MEIQ - R7 (Multi-dimensional Emotional Intelligence Quotient, 7th revision)

Report for: Joseph
Completion: October 6, 2011 at 6:12 pm
# Table Of Contents

- Table Of Contents ...................................................................................................................................................... 1
- Summary ................................................................................................................................................................... 2
- Introduction ................................................................................................................................................................ 3
- Graphs ...................................................................................................................................................................... 5
- Details ....................................................................................................................................................................... 8
- Strengths & Limitations ............................................................................................................................................ 24
- Advice .................................................................................................................................................................... 25
Summary

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

Overall Results

IQ score = 91
Percentile score = 27

IMPORTANT NOTE: The combination of self-report and ability components in a test could result in contradictory results. A person may underestimate or overestimate their emotional intelligence and therefore, show differences in their self-reported and ability components of emotional intelligence. Please keep this in mind when reading Joseph's results.

Joseph's score on this assessment is satisfactory, but there is room for improvement. Overall, he is adequately skilled at understanding and dealing with emotions, but he needs to further develop his skills. Awareness is key to helping him find the motivation to improve in this area, and knowing which areas he most needs 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 so 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.

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. **IMPORTANT NOTE:** The combination of self-report and ability components in a test could result in contradictory results. A person may underestimate or overestimate their emotional intelligence, and therefore, show differences in their self-reported and ability components of emotional intelligence. Please keep this in mind when reading your results.
Graphs

Overall Results
IQ score = 91
Percentile score = 27

Emotional Identification, Perception, and Expression

Emotional Self-awareness
Awareness of Strengths and Limitations
Comfort with Emotions
Recognition of Other's Emotions

Emotional Facilitation of Thought

Rumination
Problem-Solving Skills
Values Integrity
Positive Mindset
Emotional Reflection
Emotional Understanding

Empathy

Social Insight

Emotional Integration

Conflict Resolution Knowledge

Emotional Management

Impulse Control

Self-Control

Resilience/Hardiness

Coping Skills

Self-Motivation

Striving

Emotional Selectivity

Adaptable Social Skills

Conflict Resolution Behavior
Moderating Emotional Intelligence Factors

- Assertiveness 39
- Self-esteem 56
- Contentment 44
- Independence 34
- Goal Setting 12
- Social Responsibility 45
- Flexibility 40
- Impression Management 0
Details

Overall Results (score 91)

IMPORTANT NOTE: The combination of self-report and ability components in a test could result in contradictory results. A person may underestimate or overestimate their emotional intelligence and therefore, show differences in their self-reported and ability components of emotional intelligence. Please keep this in mind when reading Joseph's results.

Joseph's score on this assessment is satisfactory, but there is room for improvement. Overall, he is adequately skilled at understanding and dealing with emotions, but he needs to further develop his skills. Awareness is key to helping him find the motivation to improve in this area, and knowing which areas he most needs to work on developing.

Emotional Identification, Perception, and Expression (score 60)

Joseph appears to have at least some basic skill when it comes to identifying, perceiving and expressing emotions in himself and others. However, there is still a great deal of room to improve on this core ability. Review the results below for further information in order to identify where improvement is recommended. By improving his skills in this area of emotional intelligence, Joseph will be in a better position to read others, understand how they feel, and effectively identify his own emotions. These skills form the basis of his ability to relate to others as well as his ability to understand himself.

Emotional Self-awareness (score 54)

Joseph's score on Emotional Self-Awareness was acceptable, but this area needs improvement. A score in this range indicates that:

- He is sometimes in tune with his emotions and able to identify his true feelings.
- When he is able to pinpoint the reason why something is bothering him, he likely experiences a greater sense of control, and is better able to come up with a plan of action.
- His skills in this area are not always being applied. When he is overwhelmed with too much emotion, he may have difficulty taking a step back and being objective.
**Awareness of Strengths and Limitations (score 58)**

Joseph seems to have some understanding of his strengths and limitations, but this may still be fuzzy area for him. A score in this range indicates that:

- It requires some thought and inner reflection on his part for him to truly be aware of what he is good at and where he is weaker.
- He may not be 100% sure about his calling in life.
- Having only a limited understanding of his strengths could occasionally lead to missed opportunities to reinforce and develop them.
- Having an imperfect understanding of his limitations could lead to unwise choices, or taking on unrealistic goals that will only lead to disappointment.

**Comfort with Emotions (score 26)**

Joseph seems to be extremely uncomfortable dealing with emotions in general. A score in this range indicates that:

- He may struggle to console others who become emotional around him and distance himself from people who may appear emotionally-needy.
- He likely feels awkward in emotionally-charged situations.
- He is likely uncomfortable expressing himself. Even if he does, it will likely only involve surface emotions or thoughts (i.e. he won't make himself really vulnerable or talk at length about how he feels deep down).
- His discomfort with emotions could impact his ability to self-monitor, or empathize with others. He may also prefer to suppress uncomfortable emotions, or avoid emotional situations, rather than face them.
Recognition of Other’s Emotions (score 80)

Joseph was relatively successful on the recognition of emotions aspect of the test; however, he seemed to have had some difficulty occasionally. A score in this range indicates that:

- Reading body language and facial expressions in social situations is likely not to be too much of a challenge for him. When he reads someone in the correct way, he will be better able to approach him or her in a manner that fits the situation and what he/she is feeling.
- This means that he is less likely to misjudge others as well - or at least not too often.
- His ability to empathize is enhanced when he is able to read others accurately.

Emotional Facilitation of Thought (score 50)

Joseph appears to be someone who is at least aware of the guiding potential that his emotions offer, but doesn't consistently let his emotions lead him in his everyday life. Emotional Facilitation of Thought reflects the capacity to evaluate and effectively use his emotions as a guide for his judgment, reasoning, and actions. In essence, rather than dismissing emotions, they are used 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). Read through the breakdown of results below for more information about this core ability, and areas where improvement is needed.

Rumination (score 62)

Joseph seems to ruminate on some occasions, but he is not likely to let it get out of hand. A score in this range indicates that:

- He tries not to dwell on negative thoughts or situations for very long.
- He gives issues in his life the incubation time they require, and tries not to magnify them, or give them more attention than they deserve.
- He is generally able to leave his problems "at the door", or at least distract himself temporarily so as not to allow them to interfere too much with other life spheres.
**Problem-Solving Skills (score 54)**

Joseph doesn't always view or solve challenges, setbacks and obstacles to what he wants in the healthiest manner. A score in this range indicates that:

- He is likely to give up in the face of problems on some occasions, or try to avoid them (at least initially) in hopes that they will resolve themselves.
- He sometimes sees problems as pervasive and unalterable - this implies a propensity towards an external locus of control under certain circumstances, which can lead to a sense of helplessness and hopelessness in the face of difficulties. In essence, he doesn't consistently face things head on or try to change them.
- Particularly difficult hardships may sideline him temporarily, especially if his resilience and coping skills are not fully developed. Problem solving ties into both of these aspects.

**Values Integrity (score 33)**

Joseph rarely acts in accordance with who he is and what he believes in. A score in this range indicates that:

- He may often feel regretful, stressed, guilty, shameful, or unhappy with himself when he does not act in line with his principles and morals.
- He may find himself doing what other people want, or what he feels is expected of him rather than what he personally feels is right. He may also find it difficult to rise above peer pressure.
- He may choose to ignore injustices or immoral behavior in his work organization, even though it bothers him to do so.
- When he doesn't act in accordance to what is important to him, he may struggle to set priorities in life, a path to follow, or goals to set.
**Positive Mindset (score 70)**

A positive mindset isn't necessarily one of Joseph's core traits, but most of the time, he does try to see the silver lining in situations. A score in this range indicates that:

- He may hope for the best in most situations, but the potential for disappointment is never far from his mind.
- He may occasionally struggle to motivate and inspire himself.
- He seems to have his feet on both sides of the fence - he envisions what it would be like to succeed, but also mentally prepares himself for failure.
- When he has a positive mindset, thinking clearly and coming up with solutions is likely easier.
- When he is feeling pessimistic, he may find himself zeroing-in on or amplifying the worst of situations or people.

**Emotional Reflection (score 55)**

When evaluating an issue in his life Joseph tries to see things from a logical perspective, although he may, on some occasions, listen to his emotions as well. A score in this range indicates that:

- On those occasions when he relies on both logic and intuition to figure something out, he has the benefits of having different perspectives or sources of information: logical reasoning and instinct.
- When a situation overwhelms him, and he is flooded with negative emotions, he will sometimes try to sort through and understand the emotions. Other times, he may either allow these emotions to overwhelm him, or distance himself from them.
- When something doesn't feel right (e.g. a solution, idea, a risk), even though it seems like a perfectly sensible option on paper, on some occasions, he will sometimes listen to that inner warning.
**Emotional Understanding (score 72)**

In order to take appropriate action in emotionally-charged situations, Joseph needs to be able to assess and analyze the complex and mixed emotions that come into play. Feelings affect thoughts and behavior, so a lack of emotional understanding can result in serious social missteps. This is not likely to happen to Joseph very often. He seems to be reasonably capable of assessing and analyzing emotions in order to take appropriate action. Further improvement is still recommended however. Review the detailed results below for more information.

**Empathy (score 71)**

Joseph is a relatively empathetic person, and will try as much as possible to place himself in other people's shoes, although he may occasionally have trouble doing so. A score in this range indicates that:

- He is generally able to accept, or at least understand, the underlying motives behind people's actions, which improves his social interactions.
- He is less likely to rely solely on the face value of a person's actions rather than looking below the surface at what might really be going on.
- His general ability to empathize makes it easier to create a meaningful human connection.
- Consoling others would generally be easy for him because he is able to understand how they feel, and thus, what would make them feel better.
Social Insight (score 71)

Joseph appears to be fairly capable of taking context into consideration when making judgments about other people's emotions or behavior. A score in this range indicates that:

- He tries not to focus too much on surface reactions (i.e. what is being conveyed solely though facial expressions and body language), striving to listen attentively and using the context of the situation he finds himself in as a source of information on how to respond appropriately.
- He is more likely to come across as sensitive to others' needs, attentive, and tactful. People are more likely to feel at ease around him.
- His ability to be socially insightful likely enhances his communication skills as well.
- He likely has a good understanding of human nature, or can at least predict, with a fair amount of accuracy, how people will respond in social situations.

Emotional Integration (score 73)

Joseph performed reasonably well on the emotional integration part of the test - there a few questions he seems to have struggled on. Overall, however, he showed some skill in this area. A score in this range indicates that:

- His skills in this area tie into his ability to identify emotions in himself and in others, as well as to empathize with people.
- He likely has a fairly multi-dimensional and in-depth understanding of emotions (emotions are not just good or bad, positive or negative, intense or weak). He likely understands the profoundness of emotions, and how they play a role and impact everyday tasks in life. However, his depth of understanding could probably improve further.
- A general understanding of emotional integration improves his capacity to understand more complex emotions (like when two feelings blend together), and his ability to understand how emotions can transition (as is the case with the grieving process, for example).
Conflict Resolution Knowledge (score 71)

When it came to choosing the best approach someone should take to resolve a conflict, Joseph performed reasonably well. He generally chose an appropriate resolution tactic, but perhaps not in all cases.

- If he also scored reasonably well on the Conflict Resolution Behavior scale, this indicates that has a relatively healthy approach to conflict in general.
- If he scored poorly on Conflict Resolution Behavior, he may know what the right way to resolve conflict (as reflected by his reasonably good score on this scale), but doesn't always put it into practice. Perhaps, when he is in the heat of the moment, it's difficult for him to remain objective and focus on finding a mutually-beneficial solution. This is understandable. Sometimes, our emotions can cloud our judgment, and be hard to control. If this rings true for Joseph, he should work on improving his ability to self-monitor and to regulate his emotions, and do some research on different conflict management techniques.

Emotional Management (score 57)

Joseph is not always emotionally responsible. 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. It goes without saying that inconsistent emotional management can result in a number of problems socially, psychologically, and professionally. Review the breakdown of Joseph's results below for the areas identified as problematic.

Impulse Control (score 40)

Joseph tends to struggle when it comes to impulse control. A score in this range indicates that:

- It is often a challenge for him to resist temptation or delay gratification.
- He is likely to get caught up in the moment, and act without thinking.
- Others may see him as spontaneous or unpredictable in character, and may wonder whether they can depend on him.
- He is less likely to consider the full consequences of his actions before doing something, which could hurt him or those around him.
**Self-Control (score 55)**

Joseph shows some self-control, but it can be a struggle sometimes, especially when faced with particularly difficult or emotionally-charged situations. A score in this range indicates that:

- His emotions can sometimes overwhelm him, affecting his ability to think clearly.
- He may do or say something he regrets when his emotions are at a fever-pitch.
- He may sometimes struggle to find a healthy outlet for negative emotions.
- There may be certain people or situations that can throw him off-keel completely.

**Resilience/Hardiness (score 50)**

Joseph shows some degree of resilience, but will find it a challenge to stay strong in particularly difficult situations. A score in this range indicates that:

- It will take him some time to pick himself up after experiencing a setback.
- When his resilience isn't at its best, his ability to stay emotionally-controlled, focused, and optimistic will likely suffer as well.
- He may sometimes avoid opportunities or major changes for fear of not being able to cope.

**Coping Skills (score 53)**

Joseph can cope with some stress, but he may struggle when life gets really hectic or if he experiences major setbacks. A score in this range indicates that:

- In high-pressure, high-stress situations, insufficient or irregular coping skills could negatively impact his ability to think positively, to maintain perspective, and regulate his emotions.
- He may back away from a challenge or a change if it seems too overwhelming.
- When stress is left unchecked, he is likely to struggle with the physical consequences, such as low energy, digestive and sleeping problems, or high blood pressure.
- He is either not familiar with more positive coping strategies (social support, positive cognitive restructuring), or he is not using them consistently.
**Self-Motivation (score 45)**

Joseph tends to have difficulty encouraging and motivating himself to try hard and do his best. A score in this range indicates that:

- He may often depend on getting a "push" from the people around him, or other sources of external motivation. Basically, in situations where he is motivated, it likely won't come from within very often.
- He may frequently lose faith in himself after disappointing experiences and struggle to find the incentive to keep trying.
- He may struggle in a position without active and involved management. His low level of self-motivation could eventually impact (if it hasn't already), his level of contentment with life, his ability to attain goals, and his ability to solve problems and bounce back from failure.

**Striving (score 72)**

Joseph is typically open to learning new things, although he may hesitate occasionally, perhaps if he feels the new skill or knowledge is particularly challenging. A score in this range indicates that:

- He is less likely to be at risk for stagnation. As the world will continue to progress, he may be able to stay "in the loop".
- He is likely willing to accept or at least acknowledge feedback and mistakes.
- He is in a better position of increasing his life satisfaction because he will have something to be passionate about.
Emotional Selectivity (score 88)

Emotional Selectivity refers to the ability to not "sweat the small stuff". This is something that Joseph is generally able to do rather effortlessly. Being able to let go of minor problems or things that he can't change (and any negative emotions attached to them) is not only a way to cope, but also paves the way for growth and progression physically, emotionally and psychologically. A score in this range indicates that:

- He is less likely to be overly stressed. While it's understandable that letting go of major issues is a challenge, being able to let go of minor ones lessens the burden.
- His mind is probably focused mostly on the positive side of situations, which can help him keep sight of the big picture. Being grateful for even small things likely does wonders for his mood.
- By keeping his focus on what he does want, and away from the things that he is not happy about, he will be in a better mindset to achieve these desires.
- When he views problems in a more positive manner makes it easier to find a way to resolve them.
- His forgiving attitude is likely an asset for him in relationships.

Adaptable Social Skills (score 56)

Although Joseph is sometimes able to adjust his social behavior to fit the situation, this is not done with ease. A score in this range indicates that:

- He doesn't consistently self-monitor and regulate social behavior.
- He is likely to make some social faux pas, because he doesn't always adjust his behavior to what the situation calls for.
- His social insight may not be at its best.
- He may struggle sometimes when it comes to dealing with difficult people or social situations, or mismanage them.
Conflict Resolution Behavior (score 51)

Joseph may have every intention of resolving conflict in the most ideal way, but it can sometimes be a challenge for him when an issue hits close to home. Overall, his approach to resolving conflict needs some improvement. A score in this range indicates that:

- He is either not completely comfortable dealing with conflict, will sometimes avoid it, or will deal with it a little too aggressively.
- He may not be completely aware of tactics that are conducive to an appropriate resolution, or is aware of healthy fighting tactics, but doesn't use them often enough (or in the heat of the moment).
- His conflicts may sometimes escalate because he does not always deal with them head-on and/or resolve them effectively.
- He may sometimes jump to conclusions or resort to hastier means of resolving issues. Emotions like resentment, anger, hurt may sometimes go unsettled and continue to build up.

Moderating Emotional Intelligence Factors (score 39)

Moderating factors are components related to emotional intelligence that are mostly shaped by life experiences. These are not part of the four main core competencies described above, but they are part of the mixed model used to assess emotional intelligence and provide a complete picture of Joseph's abilities.

Assertiveness (score 39)

On most occasions, Joseph has trouble asserting himself. A score in this range indicates that:

- He is more likely to have issues with self-confidence and conflict resolution, as they are both linked to assertiveness.
- He may often struggle when dealing with difficult people, letting problematic behavior or problems escalate.
- He likely has difficulty saying no very often, standing up for himself, or commanding respect from others.
- Many of his needs in relationships are likely to go unfulfilled as he is not really willing to express them.
- Others may get the impression that he is weak or a pushover, giving them the excuse to walk all over him.
**Self-esteem (score 56)**

Joseph's self-esteem is fragile at best. A score in this range indicates that:

- His self-esteem is prone to volatility. Some people and situations will make him feel good; others can totally shatter his view of himself.
- He likely has a fairly good opinion of himself and his abilities, but he probably also believes that he has weak areas, which may or may not be realistic.
- Self-esteem ties into many facets of his life and even the small reservations he has about himself can hold him back from achieving success professionally, as well as from achieving happiness on a personal level. Social interaction and assertiveness can sometimes be a challenge for him.
- He may not always treat himself with love and respect; he may sometimes allow others to treat him poorly as well.
- Setbacks can appear as insurmountable challenges to him, especially during those times when he is not feeling very confident.
- He may sometimes struggle with stress and defeatist, negative thoughts.

**Contentment (score 44)**

Joseph's level of satisfaction with life is rather low. A score in this range indicates that:

- He may view happiness as mostly the result of external circumstances (e.g. fate, luck, unattainable wealth, or other people's interference) and therefore, outside of his power to control.
- His coping skills, problem-solving skills, resilience may not be at their best.
- If he does set goals, many of them may be unrealistically challenging, or he may have a tendency towards maladaptive perfectionism.
- He may not be happy with who he is right now (physically, mentally), or is not acting in accordance with his values and priorities.
- For whatever reason, he may feel stuck with the problems in his life instead of feeling capable of changing things.
**Independence (score 34)**

It is often a challenge for Joseph to act independently, making decisions of his own accord and based on his own feelings. A score in this range indicates that:

- Many of the moves or decisions he makes are based on what other people would want or how they would feel about it.
- He may feel helpless or incompetent in the face of challenges if he must go without others' help. This could be linked to his level of self-esteem and self-confidence.
- He may suppress what he thinks and feels in order to act in line with what others want.

**Goal Setting (score 12)**

Joseph is not one to set goals. A score in this range indicates that:

- Without something to aim for, he may lack a sense of direction and face frequent unproductive ruts or feel, at some point, that something is missing.
- He is missing out on an important source of motivation - goal achievement. The satisfaction of attaining his goals can be very inspiring. His lack of goal setting could be linked to his self-esteem - he may worry that he doesn't have what it takes to achieve what he desires.
- He may not be aware of his strengths, aspirations, and passions.
- He may not be aware of effective goal-setting techniques.
- IMPORTANT NOTE: A lack of goals may also indicate that he feels content with his life as is, and doesn't have a desire at this time to accomplish anything more.
**Social Responsibility (score 45)**

Joseph does not show a great deal of concern for the well-being of others. Social responsibility is not about subverting his own desires in favor of those of others. It’s a concern for people's welfare, and doing what he can, within reason, to show kindness to others. A score in this range indicates that:

- Others are more likely to view him as indifferent and unconcerned about them, even if this is not his intention.
- Others may hesitate to come to his aid if he shows little concern for coming to theirs.
- He may view being kind as a weakness, as an opportunity for others to take advantage of him, or as a way to enable other people's unhealthy behavior (i.e. helping people prevents them from helping themselves.).
- He likely considers his needs as more of a priority, which isn't a problem per se, but could come at the cost of his friendships if he continually puts himself first.

**Flexibility (score 40)**

Joseph is not a very flexible person. A score in this range indicates that:

- He probably does not have a great deal of patience.
- He may view compromise as giving in, or giving up what he wants.
- Others may view him as rather stubborn and difficult. Low flexibility can alienate others.
- Teamwork will be a struggle for him - he may find it difficult adjusting to the different views and varied ideas of the group.
- Empathy and conflict resolution will be a challenge for him if he is unable to place himself in someone else's shoes and adjust accordingly.
Impression Management (score 0)

This scale assesses to what degree the results on this assessment are distorted or manipulated. Many people will try to present themselves in a better light, especially if the stakes are high.

Test-takers' answers are compared to responses obtained from a large sample of the general population. When someone systematically selects socially desirable responses that are rarely endorsed by others, there is a good reason to believe that a positive self-presentation bias is at play. A score that is suspiciously high may indicate that a person was lying, which may invalidate the whole assessment.

There was little or no indication in Joseph's results to suggest that he was either lying or trying to present himself in a favorable light. Therefore, his results can likely be seen as accurately reflecting who he is.
Strengths & Limitations

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

Strengths
- He ruminates, but not excessively
- He is able to let go/rise above minor issues

Potential Strengths
- He has a satisfactory emotional IQ level
- He is doing reasonably well in the area of Emotional Identification, Perception, and Expression
- He was sometimes able to recognize the emotions depicted on the test
- His mindset is moderately positive
- He is doing reasonably well in the area of Emotional Understanding
- He is somewhat empathetic
- He is somewhat socially insightful
- He performed relatively well on the emotional integration aspect of the test
- He chose some reasonably good forms of resolution for conflict situations on the test
- He is moderately driven towards further self-development

Limitations
- His emotional self-awareness is limited
- He doesn't seem to be entirely aware of his strengths and weaknesses
- He is not very comfortable with emotions in general
- Improvement is required in the area of Emotional Facilitation of Thought
- His approach to problem solving is not always conducive to resolution
- He doesn't make it a point to act in accordance with his values
- Improvement is required in the area of Emotional Management
- His impulse control needs improvement
- His self-control needs improvement
- His resilience/hardiness needs further development
- He needs to work on using more healthy coping techniques
- He is not very self-motivated
- He has difficulty adapting his social skills to the circumstances around him
- The manner in which he would resolve conflict situations on the test were not always the most beneficial
- He is not very assertive
- His self-esteem needs to be strengthened
- He does not seem to be very content
- He seems to struggle to act independently
- He is not in the habit of setting goals
- He seems to be somewhat indifferent towards the wellbeing of others
- His flexibility is limited
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.