



EMOTIONAL INTELLIGENCE

Social Assessment

Prepared For

Sample report

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Extraversion
(Extrovert / Introvert Q)

Tact
(Tactful Q)

Emotional Acuity
(Emotional Q)

Assertiveness
(Assertiveness + Aggressive Q)

EISA

Resilience
(Tough/Tender
+
Handling Pressure Q)

Openness
(Same Name Q)

Leadership
(Same Name)

Social Acuity
(Social Intelligence Q)



What does this test Assess?

While IQ aspects such as logical reasoning, math, memory, verbal & spatial skills can predict success & life functionality to an extent, Emotional Intelligence is an excellent predictor of how one behaves and communicates optimally in personal and professional fronts. This test assesses several aspects of emotional intelligence, primarily focusing on one's social awareness of emotions, people skills & regulation of negative dispositions to move towards more receptive and harmonious interpersonal relations



Target Group

This test is intended for individuals from all walks of life, to assess their core understanding of external dynamics, people skills, pressure-handling & leadership characteristics

							
Extraversion	Emotional Acuity	Tact	Leadership	Resilience	Openness	Social Acuity	Assertiveness
What is the degree of your social preference?	How well do you understand emotions in people?	Are you more diplomatic or blunt in transactions?	What strategy do you adopt at work?	How do you respond to set-backs & pressure?	How do you experience life situations?	How well do you understand people & act?	To what extent do you stand up for yourself?

You Get To
Explore



Concept



Objective



Benefits

Extraversion

This scale is designed to evaluate your individual tendency towards the outer world (extroversion) or the inner world (introversion), or somewhere in between. This can have a significant influence on your career choice, relationships and overall lifestyle.

Extraversion indicates how outgoing and socially inclined an individual is. As opposed to introversion, where a person tends to have a preference of being less engaged with the external world and more comfortable working by themselves. One needs to focus on external direction & self-direction for optimal functioning.

Focusing consciously on being an ambivert who comfortably draws energy from social situations and can also relish alone time with self, is beneficial to independence, acceptance and goal-orientation. Lowering one's tolerance to extremes of either side, will lower one's functional capabilities & leadership potential.

Emotional Acuity

Emotional Acuity predicts how you use emotions intelligently to function optimally. This has a great impact on your professional and personal life.

People who are in control of their emotional state and use it to navigate through difficult as well as unexpected situations are composed, calm and decisions wisely. Emotional acuity is about understanding the emotions of others. One understands what to say to make people feel better, inspire them to take action.

Having a balanced understanding of emotions in self also helps develop the ability to interpret emotions in others. An awareness of negative triggers & feelings, gives a huge advantage in professional and personal life. A lower emotional involvement means a higher ability to think and act with clarity.

Tact

This scale measures the extent of self-monitoring to create a balanced social atmosphere

Measure how you are perceived by others and choose your responses deliberately. Unmonitored social reactions can often be passive-aggressive bearing negative consequences. Good understanding of people's needs, coupled with listening skills and assertive communication creates constructive dialogue and authenticity.

Understanding yourself and social patterns is the key to a balanced strategy for being tactful vs truthful. Being brutally honest and overly expressive burns bridges so tact is needed. Adjusting behaviour to suit the situational demands materializes when you know where your position on the scale.

Leadership

This scale is designed to help you understand what leadership strategy you exercise to bring teams together.

Whether leaders create a strategy or mobilize teams to action- their success depends on how they do it. If leaders fail to drive emotions in the right direction, nothing will work as well as it should. Leaders also need to be able to adapt to changing circumstances in their workplaces, or roles and those of their team members.

Leadership effectiveness is determined by a combination of IQ (Intelligent Quotient), EQ (Emotional Quotient), XQ (Execution Quotient) and SQ (Spiritual Quotient). The effectiveness of individuals' self, team and organization success depends on exercising personal and social flexibility and open communication. This requires an attitude of continuous improvement, change management.

Concept

Objective

Benefits

Resilience

Resilience scale measures the extent to which you bounce back from failures, uncertainties, and difficulties.

Some people possess an innate resilience to stress, and difficulty, while others lack internal capacity to with stand pressure or difficulties. However even then it is possible for someone to be able to build their resilience muscle both mentally and physically. There are several factors that determine resiliency, self-control, adaptability, stress-handling, persistence, self-adequacy, optimism, etc.

Understanding how well you react to an unexpected turn of events determines your ability to function optimally and deal effectively in all kinds of environments. Experience & self-reflection teaches you immensely as resilience is an important trait to have. Having resilience is about the capacity to recover quickly from difficulties.

Openness

This scale measures the degree of openness to varied experiences and life events

The objective of the scale is to understand your degree of openness. Openness involves five facets, or dimensions, including active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, and intellectual curiosity. Openness has moderate positive relationships with creativity, intelligence, adaptability as well as knowledge.

Embracing differences in thought, opinions, methods, personalities, etc. as they value the complimentary fusion of output and idea exchange; requires immense openness and acceptance. The more consistently you build it, the higher tolerance for uncertainty, fluctuations. This makes one a high calibre leader and change catalyst.

Social Acuity

Social Acuity scale predicts your ability to interpret social dynamics and patterns, thereby showing better adjustment.

Part of our social nature is that we need to be able to understand and interpret others. This ability is known as social intelligence or social acuity. Organizations are recognizing the need to assess and develop acuity as a primary career skill in the workplace performance and people-based problem solving skills

Emotional and social intelligence are closely connected to effective and sustainable leadership and overall well-being. Collaborating and co-creation is a non-negotiable skill towards self and evolved social change. Acuity is closely synonymous to sensitivity so having a balanced sense of social acuity gives improved success in understanding people.

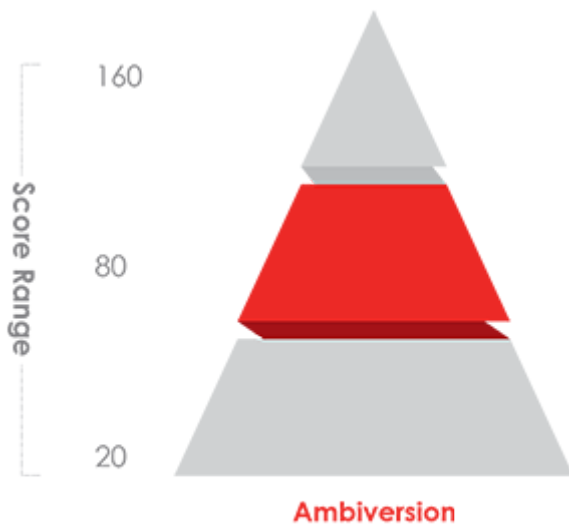
Assertiveness

Assertiveness scale measures your ability to formulate & communicate thoughts, opinions and wishes with a win-win approach.

Assertiveness showcases self-worth & power and a certain level of authority & influence. Assertive people communicate by not being afraid to speak their mind, nor are they afraid of trying to influence others, but they do so in a way that respects their right to an opinion. One of the objectives of the assessment is to determine the assertive levels

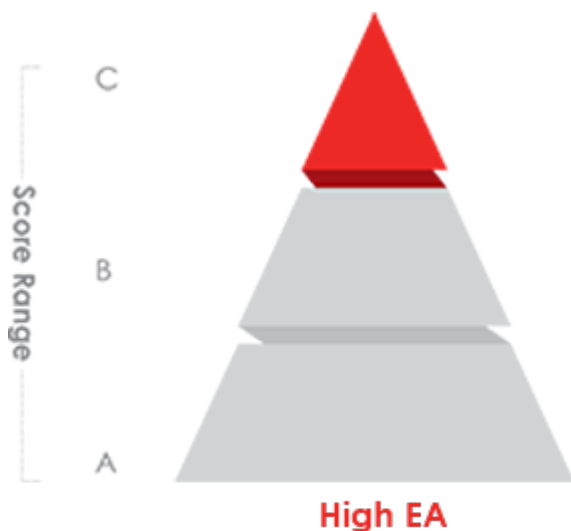
Assertiveness brings a fine balance to being aggressive and passive while sharing one's opinions and suggestions. In understanding & building one's degree and tendency to be assertive, individuals can improve the level of standing up for one's rights & allow for open, non-judgmental self-expression and decision-making.





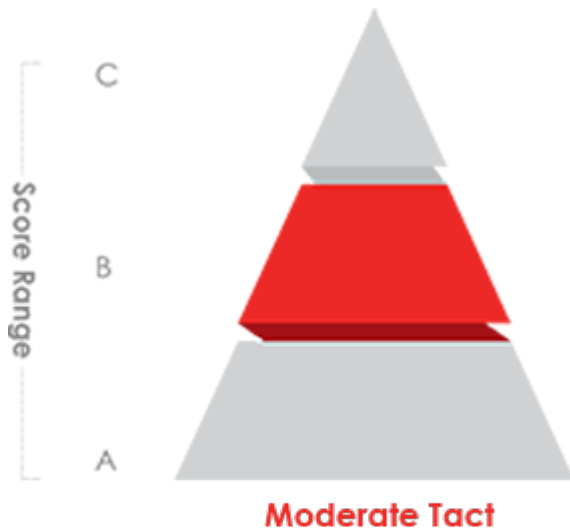
EXTRAVERSION (EXTROVERT/INTROVERT Q)

Ambiverts fall in the middle of the levels of extraversion-introversion continuum. They are comfortable and confident with groups and social interaction but also relish their time alone and away from people. Their behaviour can flex according to the situational need or objective. In face of authority or presence of unknown people, they may be more introverted and in the presence of close friends or family the person may be highly energetic and extroverted. Usually their role expectations or goal accomplishments push them to go outward. They may secretly admire others who are most extrovert, when in fact it is often healthy to be self-driven



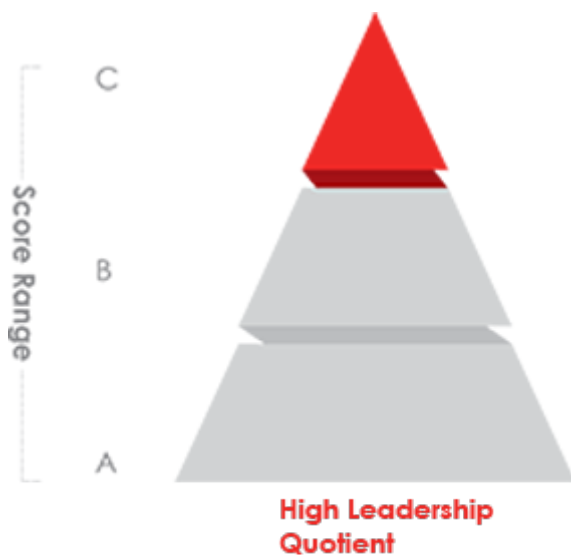
EMOTIONAL ACUITY

Individuals with high emotional acuity tend to have strong understanding of emotions in self and regulate negative expression to achieve optimum outcomes. They are aware of their strengths and weaknesses and value themselves. They have the ability to interpret other people's emotions and understand their perspective as well. They have resilience and develop meaningful, healthy relationships with people and communicate clearly



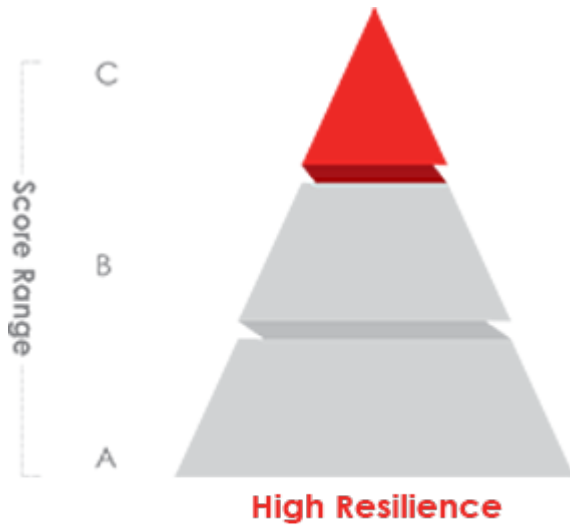
TACT

Moderate scorers are individualistic and direct in their communication, however do exercise restraint and patience in conversation. They try to keep the other people's needs and feelings in mind before sharing their opinions. They try not to hurt those around when expressing their views. Those who have good listening skills can further be more assertive and constructive communicators. However, if motivated more by a tendency to please self rather than keep peace, they can be quite one-directional and difficult. Overall they bring balance to communication and take more risks by expressing honest views



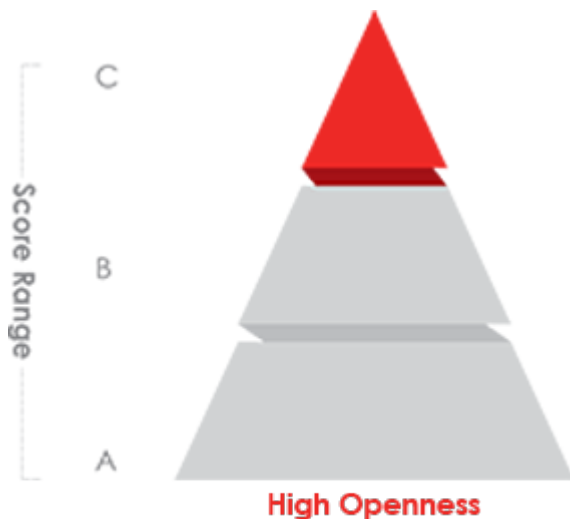
LEADERSHIP

Leadership effectiveness is determined by a healthy combination of IQ (Intelligent Quotient), EQ (Emotional Quotient), XQ (Execution Quotient) and SQ (Spiritual Quotient). High scorers inspire with integrity, values and innovation. They are mindful of their actions and decisions and are inclusive as individuals. They have impactful influence and respect for every individual's potential. They have excellent problem solving skills and envision strategies for the success of self, team and organization. They are effective people leaders and exercise personal and social flexibility and nurture balanced relationships through open communication. They are proficient at prioritizing projects and action items and taking them to completion. They are decisive and relentless at formulating implementation plans and tracking results. They also accept differences, failures, mistakes from self and others to grow organically and responsibly



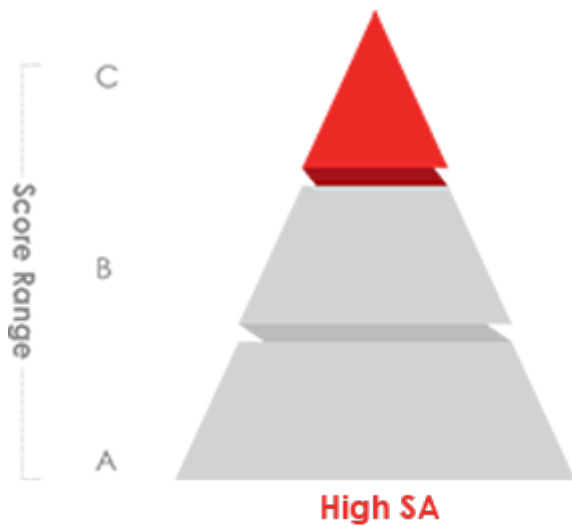
RESILIENCE

Resilience stems from certain environmental and internal factors, which has a combination of personality traits, attitude, disposition, self-concept, social support and culture. Those high in resilience understand that it is an ongoing and inside job, which makes them take active responsibility towards building this strong emotional foundation. They exhibit creativity, flexibility and durability to changing circumstances. They mostly maintain a positive outlook by being open, curious, and explorative in the way they deal with the external world and their goals. They learn from their mistakes and can be both strong & gentle, tough & sensitive, serious & playful, as per the situational demand. They have a solid self-esteem, which makes them receptive to constructive feedback and immune to



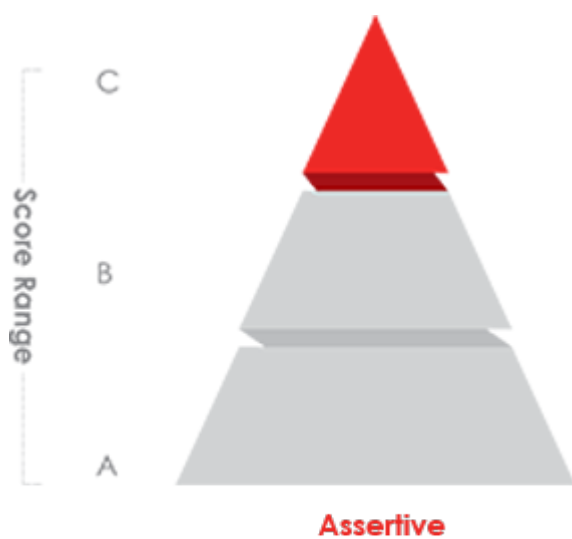
OPENNESS

Individuals with high openness enjoy venturing beyond their comfort zones and seeking new, unconventional and unfamiliar experiences. It makes them more open to novel or unconventional ideas or viewpoints, as well as think on their feet when things take an unexpected turn. They embrace differences in thought, people, opinions, methods, personalities, etc. as they value the complimentary fusion of output and idea exchange. People high in openness are motivated to take risks and to engage in self-examination & self-development. They are comfortable with self-introspection and make the necessary adjustments to expand their potential and horizons more. Structurally, they have a fluid style of consciousness that allows them to make novel associations between remotely connected ideas. They have divergent thinking styles, which is often linked to both innovation and artistic creativity. They have higher tolerance for uncertainty, instability and fluctuations in progress. They are agreeable and fluid in intelligence, making them high calibre leaders and powerful change catalysts



SOCIAL ACUITY

Emotional and social intelligence are closely connected to effective and sustainable leadership and overall well-being. Those scoring high on social acuity or social intelligence have a good self and social awareness, have evolved and functional social beliefs and attitudes and a capacity to manage complex social change. They are interpersonally astute, can influence people without push and have a genuine interest in forming meaningful relations. They demonstrate empathy, social cognition and situational awareness. They flex their communication and behavioural styles to best suit the requirements. Interpersonal intelligence enables them to be comfortable and understand all levels and types of social situations. They are highly equipped with perceiving people's intentions, motivations, values and are intuitive at understanding what is not obvious.



ASSERTIVENESS

Aggressive style of communication is characterized by a competitive 'win-win' approach. They are usually super-direct, in-your-face and personal, and they use it to get others to back down. In the short term it works. They are brutally honest and miss out on other people's feelings and needs. This often causes aggressive behavior to lose relationships, even if it may gain compliance. They often act disruptively or disrespectfully to get what they want. They are impulsive and opinionated and disregard others' feelings. They are poor listeners and often alienate others. They react rather than respond. It may win the battle but lose the war

What Are 5 Things I Need To Start – Stop – Continue To Achieve My Goal

Start:

Stop:

Continue:



SELF-COACHING/ LIFE COACH

What Is My Current Challenge? (at Work, Home, Social Life, Self)

What Do I Want?

What Did I Observe About Myself From This Assessment?

What Are My Key Strengths I Learn From This Assessment?

Learning About Various Scales How It Impacts/ Influences My Current Role?

What Can I Do Different?

What Actions I Need To Take Now?

