



Emotional Intelligence
Appraisal™
THERE IS MORE THAN IQ

Cynthia Kivland

Me Edition™
My evaluation.



ABOUT THE AUTHORS OF THE EMOTIONAL INTELLIGENCE APPRAISAL

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WHAT IS EMOTIONAL INTELLIGENCE MADE OF?

"Emotions have taught mankind to reason."
 - Vauvenargues

Emotional intelligence comes down to four important skills.

The First Two Skills Focus On You:



(1) Self-Awareness - Your ability to accurately perceive your emotions and stay aware of them as they happen. This includes keeping on top of how you tend to respond to specific situations and certain people.



(2) Self-Management - Your ability to use awareness of your emotions to stay flexible and positively direct your behavior. This means managing your emotional reactions to all situations and people.

The Last Two Skills Focus More On Your Contact With Other People:



(3) Social Awareness - Your ability to accurately pick up on emotions in other people and get what is really going on. This often means understanding what other people are thinking and feeling, even if you don't feel the same way.



(4) Relationship Management - Your ability to use awareness of your emotions and the emotions of others to manage interactions successfully. Letting emotional awareness guide clear communication and effective handling of conflict.

WHAT DOES EMOTIONAL INTELLIGENCE LOOK LIKE?

The four parts of the emotional intelligence model are based upon a connection between what you see and what you do with yourself and others.

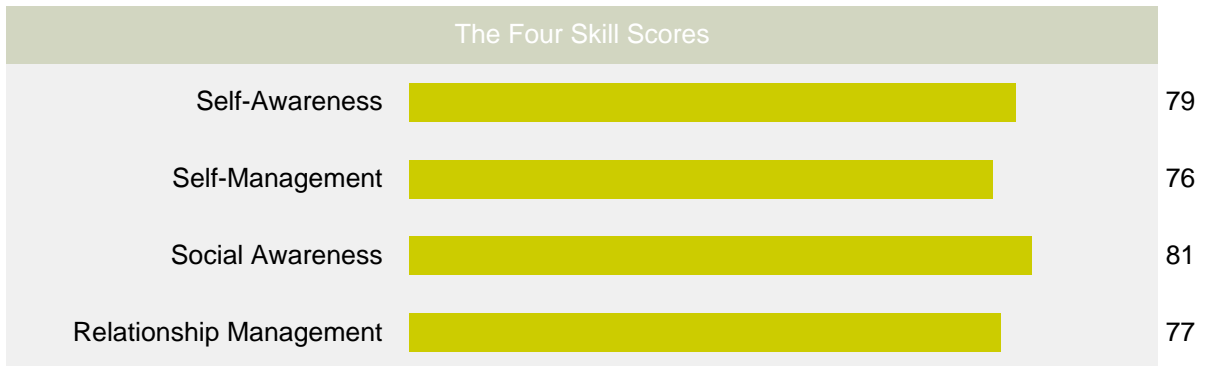
	WHAT I SEE	WHAT I DO
PERSONAL COMPETENCE	Self-Awareness	Self-Management
SOCIAL COMPETENCE	Social Awareness	Relationship Management



NOW FOR THE NUMBERS...

"The creator of the universe works in mysterious ways. But he uses a base ten counting system and likes round numbers." - Scott Adams

Your Overall Emotional Intelligence Score: 78



All scores on the Emotional Intelligence Appraisal are measured on a 0 to 100 point scale. Scores tend to fall much like you would expect.

- Higher emotional intelligence scores are in the 80s and 90s.
- Lower emotional intelligence scores are in the 50s and 60s.

You have an overall emotional intelligence score and a score for each of the four emotional intelligence skills. Your overall emotional intelligence score is a global measure of your emotional intelligence.

Your scores for each of the four emotional intelligence skills give you insight into your ability in the four core areas of emotional intelligence. These scores are combined for your overall emotional intelligence score. The four emotional intelligence skills are:

Self-Awareness: 79

- Self-confidence.
- Awareness of your emotional state.
- Recognizing how your behavior impacts others.
- Paying attention to how others influence your emotional state.

Self-Management: 76

- Handling stress well.
- Ability to tolerate frustration.
- Standing up for yourself when necessary.
- Making changes when the situation requires it.
- Making the most out of situations whether good or bad.
- Resisting the desire to act or speak when it will not help the situation.
- Taking responsibility for your part in an interaction/situation, rather than pointing the finger.

Social Awareness: 81

- Picking up on the mood in the room.
- Caring what others are going through.
- Hearing what the other person is "really" saying.






Relationship Management: 77

- Getting along well with others.
- Handling conflict effectively.
- Clearly expressing ideas/information.
- Using sensitivity to another person's feelings to manage interactions successfully.



WHAT THE SCORES MEAN

Scores on the Emotional Intelligence Appraisal come from a "normed sample". That means your scores are based on a comparison to tens of thousands of responses to discover where you fall relative to the general population. Read the following descriptions to better understand what your scores mean about your current skill level.

SCORE	MEANING
90-100 	A STRENGTH TO CAPITALIZE ON These scores are much higher than average and indicate a noteworthy strength. These strengths probably come naturally to you, or exist because you have worked hard to develop them. Seize every opportunity to use these emotionally intelligent behaviors to maximize your success. You are highly competent in this skill, so work to capitalize on it and achieve your potential.
80-89 	A STRENGTH TO BUILD ON This score is above average. However, there are a few situations where you don't demonstrate emotionally intelligent behavior. There are many things you've done well to receive this score and a few that could be better with some practice. Study the behaviors for which you received this score and consider how you can polish your skills.
70-79 	WITH A LITTLE IMPROVEMENT, THIS COULD BE A STRENGTH You are aware of some of the behaviors for which you received this score and you are doing well with them. Other emotionally intelligent behaviors in this group are holding you back. Lots of people start here and see a big improvement in their emotional intelligence once it's brought to their attention. Use this opportunity to discover the difference and improve in the areas where you don't do as well.
60-69 	SOMETHING YOU SHOULD WORK ON This is an area where you sometimes demonstrate emotionally intelligent behavior but not usually. You may be starting to let people down. Perhaps this is a skill area that doesn't always come naturally for you or that you don't make use of. With a little improvement in this skill, your credibility will go way up.
59 or Below 	A CONCERN YOU MUST ADDRESS This skill area is either a problem for you, you don't value it, or you didn't know it was important. The bad news is your skills in this area are limiting your effectiveness. The good news is this discovery and choosing to do something about it will go a long way in improving your emotionally intelligent behavior.



IMPROVING YOUR EQ

"What lies behind us and what lies before us are tiny matters compared to what lies within us."
-Oliver Wendell Holmes

Emotional intelligence is very different from regular intelligence. With regular intelligence, it is understood that you are generally as "smart" now as you are ever going to be. People learn new facts but their intelligence, or their ability to learn, remains largely the same.

Emotional intelligence is a flexible skill that can be readily learned. People increase their emotional intelligence by working on the skills outlined in this learning system.

Research shows that people build their EQ most when the following conditions are present:

- Strong motivation to learn or change.
- Consistent practice of new behaviors.
- Feedback on your behavior.



EQ In Everyday Life



UNDERSTANDING YOUR EMOTIONAL INTELLIGENCE

An analysis of your score profile suggests you will get the most from your skill development effort by working on Self-Management first. Self-Management is your ability to keep a finger on the pulse of your emotions so that you stay flexible and positively choose how you react to different situations and people.

Begin your EQ development with: Self-Management

	WHAT I SEE	WHAT I DO
PERSONAL COMPETENCE	Self-Awareness	Self-Management
SOCIAL COMPETENCE	Social Awareness	Relationship Management

The action plans in the next section will guide you as you work on increasing your emotional intelligence.



MAKING A CHANGE

"I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavor."

-Henry David Thoreau

When it comes to changing behavior, people can focus effectively on 1 to 3 actions at a time. Therefore, it is best if you choose to focus on one EQ skill area at a time, pursuing the recommended actions for that skill.

How To Master A Skill

Any time you are acquiring a new skill, remember the best path for doing something new or different looks like this:

- Find someone who is good at it.
- Watch that person do it.
- Get that person to talk about how they do it.
- Practice doing it yourself with his or her guidance.
- Ask the person to give you feedback.
- Practice doing it on your own.
- Seek feedback until you've mastered it.

Your first recommended action plan, Self-Management, is what you should try next. You will learn strategies for improving this skill, and you can enjoy activities as you practice by clicking on the brain and clapboard images. Once you are finished working on Social Awareness, you should try the other action plans as well, one at a time.



A Final Note About Change

