



## Behavioral EQ

### SELF-PERCEPTION PROFILE

**Prepared for:**

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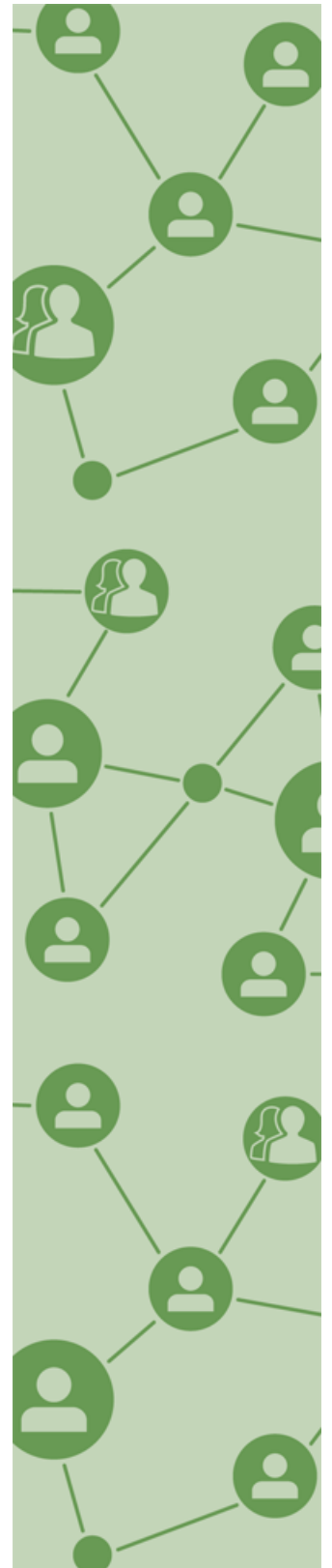
**By:**

Sample Organization

**Session:**

Improving Interpersonal Effectiveness

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## OVERVIEW

This report presents the results of the Behavioral EQ questionnaire that you completed. It contains an overview of the Behavioral EQ Model, followed by your results in each of the four model dimensions. Keep the following tips in mind as you read the report.

Your results were compared to a population of working adults in order to generate feedback that is most accurate and relevant for you.

The feedback is organized within four broad areas of the model. Within each area, read the definition of each skill before reading your results. This will give you context to understand your results.

People's self-perception is often different from how others view them. Keep in mind that others might see you differently than you see yourself.

Your feedback is a snapshot in time. Behavioral EQ skills can be developed and can fluctuate based on circumstances and the people with whom you interact.

You should view this report as a starting point for thinking about your Behavioral EQ and creating a plan for your personal development.



## BEHAVIORAL EQ MODEL™

Behavioral EQ recognizes the importance of two types of intelligence - emotional and behavioral.

**Emotional Intelligence** is the ability to perceive and understand one's own emotions and the emotions of others. It includes having insight into oneself and having awareness and empathy for others.

**Behavioral Intelligence** is the ability to recognize the impact that emotions have on one's own behavior and the behavior of others, and to use this awareness to manage personal behavior and relationships.

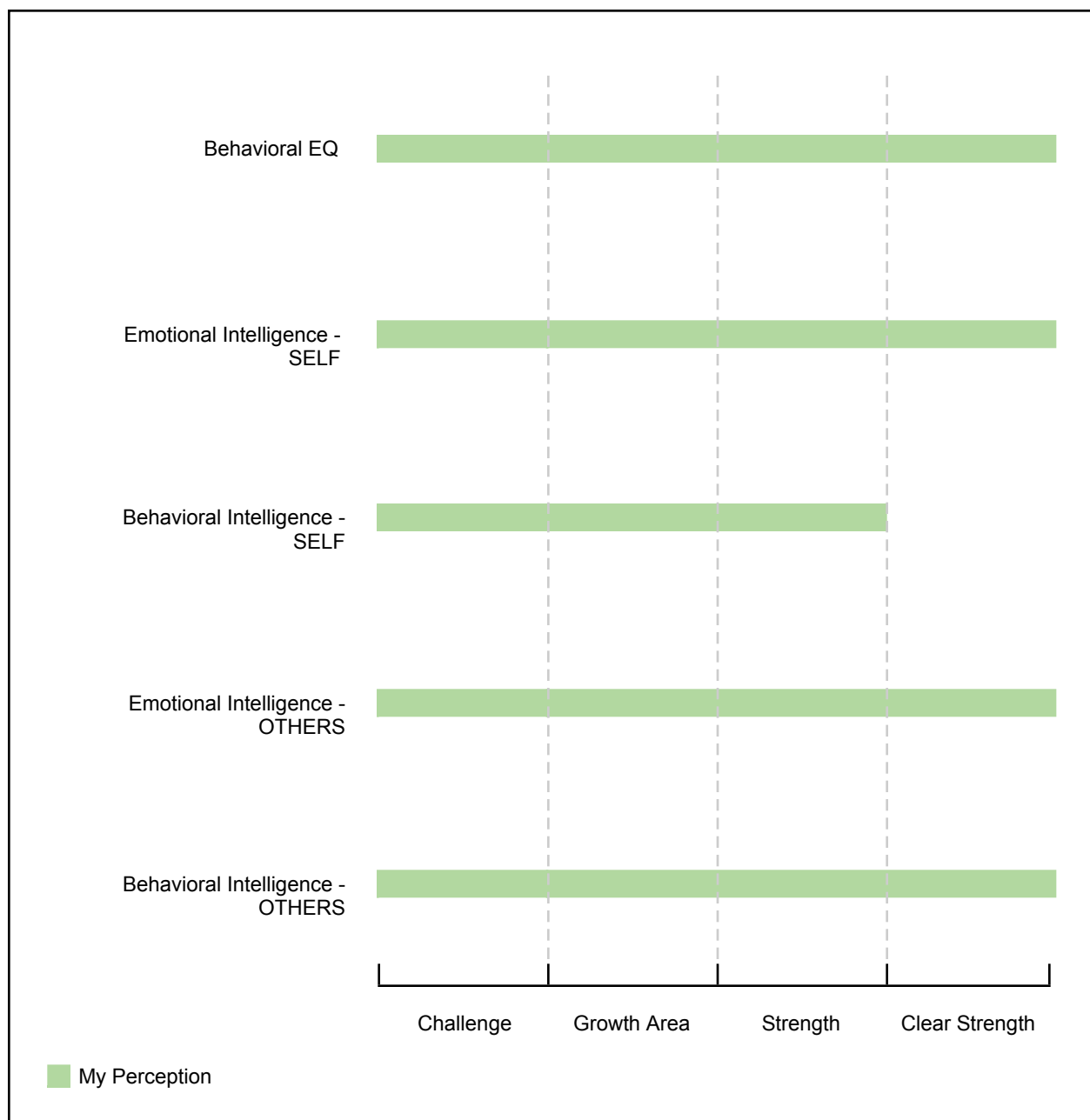


Both Emotional Intelligence and Behavioral Intelligence measure how effective you are in two areas - your "Self" abilities and your "Other" abilities. Within each of these areas there are a number of skills, and your feedback describes these skills.



## RESULTS SUMMARY

Below is an overview of your results in each dimension of the Behavioral EQ Model.

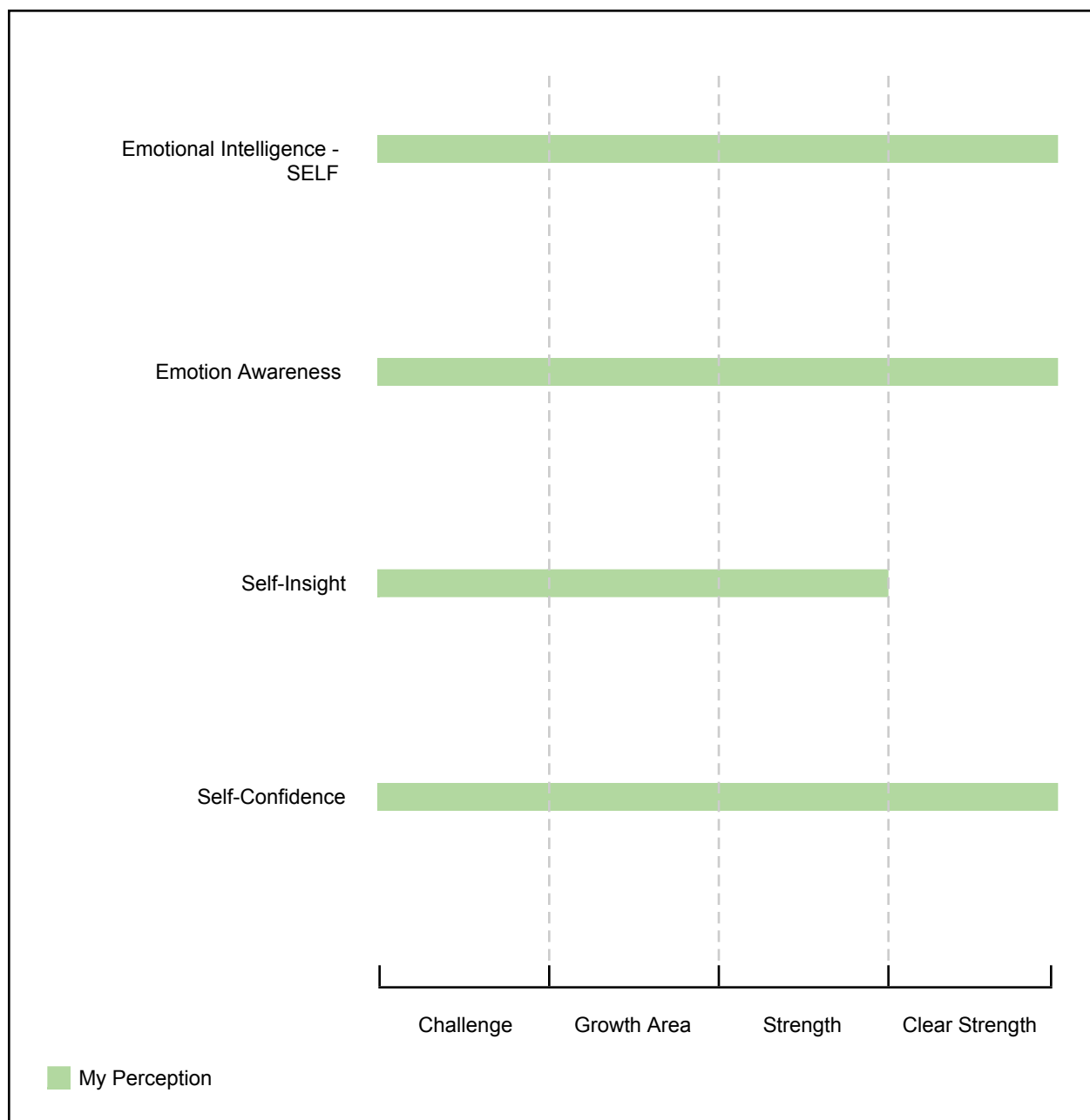


The next sections of the report describe your results in more detail.



## EMOTIONAL INTELLIGENCE - SELF

*Emotional Intelligence - SELF is the ability to consciously identify and maintain awareness of one's own emotions and how these influence behavior. This includes insight into strengths and weaknesses, and level of self-confidence.*





**Emotion Awareness** is awareness of one's own emotions and the impact these have on outward behavior. This includes understanding what caused the emotions and the ability to link emotions to one's behavior.

You believe that you are comfortable expressing your feelings to others, and this helps others to be very clear on what you are experiencing. You see yourself as being aware of your emotions and how they affect your behavior, including how your behavior can impact the behavior of others. Related to this, you indicate that you are able to link your emotions to the specific events that caused them.

**Self-Insight** is the accuracy of one's awareness of personal strengths and limitations. It is an indicator of reflectiveness and the ability to evaluate oneself in an objective manner, as well as openness to feedback and self-development.

You see yourself as being able to evaluate your abilities objectively, taking into consideration others' opinions, though this may not be a consistent habit for you. In most circumstances, you have insight into your areas of strength and weakness and are willing to receive feedback from others. You are open to self-development and sometimes find opportunities to enhance your skills and abilities.

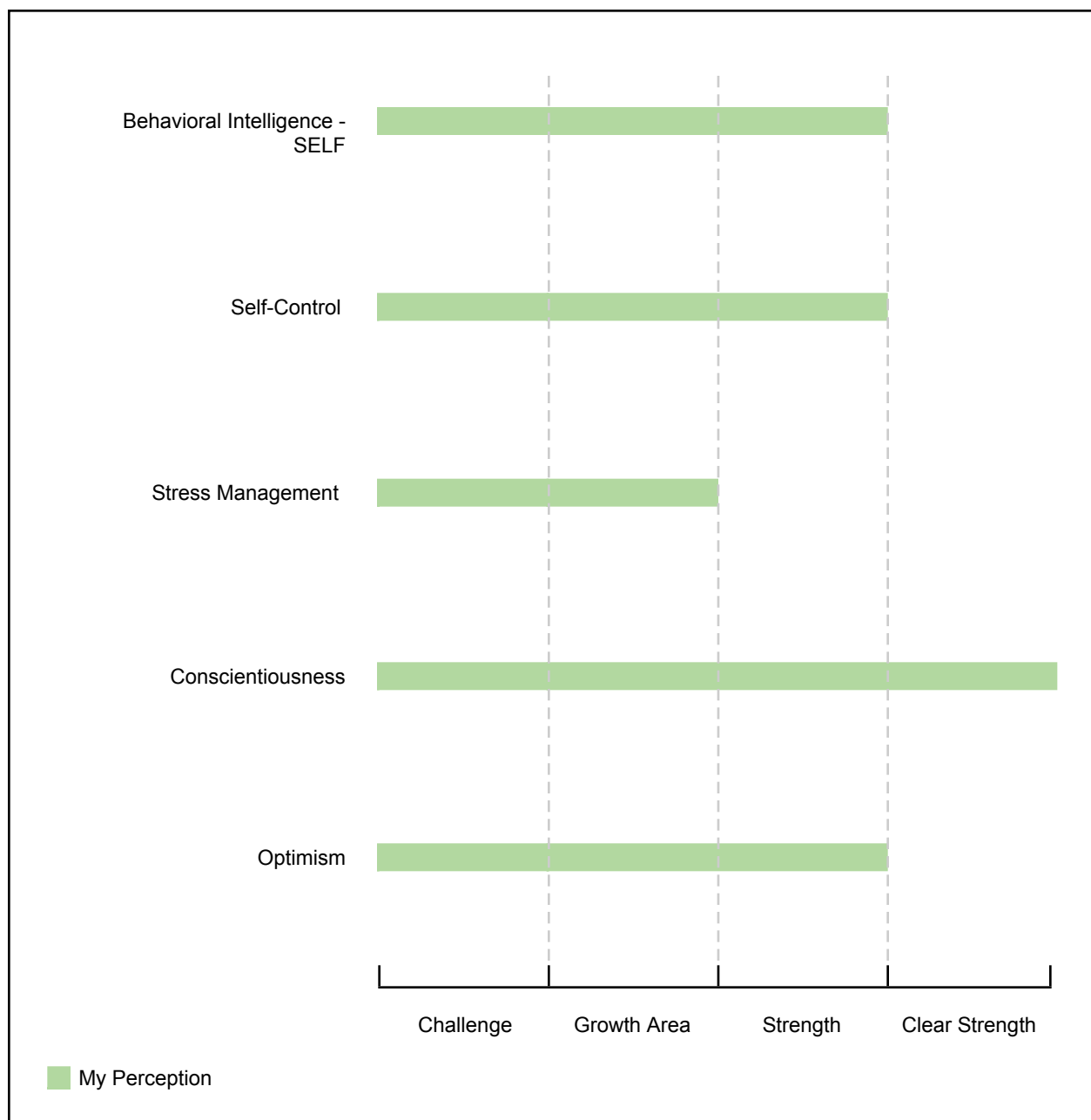
**Self-Confidence** measures feelings of self-worth and personal competence. It is an indicator of the confidence a person feels in their knowledge and abilities, and their ability to convey this confidence to others.

You indicate that you show a high level of self-confidence, and people are likely to notice your self-assurance. You believe that you challenge yourself to take on new responsibilities and may go well outside of your comfort zone to satisfy your desire for new challenges.



## BEHAVIORAL INTELLIGENCE - SELF

Awareness and understanding of our emotions is important. Emotional intelligence is a building block for guiding our behavior. **Behavioral Intelligence - SELF** is the ability to control impulses and manage self-motivated behavior. This includes coping under stressful conditions, conscientiousness, and optimism.





**Self-Control** is the ability to control emotions and impulsive urges. It is an indicator of the ability to stay composed and focused during stressful times, and to control intense emotions such as anger and euphoria.

Except for rare occasions, you see yourself as controlling your impulses in virtually all circumstances; in particularly stressful times, you may lose your composure. In most circumstances, you indicate that you think through the consequences of your actions and manage your behavior. This is true even when you are feeling elated -- you typically stay aware of the situation and monitor your behavior accordingly.

**Stress Management** is the ability to withstand pressure and regulate reactions to stress.

You feel that, most of the time, you are typically able to manage the stress you experience. There may be occasions when you have noticed your reactions to stress and the effects this has had on you and on relationships with others. Managing stress in healthy ways can be an ongoing challenge, and this is an area where you should consistently monitor your effectiveness.

**Conscientiousness** is the capacity to take personal responsibility for performance. It is an indicator of reliability, the ability to meet commitments and objectives, and to hold oneself accountable. It also measures the quality of performance in terms of care and adherence to standards, and being a good representative of the organization.

You see yourself as highly reliable and a good representative of your team and organization. You indicate that you take accountability for your work and hold yourself to high standards. This degree of conscientiousness will have a significant impact on people's perceptions of you and your ability to help them meet their own needs.

**Optimism** is the ability to maintain a positive perspective and stay persistent towards achieving goals, even in difficult circumstances.

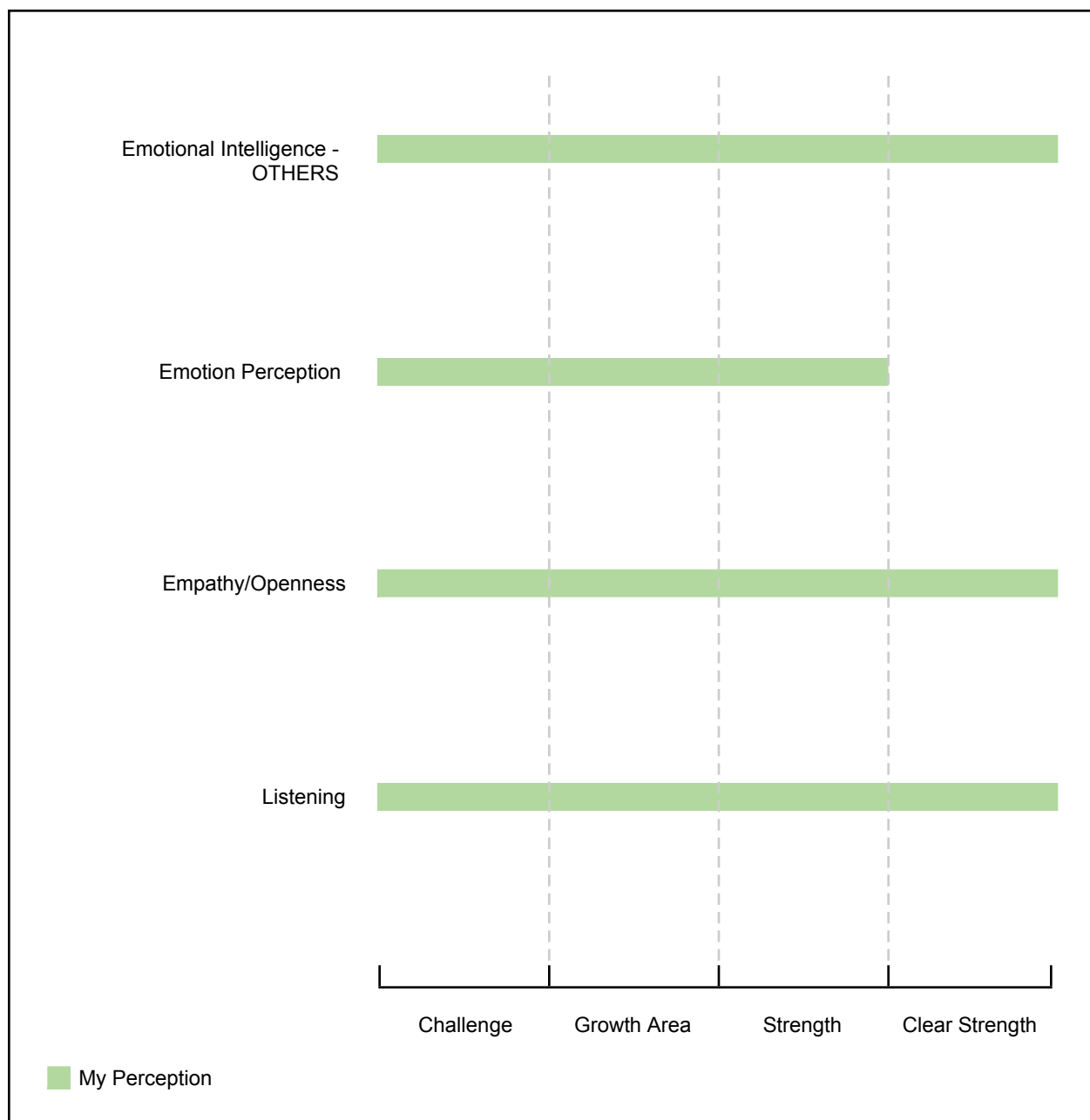
You view yourself as enthusiastic and optimistic in most situations, though like most people, there are times when you will show less excitement. This is normal, especially when feeling overwhelmed. Though remaining optimistic during stressful times might seem difficult, it sends a clear message that you are confident that you will achieve your objectives. Showing your optimism through your behavior and demeanor can also be infectious, helping others to share in your positive mood.





## EMOTIONAL INTELLIGENCE - OTHERS

Just as we perceive our own emotions, we are also aware of what others are feeling and experiencing, though this is more challenging and requires greater effort. **Emotional intelligence - OTHERS** is the ability to recognize the emotions expressed by others, empathize and be open with them, and actively listen to them.





***Emotion Perception*** is the ability to perceive and understand the emotions that others are expressing, through both verbal and non-verbal messages.

Much of what others communicate comes through non-verbal signals, such as facial expressions and body language. You indicate that you often pay attention to the signals that others are giving, which allows you to understand their emotions, motives, and concerns. On occasion, you actively try to anticipate how others will feel about different situations or issues, and this can help you prepare for people's reactions. Continue building on this strength by paying close attention to others and their non-verbal signals.

***Empathy/Openness*** is the ability to consider someone else's perspective. It is an indicator of the willingness to take an active interest in others' viewpoints and to display openness to their perspectives.

You view yourself as being highly aware of others' perspectives. You actively seek out others' opinions, and this helps them to feel that you are interested in their viewpoints. Being aware of others' perspectives is important for many reasons, including understanding people's intentions, motivations, and feelings. Your skill at empathy and openness can help you to interact effectively with others and to understand issues from their points of view.

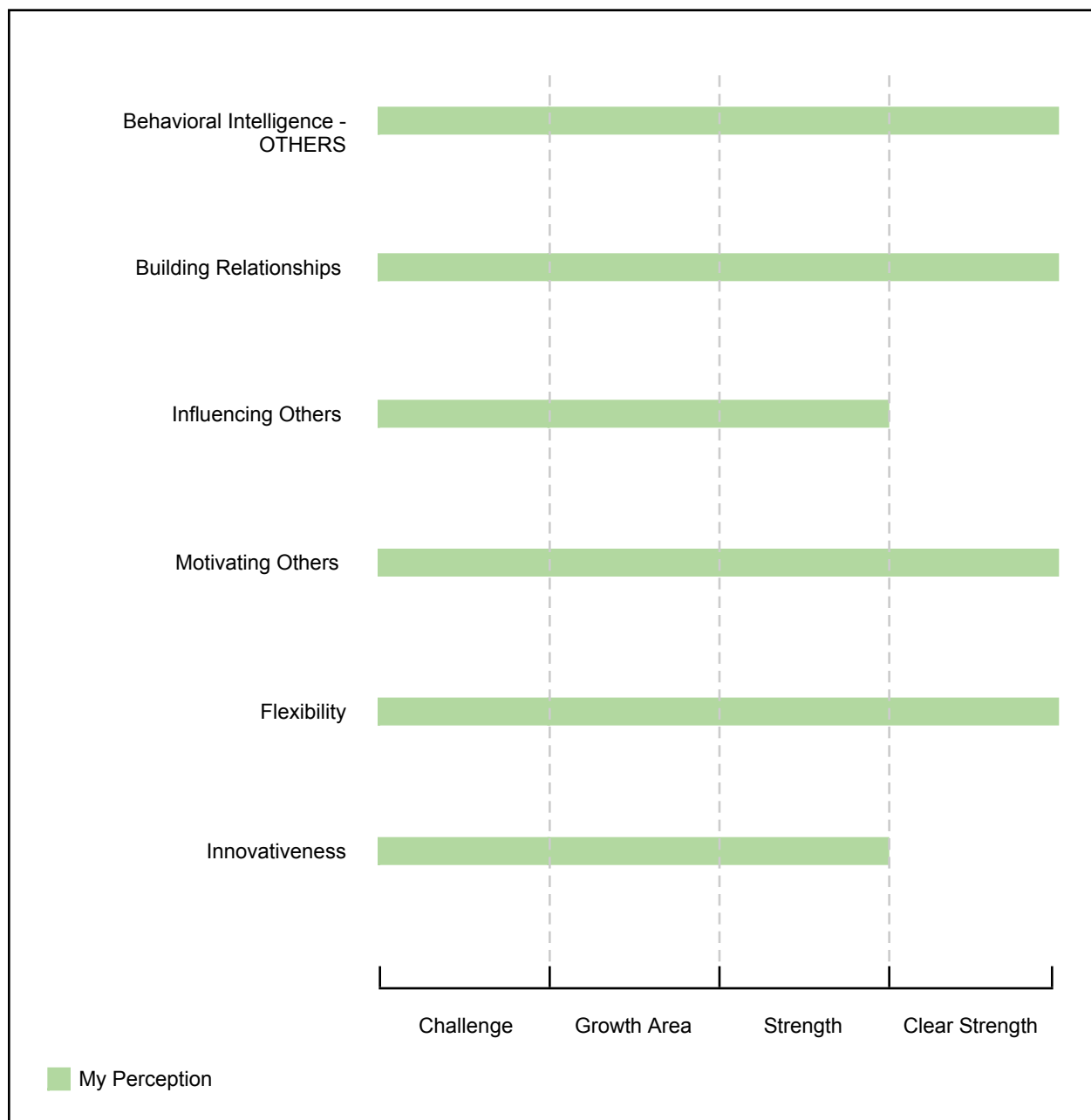
***Listening*** is the ability to actively listen and display an understanding of what is being communicated.

You indicate that you listen carefully to what others are saying, and this allows you to understand their underlying feelings and intentions, in addition to the content of what they are expressing. While many people listen selectively or even superficially at times, you seem to be particularly skilled at giving people your full attention.



## BEHAVIORAL INTELLIGENCE - OTHERS

Just as we engage in personal behaviors related to our own emotions, we also behave in ways that affect others. **Behavioral Intelligence - OTHERS** is the ability to manage behavior when interacting with others. It includes the capacity to direct emotions toward positive behavior and encompasses skill at building good relationships, influencing others, motivating others, flexibility, and innovativeness.





***Building Relationships*** is the ability to develop and maintain meaningful and positive relationships with others. It is an indicator of skill at building formal and informal networks and mutually beneficial relationships, building good rapport with others, and instilling a sense of trust.

You feel that you are a skilled networker and believe that you develop close relationships with others most of the time. This indicates that you consistently invest time in developing relationships, and make efforts to ensure that others view you as trustworthy. Your ability to maintain good working relationships likely has many benefits for both you and others.

***Influencing Others*** is the ability to effectively persuade others. It indicates the capacity to present information in an influential way and use indirect methods of influence to build support.

You indicate that you are often persuasive and influential; people look to you for guidance, whether that is due to your particular role, expertise, or a combination of reasons. In areas that are outside of your expertise or sphere of control, you are likely to exhibit less influential behavior. Continue to build on your strength in this area as a way to enhance your influence.

***Motivating Others*** is the ability to motivate and guide others toward a vision or goal. It indicates the capacity to take a leadership role as needed, regardless of formal position, and to guide the performance of others.

You indicate that you frequently take on a leadership role or provide direction to others, and you have ample opportunity to influence others who may look to you for guidance and direction. You might be in a formal leadership role, but if not, you are regarded as a leader in some capacity. This might be a reflection of your abilities in other areas of Behavioral EQ and may be a consistent strength for you. By continuing to inspire and motivate others, you will have an important impact on them.



**Flexibility** is the ability to adapt to new circumstances. It indicates capacity to manage multiple demands and changing priorities, and flexibility in how a person views events and the ability to change thoughts and behavior as circumstances change.

You see yourself as highly adaptable to new or changing situations, and as being flexible in your approach and thinking. When circumstances or priorities change, you are very adaptable, and others probably notice this. This degree of flexibility has an important influence on others' perceptions of you.

**Innovativeness** is the capacity to generate novel ideas and to be open to new information. It is an indicator of the ability to adopt new perspectives in one's thinking, seek out ideas from various sources, spawn new ideas, and encourage others to be creative.

There are times when you think creatively or develop unique ideas, and you see this as a personal strength. You indicate that you are open to new ideas and perspectives in the way you think or solve problems. If you are in a leadership position, you most likely attempt to influence others to show their own creativity.



## RESULTS: HIGH TO LOW

**Clear Strengths** Your scores in these areas are significantly higher than average. These abilities may come naturally to you, or you have worked hard to develop them over your life and career. Continue to utilize these skills since they are significant contributors to your Behavioral EQ.



**Strengths** Your scores are above average in these areas. Most of the time you show skill in these abilities, though not in all circumstances or with all people. With just a little more awareness and effort, you can enhance your effectiveness in each of these areas.



**Growth Areas** You are slightly below average in these areas, meaning that you sometimes display skill in these abilities but not frequently. These may be skills that do not come naturally to you or that you simply have not paid attention to. You might want to begin with these skills as a starting point; it is likely that you will notice large benefits by practicing these abilities.



**Challenges** These areas are problematic for you. You might be unaware of your performance in these areas or have not valued them. Though it is never easy to receive this type of feedback, keep in mind that all of these skills can be improved through awareness and effort.

Nothing to report in this area.