



**EQ-i**<sup>2.0</sup>  
assess. predict. perform.

# Workplace

## Coach Report

Sample Participant

April 6, 2023



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v.3.0.

# Response Style Explained

 Indicates there is a possible validity concern and further examination is needed.

## Participant Summary

Name:	Sample Participant	Completion Date:	April 6, 2023
Age:	37	Time to Completion:	61:00
Gender:	Male	Norm Type:	General Population - Male, 30-39 years
Assessment Language:	English (North America)	Norm Region:	US/Canada

## Inconsistency Index: 6

The Inconsistency Index is greater than or equal to 3 indicating a possible inconsistent response style. Results should be interpreted with caution as this person may have rushed the assessment, not taken the task seriously, or been highly swayed by wording subtleties between the item pairs. You may want to check the time to completion and delve into the item discrepancies further with the respondent.

Note. Item pairs with score discrepancies can be found in the Item Responses section of this report.

## Positive Impression: 1

The Positive Impression index is less than 3 indicating that responses were not likely the result of an overly positive response style.

## Item 133 (My responses to the preceding sentences were open and honest): 5







The respondent's response was **Always/Almost Always**.

## Omitted Items: 0% overall omission rate

No items were omitted.

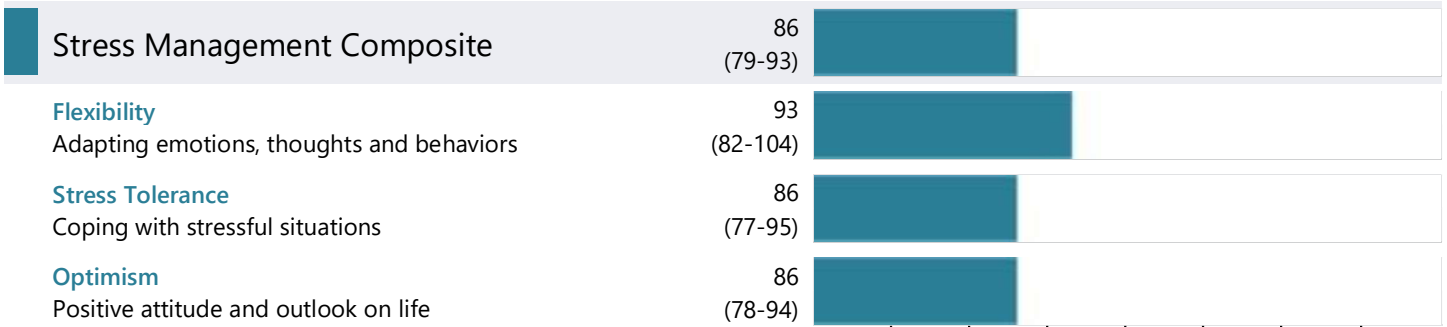
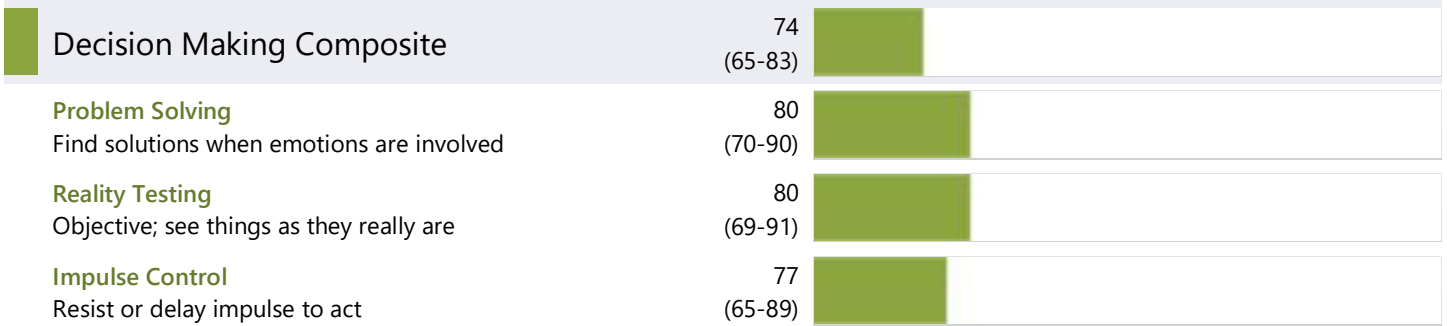
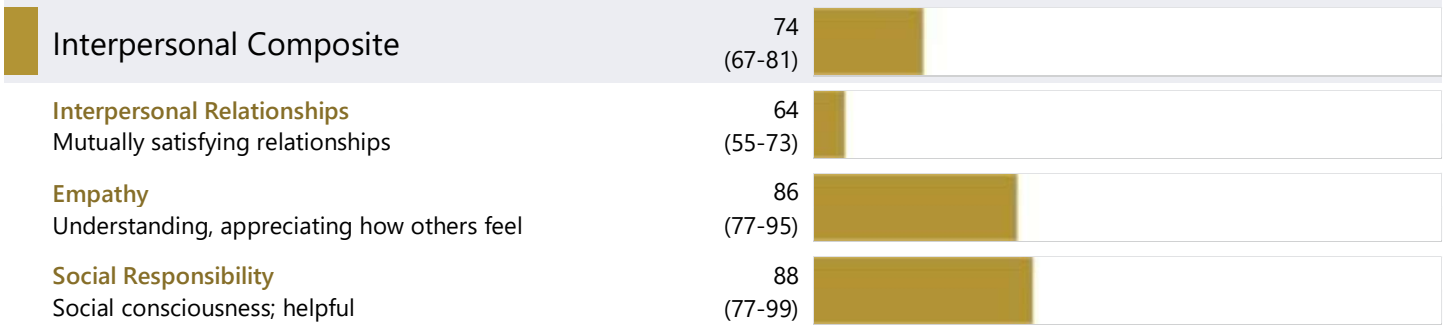
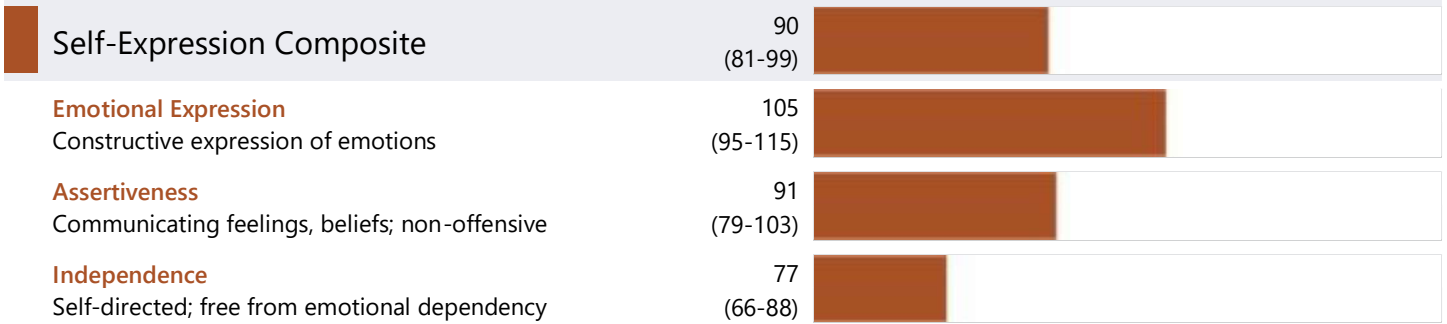
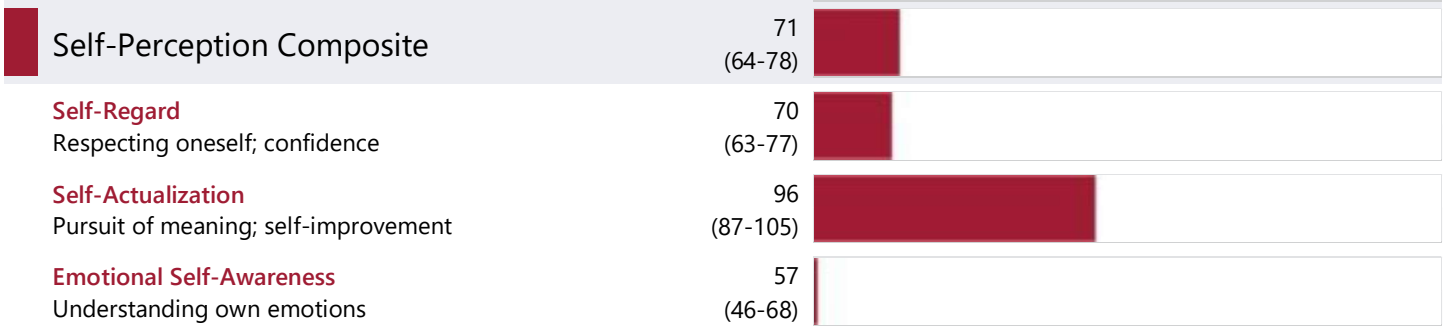
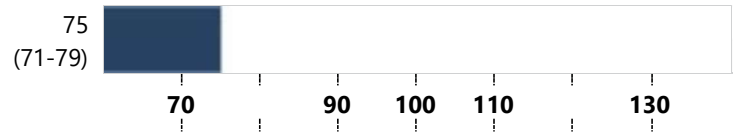
## Response Distribution

### Responses

-  ? = 0%
-  1. Never/Rarely = 24%
-  2. Occasionally = 21%
-  3. Sometimes = 17%
-  4. Often = 23%
-  5. Always/Almost Always = 15%



# Total EI

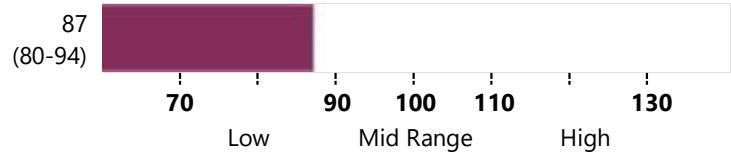


Note: Values in brackets = 90% confidence intervals; nine times out of ten, the respondent's true score would fall within such ranges.



# Well-Being Indicator

**Happiness** satisfied with life; content.



## How to Use this Page

Happiness includes feelings of satisfaction, contentment, and the ability to enjoy the many aspects of one’s life. It is different than the other EI abilities in that Happiness both contributes to, and is a product of, emotional intelligence. As such, your client’s result in Happiness is like an indicator of their emotional health and well-being.

Your client’s Happiness result is shown below, linked to their results on the four subscales most often associated with Happiness.

### Happiness

Because Happiness is so interconnected with all EI abilities, and in particular the four noted below, your client may find further development opportunities if they explore how these contribute to their level of Happiness, and vice versa.

Your client’s result in Happiness suggests that they may find it difficult to enjoy life or show enthusiasm and cheerfulness towards life in general. Also, their lower Happiness may dampen any shining strengths they have in other EI skill areas making it difficult for others to see past their discontentment. They may:

- Experience periods of apathy or discontent.
- View life as being all about work and not play.
- Withdraw from social situations, friends and colleagues.

Additionally, your client’s level of Happiness may be related to current life circumstances. For example, perhaps a part of their life has been affected by the death or illness of someone close to them, a change at work, a problem with a close relationship, or financial setbacks. If a specific life circumstance is indeed the cause of their unhappiness, dealing with that circumstance by leveraging their EI strengths will be fundamental for moving forward and experiencing increased contentment.

### Self-Regard 70

Happiness is a by-product of believing in oneself and living according to your own values and standards. Your client’s low Self-Regard may lead them to question their values, performance, and decisions, ultimately lowering their happiness. Consider discussing the following:

- Reflect on past accomplishments by identifying skills that enabled you to be successful.
- What do you admire most about yourself? Why? What do you like the least?

### Optimism 86

In the face of setback and disappointment, one’s ability to regroup and reclaim a happy state is contingent on their level of optimism. Because your client’s Optimism is low, they are unlikely to adopt a positive outlook or view the good in their life as personal, permanent, and justifiable. Consider discussing the following:

- Take an inventory of the good in your life. Make a list of all things positive, personal, and permanent, celebrating even the smallest aspects.
- Identify two strategies that can help you better cope with setbacks.

### Interpersonal Relationships 64

Well-developed relationships help shield and buffer us from the negative effects of life’s daily demands. Your client’s lower result in Interpersonal Relationships suggests that they may not have a strong, supportive network who can help restore their happiness when they need it the most. Consider discussing the following:

- Who are your closest friends and family? How likely are you to confide in them? Why or why not?
- How often do you interact with others to complete a transaction versus having a meaningful interaction?

### Self-Actualization 96

Happiness is derived from a willingness to learn and grow on a journey aligned with your values. Your client’s result suggests a good level of Self-Actualization, but further improving upon it will help promote feelings of life achievement and overall happiness. Consider discussing the following:

- Identify what you value most in life. Looking at your schedule, are you spending the right amount of time on the most valuable activities?
- What legacy will you leave behind?

## Balancing EI

This section shows three related subscales for each of the fifteen subscales on the EQ-i 2.0. Below, you will find examples of feedback that you can provide to your client.

- Where a greater than (>) or less than (<) sign is shown, the subscale scores are significantly different and further investigation into this imbalance is recommended.
- When an equal sign (=) is shown, the subscale scores are not significantly different from one another and therefore are well-balanced. In order to maintain this balance, you may want to guide your client to watch for significant growth in one subscale over the other and consider ways that they can develop the subscales in tandem.

In addition to what is displayed in this report, you may want to explore other balances and imbalances in your client's profile that may lead to further EI development.

### Self-Perception

Self-Regard 70	<	Self-Actualization	96	Self-Regard is lower than Self-Actualization and therefore you may feel unworthy of your achievements. For example, you may have a tendency to attribute your successes to luck and circumstance as opposed to your gifts and abilities. You may undertake goals and activities that are below your skill level because of your relatively lower Self-Regard.
	<	Problem Solving	80	Self-Regard is lower than Problem Solving, suggesting you may doubt yourself when making decisions resulting in untimely decisions. When coming up with solutions to problems, focus on truly understanding where your strengths and weaknesses lie; you may find that you need to put strategies in place to verify your decisions.
	<	Reality Testing	80	Self-Regard is lower than Reality Testing and therefore you may base your self-evaluation on objective information more than on subjective information. Although input from external sources is important, Self-Regard should include a healthy balance between your subjective evaluation of self-worth and external sources (e.g., a performance review).
Self-Actualization 96	>	Self-Regard	70	Self-Actualization is higher than Self-Regard. You may not take enough time to recognize your successes. You can better balance these skills by setting realistic goals and aligning them with what you want to achieve in life. If you set goals that are unrelated to what's important to you, accomplishing them will not necessarily improve your self-worth.
	>	Optimism	86	Self-Actualization is higher than Optimism. This imbalance impacts Self-Actualization in two ways: you may set very conservative personal goals, and you may appear as if your activities or interests do not challenge you to your fullest. Create better balance by celebrating your successes and recognizing the impact they have on your future.
	>	Reality Testing	80	Self-Actualization is higher than Reality Testing, suggesting that you may risk pursuing activities and goals that are not as realistic or as well suited for you as they could be. Regularly check in on your progress towards achieving your goals so that unrealistic pursuits can be abandoned for more achievable tasks.
Emotional Self-Awareness 57	<	Reality Testing	80	Because Emotional Self-Awareness is lower than Reality Testing, you may concentrate more on the feelings of those around you or the situation at hand than on your own feelings. Ideally, the two should be in balance so that you consider your own feelings in concert with the feelings of others.
	<	Emotional Expression	105	Because Emotional Self-Awareness is lower than Emotional Expression, you may have a tendency to express emotions more often than you take the time to fully understand them. This imbalance may result in the untimely expression of emotions, or expressing emotions without the appropriate rationale or reasoning.
	<	Stress Tolerance	86	Because Emotional Self-Awareness is lower than Stress Tolerance, you may appear to be better able to cope with stress than you are able to understand or deal with the emotions associated with stress. Your current approach to handling stress may be more action-oriented than it is about processing the emotions involved.

# Balancing EI

## Self-Expression

Emotional Expression 105	>	Interpersonal Relationships	64	Because Emotional Expression is higher than Interpersonal Relationships, you may place emphasis on the expression of your thoughts and feelings without adequate attention given to those you interact with. You may run the risk of expressing your emotions in a way that may be perceived as overbearing or socially inappropriate. Examine how you express yourself and how your words, tone, and body language may affect those you interact with.
	>	Assertiveness	91	Because your Emotional Expression is higher than your Assertiveness, you may be more comfortable expressing thoughts and feelings than you are expressing directives. You may find that you do not see as much action from others as you would like when you express yourself. If this is true, try forming assertive statements using action verbs to ensure you are expressing more than just your thoughts; people should know what action you expect to see.
	>	Empathy	86	Because your Emotional Expression is higher than your Empathy, you likely focus more on the expression of emotions, thoughts, and feelings rather than focusing on being empathic toward others. Try to first put yourself in the other person's shoes before you express your emotions; ask yourself whether the intensity and timing of your expression is appropriate for the situation.
Assertiveness 91	>	Interpersonal Relationships	64	Assertiveness is higher than Interpersonal Relationships, suggesting that your efforts appear to be more directed at voicing your thoughts and opinions than caring for your relationships. You may benefit from working toward a greater balance; if your assertiveness is high try softening your position on a few noncrucial positions so your colleagues see you exercising more give than take while focusing more on building relationships.
	>	Emotional Self-Awareness	57	Your Assertiveness is higher than your Emotional Self-Awareness; you may be assertive without firmly understanding your own feelings. Ensure that you attend to your tone of voice, body language, and the manner in which you treat others when you are being assertive. These cues will help you align your assertiveness more appropriately with your feelings.
	=	Empathy	86	Your Assertiveness is in balance with your Empathy.
Independence 77	=	Problem Solving	80	Your Independence is in balance with your Problem Solving.
	>	Emotional Self-Awareness	57	Your Independence is not in balance with your lower Emotional Self-Awareness. With this imbalance, you may run into situations where you are missing important feedback from others on your own emotions. If you find yourself in situations where you are working independently, you may need to seek out that "sounding board" that close colleagues can represent when you need to verify your thoughts and emotions.
	>	Interpersonal Relationships	64	Your Independence is not in balance with your Interpersonal Relationships result. This imbalance suggests that you are likely to spend more time and effort displaying your independence than you do nurturing effective relationships. Try working on developing stronger colleague relationships to help temper your higher drive to work independently. Remember to speak to people directly (rather than email) to build collaboration and teamwork.

**Balancing EI**  
Interpersonal

Interpersonal Relationships 64	<	Self-Actualization	96	Interpersonal Relationships is lower than Self-Actualization, suggesting that you likely invest more time and effort into your own accomplishments while placing less importance on your relationships. Remember to fully leverage your strengths and talents in situations where others could use your shared expertise and vice versa. Strengthening your relationships may help you reach goals that you may not have been able to achieve on your own.
	<	Problem Solving	80	Interpersonal Relationships is lower than Problem Solving. This suggests that when you make decisions or solve problems you have a tendency to do so quickly, rather than spending time analyzing how the decision may impact those around you. Watch others' reactions to your decisions or presentations. Do they seem caught off-guard by the decision? If so, you may need extra communication to ensure others are involved from the beginning in your decision-making process.
	<	Independence	77	Your Interpersonal Relationships result is lower than your Independence. The imbalance between these two subscales suggests that you may act more independently rather than considering the views of those around you. You may prefer doing things on your own rather than working with others. A better balance between these areas might be found by recognizing that there are situations where you need to work collaboratively rather than doing things on your own.
Empathy 86	>	Emotional Self-Awareness	57	Your Empathy is higher than your Emotional Self-Awareness. This imbalance suggests that you may be more comfortable and willing to deal with others' emotions than you are with your own. For you, the risk could be that you "feel for others" too much, without putting the same amount of energy into meeting your needs. People who have this imbalance are sometimes described as martyrs, putting more emphasis on rescuing others rather than taking care of themselves.
	=	Reality Testing	80	Your Empathy is in balance with your Reality Testing.
	<	Emotional Expression	105	Your Empathy is lower than your Emotional Expression, meaning you may be more likely to express emotions without first analyzing the impact that your emotions will have on others. By frequently endorsing more expressive behaviors than empathic behaviors, you may appear less supportive and more demanding in your interpersonal relationships.
Social Responsibility 88	=	Self-Actualization	96	Your Social Responsibility is in balance with your Self-Actualization.
	>	Interpersonal Relationships	64	Social Responsibility is not in balance with Interpersonal Relationships. Because this relationship is off balance, you may often show more concern for society in general than you do for individual people. Try to even out this relationship by spending more time connecting with the individuals who are involved in the activities you pursue. Remember that being socially responsible can happen even on the smallest scale, helping one person at a time.
	=	Empathy	86	Your Social Responsibility is in balance with your Empathy.

**Balancing EI**  
Decision Making

Problem Solving 80	<	Flexibility	93	Your Problem Solving is lower than your Flexibility. This imbalance suggests that you may have a tendency to continue to look for alternate solutions to a problem, even when you are well into implementing a solution. Although this tendency may prove beneficial from time to time, you run the risk of being inefficient over the long-term.
	=	Reality Testing	80	Your Problem Solving is in balance with your Reality Testing.
	>	Emotional Self-Awareness	57	Your Problem Solving is higher than your Emotional Self-Awareness. This imbalance means that you may be at risk of misinterpreting your emotions which may influence the type of decision you make. You may benefit from increasing your understanding and awareness of the role different emotions play in your decision-making process in order to bring Emotional Self-Awareness in balance with Problem Solving.
Reality Testing 80	>	Emotional Self-Awareness	57	Reality Testing is not in balance with Emotional Self-Awareness, suggesting that when it comes to decision-making you likely spend more time analyzing objective information than checking in with your emotions or others' emotions. Although there is room for emotional information in every decision you make, you may need to ensure that this is in balance with the objective information you collect.
	>	Self-Regard	70	Reality Testing is not in balance with Self-Regard, suggesting that you may not have sufficient evidence of your strengths and weaknesses and as a result you may be too hard on yourself. Bringing your Self-Regard in line with your Reality Testing by setting meaningful but more challenging goals and basing your self-assessment on the accomplishment of these goals can help enhance your self-worth while balancing your Reality Testing.
	=	Problem Solving	80	Your Reality Testing is in balance with your Problem Solving.
Impulse Control 77	<	Flexibility	93	Impulse Control is lower than Flexibility suggesting that you are more often flexible than regulated. Although flexibility is an essential skill, it is important to remain open to new ideas and change but not at the expense of sound reason. You want to be flexible but not to the point that changes are made haphazardly without proper thought to the implications of the changes.
	=	Stress Tolerance	86	Your Impulse Control is in balance with your Stress Tolerance.
	<	Assertiveness	91	Impulse Control is lower than Assertiveness, suggesting that you may act assertively more often than you regulate your impulses to act. Although assertiveness can be a great strength, if yours stems from a lack of impulse control, you may act on your impulses without due consideration to those around you or to the circumstances.



# Balancing EI

## Stress Management

Flexibility 93	>	Problem Solving	80	Your Flexibility is higher than your Problem Solving. Your inclination to be flexible may at times lead you to reflect or hesitate when making decisions. While it is good to be open to change and to consider options, if this results in you getting stuck when making decisions or postponing action, it can reduce your effectiveness. The best decisions usually involve proper consideration of alternatives and the ability to act when needed.
	>	Independence	77	Your Flexibility is higher than your Independence. This profile may make you susceptible to being swayed by others and their decisions (aka groupthink). Particularly in meetings, if you find yourself appearing too compliant and easygoing, you may benefit from taking a stand when you believe in something important, even if it is a different viewpoint.
	>	Impulse Control	77	Because your Flexibility is higher than your Impulse Control, you may be inclined to make changes without giving a comparable amount of thought to the change. Your behavior at work may be affected more by the demands of the moment than by longer term considerations. Watch for others' reactions to the changes you bring about; if they aren't following you closely, it may be a sign that your changes are more likely impulsive than they are grounded.
Stress Tolerance 86	=	Problem Solving	80	Your Stress Tolerance is in balance with your Problem Solving.
	=	Flexibility	93	Your Stress Tolerance is in balance with your Flexibility.
	>	Interpersonal Relationships	64	Your Stress Tolerance is higher than your Interpersonal Relationships result. This could indicate that you may prefer to handle stress on your own rather than reaching out as often as you could to appropriate social resources for help. If you find that you could benefit from the support of others during stressful times, try describing your circumstances to a close friend or colleague as a change from trying to deal with it independently.
Optimism 86	>	Self-Regard	70	Your Optimism is higher than your Self-Regard. With these two subscales off balance with one another, you may find you put yourself in situations where you misjudge what skills or expertise are required of you. Because you are likely more optimistic than you are self-confident, your stronger optimism may override your assessment of what you are capable of, leaving you unprepared for certain situations.
	>	Interpersonal Relationships	64	Your Optimism is higher than your Interpersonal Relationships result. You may need to spend more time taking specific actions to improve your relationships, rather than hoping that things will work out. Optimism alone will not be enough. Balancing your optimism with well-developed interpersonal relationships may help you remain positive and realistic. In turn, improved relationships result in better collaborative work and higher levels of achievement.
	=	Reality Testing	80	Your Optimism is in balance with your Reality Testing.