



TTI  
SUCCESS  
INSIGHTS®

# Emotional Quotient™

**Paul Smith**

**ABC Corp.**

**01.08.2024**

**KerrHill, Inc.**

2603 Camino Ramon, Ste 200

San Ramon, CA 94583

Ph# (925) 355-7388 Fax (925) 355-7389

[www.kerrhill.com](http://www.kerrhill.com)



**KERRHILL**

*Advancing People in Business*™

# Table of Contents



Introduction .....	3
Emotional Characteristics .....	5
Emotional Quotient Assessment Results .....	7
Emotional Quotient Scoring Information .....	8
Self-Awareness .....	9
Self-Regulation .....	10
Motivation .....	11
Social Awareness .....	12
Social Regulation .....	13
Emotional Quotient™ Wheel .....	14

# Introduction



The Emotional Quotient™ (EQ) report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Self and Others.

Research shows that successful leaders and superior performers have well-developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's EQ may be a better predictor of success performance than intelligence (IQ).

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilize all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of a clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear-headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

# Introduction



*This report measures five dimensions of emotional intelligence:*

## Emotional Intelligence - Self

What goes on inside of you as you experience day-to-day events.

**Self-Awareness** is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others. In practice, it is your ability to recognize when you are red, clear or somewhere in-between.

**Self-Regulation** is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

**Motivation** is a passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

## Emotional Intelligence - Others

What goes on between you and others.

**Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if they are in a red, clear or somewhere in-between state.

**Social Regulation** is your ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

# Emotional Characteristics



*Based on Paul's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.*

Paul regularly predicts and anticipates his emotional reactions to most events. He is consistently able to identify his emotions that will impact his ability to maintain composure during a stressful time. He has the ability to understand his emotions and their impact on stress. When faced with a difficult decision, Paul's self awareness will assist him in moving forward. Paul's self awareness allows him to notice when his emotions begin to escalate in most instances. Paul's level of self awareness can be seen as an ability to project confidence in most situations.

Paul does not overreact to minor stressors and is usually able to manage his emotions with more significant stressors. He is able to have a calming effect on other people who are experiencing significant stress. He generally doesn't allow negative feedback or criticism from others to impact his working relationships. When conflict arises, Paul is able to effectively regulate emotions when resolving issues in most cases. When Paul is feeling stressed, he usually manages his emotions so that he doesn't take it out on others. He is usually able to manage emotional impact when dealing with conflict.

Paul will look for ways to develop his skills or improve his career when he sees the need. Others tend to see Paul as self-motivated. He will tend to challenge others at times when they are ready to settle for mediocre results. He will continue to look for ways to succeed when faced with challenges or resistance. Paul tends to seek out new challenges. He tends to pursue his goals with enthusiasm and energy.

# Emotional Characteristics



Paul's ability to gauge the emotional response of others enhances his ability to work with people. Others tend to feel Paul is perceptive around them. Paul is relatively skilled at deciphering the emotional tone of most interactions. Generally, Paul is able to empathize with others, even when he has not been there himself. Paul's ability to see things from others' viewpoints can assist him in collaborative circumstances. When using active listening skills, Paul will be able to predict a person's emotional state.

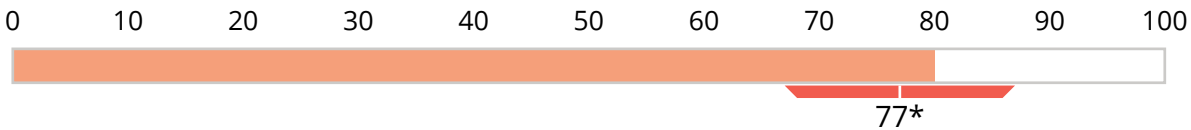
Paul can be persuasive and is generally able to negotiate well with others. He is a good collaborator because he understands the dynamics of a team environment. Generally, others find spending time with Paul a positive experience. Others see Paul as approachable and will seek out interactions with him. Paul is usually persuasive and is able to negotiate well with others. He is able to quickly and easily develop relationships with others.

# Emotional Quotient Assessment Results

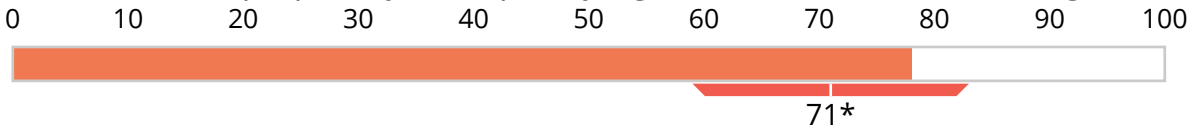


The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

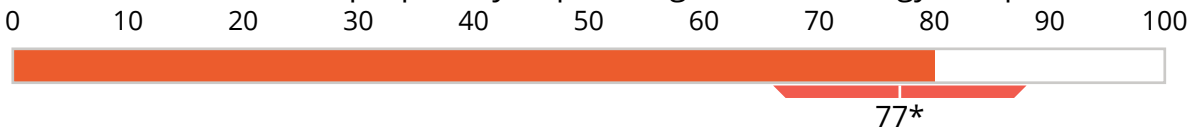
**1. Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



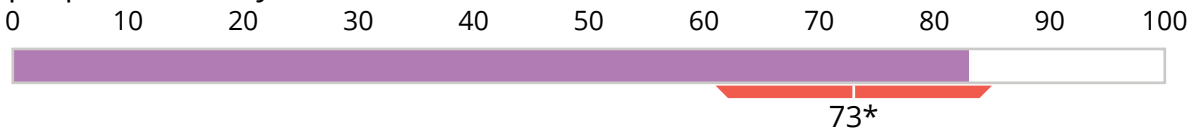
**2. Self-Regulation** - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



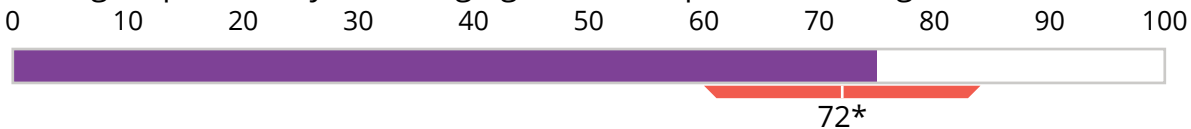
**3. Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



**4. Social Awareness** - The ability to understand the emotional makeup of other people and how your words and actions affect others.



**5. Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



\* 68% of the population falls within the shaded area.  
Norm 2019

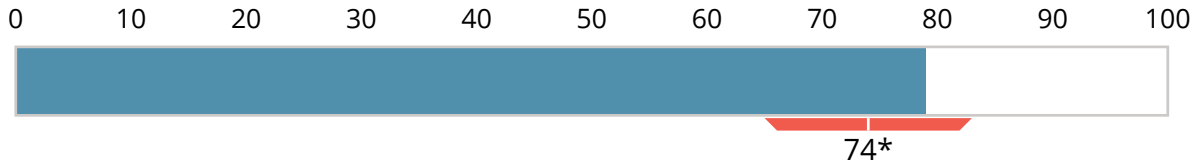
T: 5:49

# Emotional Quotient Scoring Information

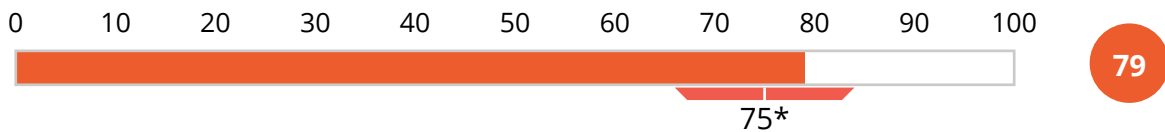


The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score. The average of the Social Awareness and Social Regulation subscales represent your Others Score. Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

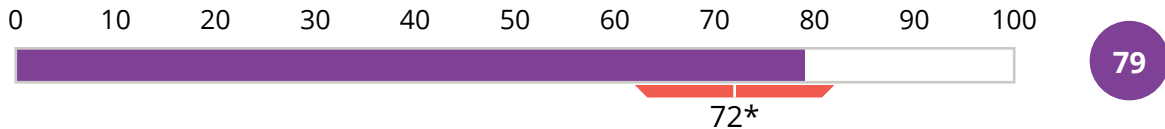
**Total Emotional Quotient** - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



**Self** - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



**Others** - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



Norm 2019  
T: 5:49

**KerrHill, Inc.**  
Ph# (925) 355-7388 Fax (925) 355-7389  
www.kerrhill.com

**Paul Smith**



# Self-Awareness



Based on Paul's current EQ level, he has a developed awareness of how he is feeling at any given time. Paul is usually able to assess his own emotions and their impact on his decisions.

## What Paul can do:

1. To improve decision making, keep a journal to identify behavioral trends and discuss your observations with a trusted advisor, family member or friend. Check your emotional clarity several times a day. What is your current state: red, clear or somewhere in-between?
2. Continue to practice the realistic perspective you have to identify any areas you may benefit from improving.
3. Consider whether you have a realistic self-perception as compared to how others may see you.
4. Think of situations where you could better use each of your strengths and minimize weaknesses, especially in the workplace.
5. Pay attention to your behaviors and see if you recognize patterns that occur either in the workplace or at home.
6. Create an action plan to develop the areas you may want to improve, both at home and at work, and revisit it regularly.
7. Document your thoughts and feelings and discuss them with a family member, friend or trusted co-worker to increase your Self-Awareness.
8. Consider areas in which you made progress on an area you wish to develop, especially in the workplace.
9. Reflect on the connection between your emotions and your behavior. Identify the triggers that lead to potentially negative reactions.
10. Identify a few specific, measurable goals for continuing to improve your Self-Awareness and revisit these goals as a part of your personal development plan.
11. When involved in situations that may lead to potentially negative emotions, attempt to leverage your emotional enablers to maintain a positive emotional state.

**Self-Awareness** - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.

0 10 20 30 40 50 60 70 80 90 100



77\*

80

# Self-Regulation

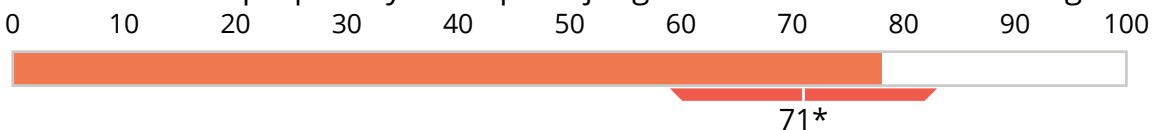


Based on Paul's current level of EQ in this dimension, he has a developed level of Self-Regulation. Paul regulates negative and/or distracting emotions, allowing himself to manage his reactions to many situations.

## What Paul can do:

1. When experiencing negative or distracting emotions, remember to summarize the situation to determine triggers and observe your behavioral reactions.
2. Partner with a co-worker to examine opportunities for practicing Self-Regulation. Ask them to help you identify ways you may improve.
3. Remember to continue to build self-restraint by listening first, pausing and then responding, especially when feeling strong emotions.
4. Discuss alternative ways of dealing with change and stress with family members, friends or a trusted advisor.
5. Focus on events that provide a sense of calm or elicit positive emotions to change your clarity from red to clear or somewhere in-between.
6. Record your effective self-regulation skills and reflect on them regularly.
7. Remember that regular exercise increases your ability to manage your emotions and relax both body and mind.
8. In emotionally charged moments remember to ask yourself, "What is the worst thing that can happen?" in order to consider the reality of the situation.
9. Consider examples of appropriate times to relax and show emotions.
10. There is a strong mind-body connection. Improve that connection through meditation, reflection or yoga to better learn to self-regulate your emotions.
11. Given your behavioral preferences, brainstorm ways to express emotions more authentically.

**Self-Regulation** - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



# Motivation

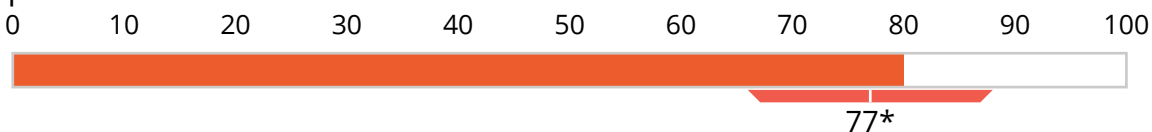


Based on Paul's current level of Motivation, he generally manages his goals well and tends to seek out new challenges.

## What Paul can do:

1. Document specific goals with target dates and revisit them regularly to ensure you are on track to achieve them.
2. Post your goals and aspirations in a place where you will see them every day.
3. Schedule time each day to reflect on the progress you are making towards your goals.
4. Envision someone you know that models internal Motivation and develop those traits in yourself.
5. Celebrate when you achieve one of your goals and document your success.
6. Conduct a strengths, weaknesses, opportunities and threats analysis of your long-term goals to ensure your success.
7. Challenge the status quo and make suggestions for improvement.
8. Define qualities that may hold you back from attaining your goals and brainstorm ways to overcome them.
9. Share your goals with a trusted advisor, family member or friend and ask them to help hold you accountable for reaching them.
10. Spend time visualizing the achievement of your goals.
11. Create detailed objectives to reach the overall goals.

**Motivation** - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



# Social Awareness

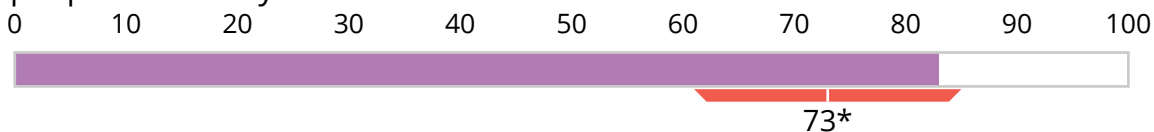


Based on Paul's level of Social Awareness, he tends to communicate with people according to their emotional cues and has the ability to be understanding of others in most instances.

## What Paul can do:

1. Attempt to understand others by assessing their emotional state before communicating your point of view; if not clear, the optimal outcome may be compromised.
2. Observe interactions of other people and how their emotional color can change. Then, share your findings with a trusted advisor, family member or friend to see if they share a similar understanding.
3. Consider ways you can use your social awareness to help others improve their emotional color.
4. Work with a mentor to further improve your ability to consider others' emotional responses in the workplace.
5. Consider ways to demonstrate a nonjudgmental attitude, especially when involved in sensitive situations.
6. Make a list of your interpersonal habits and work on further developing positive communication practices.
7. Seek clarification from others when reading their emotional responses, especially if you are not confident in your observation.
8. Offer assistance to your friends, family and even strangers who may not understand the way they are communicating is impacting what you are trying to achieve.
9. Try to find a good balance between being aware of others and considering your own emotional well-being.

**Social Awareness** - The ability to understand the emotional makeup of other people and how your words and actions affect others.



83

# Social Regulation

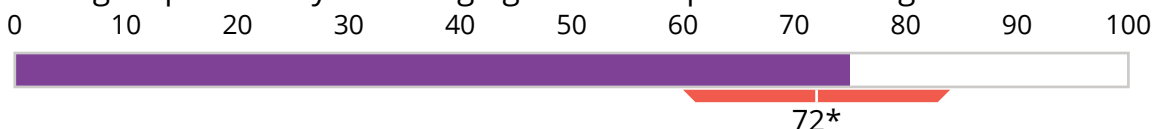


Based on Paul's level of Social Regulation, he is able to find common ground with others and generally is able to build good rapport. Paul is able to help build a strong team environment.

## What Paul can do:

1. Consider traits you admire in other people you know and ask them for feedback about yourself in those areas.
2. Identify areas of social interactions that may make you uncomfortable and ask a trusted advisor to help improve in these areas. This could be the case for others as well. Understanding how to manage these interactions can make a difference in the outcomes.
3. Consider the unique capabilities of those you interact with and how you can further encourage these traits in them.
4. Pursue quality, rather than quantity, in your social bonds. Converse with others on an even deeper level.
5. Remember unique facts about others. This is a great way to keep the communication going in the direction you desire.
6. Take notice when emotions are taking over an interaction and then find ways to improve the emotional tone of the situation.
7. Talk about your feelings related to work as well as personal circumstances with a trusted advisor, family member or friend to understand their effects.
8. Find ways to be a positive influence at work by helping others improve their Social Regulation skills.
9. If you have a miscommunication or negative interaction, take accountability quickly and find ways to make sure the situation does not go red.
10. Demonstrate a curiosity about others and their well being and consider ways you may be of assistance.
11. Consider ways you may be able to provide positive feedback to help others improve.
12. Join a professional association or special interest group to practice building positive emotional bonds to help manage situations.

**Social Regulation** - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.

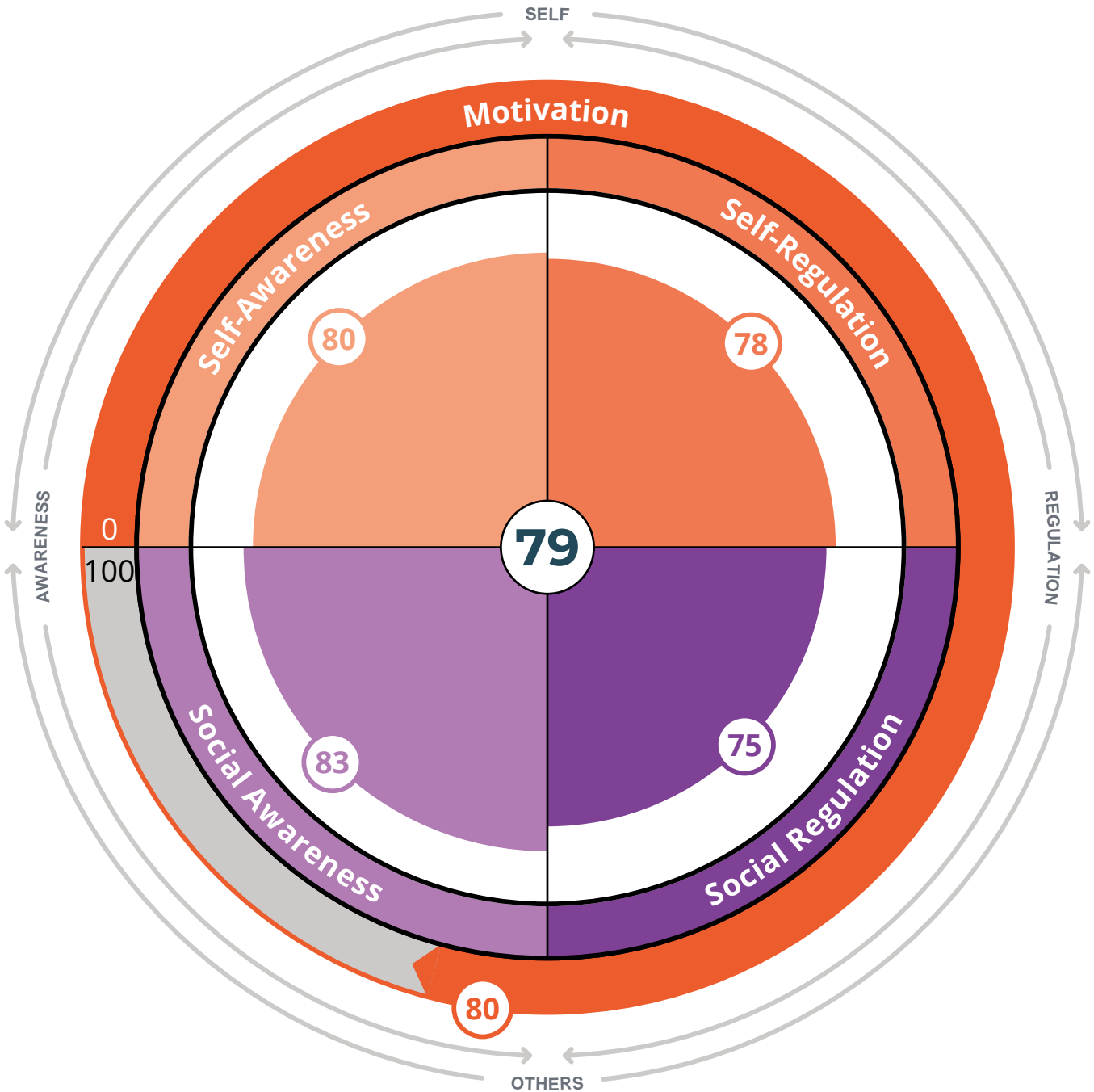


75

# Emotional Quotient™ Wheel



The Emotional Quotient wheel is a visualization of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of color illustrates the strength of your overall EQ score which is also notated in the center circle.



T: 5:49

Norm 2019

KerrHill, Inc.  
Ph# (925) 355-7388 Fax (925) 355-7389  
www.kerrhill.com

Paul Smith