



Participant Feedback Report

Sam Sample

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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 **Participant feedback report** is designed to give you a brief overview of your relative strengths and development areas in Emotional Intelligence (EI) 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 participants.

This report consists of three parts:

Part 1 - An introduction to Emotional Intelligence

A brief explanation on the different aspects of EI and why they are important for self-development.

Part 2 - A summary of your relative strengths and development areas

A summary of your three highest scoring scales (relative strengths) and your three lowest scoring scales (relative development areas) of EI.

Part 3 - What you can do next

Provides information and references to learn more on EI and how to develop it further.

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 this 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

Emotional Intelligence is a combination of attitudes and behaviours that distinguish outstanding performance from average performance. Individuals with higher EI will be better able to manage themselves and their relationships to be both personally and interpersonally effective. The framework shown below provides an organising structure for the different facets of EI and how they are related. The two main streams of EI are:

Personal Intelligence

Being effective at picking up what is going on inside of you (**Self Awareness**) and taking appropriate actions to manage yourself (**Self Management**).

Interpersonal Intelligence

Being effective in picking up what is going on for other people (**Awareness of Others**) and taking appropriate action to manage them (**Relationship Management**).

Your EI is influenced by your attitudes. In particular, your attitude towards yourself (**Self Regard**) and your attitude towards other people (**Regard for Others**). To make developmental changes stick, it is important to develop attitudes that enable effective behaviours. The relationship between the various parts of EI is shown in the diagram below.



These six broad areas of EI are further separated into sixteen scales, from which your relative strengths and development areas have been identified and summarised in Part 2 of this report.

Part 2 - A summary of your relative strengths and development areas

Relative strengths

Of the sixteen EIP scales your three highest scoring scales are shown below. These are potential strengths for you to make use of.



Connecting with Others

Connecting with Others is the extent and ease with which you make significant connections with other people. This scale will help you to build both the depth and breadth of your relationships.



Emotional Expression and Control

Emotional Expression and Control means feeling free to express your emotions but also being in charge of when and how you do this. Having this appropriate balance will help you to think clearly, communicate effectively, influence and lead others and build trusting relationships.



Regard for Others

Regard for Others is the degree to which you accept and value others as people, as distinct from liking or approving of what they might do. Having higher Regard for Others will enable you to connect with others, build trust, handle conflict and work as part of a team.

Relative development areas

Of the sixteen EIP scales your three lowest scoring scales are shown below. These are potential areas for self-development.



Emotional Resilience

Emotional Resilience is the degree to which you are able to pick yourself up and bounce back when things go badly for you. Developing your Emotional Resilience will help you to cope with life's challenges, remain calm in a crisis and think through problems rationally.



Personal Power

Personal Power is the degree to which you believe that you are in charge of and take sole responsibility for your outcomes, rather than viewing yourself as the victim of circumstances and/or of other people. Developing your Personal Power will help you to act with confidence, feel empowered and influence others.



Interdependence

Interdependence is how well you manage to balance taking yourself and others into account. Developing greater Interdependence will help you to collaborate with others, build relationships, be a more effective leader and get the best out of others.

Part 3 - What you can do next

This section of the report provides information and references to learn more about EI and how to develop it further.

The Participant feedback report is designed to give you a quick reference of your strengths and development areas in EI. If you would like to know more about the EIP and its applications, we would recommend the following free downloadable chapter on how to develop EI and other EIP scales.

www.psonline.com/EI-dev

As well as the following literature:

Maddocks, J. (2018). Emotional Intelligence at Work – How to make change stick. Cheltenham: Spa House Publishing.

Neale, S., Spencer-Arnell, L. & Wilson, L. (2011). Emotional Intelligence Coaching: Improving Performance for Leaders, Coaches and the Individual. London. Kogan Page Limited.

Sparrow, T. & Knight, A. (2006). Applied emotional intelligence: The importance of attitudes in developing emotional intelligence. Chichester: Wiley.

If you would like to know more about EI we would recommend the following:

Goleman, D. (1996). Emotional intelligence; why it can matter more than IQ. New York: Bantam Books.

Griffin, J. & Tyrrell, I. (2013). The Human Givens. A new approach to emotional health and clear thinking. East Sussex: Human Givens Publishing.

Rock, D. (2009). Your Brain at Work: Strategies for Overcoming Distraction, Regaining Focus, and Working Smarter All Day. New York: Harper Business.

For more information on the EIP questionnaire please visit
www.psonline.com/assessments/emotional-intelligence-profile



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