



EQ-i 2.0
assess. predict. perform.

GROUP

REPORT

SAMPLE CLIENT REPORT

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Assessments Completed Between: January
4, 2023 and January 11, 2023

Report Generated on: January 14, 2023

Total in Group: 28



EQLead
BUILDING BETTER LEADERS

STRESS MANAGEMENT

Flexibility is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.

Stress Tolerance

involves coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner.

Optimism is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient, despite occasional setbacks.

SELF-PERCEPTION

Self-Regard is respecting oneself while understanding and accepting one's strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.

Self-Actualization is the willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life.

Emotional Self-Awareness includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on one's own thoughts and actions and those of others.

SELF-EXPRESSION

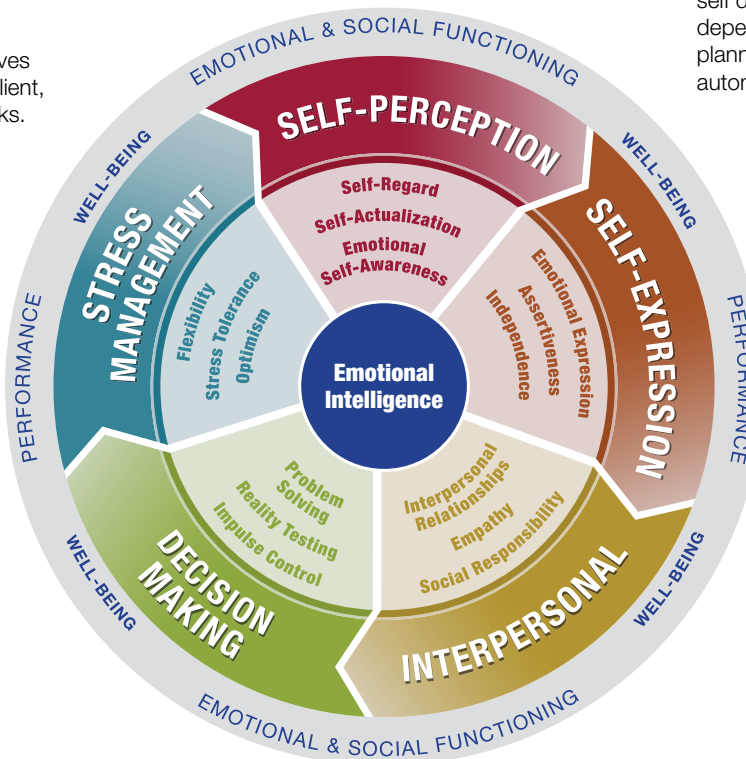
Emotional Expression

is openly expressing one's feelings verbally and non-verbally.

Assertiveness

involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.

Independence is the ability to be self directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.



DECISION MAKING

Problem Solving is the ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.

Reality Testing is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.

Impulse Control is the ability to resist or delay an impulse, drive or temptation to act and involves avoiding rash behaviors and decision making.

INTERPERSONAL

Interpersonal Relationships refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

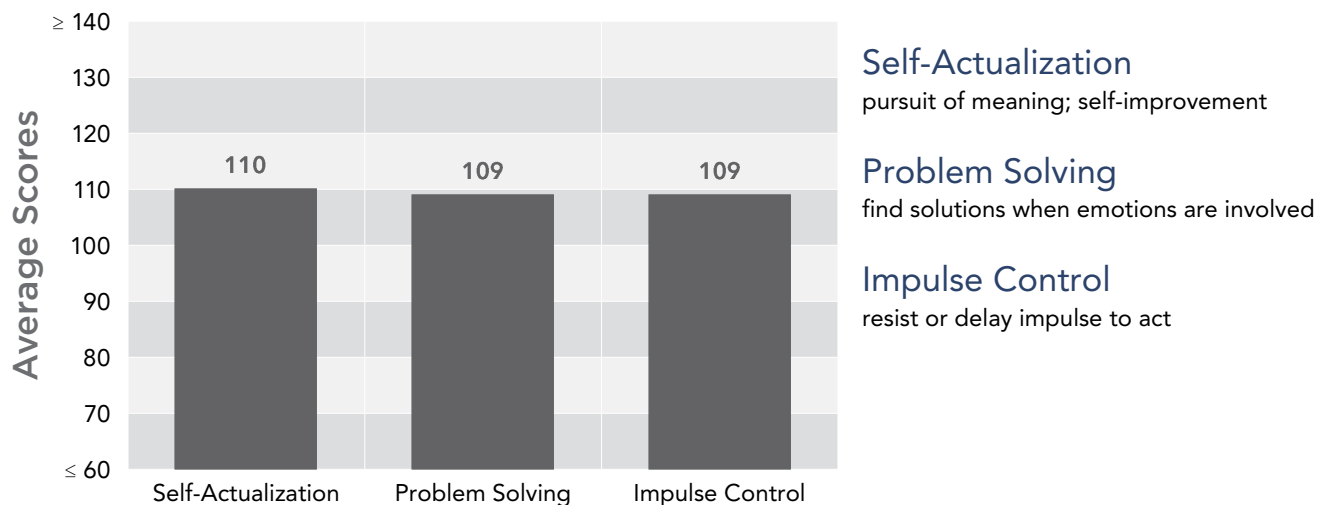
Empathy is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.

Social Responsibility is willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.

Executive Summary

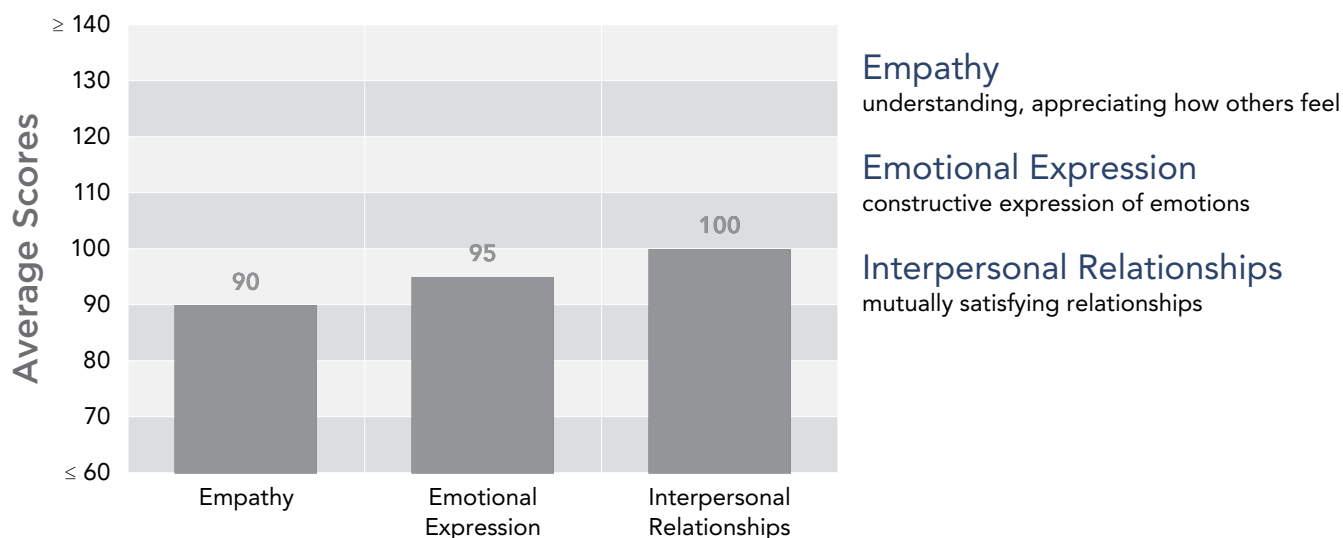
Highest Three Subscales

The top three subscales for the group are Self-Actualization, Problem Solving, and Impulse Control.



Lowest Three Subscales

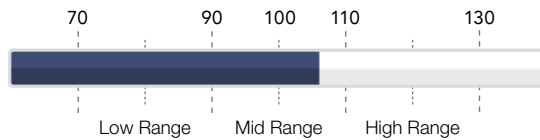
The bottom three subscales for the group are Empathy, Emotional Expression, and Interpersonal Relationships.



Rather than reflecting the functioning of every single individual in the group, the scores shown in the Executive Summary represents the average score of the entire group. You can compare this Group Report to your individual Workplace or Leadership Report to gain a better understanding of the influence that your behaviors may have on the dynamics and working processes of the group.

Overview of Group Results

Total EI:
106



Self-Perception Composite



Self-Regard
Respecting oneself; confidence



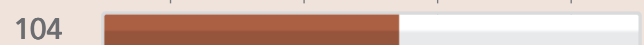
Self-Actualization
Pursuit of meaning; self-improvement



Emotional Self-Awareness
Understanding own emotions



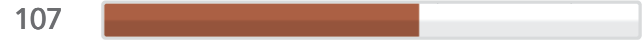
Self-Expression Composite



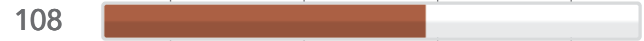
Emotional Expression
Constructive expression of emotions



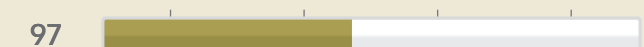
Assertiveness
Communicating feelings, beliefs; non-offensive



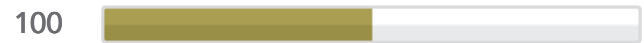
Independence
Self-directed; free from emotional dependency



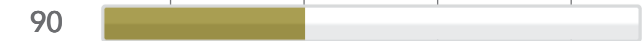
Interpersonal Composite



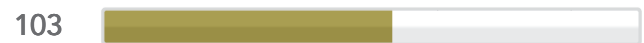
Interpersonal Relationships
Mutually satisfying relationships



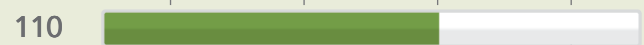
Empathy
Understanding, appreciating how others feel



Social Responsibility
Social consciousness; helpful



Decision Making Composite



Problem Solving
Find solutions when emotions are involved



Reality Testing
Objective; see things as they really are



Impulse Control
Resist or delay impulse to act



Stress Management Composite



Flexibility
Adapting emotions, thoughts and behaviors



Stress Tolerance
Coping with stressful situations



Optimism
Positive attitude and outlook on life



Low Range Mid Range High Range

Strategies for Action

Highest Three
Subscales

Lowest Three
Subscales



Self-Perception	Self-Regard - Continue to focus on team strengths to achieve a competitive advantage. - Have the group brainstorm special projects, assignments, or roles that use the unique strengths each person brings to the group. - Remain humble in encounters with colleagues (a boastful approach may be off-putting).	Self-Actualization - Help people outside of the group harness their potential by teaching them new career-related skills. - Can the group as a whole, or individual members, be role models or mentors so that others can emulate this self-actualized approach? What would this look like in the organization?	Emotional Self-Awareness - Examine the reasons why certain decisions conjure up certain emotions with the group. - Have the group work on identifying the subtle cues experienced when certain emotions arise. Have them identify which emotions are helpful and under what conditions.
Self-Expression	Emotional Expression - Continue the discussion of emotions, especially ones that are harder to express. Have the group identify triggers for "bottling" emotions; discuss how to eliminate these triggers. - Create a code of conduct for sharing positive emotions; show appreciation to colleagues.	Assertiveness - This group could help others become assertive by setting an example and asking for opinions. Allow others to stand up for what they think. - Brainstorm differences between assertiveness and aggressiveness. Identify instances where assertive positions became stubbornness.	Independence - Teach colleagues to be independent by asking them to emulate the group's approach. - Remember that colleagues are there as a resource, and seek their advice when required.
Interpersonal	Interpersonal Relationships - Brainstorm ways this group can celebrate big milestones to foster improved relationships. - Identify teams within the organization where relationships need strengthening. What will the organizational impacts be if these connections are improved?	Empathy - Have the group identify situations where more empathy was needed. What was the impact of not being empathic? What steps will they put in place to rectify this next time? - Be attuned to body language and tone of voice to gauge emotional undertones in meetings. Role play different emotional cues.	Social Responsibility - What causes call the team to action? Are there certain initiatives that motivate better citizenship? Have the team come to a consensus on a cause they can all support. - Suggest they try to engage other teams in socially responsible behavior to spur collective action in the organization.
Decision Making	Problem Solving - Try to think of simple solutions when challenging problems are presented. - Brainstorm ideas with the team to generate the most creative solutions. Have the team research the impact of emotions on tasks. For example, positive emotions support creative thought.	Reality Testing - Determine with the group ways they can demonstrate strong reality testing skills in their organization. How can they share their skill and tie it into organizational decision making? - Ask colleagues how they view issues when under stress to see if perceptions align.	Impulse Control - Ensure that innovative/novel ideas are shared, despite the risk they won't be accepted. - Try to not over deliberate when deciding on actions. Consider group work that identifies instances where strong impulse control is healthy and unhealthy for decision making and team momentum.
Stress Management	Flexibility - Teach less responsive colleagues to embrace new technologies and ideas. - Propose innovative techniques to revolutionize processes/procedures in the organization.	Stress Tolerance - Hold sessions to teach colleagues stress management tips for a healthier workforce. This group likely has many stress management techniques that could be leveraged throughout the workplace. - Be careful that the team does not appear too carefree about pressing, urgent issues.	Optimism - Fraternize with like-minded colleagues who are positive, and avoid too many interactions with negative ones. Have the group identify what circumstances cause them to be less optimistic. - Participate in spontaneous pursuits to change the routine.