

EMOTIONAL INTELLIGENCE ASSESSMENT (EQA)

Mr. Juan P. Dela Cruz

Company Name : Success Dynamics Alliance

Department : Human Resource

Occupation/Position : Human Resource Manager

Profile ID : 6078

EQA Report ID : 948

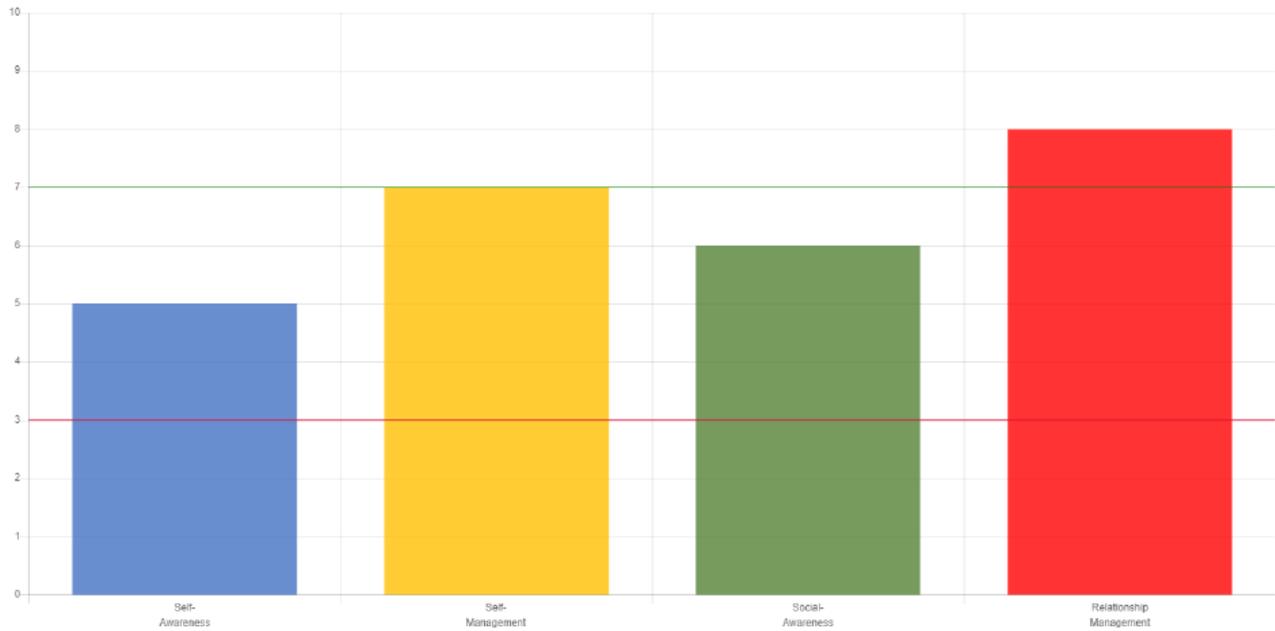
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Date Completed : 16-05-2023

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Mr. Juan P. Dela Cruz



EQ Assessment Results

Self-Awareness	Self-Management	Social-Awareness	Relationship Management
5	7	6	8

Chart Legend

LOW (0-3)	AVERAGE (4-6)	ABOVE AVERAGE (7-9)	EXCEPTIONAL (10)
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Self-Awareness

Juan has scored five (of a possible ten) for Self-awareness. Self-awareness is a core competency of emotional intelligence and this is an average level.

This score suggests that Juan's comprehension and control of his own emotions are about average therefore, he is able to read and understand and act on the emotions of those around him fairly well.

He has a reasonable understanding of the effects that his actions, intentions and verbal communications are likely to have on those around him, consequently he is likely to appear as a caring human being much of the time.

He is likely to have a reasonable degree of self-confidence and his sense of his own self-worth is probably reasonably strong. His ability to accurately assess his own capabilities and shortcomings is likely, in most ordinary circumstances, to be adequate.

While Juan has a reasonable degree of Self-awareness which suggests he may have worked somewhat to develop his level of emotional intelligence, further training to increase his level of Self-awareness will undoubtedly enhance his performance.

Self-Management

Juan has scored seven (of a possible ten) for Self-management. The Self-management competencies of self-control, transparency, adaptability, self-achievement and initiative are critically important traits needed for individuals to operate effectively in a changing world and integrate with others to achieve anything. This high score suggests that Juan is unlikely to allow any disruptive emotions he may have to affect his normal behaviour. He is likely to display high levels of integrity. He is very unlikely to be seen as irresponsible but to be trusted by others easily. He is also very likely to be flexible and offer a welcoming attitude toward change. His internal standards of excellence will be obvious, high and easily recognized. He will usually display high levels of initiative when new opportunities present themselves.

Juan is unlikely to lose his self-control in all but the most difficult circumstances. However, he should be encouraged and supported to ensure that he develops his skills further since this will undoubtedly increase his effectiveness. Juan is very likely to be a self-developer.

Social-Awareness

Juan has scored six (of a possible ten) for Social-awareness. This suggests that Juan has a better than average understanding of empathy. His understanding of other people's emotions and interest in their concerns is also above average. His ability to read the significance of how the world operates and be an effective member of it is above average. His understanding of and ability to relate to the needs of others, particularly in a sales role is also above average.

This suggests that he can care about how other people think or feel and can empathize with their problems better than the average. He is quite well able to understand how the interactions of others around him affect the decisions that are made or to understand the politics of such interactions. He also has a reasonable level of understanding of how to meet the expectations of customers and thus is probably quite adaptable and interested in success.

While Juan has an above average degree of Social-awareness, which suggests he has worked to develop his level of emotional intelligence; further training to increase his level of Self-awareness will undoubtedly enhance his emotional intelligence. He may be a self-developer.

Relationship Management

Juan has scored eight (of a possible 10) for Relationship management. This exemplary score suggests that Juan can easily foresee future events based upon current situations, provide good vision, communicate effectively and give feedback to others. He is an excellent collaborator and possesses a high level of leadership skills.

Juan has an excellent grasp of Relationship management, which suggests that he has worked very hard to develop his level of Relationship management skills. Encouragement and training in emotional intelligence will serve further to improve his effectiveness as a member of a team. He has the potential to be an inspiring leader. He is a self-developer.

Conclusion

Juan has a combined score for all four major competencies of Self-awareness, Self-management, Social awareness and Relationship management of (26) (of a possible 40).

This is an above average level of emotional intelligence (EQ) and is a relatively uncommon score for a man of 25.

It means that Juan will generally operate in the real world fairly skilfully but there may be times when he will not be as effective as he could be. For a man of 25 it should be relatively easy for him to develop new skills provided he is willing to learn, but this may take a little time.

Personality Profile Report or PPR should also be administered and a skilled Analyst engaged to assess him and validate this result.

EQ training is recommended as if this man is to increase his level of EQ to operate effectively and develop his latent potential.

No Analyst Comments have been provided in this report.