



SUCCESS INSIGHTS®
Emotional Quotient™ Version

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INSIGHTS MDI
INTERNATIONAL®



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The Emotional Quotient™ report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Intrapersonal and Interpersonal emotional intelligence.

Research shows that successful leaders and superior performers have well developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's (EQ) emotional intelligence may be a better predictor of success performance than intelligence (IQ).

This report measures five dimensions of emotional intelligence:

Intrapersonal emotional intelligence refers to what goes on inside of you as you experience day-to-day events.

- **Self-Awareness** is the ability to recognise and understand your moods, emotions and drives, as well as their effect on others.
- **Self Regulation** is your ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment to think before acting.
- **Motivation** is a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Interpersonal emotional intelligence refers to what goes on between you and others.

- **Empathy** is your ability to understand the emotional makeup of other people.
- **Social Skills** is a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.



Based on Bernd's responses, the report has selected general statements to provide a broad understanding of his level of emotional intelligence.

Self-Awareness

- Somewhat aware of his goals, motivations, strengths and key aspirations.
- May not take notice when his stress level is escalated over a prolonged period of time.
- Understands his likes and dislikes, but he may not have found his true passion in life.

NOTES

Self-Regulation

- May overreact to trivial or minor situations.
- Co-workers may perceive him as someone who does not handle criticism well, which may limit his opportunities for receiving informative feedback.
- May introduce unnecessary conflict when working with others.

Motivation

- May face frequent obstacles when he is pursuing his goals.
- He tends to be very motivated when he is interested in a project.
- He always meets his goals and others' expectations, but perhaps not always exceed them.

Empathy

- May have a difficult time seeing things from another's point of view.
- May have difficulty building trust and respect with others.
- People may hesitate to seek him out for consolation.



The ability to recognise and understand your moods, emotions and drives, as well as their effect on others.

You scored a 7.2.

NOTES

You are moderately self-aware. You may notice what you are feeling but are not always able to explain it.

What you can do:

- Practice self-reflection by recognising your current emotional state.
- Once you identify the emotion, describe it aloud or write it down on paper.
- To improve your ability to self-assess, ask a family member or trusted advisor to describe your strengths and weaknesses. Compare with your own self-assessment.
- Pay attention to your behaviours and see if you recognise patterns throughout the day.
- Reflect on the connection between your emotions and your behaviour.
- Write in a journal about your emotional responses to situations that were significant.
- Share your introspective discoveries with a family member, friend or trusted advisor.
- Make a list of your strengths and areas for improvement. Look at it daily.
- Create an action plan to develop the areas you want to improve.
- Think of situations in which you made progress on an area you wish to develop, especially in the workplace.
- Identify three specific, measurable goals for improving your EQ and revisit these goals three times a year.
- Continue to practice the realistic perspective you use.



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