



Candidate Feedback Report

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20 March 2019

Senior Managers

Private and confidential



eip3

Emotional Intelligence Profile

About this report

Thank you for completing the Emotional Intelligence Profile (EIP) questionnaire as part of your individual assessment.

The **Candidate Feedback Report** is designed to give you a brief overview of your relative strengths and development areas in Emotional Intelligence (EI) based competencies, to support your personal development.

Please note that this report is intended for yourself only and is not used as part of your assessment. This report does not reflect how you compare against other candidates.

Your report consists of three parts:

Part 1 - An introduction to Emotional Intelligence competencies

A list of ten EI based competencies.

Part 2 - Your highest and lowest EI competencies

A summary of your two highest scoring competencies (relative strengths) and your two lowest scoring competencies (relative development areas).

Part 3 - Self reflection

An activity to identify specific actions for your self-development.

Emotional Intelligence focuses you on the personal changes you may choose to make in order to get the best out of yourself and truly engage, inspire and motivate others.

Please note: Due to the electronic generation of the report, PSI Services cannot guarantee this report has not been changed or edited. We do not accept liability for consequences of the use of this report.

Part 1 - An introduction to Emotional Intelligence competencies

Emotional Intelligence is a combination of attitudes and behaviours that distinguish outstanding performance from average performance. Listed below are ten EI based competencies that enable individuals to manage themselves and their relationships to be both personally and interpersonally effective.

Emotional Intelligence competencies

PERSONAL EFFECTIVENESS	Showing resilience Copes well with pressure and recovers quickly from setbacks.
	Acting with initiative Proactively seeks opportunities to make a positive difference.
	Driving for success Sets stretching goals and shows tenacity in achieving them.
	Responding to change Responds positively to ambiguity and embraces variety and change.
	Growth focus Shows the ability and motivation to learn and develop oneself.
INTERPERSONAL EFFECTIVENESS	Valuing people Values individual differences, shows appreciation and trust in others.
	Connecting with people Builds effective relationships with people at all levels.
	Influencing people Persuades others by challenging appropriately and appealing to their emotions.
	Inspiring others Inspires others to strive for their best by creating a clear and compelling vision.
	Coaching and developing others Invests time and effort into developing and supporting others.

Part 2 - Your highest and lowest EI competencies

Your two highest competencies (relative strengths)

Of the ten EI competencies, your two **highest** scoring competencies are shown below. The example behaviours listed beneath each competency are potential strengths.

Connecting with people

- Relates well to people at all levels
- Uses diplomacy and tact appropriately
- Builds constructive and effective relationships with people
- Shows warmth and enthusiasm when interacting with others



Inspiring others

- Creates a clear and compelling vision of the future
- Provides an optimistic and positive view of the future
- Provides a sense of meaning and purpose to work
- Inspires others to strive for their best performance



Your two lowest competencies (relative development areas)

Of the ten EI competencies, your two **lowest** scoring competencies are shown below. The example behaviours listed beneath each competency are potential areas for self-development.

Showing resilience

- Displays self-confidence
- Copes effectively with stress
- Remains composed under pressure
- Recovers quickly from setbacks and criticisms



Acting with initiative

- Proactively seeks out opportunities
- Starts new initiatives
- Makes things happen
- Takes calculated risks



Part 3 - Self reflection

The first step in developing EI competencies is recognising your strengths and development areas. Use the questions below to help you identify what you may choose to develop first.

Your observations

Of the ten competencies, are you surprised or in agreement with the competencies you scored highest and lowest on?

Your highest competency scores (relative strengths)

To what extent do you feel you demonstrate these competencies effectively in your work?

How can you make more use of these competencies to your own and your company's advantage?

Your lowest competency scores (relative development areas)

To what extent do you feel these competencies are limiting or hindering your performance?

How could you use your relative strengths identified in this report to help you address these?

Your actions

Having identified what you want to develop, the next step is to set yourself a small number of specific actions and commit to carrying them out. Use the template below to help you with this.

Competency	Action	How will I measure success?	By when



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