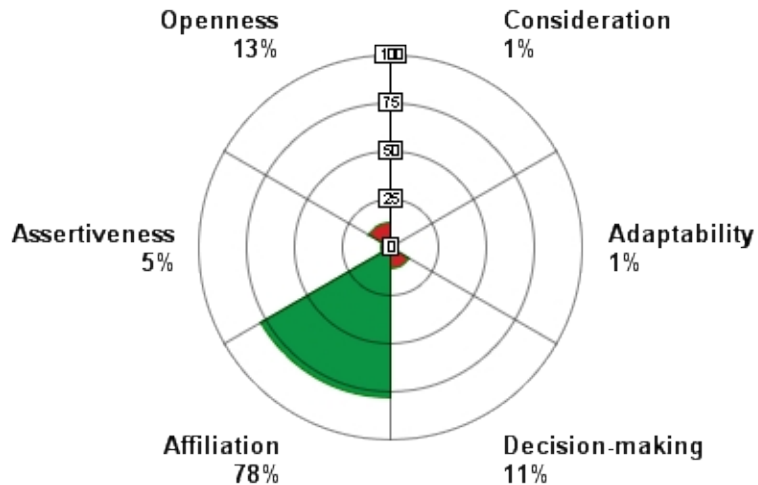
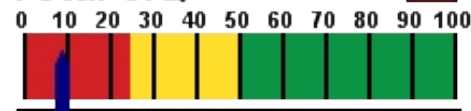


Your Emotional Intelligence Quotient (eiQ) describes how you recognize and respond to your own emotions, as well as the emotions and behaviors of those around you. Exploring the dimensions of your eiQ is an important step in promoting self-awareness and in developing key leadership competencies. This report provides a launching point for a self-discovery process that can expand personal influence and strengthen leadership effectiveness.



Total eiQ



Your Emotional Intelligence Quotient (eiQ)

9 Your eiQ indicates that you may be reluctant to recognize the motivation behind others' actions, and you may avoid opportunities to adjust your approach (including how you communicate, which actions you choose, or even your facial expressions) in order to influence others. Your ongoing leadership development should focus on recognizing and strengthening your eiQ dimensions (especially the yellow and red shaded scores below). Over time, and with practice, you can develop your eiQ into a more consistent source of strength, thus increasing your personal influence.

Your eiQ Dimensions

- 1 Consideration**
 Recognizing and responding to others' feelings is essential in exercising influence. Your more objective approach may cause you to undervalue others' feelings, which may limit your overall eiQ. For more information, see "Helping Others" on Page 5 of the Personal Style Profile.
- 11 Decision-making**
 How we perceive others' motivation helps to shape how we adapt our approach. You may be reluctant to rely on your perceptions (your "gut instinct") in reading people, which may limit your overall eiQ. For more information, see "Decision-making" on Page 4 of the Personal Style Profile.
- 5 Assertiveness**
 Confidence helps you exercise influence over others, especially in team settings. You tend to be more reserved, which may limit your overall eiQ. For more information, see "Assertiveness" on Page 4 of the Personal Style Profile.
- 1 Adaptability**
 As situations change, adaptability is what allows us to make adjustments in light of what we perceive. You tend to prefer consistency over flexibility, which may limit your overall eiQ. For more information, see "Adaptability" on Page 4 of the Personal Style Profile.
- 78 Affiliation**
 Our effectiveness is often shaped by how we collaborate with others in accomplishing goals. You tend to be very inclusive and collaborative in most situations, which contributes to your overall eiQ. For more information, see "Affiliation" on Page 5 of the Personal Style Profile.
- 13 Openness**
 Our communication style shapes how others perceive our intentions. Your more reserved approach may prevent others from opening up to you, which may limit your overall eiQ. For more information, see "Openness" on Page 5 of the Personal Style Profile.