

# Sample Company

## Emotional Intelligence Report

### Example Job

10 July 2015

### Example Candidate

This report provides a summary of the competency potential for this candidate when compared to the role of Example Job. The competency potential scores are based on the candidate's responses to the potential assessments described in this report.

When interpreting the information in this report, the focus should remain on the inherent competency requirements for the role mentioned above. This report only represents the competency potential of this candidate against this specific role. The talent match score should not be generalised to other roles.

For any critical decisions, such as selection decisions, these assessment results must not be used in isolation and should be integrated with other available and relevant recruitment and selection information.

The information contained within this report is likely to remain valid for 12 to 24 months, depending upon circumstances.

### Confidential Information

[www.tts-talent.com](http://www.tts-talent.com) - [info@tts-talent.com](mailto:info@tts-talent.com)

## Fit with Emotional Intelligence profile

The table below indicates the respondent's self-report on his life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning. By identifying the areas that need improvement, the respondent can immediately begin developing those areas. At the same time, areas where the respondent excels can be leveraged to their full potential to maximize effectiveness in daily tasks.

Emotional Intelligence		1	2	3	4	5	6	7	8	9	10
<b>Total Emotional Intelligence Score</b>	<b>88</b>				○						
<b>Self-Perception Composite</b>						5					
Self-Regard respecting oneself; confidence	101						○				
Self-Actualization pursuit of meaning; self-improvement	110							○			
Emotional Self-Awareness understanding own emotions	73		●								
<b>Self-Expression Composite</b>						5					
Emotional Expression constructive expression of emotions	78			○							
Assertiveness communicating feelings, beliefs; non-offensive	107						○				
Independence self-directed; free from emotional dependency	116								○		
<b>Interpersonal Composite</b>				3							
Interpersonal Relationships mutually satisfying relationships	98					○					
Empathy understanding, appreciating how others feel	63	○									
Social Responsibility social consciousness; helpful	102						○				
<b>Decision Making Composite</b>					4						
Problem Solving find solutions when emotions are involved	98					○					
Reality Testing objective; see things as they really are	91				○						
Impulse Control resist or delay impulse to act	85				○						
<b>Stress Management Composite</b>					4						
Flexibility adapting emotions, thoughts and behaviours	90				○						
Stress Tolerance coping with stressful situations	95					○					
Optimism positive attitude and outlook on life	94					○					

## About

### Using this summary and additional reports

This Talent Match Report provides an overview of the key results attained from the assessment and compares this with critical behavioural requirements for a specific role. This report should be read with the detailed reports from each of the assessment methods. The summary report is not intended to be comprehensive and should not be used as the single source of information in the making of any final talent decisions.

### About the success profile

The success profile for this role was developed using a well-researched framework of behaviour. The most critical behaviours for this role were selected from this framework by subject matter experts. The success profiles are presented in two sections as described below.

Essential behaviours 	Important behaviours 
Essential for performance in nearly all areas of the role	Important for performance in most areas of the role

### About the assessment methods

The use of the assessment methods contained in this report is limited to those people who have received specialist training in its use and interpretation. Questionnaires were completed online and without supervision. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

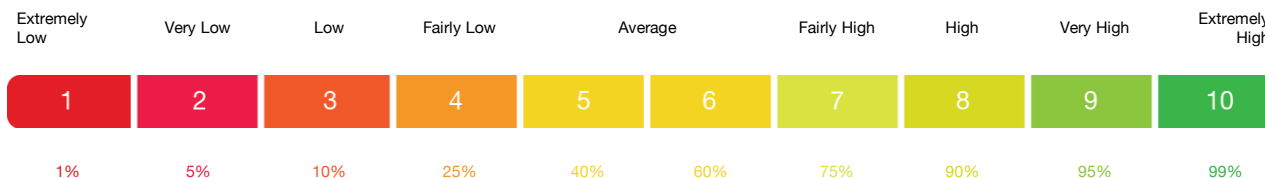
### About the scores

The **overall fit score** is a weighted score based on the individual's fit against the essential and important behaviours, as well as the essential skills and capabilities for this role. The results are based on a 1 to 10 scale where 1 is unlikely to be successful and 10 is highly likely to be successful in the particular role.

The **summary profile** includes a summary of behaviours and capabilities that are seen as key strengths, good potential, development opportunities or possible risks for the role and are defined below.

<b>Possible risks for this role</b>	<b>Key strengths for this role</b>
Behaviours or capabilities in this block are essential or important for success in the role, but the individual has extremely low or very low potential in these areas. Sustained performance in these areas is unlikely and presents significant risks for future success.	Behaviours or capabilities in this block are essential or important for success in the role, and the individual has extremely high or very high potential in these areas. Sustained performance in these areas is very likely and presents significant strengths that should lead to future success.
<b>Development opportunities for this role</b>	<b>Good potential for this role</b>
Behaviours or capabilities in this block are essential or important for success in the role, but the individual has low or fairly low potential in these areas. Where possible, these areas should be developed to ensure sustained performance in this role.	Behaviours or capabilities in this block are essential or important for success in the role, and the individual has high or fairly high potential in these areas. These areas could be used to ensure sustained performance in this role.

The individual **profile scores** from the assessments have been compared with other individuals who have previously completed the assessment (more about this in the technical information section at the back of the report). Results are based on a 1 to 10 scale as shown below.



\*Percentage better than comparison group

### About this report

This report is based on assessments that explore an individual's motives, preferences, needs and talents in critical work areas. This report may also explore an individual's leadership challenges and/or strategic capability.

Since some of the questionnaires used in this report are self-report measures, the results reflect the individual's self-perceptions. Nevertheless, extensive research has shown these questionnaires to be a valid measure of how people will operate in the workplace.

It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place. This report has been generated electronically. TTS-Top Talent Solutions, or its suppliers cannot guarantee that it has not been changed or edited. We accept no liability for the consequences of the use of this report, howsoever arising.

Technical Information

JOB/ROLE DATA DATE

Job or role involved	Example Job	
Job Analysis	Client Provided	17 Feb 2014

ASSESSMENT METHODS

TEST	BENCHMARK	DATE
Professional Styles (IA)	Senior Managers & Executives (ZA, IA, 2012)	21 March 2014

Input data

P=27.43  
TMR=4.2

