy

Situational Emotions

- Tolerance of Stress
- Adaptability

1 2 3 4 5 6 7 8 9 10

Understanding own emotions

Low awareness of their own feelings, or what causes these



Over analytical; self-absorbed

Expressing own emotions

Has difficulty expressing self; may appear withdrawn



Over-share; can be melodramatic

Self-Control

Impatient, overactive, act without thinking of consequences



Slow to react, aloof, over-thinks before deciding

Understanding others' emotions

May struggle to understand how others feel



Over-sensitive to how other's feel; do things for others rather than themselves

Empathy

Cannot put themselves in another person's place to see things from their perspective



May find themselves drawn into other people's dramas

Tolerance of Stress

Poor tolerance of ambiguity and change, emotions may reduce ability to cope with stress



Complaisant, lack sense of urgency, too relaxed

Adaptability

Finds it difficult to adapt their approach, likes to stick with tradition



Unpredictable, chaotic, does not stand up for own beliefs

Impression Management

Finds it difficult to fit into society, may not always appear positively to others.



Fitting in with society, wanting to be seen as you think others want to see you.

Sample
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Teme House, Whittington Road, Worcester WR5 2RY.

www.symbioticsltd.co.uk

To discuss other assessment programmes -

Contact our team on +44 (0) 1905 368175, adapt.admin@symbioticsltd.co.uk