



Emotional Intelligence Test

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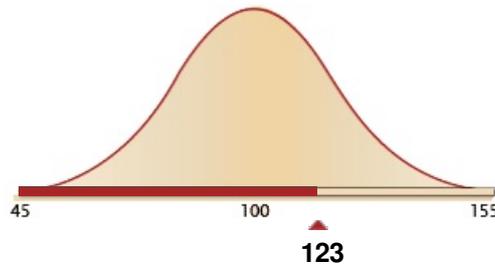
Summary

This emotional intelligence test consists of two parts; a self-report portion and an ability portion. The test assesses your capacity to: recognize your own emotions and those of others; understand how best to motivate yourself; become close to others; and manage your own feelings and those of others.

Overall Results

EQ score = 123

Percentile score = 95



Your score on this assessment is fairly good. Overall, you are quite capable of understanding and dealing with emotions. Review the rest of your results to know which areas you might need to work on developing.

Introduction

In the late 1990's, emotional intelligence (EIQ) was one of the hottest buzz-phrases in contemporary psychology. In the business world, it became a hot topic, largely due to one author's claim that a high EIQ was one of the best predictors of success in the workplace. In his 1995 book, *Emotional Intelligence, Why it Can Matter More than IQ*, author Daniel Goleman used an early definition by researcher Peter Salovey which stated that the construct of EIQ includes knowing one's emotions, emotional self-control, motivation and persistence, recognizing emotions of others, and successfully handling relationships. Goleman made some very strong statements in his book, including the suggestion that EIQ is one of the main keys to success in life. He implied that emotional intelligence is at the root of many of life's puzzles. Why are some smart people unsuccessful? Why do certain individuals strike out at others in a violent manner? Why do some excel at managing others while others struggle? He hinted that EIQ was an answer to all these, and many others, of life's questions.

"What really matters for success, character, happiness and life long achievements is a definite set of emotional skills - your EQ - not just purely cognitive abilities that are measured by conventional IQ tests." - Daniel Goleman, Ph.D.

Since the birth of the concept in a 1985 thesis by Wayne Leon Payne, researchers have been working to discover what factors play a part in emotional intelligence. Many conceptions of emotional intelligence are divided into two main parts; aspects related to understanding and dealing with one's own emotions, and those related to understanding the emotions of others and handling social interactions. For many prominent EIQ researchers, including most notably Goleman and Reuven Bar-on, the construct also includes broader traits such as motivation, interpersonal and other personal attributes (this is often called a mixed model). For others, including Peter Salovey and John Meyer and their colleagues, the latest models of EIQ are strictly related to the test-taker's abilities in this area (often called an ability model). Like the classical notion of intelligence, they feel that emotional intelligence is a cognitive ability that can be accurately and concretely defined and measured.

Three main options exist in terms of how to assess EIQ:

- Assess the related skills as you would traditional intelligence, with questions where the goal is to select the *best* answer. This method works best with the ability model of emotional intelligence.
- Evaluate these skills through self-report, where the test-takers answer according to what they most likely would do in a variety of situations. This works best with the mixed model of emotional intelligence.
- Create an assessment that combines these two techniques, and therefore utilizes both the ability model and the mixed model of EIQ, while helping to overcome potential problems of both.

It appears that the mixed models and the ability methods of evaluating EIQ do not assess exactly the same thing. In fact, Mayer and Salovey themselves found that their assessment shares only 10% of the variance with Bar-on's self-report measure of emotional intelligence (Mayer, Caruso, Salovey, 2000). This means that while they may be somewhat related, there is not enough overlap to justify using only one or the other. Since self-report and ability measures can be seen as distinct elements, our assessment will include both forms but report scores for both separately. Both types of measures have been shown to have predictive value in different areas in a large number of studies, so using both can create a measure that is effective in measuring success in a variety of areas.

Our definition of emotional intelligence is Mayer et al.'s (1999) definition:

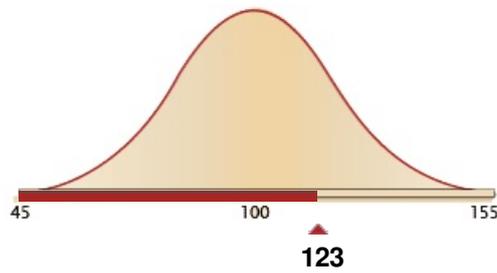
Emotional intelligence refers to an ability to recognize the meanings of emotions and their relationships, and to reason and problem-solve on the basis of them. Emotional intelligence is involved in the capacity to perceive emotions, assimilate emotion-related feelings, understand the information of those emotions, and manage them (p. 267). We chose to assess this construct using both self-report questions and ability questions.

Graphs

Overall Results

EQ score = 123

Percentile score = 95



Emotional Identification, Perception, and Expression



Emotional Facilitation of Thought



Emotional Understanding



Emotional Management



Ego Maturity



Emotional Self-awareness



Awareness of Strengths and Limitations

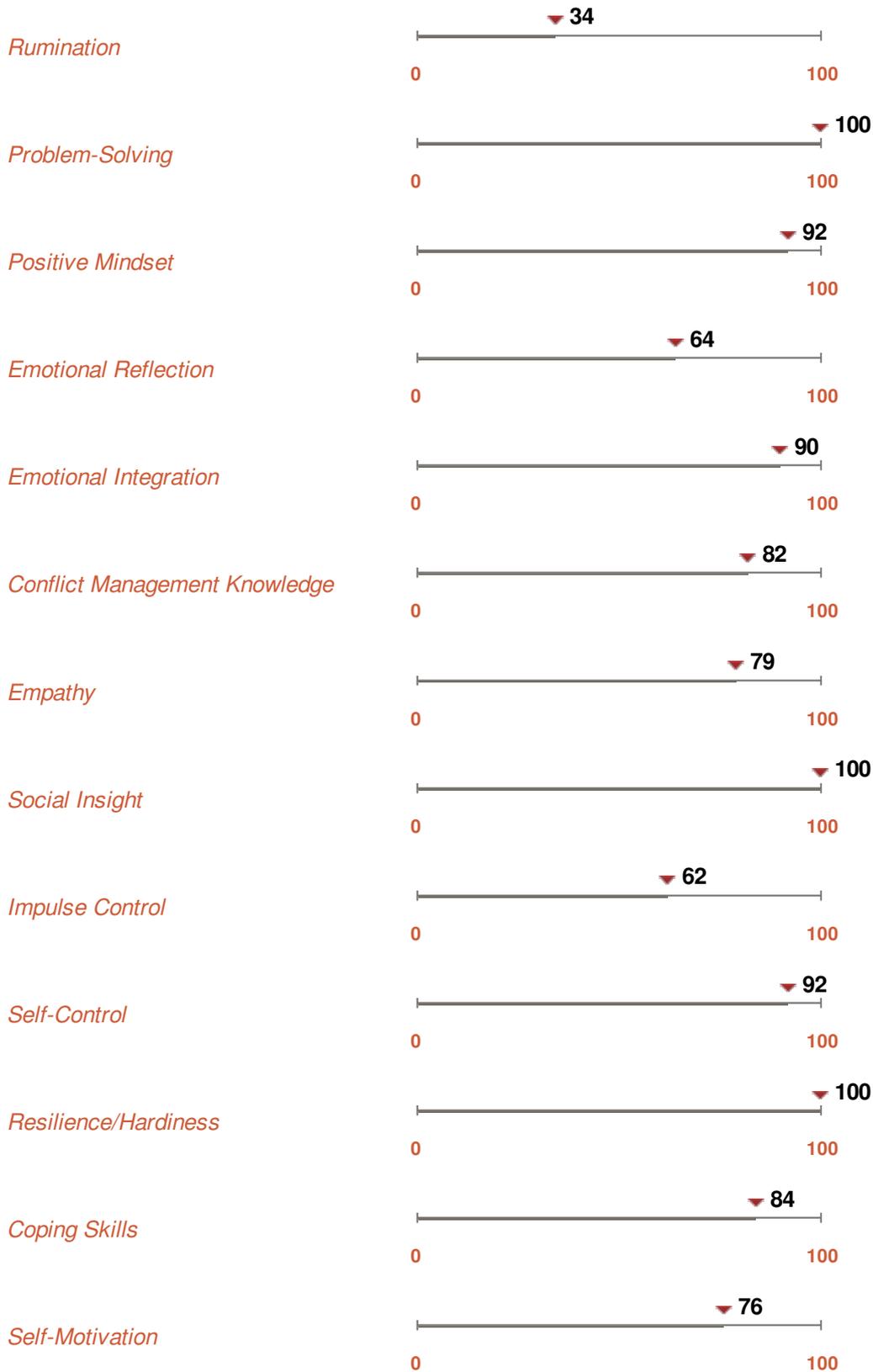


Comfort with Emotions



Recognition of Other's Emotions







Details

Overall Results (score 123)

Your score on this assessment is fairly good. Overall, you are quite capable of understanding and dealing with emotions. Review the rest of your results to know which areas you might need to work on developing.

Ability to recognize and understand basic emotions, and handle them productively.

Emotional Identification, Perception, and Expression (score 85)

The core ability of identifying, perceiving and expressing emotions in yourself and others is an area where you seem to be doing quite well. This aspect of emotional intelligence helps you to read others, understand how they feel, and effectively identify your own emotions. These skills form the basis of your ability to relate to the emotions of others as well as your ability to understand yourself. Review the results below for further information on areas that may need improvement.

Ability to characterize emotions in oneself and in others.

- You are typically in tune with your emotions, and are able to identify your true feelings.
- You seem to have a solid understanding of your strengths and limitations. You generally know what you are good at and where you struggle, and plan your life accordingly.
- You are comfortable dealing with emotions in general.
- You were relatively successful on the recognition of emotions aspect of the test; however, you seemed to have had some difficulty occasionally.

Emotional Facilitation of Thought (score 79)

You are someone who will, in most situations, use your emotions to lead you. You are aware of the guiding potential of your emotions, and how they can be used to direct your judgment, reasoning, and actions. Emotional Facilitation of Thought reflects the capacity to use emotions to figure out the aspects of a situation that don't lend themselves too easily to logic (e.g. when making decisions in ambiguous situations). On the occasions when you use this internal guidance system in addition to cognitive processes, you are better able to view situations from different angles. Read through the breakdown of results below for more information about this core ability, and areas where improvement is suggested.

Ability/Willingness to use feelings constructively; to let them guide you.

- You rarely engage in unhealthy rumination.
- You approach challenges, setbacks and obstacles to what you want proactively, and in a manner that is conducive to effective resolution.
- Your mindset is almost always positive.
- When evaluating an issue in your life you try to see things from a logical perspective, although you may, on some occasions, listen to your emotions as well.
- You sometimes act in accordance with who you are and what you believe in, although this can be a challenge for you occasionally.

Emotional Understanding (score 88)

Feelings affect thoughts and behavior. Therefore, in order to take appropriate action in emotionally-charged situations, you need to be able to assess and analyze the complex and mixed emotions that come into play. This is an area where you seem to be doing quite well. You are fairly capable of assessing and analyzing emotions in order to take appropriate action, which makes it less likely that you'll take social missteps. Some further improvement may be needed in one or two areas - review the detailed results below for more information.

Ability to understand and analyze emotions, and solve emotional problems.

- You performed exceptionally well on the emotional integration part of the test. You understand the profoundness of emotions, how complicated they can be, and how they play a role and impact everyday tasks in life.
- When it came to choosing the best approach someone should take to resolve a conflict, you performed quite well. You generally chose an appropriate resolution tactic to resolve issues effectively and appropriately.
- You are a relatively empathetic person, and will try as much as possible to place yourself in other people's shoes, although you may occasionally have trouble doing so.
- You are a very insightful individual, and are capable of taking context into consideration when making judgments about other people's emotions or behavior.

Emotional Management (score 84)

Emotions are not always under our control - we feel what we feel. However, how we react to situations **is** under our control, which means that we need to take responsibility for our actions even in times when emotions are volatile. Emotional responsibility is something that you almost always put into practice. When you make it a point to manage your emotions, you are better able to deal with situations or people that tend to make you feel upset. Review the breakdown of your results below and work on any areas that need a little improvement.

Ability to take responsibility for one's emotions.

- Controlling your impulses can be a challenge for you sometimes. You won't always consider the full consequences of your actions before doing something, which could hurt you or those around you.
- You possess outstanding self-control. You are able to self-monitor your thoughts and feelings, and regulate or adjust your behavior in response.
- Challenges, setbacks, and hardships rarely, if ever, get you down. You possess a high degree of resilience.
- You possess good coping skills. High-pressure, high-stress situations may not be the most ideal circumstances for you, but you will likely be able to cope.
- Your level of self-motivation is reasonably high. You are generally able to encourage and motivate yourself to try hard and do your best, only occasionally falling short.
- You are fully open to learning new things. You are much less likely to be at risk for stagnation. As the world continues to progress, you will be "in the loop".
- You are usually able to not "sweat the small stuff", and let go of minor problems or things that you can't change rather effortlessly.
- You are able to adjust your social behavior and skills to fit the situation most of the time, but may struggle occasionally.
- You do your best to resolve conflict in the most ideal way, but it can occasionally be a challenge for you - perhaps when an issue hits close to home. Overall, your personal approach to resolving conflict is reasonably good, but could use further improvement.

Ego Maturity (score 71)

The Ego Maturity scale refers to a group of traits that encompass emotional maturity - a level in which a person is fully comfortable with whom he/she is and possesses a strong and healthy sense of self. While this may be shaped by life experiences, as emotional intelligence develops and expands, so too will our ego mature.

Attaining emotional growth and maturity.

You are well on your way to ego maturity, although you still have a little room to grow. There are aspects of your personality that you can still develop and evolve. In essence, you still have some room to grow as a person. Refer to the results below for more details about areas that you can focus on developing further.

- You are comfortable asserting yourself, and will do so on most occasions.
- You possess a healthy level of self-esteem. You believe that your opinions, skills and abilities have value and in general you have a positive view of yourself.
- You are very happy and content with your life. There is likely very little, if anything, that you feel a need to change.
- It is often a challenge for you to act independently, making decisions of your own accord and based on your own feelings.
- Your level of flexibility is average, and definitely has its limits.

Strengths & Limitations

The following is a summarized version of your results, categorized as Strengths, Potential Strengths, and Limitation.

Strengths

- Your overall emotional IQ level is good
- You are doing well in the area of Emotional Identification, Perception, and Expression
- You are emotionally self-aware
- You are aware of your strengths and weaknesses
- You are comfortable with emotions in general
- Your approach to problem solving is conducive to resolution
- You have a positive mindset
- You are doing well in the area of Emotional Understanding
- You performed well on the emotional integration aspect of the test
- You chose good forms of resolution for others' conflict situations on the test
- You are socially insightful
- You are doing well in the area of Emotional Management
- You show good self-control
- You show resilience/hardiness
- You possess healthy coping skills
- You are driven toward further self-development
- You are able to let go/rise above minor issues
- You are assertive
- You have a healthy level of self-esteem
- You seem to be quite content

Potential Strengths

- You were sometimes able to recognize the emotions depicted on the test
- You are doing reasonably well in the area of Emotional Facilitation of Thought
- You do not ruminate excessively, which is good, but you also may not give things sufficient thought
- You sometimes act in accordance with your values
- You are somewhat empathetic
- You are reasonably self-motivated
- You are sometimes able/willing to adapt your social skills to the circumstances around you
- The manner in which YOU would resolve conflict situations on the test were reasonably effective/healthy

Limitations

- Your impulse control needs improvement
- You seem to struggle to act independently
- Your flexibility is limited

The man considered as the "father of modern positive psychology", Martin Seligman, believes that pessimism is harmful to our health because it lowers our immunity.

Advice

Emotional Identification, Perception

- **Stay in touch with your feelings.** Pay attention to what triggers them and how you react.
- **Pay attention to your body when you're upset, sad or angry.** What are the signs? Learning to recognize how you react in response to different sentiments can help you become more in tune with your emotions.
- **Be honest with yourself.** Everyone feels things, and it's nothing to hide or be nervous about. Emotions are important signals that we need to listen to in order to feel more fulfilled in life.
- **Get to know yourself better.** For example, make a list of your strengths and limitations. The more in touch you are with who you are, the better you will be able to understand and handle your emotions.
- **Take small steps if you're not used to expressing emotions.** Start with those that are the least intimidating and you will surely find that it's not as bad as you think. On the positive side, begin with genuine compliments and then take it further to an expression of appreciation. When you need to communicate a negative feeling, try writing it if you feel too intimidated to say it. Like learning any new skill, it will get easier with practice.
- **Consider the implications of not releasing your feelings.** A lack of intimacy with others, pent up feelings, health problems, etc.
- **Remember that communication involves a lot more than what is just said.** Our gestures, expressions and tone of voice send just as strong (or even stronger signals) than the words we choose, and can let us know how others are feeling (and lets other know how we are feeling).

Emotional Facilitation of Thought

- **Practice distinguishing between what you are thinking and what you are feeling.** They are not always one and the same, and we need to recognize this in order to clearly express and understand where our feelings are coming from.
- **View setbacks as short-lived.** Whenever you are feeling overwhelmed and find yourself plunging into negativity, remind yourself that things can get better. If you're having a hard time in a class you're taking, for example, or you're having relationship problems, look at it as temporary. Whatever the situation, you can take proactive steps to deal with the underlying issues. Even if you are faced with something that you will have to deal with for a lifetime (like a health problem or family issue), there is always some way to improve the situation. You will grow stronger, heal, or find better ways to cope.
- **Refuse to be a victim.** Dr. Martin E.P. Seligman, renowned author and noted expert on positive psychology, states that the feeling of being a victim leads to learned helplessness. If you blame your problems on other people or circumstances, you will avoid taking personal responsibility for your life. While it may be true that there are things beyond your control, the majority of what happens in your life is up to YOU. Life may throw you many curveballs, but it is you who decides how you'll react to them.
- **Don't brush aside your gut instinct or intuition.** Gut instinct is that voice in your head, that warning bell, that's trying to tell you that something isn't right. Some refer to it as a sixth sense. Whatever the label, it can

offer us valuable information if we take a moment to listen. Those who ignore this inner voice can often end up regretting it. This doesn't mean that logic has no benefits. The perfect balance, in fact, would be to think a situation through, and then going with what feels right.

- ***The good and the bad.*** Both good and bad feelings facilitate the thinking process by allowing us to view things from different perspectives. Did you ever notice how, when thinking pessimistically about a problem, you come up with solutions that are in line with that thinking, and when you think positively, the perspective and solutions change? Our feelings, good and bad, offer us different perspectives on the world. While one perspective may be more beneficial than the other, both angles offer us valuable information about the world around us, and about ourselves.

Emotional Understanding

- ***Empathy.*** While you certainly can't fake empathy, you can increase your connection to other people by truly listening and trying to put yourself in their shoes.
- ***Put empathy in action.*** Get involved in helping people in some way (i.e. volunteering); the closer you get to a situation, the more you will realize the difficulties others might be facing.
- ***Put aside your own preoccupations.*** Consider what might be going through other people's minds in different situations. Ask yourself how you would feel in a similar situation - there are always several perspectives. Try to identify at least 2 or 3 different ways to look at it.
- ***Understand that everyone has his or her bad days.*** Sure it can be hard to overlook it when someone snaps at you or is otherwise unpleasant, but remembering that nearly everyone is unpleasant sometimes when under stress (even you!) can help you learn to take things less personally.
- ***Put yourself in the other person's shoes.*** Think about how your actions will affect others before you act. If you are unsure, ask! Not everyone thinks the same way you do. If your actions will have an effect on others, ask them if they are ok with the decision before you act.
- ***Be aware of how others respond to you.*** Pay attention to how others are reacting, and what they are communicating to you. Putting in the extra effort to really listen and observe can teach you a lot about human interaction and emotions.
- ***Don't fall victim to "The Fundamental Attribution Error".*** We as humans are forever trying to figure out the causes of other's actions. All too often, we attribute misfortunate behavior on the part of others to dispositional rather than situational factors. For instance, writing others off as jerks for snapping at you rather than looking for external causes such as being sick or having been fired that day. As a result, we are less forgiving than many situations call for. Try to understand that others are under just as much pressure and stress as you are and as a result, their behavior may not always represent who they are as people.

Emotional Management

- ***Question your beliefs.*** Do you think ignoring your emotions will make them go away? While this may be true for minor issues, strong feelings will manifest themselves in other ways (health problems, bitterness, etc.).
- ***Boost your coping skills.*** Build a supportive social network, learn how to relieve stress, etc.

- **Step back.** If you're prone to losing control of your emotions, try taking a step back from heated situations. Give yourself some time to gain control rather than reacting immediately.
- **Practice.** Practice keeping your feelings under control (without suppressing them) and it will become more natural. Learn the appropriate times to express them so that they don't boil over in inappropriate situations.
- **The source of emotions.** Remember: emotion is just a whirlwind of activity passing through your body and mind. You help create it and feed it; how you react is important to its outcome. See a professional in cognitive therapy if you wish to learn concrete strategies to overcome negative thought patterns and to question any heavily ingrained beliefs.
- **Don't try to avoid confrontation at all costs.** This results in a buildup of unresolved anger and frustration for both people. Sulking and denial do not accomplish anything either. Besides, bottled up frustration finds its way out, one way or another.
- **Take a time out.** "When angry count to ten; when very angry count to 100." It's not always easy to maintain your composure when you feel like your "buttons" are being pushed, but it is essential that you make an effort to do so. It's important to cool down emotionally when a situation makes you upset or stressed. As time passes, you will be able to be more objective about the issues and to sort out the situation more clearly. Count for as long as it takes for you to reach a state of mind conducive to the cool, rational consideration of possible consequences of your actions. This counting technique can be used no matter what the intense feeling is.