PsyMetrics
The Science of Forecasting Elite Performance

EQ PROFILE

Sample Candidate

Date:	12/14/2015
Time:	2:39 PM
Candidate ID:	28449
Email:	isullivan@hrmc.com
Job Title Applying For:	test
Organization:	Sample Distributor

To ensure you are obtaining the full benefits available to you from the use of this Profile, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the Profile results.

While this Profile was designed to help assess various aspects of personality, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What The EQ Profile Measures

The EQ Profile is a general indicator of the individual's ability to recognize and regulate emotions within themselves and in others. These abilities have been found to be of great importance in various aspects of career success. The Emotional Intelligence literature, including the pioneering work of Dr. Daniel Goleman, suggests that Emotional Intelligence can be broken down into four domains: Self-Awareness, Social-Awareness, Self Management and Relationship Management. The EQ Profile is a reliable measure of these four characteristics.

The areas assessed by this Profile are:

Relationship Management	Relationship Management measures the degree to which the individual is likely to manage people relationships effectively. The degree to which he/she is team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.
Self-Awareness	Self-Awareness measures the degree to which the individual is self confident and feels secure of self. The degree to which he/she uses this demeanor to remain calm and cool under pressure.
Self-Management	Self-Management measures the degree to which the individual manages self properly. The degree to which he/she is likely to be hardworking, reliable, organized and plans ahead.
Social Awareness	Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.

Candidness of the EQ Profile Results

This Profile includes a candidness check to determine the degree to which the individual may have exaggerated his/her responses in order to present themselves more favorably. The results of this validity check with interpretation is presented on the following page.

Interpreting The EQ Profile Results

The following page also presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.

Total Score Summary



Caution **Average** High

Total Score Interpretation

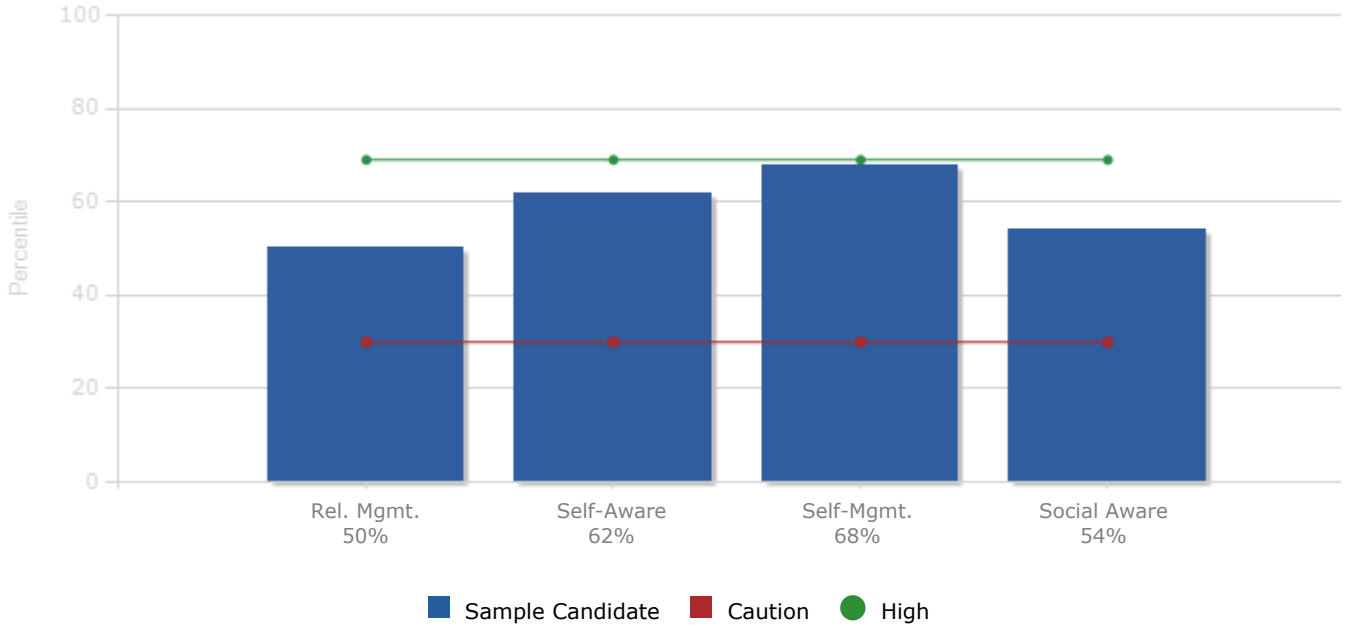
This candidate's total EQ Profile score falls within the Average range. This candidate generally demonstrates moderate to average levels of emotional intelligence and maturity. If the candidate is to be exceptional in those jobs where these qualities are critical, he/she needs to focus more on exhibiting these behaviors. Review individual scale details to better understand strengths and potential shortcomings. This individual's level of emotional intelligence is consistent with that of most other candidates.

Score Validity

Candidness: Moderate: While some of the candidate's responses are likely to be an accurate representation of his/her attitudes and behaviors, others may be somewhat exaggerated in order to present themselves more favorably. Most candidates will score in this range. Follow-up interview questions are recommended to corroborate high scores.

56%

Score Profile



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.

Relationship Management

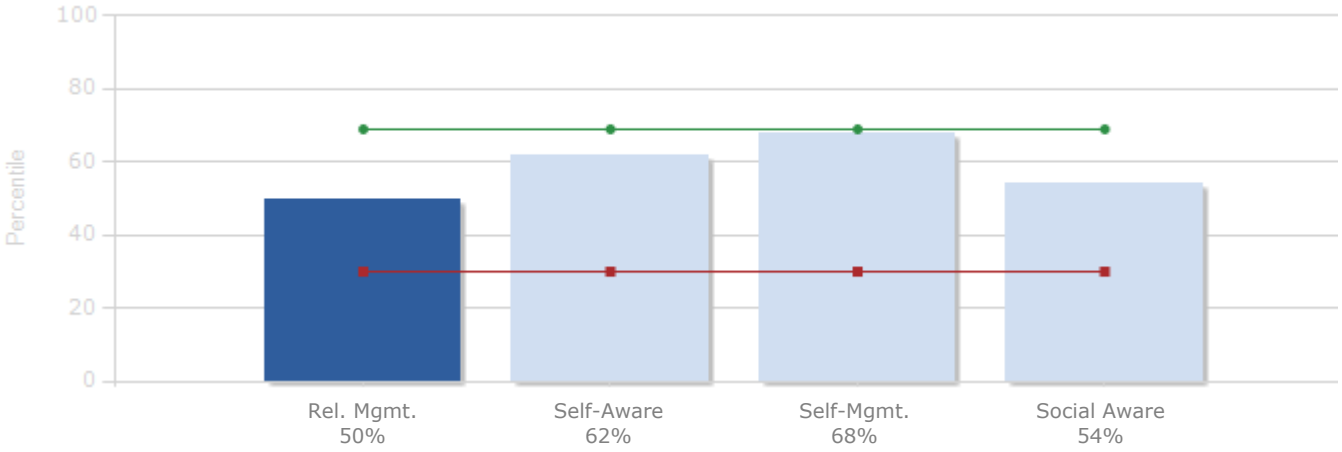


Caution **Average** High

Score Details

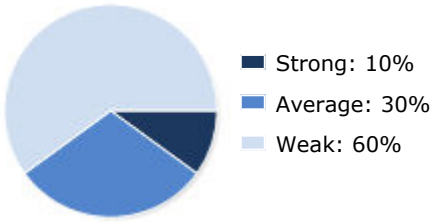
Relationship Management measures the degree to which the individual is likely to manage people relationships effectively. The degree to which he/she is team oriented and collaborative in all aspects of his or her relationships, including working cooperatively with coworkers and customers.

Sample Candidate scored in the **50th** percentile on Relationship Management (Average), meaning Sample scored better than 50 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Relationship Management behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Relationship Management.



Expected Job Behaviors

- Typically works well within a team; but at times may take a more individualistic approach.
- Team success is of moderate priority.
- Generally gets along with others.
- This score is consistent with most other candidates.

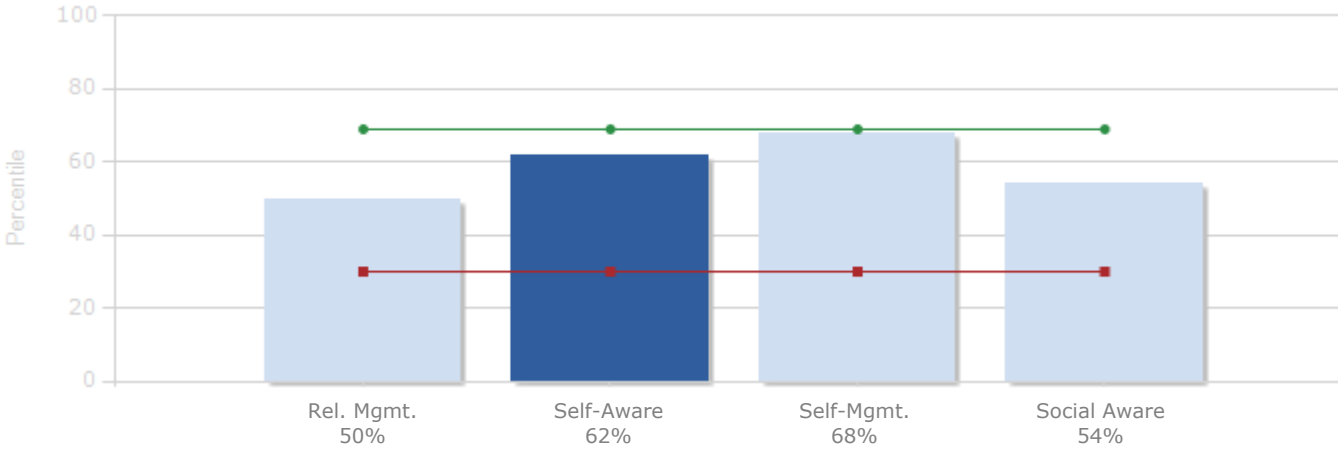
Self-Awareness



Score Details

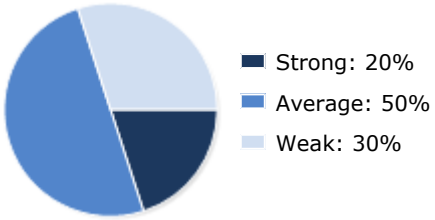
Self-Awareness measures the degree to which the individual is self confident and feels secure of self. The degree to which he/she uses this demeanor to remain calm and cool under pressure.

Sample Candidate scored in the **62nd** percentile on Self-Awareness (Average), meaning Sample scored better than 62 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self-Awareness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self-Awareness.



Expected Job Behaviors

- Exhibits some degree of self-awareness and confidence but at times has self doubt.
- Sometimes questions his/her decisions, but will try not to show it.
- This individual's self awareness score is consistent with most other candidates.
- Takes criticism well at times, but tends to personalize some of it.
- Bouncing back from disappointing situations can be challenging but if he/she is pushed, it can generally be achieved.

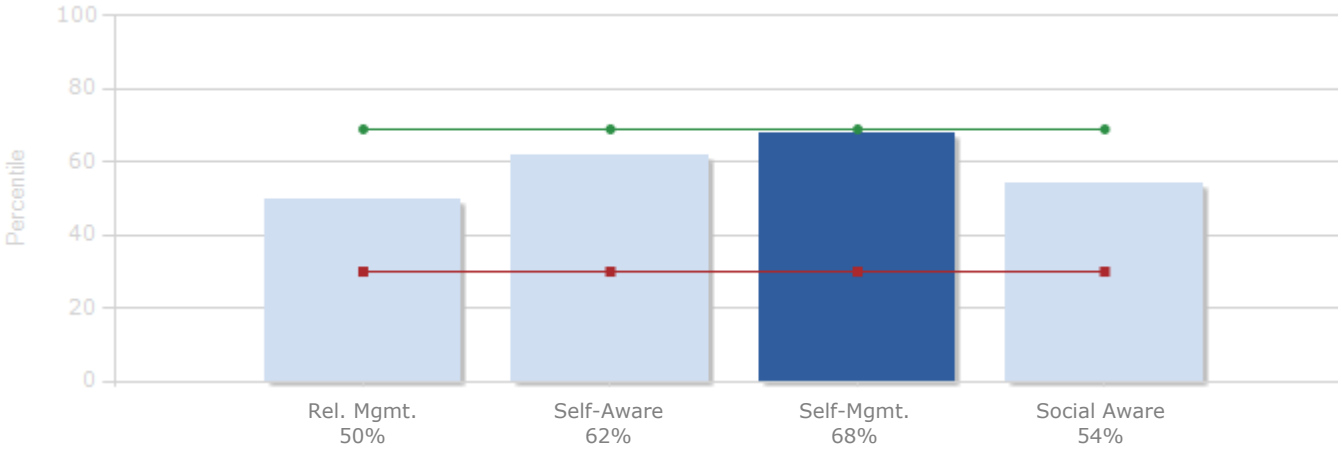
Self-Management



Score Details

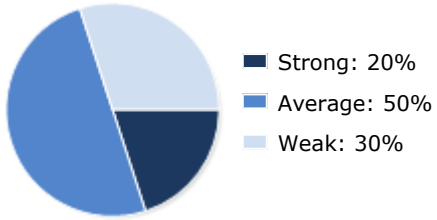
Self-Management measures the degree to which the individual manages self properly. The degree to which he/she is likely to be hardworking, reliable, organized and plans ahead.

Sample Candidate scored in the **68th** percentile on Self-Management (Average), meaning Sample scored better than 68 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Self-Management behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Self-Management.



Expected Job Behaviors

- This individual values hard work but may need an occasional reminder about work quality.
- This individual is fairly responsible and can generally be counted on to show up to work and perform assigned tasks.
- This employee is a fairly responsible worker who tends to be goal oriented and who takes pride in doing a job well.
- This employee's score is consistent with most other candidates.

Social Awareness



Score Details

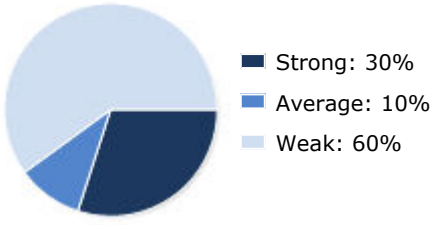
Social Awareness measures the degree to which the individual is caring, empathetic and is service oriented.

Sample Candidate scored in the **54th** percentile on Social Awareness (Average), meaning Sample scored better than 54 percent of other candidates who have completed this assessment.



Strength of Candidate's Responses

The graphic below shows the candidate's response pattern for the Social Awareness behavioral dimension. This illustration is useful for assessing the strength of the candidate's attitudes and behaviors associated with Social Awareness.



Expected Job Behaviors

- Is often friendly, generous and giving.
- In most situations, this individual puts the needs of others before self.
- Is generally in tune with the needs of others' but at times can be focused on self.
- This score is consistent with most other candidates.

Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Relationship Management

- Make sure this individual understands the tasks of each team member and the overall team expectations and objectives.
- When placing this individual in situations that require teamwork, reiterate appropriate behaviors and expectations.
- Monitor this employee periodically in team situations to ensure they are engaging in team behaviors.
- Emphasize the importance of teamwork over self interested behaviors.



Self-Awareness

- Candidates who score in this range from time to time may exhibit low levels of self-awareness and confidence. They need to be reassured and should not be overly criticized.
- They should be praised when they make the right decisions.
- They should be offered assistance and support when they show weakness.
- There should be consistency in positive reinforcement when goals are met to build self-confidence.



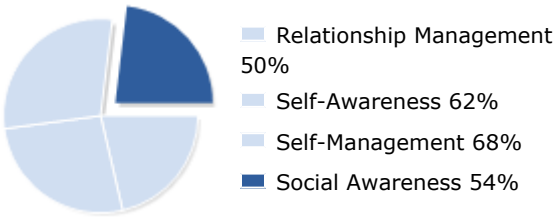
Self-Management

- Encourage behaviors that demonstrate hard work and reward this employee for displaying these behaviors.
- This individual will demonstrate dependable, quality work most of the time. Provide clear guidelines and deadlines when assigning this individual tasks.
- Reinforce the importance and value of dependability and punctuality and reward their behaviors that exhibit these characteristics.



Social Awareness

- If this employee becomes too task focused, remind them about appropriate service behaviors with customers.
- Provide this individual with clear guidelines on how to interact with others and monitor behavior for inappropriate interactions.
- Reward empathetic behaviors consistently.



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Relationship Management

Question:

Explain a time where it was difficult to work as a team member. Why was it difficult? What could you have done differently?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

What do you find difficult about working with others? Give examples from your previous work experiences.

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

From your experience, is being part of a team as rewarding as working independently? Describe experiences you have had working within a team or work group?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
Provide an example of a time when you became frustrated while working as part of a team. What do you think caused this frustration?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
In the past, when have you become frustrated by working as a part of a team? How did this affect your work performance? What could have made this process rewarding?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
Tell me about previous experiences you have had where it was not easy for you to get along with someone.
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
Tell me about a time when you were stretched to get along with someone at work. What happened that made it so difficult? Did you do anything to change the situation?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Self-Awareness

Question:

What work situations have made you feel embarrassed or self-conscious?

Response Notes:

Response Expected of a Poor Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

1 2 3 4 5 6 7

Question:

Do you think it is unrealistic to always think positive?

Response Notes:

Response Expected of a Poor Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

1 2 3 4 5 6 7

Question:

Tell me about past situations at work when you felt most nervous. What was he outcome?

Response Notes:

Response Expected of a Poor Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

1 2 3 4 5 6 7

Question:

When you feel stressed over work-related matters, how do you cope? What do you do?

Response Notes:

Response Expected of a Poor Performing Employee | Response Expected of a Satisfactory Employee | Response Expected of an Excellent Employee

1 2 3 4 5 6 7

Question:
Tell me about work situations when you have expected the worst to occur. What was the actual outcome?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
What past work decisions have you made that caused you the most stress or anxiety?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Self-Management

Question:
Describe a time when you felt overwhelmed at work. How did this affect your work performance? How can you motivate yourself when you are feeling overwhelmed?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:
Describe for me a time when your supervisor was telling you what to do or was correcting your work and you began to get defensive. What happened? How did you manage the situation?
Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Tell me about the last time you worked really hard at something and were not successful. What did you do?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Describe the last time you experienced a problem with a supervisor. Why was this working relationship difficult?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Tell me about a time when the stress from work was too much. What did you do?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Social Awareness

Question:

Describe a situation where because of your generosity, you were taken advantage of. How did this affect you?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Give examples when you have misread a coworker's or customer's emotions and what effect that had on your interaction.

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Tell me about a time you insulted someone. Was it justified?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Tell me about a time when you misread the needs of a coworker or customer. What should you have done differently?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Do you feel you are about as flexible as the typical employee? Or are you more or less flexible than most?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

Give examples from your past work history where you have lost your patience.

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Question:

From your experience, what situations have you found it difficult to adapt to?

Response Notes:

Response Expected of a Poor Performing Employee			Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee
1	2	3	4	5	6	7

Sum of Ratings ☐

Number of Questions Rated ☐

Average Rating ☐

(Sum of all ratings divided by the number of questions rated.)