



TALEGENT.

DETAIL REPORT

Emotional Intelligence Report

Simon Sample

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Professionals



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Summary

EQ Report
Overall



CAPABLE
67th Percentile

Profile

Competency Scores

CAPABLE



Self-Awareness



CAPABLE
68th Percentile



**Relationship
Management**



CAPABLE
45th Percentile



**Self-
Management**

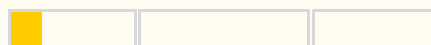


CAPABLE
31st Percentile

AREA FOR DEVELOPMENT



**Social
Awareness**



AREA FOR DEVELOPMENT
8th Percentile

Detail



Self-Awareness

Being in tune with your own emotions, and recognising your behaviour.

High Scorers are likely to

- Be self aware, and receptive to feedback about their weaknesses
- Engage in regular self-reflection
- Be comfortable speaking about their strengths and limitations



CAPABLE
68th Percentile

About Simon's score

Simon's responses suggest that he engages in self-reflection about his behaviour, personal drivers, and emotional states.

Compared with others, Simon reports feeling comfortable speaking to others about his areas for improvement, and is unlikely to conceal

areas of potential vulnerability.

Simon's profile indicates that he may incorporate other people's feedback or critique into his self-view. However, he is probably most motivated to use this advice when it comes from a trusted or credible source.



Relationship Management

Effectively navigating people and relationships to achieve harmony.



CAPABLE
45th Percentile

High Scorers are likely to

- Engage warmly with others and put them at ease
- Be helpful towards co-workers
- Strive for mutual rather than individual gains
- Tactfully influence others to adopt their perspective
- Work out what motivates people

About Simon's score

Profiling as less competitively driven than others, Simon is likely to favour cooperation rather than attempting to make personal gains during his interactions with others.

Simon reports a preference for collaborating, and can be expected to invest in creating harmony between himself and his partners, stakeholders, or team members.

Moderately interested in figuring out what drives different people, Simon is likely to be effective at engaging others and tapping into their motivations

during some interactions.

Simon reports that he will dedicate as much effort as most into making sure people feel happy and at ease during interactions. Likewise, he should be moderately concerned with the first impression he creates.

Rating himself as moderately confident at persuading others to change their perspective, Simon should be comfortable sharing his opinions in familiar situations. However, he may be more reserved in difficult or contentious circumstances.



Self-Management

Managing emotions and staying in control despite change or challenge.



CAPABLE
31st Percentile

High Scorers are likely to

- Be flexible and adapt well to change
- Stay calm in the face of adversity
- Maintain composure despite conflict
- Adopt an optimistic outlook

About Simon's score

Profiling as a reasonably positive person, Simon is expected to remain optimistic on most occasions. However, when times are particularly tough, he may adopt a more negative view of the situation.

Reporting to prefer consistency and predictability in the workplace, Simon may come across as resistant

rather than responsive to unforeseen changes in his environment or relationships.

Reporting to feel more susceptible to stress than others, Simon may find it challenging to maintain his composure during trying situations. As such, his emotions are likely to be easily read by others.



Social Awareness

Understanding others' emotions and social cues, welcoming differences.

High Scorers are likely to

- Get on well with others despite differences
- Pay attention to non-verbal cues, and adapt their behaviour accordingly
- Demonstrate care and understanding towards peoples' feelings



AREA FOR DEVELOPMENT
8th Percentile

About Simon's score

Simon's responses suggest that he may not pay as much attention to people's body language or tone during interactions. Similarly, reporting to be less inclined to understand social cues, he may not work to modify his own style to suit.

While Simon may feel most at ease working with people who are more similar to himself. However, he

should also be capable of accepting interpersonal differences and working with those who have alternative perspectives to his own.

Compared to his peers, Simon describes himself as much more attuned to the thoughts and feelings of others. Thus, he is likely to actively consider how his actions might come across and impact others.

Interview Questions



Self-Awareness

Capable - 68th Percentile

- 1 Please share an example of a time when you used self-reflection to help you understand your own behaviour or emotions better. What led you to do this? What information did you consider?
- 2 How do you establish your strengths and weaknesses? Talk me through some of the techniques you use to identify these. How do you decide which information to put the most weight on?
- 3 Talk to me about how you've developed your self-awareness. What was the most difficult part about this? When has your self-awareness helped you? When has it hindered you?



Relationship Management

Capable - 45th Percentile

- 1 Can you share an example of a time when you were direct with someone on a difficult issue, but delivered your message in a way that either protected or enhanced your relationship? What was it about your approach that worked well?
- 2 Can you share an example of a time when you had to negotiate to get an outcome, but did so in a way that was tactful or enhanced your relationship with someone? How did you approach this? How do you think your approach was received?
- 3 Can you share an example of a time when you have acted out of character in order to enhance a working relationship with someone. What did you do differently? Why did you approach the situation this way? What was the result?



Self-Management

Capable - 31st Percentile

- 1 Can you talk me through an experience you had that really tested your resilience and composure? What felt challenging about this? What did you do to cope? What was the outcome?
- 2 Talk me through a situation where you demonstrated composure despite feeling anxious or vulnerable. What made you feel this way? What personal or other resources did you draw on to help you cope?
- 3 Talk me through a change you got through as a result of your composure and optimism. What was the situation? What did you find difficult about it? What were you particularly proud of regarding your approach?



Social Awareness

Area for Development - 8th Percentile

- 1 Please tell me about a time when you changed your initial impression of a person or situation after taking time to understand a different perspective. How did your impression change? How did this influence your intended approach?
- 2 Please tell me about a time when you put yourself in someone else's shoes in order to get a better read on a situation? Did your perspective or intended approach change as a consequence? How?
- 3 Please tell me about a time when you misread an interpersonal situation. What information did you misinterpret? Did you miss any body language or behavioural cues? What was the outcome?

Employer Recommendations



Self-Awareness

Capable - 68th Percentile

Prompt: Encourage Simon to self-evaluate before providing feedback. Has he identified any development areas he wants to address? What actions has he taken done already? This will facilitate his self-insight and understanding. **Teach a Rounded Self-View:** Being as self-aware as most others, Simon is likely to benefit from learning some self-reflection strategies from peers with a high level of self-awareness. Work on helping him to build a more accurate and objective understanding of his emotions, personal behaviour and drivers, in the workplace.



Relationship Management

Capable - 45th Percentile

Balancing Self and Team: Simon is likely to get involved in collaborative settings, but may need instruction as to when independent objectives need to be pursued. Depending on his level of competitive drive, he may occasionally compete with others and may need encouragement to put team goals first. **Consulter:** Simon is likely to be capable of building rapport by being warm and welcoming. Likewise, help him to identify when he should use his insight into others' unique drivers to advance relationships. He could be used in roles where liaising or negotiating with others is sometimes required.



Self-Management

Capable - 31st Percentile

Reinforce Self-Management: Simon is generally expected to remain in control of his emotions during stressful situations, and still be effective under pressure. You may, however, need to watch that he does not become overwhelmed when faced with a severe lack of resources or when dealing with issues beyond his capability or knowledge. **Coach for Greater Self-Efficacy:** Work to observe and coach Simon's understanding of his emotional and behavioural responses to stress, change or ambiguity. Overall, aim to further develop his coping strategies so that he can adapt effectively and positively to even large-scale changes.



Social Awareness

Area for Development - 8th Percentile

Build Empathy: Profiling as less sensitive to the unique perspectives and emotions of others, Simon may find it easier than most to make tough but necessary decisions. He may, however, benefit from being coached to display empathy in order to better navigate political situations at work. **Leverage Task Focus:** Simon may be best utilised in a role where he can focus on delivering results, rather than anticipating how people may receive or experience business decisions. While he may be well suited to executing challenging tasks, consider pairing him with a more emotionally sensitive colleague to deal with the people side.

Development Tips



Self-Awareness

Capable - 68th Percentile

Ask questions. It's important to receive feedback on an on-going basis, not just once a year. A good way to get feedback is to ask specific questions around areas that you feel are important. Ask someone you respect for input into

what you should start doing, stop doing, and do more of. Keep the feedback balanced between strength and weaknesses.

Keep a journal. Record how you incorporate feedback from others into your work life, and the outcome this had.

Use this reflection to evaluate your development, making a note of how you feel this is going. How can you reward yourself for positive progress? Do you enjoy the development process more when you attend to this regularly?



Relationship Management

Capable - 45th Percentile

Be inclusive. Whilst you may be capable of building relationships and integrating smoothly into team settings, it may still be a good idea to take the time to put others at ease. Manage your first impression well. Start

on the front foot by establishing common ground and being warm, open and approachable.

When dealing with conflict, keep clear of emotions and personal flaws, failures or problems. Find the common points of agreement

in a conflict in order to persuade each party to see the other person's point of view. True skill in this area involves maintaining positive relationships even when the other person does not get what they want.



Self-Management

Capable - 31st Percentile

Be deliberate in your actions and reactions. Don't respond straight away, take a moment to breathe and consider the options. Don't opt for the first or second option that comes to mind, try for the third. By

then you should be more inclined to reason rather than simply react. Consider the upside. What could possibly be good or useful about this situation?

Display emotions wisely. For example, if you are dealing

with a disgruntled customer at work, what is the best response that fulfils your objectives? Are you diffusing tension, becoming frustrated, or giving the customer whatever they want to avoid the conflict?



Social Awareness

Area for Development - 8th Percentile

Become a good listener. Listen attentively and ask clarifying questions to understand how others may be feeling. Take time to clear your head of assumptions and reserve judgement until you feel you have fully understood the person's

problem or request. Observe others to learn how different feelings may affect their behaviours.

Walk a mile in someone else's shoes rather than assuming you know how they feel. Experience their personal challenges from their

viewpoint. Hear people out. Don't just write-off a difference of opinion as being uninformed or wrong, take time to understand it clearly and hear the rationale behind it. You might learn something in the process.

How to guide

This report is to be used for recruitment and career development. This information is intended to give you good insight into a candidate's emotional intelligence results, forming relevant hypotheses which you can explore further. It is not intended to replace cognitive or additional personality testing, but rather to supplement it. The report should be used as part of a robust selection process. Results remain valid for approximately 12 months.

Candidate results

are produced by comparing each individual's responses with those of a relevant comparison group. The report draws on data from personality items only. These items form a self-report questionnaire, meaning that a candidate's results represent the way they see themselves and their behaviour, rather than necessarily how someone else might describe them. Nevertheless, research shows that self-report measures can be a powerful predictor of how a person will operate at work.

Our assessment of a candidate's expected performance is based on their responses to this assessment, which need to be matched against the unique work environment and organisational culture they will be entering.

This information is part of Talegent's comprehensive suite of assessment and development reports. Please review our range to ensure that this report is the most appropriate for your current needs.