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Trait Emotional Intelligence - Short Form

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Private & Confidential

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This report provides you with information and guidance which can help you become more aware of your emotional intelligence. It provides a basis for development and training activities.

Before going any further please read this introduction. It provides the background you need to understand your report and to act on it.

What is emotional intelligence and why is it important?

How well do we understand ourselves and other people? How do we approach crucial relationships? These are the issues in every aspect of our home, social and work life.

Much of our work success is based on our skills, knowledge and experience; but another part depends on how we get on with colleagues, managers, staff who report to us, suppliers and customers. We need to understand ourselves and how we appear to other people, as well as understand what makes other people tick.

Emotional intelligence is important in work areas as varied as leadership and management, team and project work and all types of customer relationship. It affects our family and social life.

How to think about your report

Put the scores and these comments in the context of your life and work when you are thinking about them. Ask questions like: what am I trying to achieve?; where do I have problems in relationships with other people?; what aspects of my emotional intelligence are particularly important in my work or personal life? If you would like to explore this in more depth, we would recommend completing the full TEIQue questionnaire.

Scores

Your scores are reported in three different banding categories:

The use of the word 'average' does not imply that you can achieve good or bad scores on this questionnaire. The percentages indicate how you responded as compared with the other people who filled in the Questionnaire during its development.

There is no right or wrong way of using emotional intelligence. There are positive and negative implications for all the different scores on this questionnaire.

Uses

The Trait Emotional Intelligence Questionnaire is used for a number of purposes. Examples of these are:



It is important that you understand why you have been asked to fill in the Trait Emotional Intelligence Questionnaire and how the scores will be used to benefit you.

This report has been produced by Thomas International website. Further information can be obtained at <http://www.thomasinternational.net>

The Trait Emotional Intelligence Questionnaire was developed by K.V. Petrides, PhD at the London Psychometric Laboratory in University College London (UCL).

Factor Score

Below are your scores on the four Factors of the TEIQue Lite. Trait emotional intelligence comprises of four broad categories called "Factors", these are: Well-being, Self-control, Emotionality and Sociability. Factors represent a level of measurement that is broader than that of Facets. Facet scores are not included in this report as they are measured by the full TEIQue questionnaire.

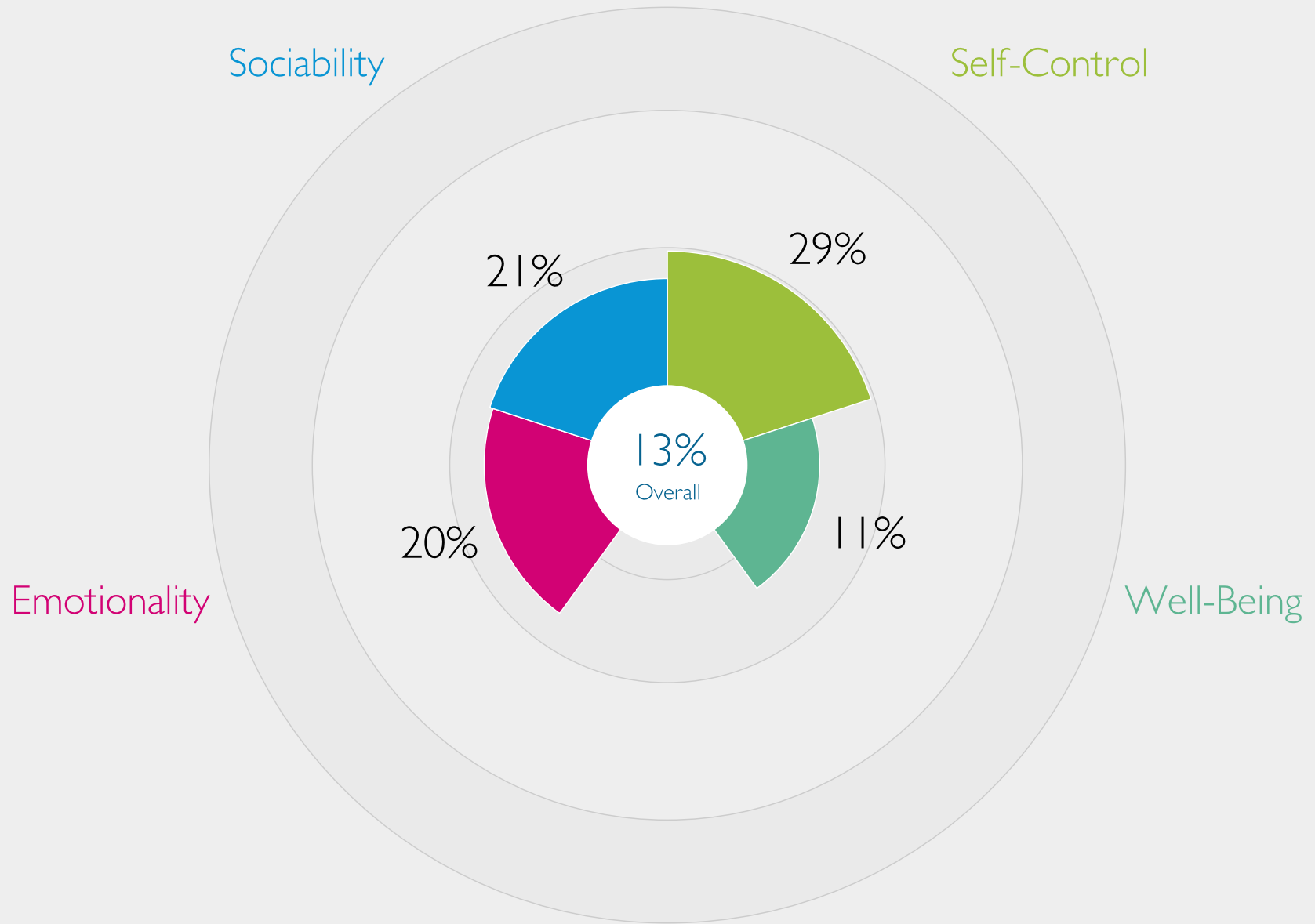
The trade-off between the various levels of measurement (Facet-Factor-Global) concerns breadth versus depth. At the Facet level, descriptions are detailed and focused, whereas at the global level, descriptions give broad overview. The Factor level presented in this report provides a useful level of intermediate measurement and description.



View the full interactive TEIQue Guide online at www.thomasinternational.net

"How much of an impact does emotional intelligence have on your professional success? The short answer is: a lot! It's a powerful way to focus your energy in one direction with a tremendous result"

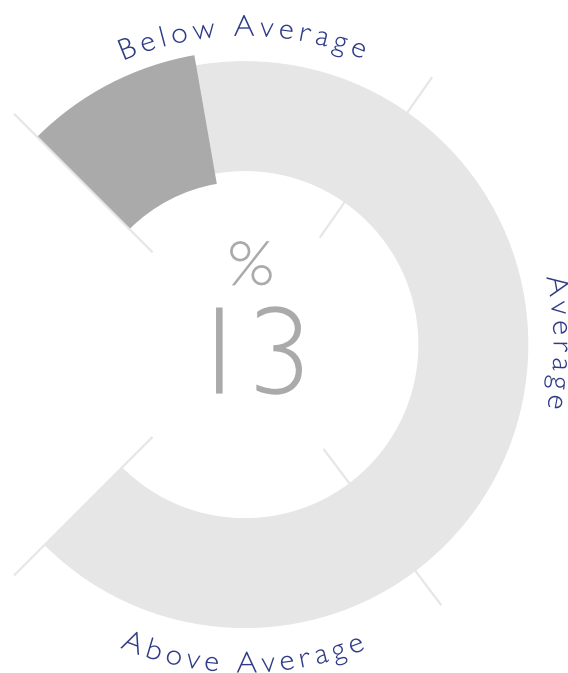
Travis Bradberry - for Forbes.com



Global Score

The Global score gives you a snapshot of your general emotional functioning.

This means your own perceived capacity to understand, process and use information about your and other peoples' emotions in your everyday life. It is important to note that the Global score is very broad. It is made up of more focused Factor scores and much more detailed Facet scores. These are included later in this report with commentaries highlighting strengths and areas of development as well as strategies you can adopt. Please refer to the Factor and Facet scales for more detail about certain aspects of your general emotional functioning.



Below Average scores

Your Global score suggests that most people see themselves as more emotionally developed than you see yourself. Your score is based on your own perceptions and suggests you feel that emotional intelligence is not one of your strengths. You may excel in areas where emotion is a less important issue. It is important to note that the Global score is very broad in comparison to the Factor and Facet scores and the associated commentaries included in this report. Please refer to the Factor and Facet scales for more detail about certain aspects of your general emotional functioning.

Well-Being

This Factor describes your overall well-being.

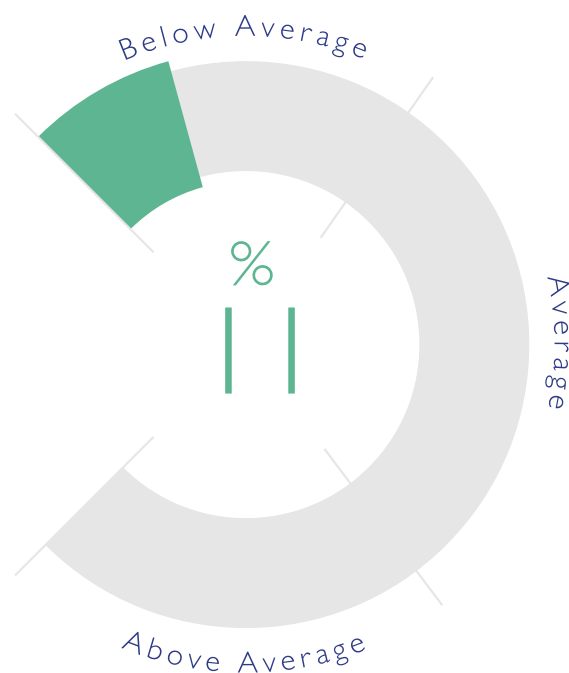
It is made up of three Facets:

Happiness: how content and how good you feel about the present;

Optimism: how positive you feel about the future;

Self-esteem: how confident you are and your levels of self-respect.

In order to learn more about the specific aspects of this factor, please refer to the individual Facets mentioned. This will enable you to pinpoint specific strengths and areas for development.



Below Average

Your Well-being score suggests that you may feel disappointed and unsatisfied with yourself and your current situation. Although awareness of one's mistakes may result in addressing them, ask yourself whether there is a tendency in your life to emphasise the negative and overlook the positive.

Consider the questions below in order to get a better understanding of your Well-being score:

- How often are you critical of yourself?
- Do you feel your outlook is realistic or do you generally expect the worst?

Feeling unhappy prevents people from taking in positive signs. You may find it useful to write down positive aspects of your circumstances and achievements and occasionally refer back to them as a reminder.

Self-Control

This Factor describes how well you regulate external pressure, stress, and impulses.

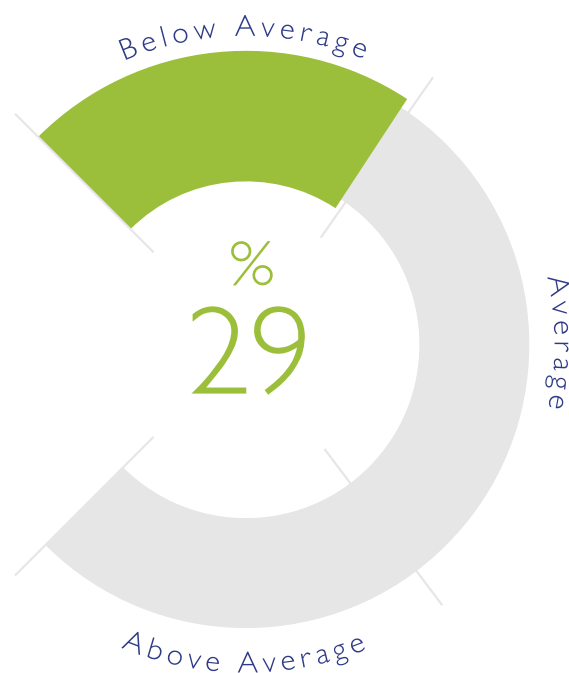
It is made up of:

Emotion Regulation: your capacity to regulate your emotions, stay focused and remain calm in upsetting situations;

Impulse Control: whether you think before you act, if you give into your urges, or take hasty decisions;

Stress Management: how well you manage pressure and stress.

In order to learn more about the specific aspects of this factor, please refer to the individual Facets mentioned. This will enable you to pinpoint specific strengths and areas for development.



Below Average

Your Self-control score suggests that you find it difficult to regulate your emotions and deal with stresses and strains. Although some stress can help productivity, past a certain point performance may suffer. People with scores similar to yours often try to identify those people and situations which particularly raise and lower their stress levels, avoiding the former and seeking support from the latter.

Answering the following questions may give you a better understanding of your level of self-control:

- Do you find yourself giving in to impulses without thinking things through?
- Do you have a tendency to make decisions quickly without considering the consequences?

Although following impulses helps people to be open to new experiences, it may also get them involved in things that they later regret. It is important that at times you slow your decision-making down, particularly if there is a lot at stake.

Emotionality

This Factor describes your capacity to perceive and express emotions and how you use them to develop and sustain relationships with others.

It is made up of:

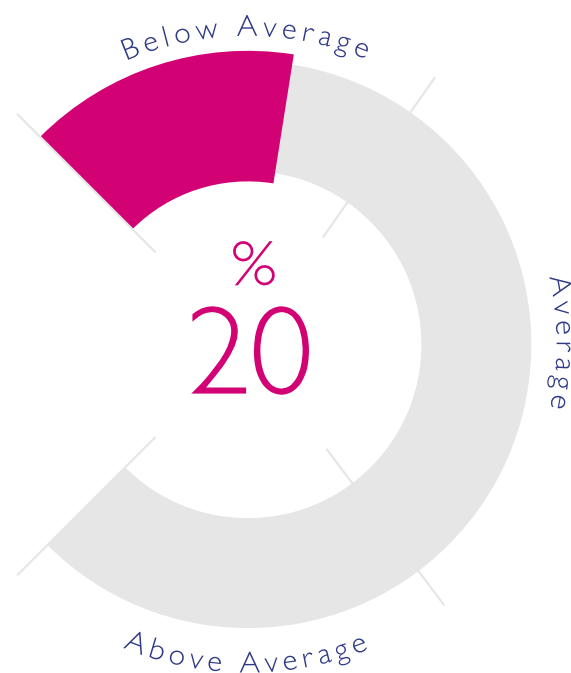
Empathy: your capacity to understand other people's viewpoints and if you take their feelings into account;

Emotion Perception: your capacity to understand your own and other people's emotions;

Emotion Expression: your capacity to express your emotions;

Relationships: your capacity to forge and sustain fulfilling relationships both in and out of work.

In order to learn more about the specific aspects of this factor, please refer to the individual Facets mentioned. This will enable you to pinpoint particular strengths and areas for development.



Below Average

Your Emotionality score suggests that you are less likely than most people to be aware of your own and others' feelings. You may tend to overlook emotional signals. People who responded in a similar manner to you often find it easier to deal with situations where they have to make objective decisions based on facts, rather than those that involve feelings and emotions.

You may find it challenging to understand and express your feelings. Other people may be more comfortable with emotional information and may misunderstand your evasiveness.

Answering the questions below will give you a better understanding of your Emotionality score:

- How important is it for you to express your feelings to others?
- How do you think your level of emotion expression affects the quality of your relationships?
- Can you think of situations where you have missed, ignored or misinterpreted emotional hints or signals? What were the results of this?
- In situations when your feelings overwhelm you, do you find that acknowledging them and reflecting on them helps you to get them under control?

People with similar responses to yours on the Emotionality factor are independent and less reliant on others, though others may view this as aloofness.

Sociability

This Factor describes your capacity to socialise, to manage and to communicate with others.

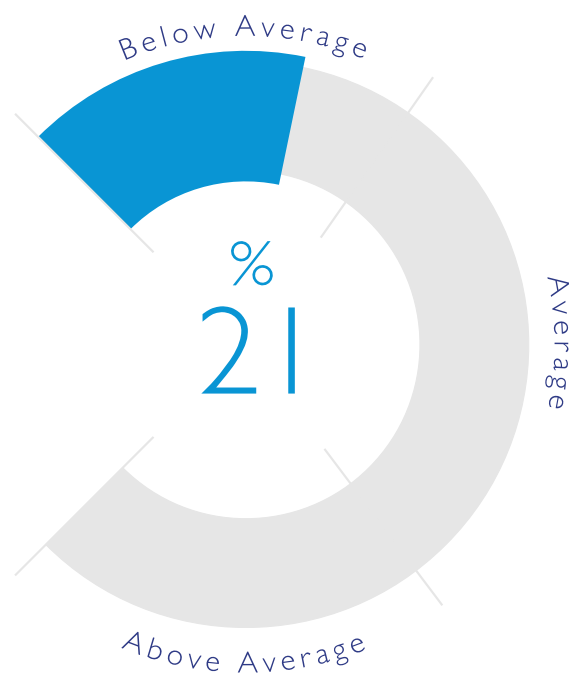
It is made up of:

Emotion Management: your capacity to manage other people's emotional states;

Assertiveness: how forthcoming you are and the degree to which you stand up for your own rights;

Social Awareness: your capacity to feel comfortable in social contexts and how you behave in the presence of people you do not know well.

In order to learn more about the specific aspects of this factor, please refer to the individual Facets mentioned. This will enable you to pinpoint particular strengths and areas for development.



Below Average

Your Sociability score suggests that you feel less comfortable in social contexts than most people. This may mean you particularly enjoy jobs which require concentration on process details and little social contact. However, in many situations, dealing with other people is unavoidable.

People with scores similar to yours find it beneficial to observe the way others are behaving in order to gauge the situation they are in.

You seem to be more agreeable and accommodating than other people. This can be beneficial when a compromise has to be achieved in personal or work relationships. If you find it difficult to argue for your case in front of others, try to think of other ways to get your views across.

These questions will allow you to reflect on your behaviour related to Sociability:

- Do you like interacting with people from different backgrounds, with different skills and views?
- Are there types of people you don't like interacting with?
- How confident do you feel around people you do not know well?
- Do you enjoy quieter activities or socialising with small groups of people?
- Do you always stand up for your opinions or do you give in to others who argue more? Think of some instances.



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