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EMOTIONAL AWARENESS SELECT

Pat Participant

September 2019



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Introduction

The Assessment

Emotional Awareness is a trait measure of emotional intelligence. It focuses on five general aspects of emotional awareness including how people understand, process and manage emotions. These areas are detailed below.

<p>Emotional Perception <i>Concerns individuals' perceptions of their and others' feelings, needs and concerns.</i></p>	<p>Emotional Self-awareness <i>Awareness and understanding of feelings and emotions.</i></p> <p>Emotional Perception of Others <i>Perception of others' feelings, needs and concerns.</i></p>
<p>Emotional Preferences <i>Concerns the value you place on emotions when making decisions and your need to express emotions.</i></p>	<p>Emotional Thinking <i>Tendency to rely on emotions over rational analysis when making decisions.</i></p> <p>Emotional Expression <i>Tendency to be moved by emotion and the need to express one's feelings.</i></p>
<p>Emotional Judgement <i>Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</i></p>	<p>Emotional Reasoning <i>Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</i></p>
<p>Emotional Management (self) <i>Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.</i></p>	<p>Emotional Well-being <i>Tendency to feel confident and satisfied with yourself, and life in general.</i></p> <p>Emotional Regulation <i>Capacity to withstand stress and effectively control your emotions.</i></p>
<p>Emotional Management (others) <i>Concerns how individuals work to positively influence others' moods, feelings and emotions.</i></p>	<p>Emotional Support <i>Tendency to empathise with others, show compassion and offer support.</i></p> <p>Emotional Influence <i>Tendency to influence others and positively impact their feelings.</i></p>

The Report

This report has been designed to support the interview and reference checking processes. The report presents Pat's profile results and provides probing interview questions to help users elicit information about his preferences, past behaviour and performance.

Private and Confidential

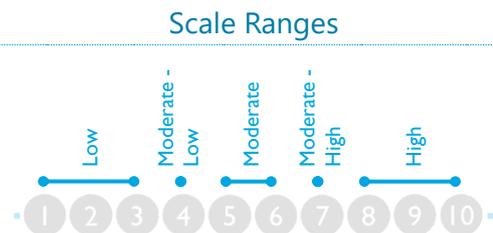
This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

Emotional Awareness is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 are considered low, while scores of 5 to 6 are moderate, and scores of 8 to 10 are considered high.



Comparison Group (Norm)

Pat's results have been compared against the following norm group.

Assessment	Name	Size
Emotional Awareness	International Participants	1370

Impression Management

The impression management indicators would suggest that Pat was happy to present himself openly, honestly and without wishing to project a positive or distorted image of himself.

Profile Summary

Detailed below is a summary of Pat's results. What this means on-the-job is detailed more fully in the remainder of this report.



Emotional Perception

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



Emotional Perception of Others

Perception of others' feelings, needs and concerns.



Emotional Preferences

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.



Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



Emotional Judgement

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



Emotional Management (self)

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



Emotional Management (others)

Emotional Support

Tendency to empathise with others, show compassion and offer support.



Emotional Influence

Tendency to influence others and positively impact their feelings.



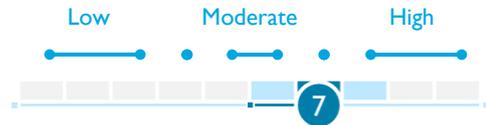
Results in Detail

Emotional Perception

Concerns individuals' perceptions of their and others' feelings, needs and concerns.

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



What This Result Means

- Pat's results indicate that he should be more connected than most people to the things that influence his moods or emotions.
- Being fairly open to self-reflection, he should be receptive to feedback from others.
- He is much more likely than others to reflect on the role that feelings play in his decision-making.
- Pat should be conscious of the situations or events that cause him stress or upset.

Emotional Perception of Others

Perception of others' feelings, needs and concerns.



What This Result Means

- Pat should be as effective as most at reading others' non-verbal emotional cues.
- He should be reasonably interested in tuning into what makes people 'tick'.
- He should be reasonably adept at noticing when someone needs support.
- He should make an effort to understand others' feelings about a work issue.

Emotional Preferences

Concerns the value individuals place on emotions when making decisions and their need to express emotions.

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.

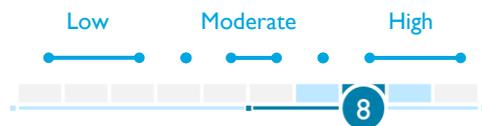


What This Result Means

- Pat's results suggest that he is likely to appraise a situation both in terms of his feelings and logical analysis.
- When dealing with people, he should be reasonably concerned about his interpretation of a particular proposal or course of action.
- He should equally consider his own and others' feelings when making decisions.

Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



What This Result Means

- Pat profiles as having a strong need to express himself and should be comfortable discussing his feelings with others.
- He should have an appreciation for creative and cultural activities such as art, music, and literature.
- While he is likely to place value on self-expressive pursuits, Pat may run the risk of neglecting practical, everyday matters.
- By being prepared to show emotion, it should be easy to know where you stand with him.

Emotional Judgement

Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



What This Result Means

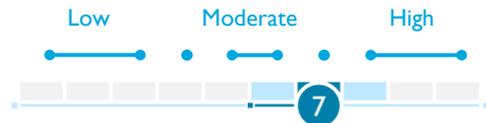
- Pat's profile suggests that he may be selective in whose viewpoint is sought when consulting others.
- When communicating his decisions, he may be less concerned than some others with explaining the rationale behind a decision.

Emotional Management (self)

Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



What This Result Means

- Pat profiles as being happier and more satisfied with himself than the average person.
- He should have sufficient self-esteem to explore any areas of development without being overly self-critical.
- Fairly positive and self-assured, he is likely to accept feedback and criticism more readily than most.

Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



What This Result Means

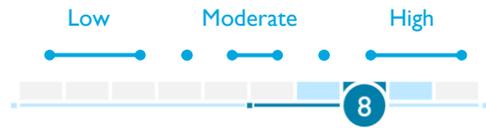
- Reasonably composed by nature, Pat should be able to manage his emotions and ignore minor inconveniences.
- He should be no better or worse than others at monitoring his reactions in order to respond in an appropriate manner.
- While he may occasionally experience emotional highs and lows, these are unlikely to be extreme.

Emotional Management (others)

Concerns how individuals work to positively influence others' moods, feelings and emotions.

Emotional Support

Tendency to empathise with others, show compassion and offer support.



What This Result Means

- With a genuine interest in others, Pat is likely to have a high level of empathy and compassion.
- He is likely to be accessible and responsive to others' needs.
- He should be effective at building constructive relationships and put people at ease in his company.
- Pat's natural empathy for others suggests that he should be a good listener.

Emotional Influence

Tendency to influence others and positively impact their feelings.



What This Result Means

- Pat's results suggest he should be reasonably effective at influencing behaviour and bringing out the best in people.
- While he should be able to create a climate in which people want to succeed, his success may be limited to certain situations or contexts.

Interview Prompts

The following questions have been designed to support the interview and reference checking process for Pat by attempting to elicit information about his preferences, past behaviour and performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:



reflect low scores



reflect moderate scores



reflect high scores

Use the interview questions as a guide to probe Pat's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

Emotional Perception



Slightly more open than most to assessing his strengths and limitations.

- Tell us what emotional self-awareness means to you? Why would this be important for this role?
- Tell us about one aspect of your behaviour that you have consciously tried to develop. What steps did you take to make this change?
- What behaviours would you see in others who demonstrate self-awareness at work?
- Think about a work project that didn't go to plan. What did you learn about yourself through this experience?



As interested as most in reading others' emotions and behavioural cues.

- What cues do you use to pick up on how others are feeling? Provide an example of a situation in which you have done this well.
- Tell us about a situation in which you misinterpreted a cue or vibe. What would you do differently if in this situation again?
- Under what circumstances do you think it is particularly important to be aware of others' feeling?

Notes:

Emotional Preferences



Shows an equal balance between 'objectivity' and 'intuition' when making decisions.

- Tell us about your approach to decision-making. What sorts of things do you consider?
- Tell us about a difficult decision you have had to share with others. What was your approach? What pieces of information did you rely on?
- Tell us about a time when you were able to solve a problem by looking beyond the obvious facts.



Strong need to express himself and comfortable discussing feelings with others.

- Would you describe yourself as an emotional person? Why do you say that?
- Tell us about a situation in which you felt strong emotion (e.g., upset, stress, or anger). What was the situation and how was it resolved?
- Tell us about a situation in which sharing your emotions backfired? What did you learn from this?

Notes:



Slightly less interested than most in discussing ideas and involving others in making decisions.

- Describe an unpopular decision you made. Tell us about your approach?
- What are some of the biases you've seen get in the way of making a good decision?
- Tell us about a time you had to defend a decision you made. How did you go about doing that?
- Describe a relevant situation in this role where you would make an effort to take the views of others into account?

Notes:

Emotional Management (Self)



Slightly happier and more satisfied with his achievements than most others.

- Tell us about a project you led that did not go well. What did you learn about yourself as a consequence?
- What aspects of this role, if any, do you anticipate pushing you outside your comfort zone?
- What is your reaction to surprises?
- What do you do for yourself to maintain your well-being?



As likely as most others to monitor his behaviour and control his emotional reactions.

- Give us an example of having to deal with a particularly stressful situation at work.
- Tell us about a situation in which you were able to absorb criticism without losing your composure.
- Tell us about a team experience where other members did not pull their weight. What did you do about this?
- We all have experiences working with people we don't get along with. Give us an example of when you had to deal with one such person?
- What do you do for yourself to maintain a clear head under pressure?

Notes:

Emotional Management (Others)



More empathic and supportive than most others.

- What steps do you take to build rapport with others?
- Tell me about a situation where you were able to identify with a colleague's difficulties and offer them help.
- Describe a work situation that required you to listen to someone who was telling you about a personal/sensitive issue.
- What would others' see to know that you are easy to approach and talk to?
- What do you do to pick up on or identify others' feelings at work?



As interested as most in positively influencing the emotions of others.

- Describe a situation in which you have navigated through a complex political situation? What strategies did you use?
- Give us an example of where you have turned an ineffective or marginally successful process around. How did you do this?
- Give an example of where you have led a group through change?
- Describe a situation that demonstrates your ability to build a cohesive, high performing team. What did you do to take people on this journey?

Notes: