



Emotional-Social Intelligence Index™

Sample Report

When it comes to happiness and success in life, Emotional-Social Intelligence (ESQ) matters just as much as intellectual ability (IQ). ESQ helps you build stronger relationships, succeed at work, and achieve your career and personal goals. Learn more about why emotional intelligence is so important and how you can boost your own ESQ by mastering a few key skills.

What Emotional-Social Intelligence (ESQ) is:

ESQ is the ability to identify, use, understand, and manage emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. ESQ impacts many different aspects of your daily life, such as the way you behave and the way you interact with others.

If you have high Emotional-Social Intelligence (ESQ) you are able to recognize your own emotional state and the emotional states of others, and engage with people in a way that draws them to you. You can use this understanding of emotions to relate better to other people, form healthier relationships, achieve greater success at work, and lead a more fulfilling life.

Emotional-Social Intelligence(ESQ) consists of 8 factors:

Intrapersonal ESQ Factors

Self-Awareness: Recognizing one's own emotions and strengths/weaknesses, and how they affect one's thoughts and behavior, as well as those of others.

Self Esteem: Appreciating one's own self-worth and being self-assured and self-confident.

Self-Motivation: Being driven and results oriented, as well as a self-starter with a set of high personal performance standards.

Self-Management: The ability to control impulsive feelings and behaviors and manage emotions in healthy ways.

Interpersonal ESQ Factors

Social awareness: Understanding the emotions, needs, and concerns of other people, picking up on emotional cues, and recognizing the power dynamics in a group or organization.

Empathy: Taking an active interest in others and genuinely care about their emotional needs.

Social Motivation: Feeling social responsibility to do Good in the world and contribute in a positive way to society.

Social Management: Knowing how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage conflict.

Why is Emotional-Social Intelligence(ESQ) so important?

As we know, it's not the smartest people that are the most successful or the most fulfilled in life. You probably know people who are academically brilliant and yet are socially inept and unsuccessful at work or in their personal relationships. Intellectual intelligence (IQ) isn't enough on its own to be successful in life. Yes, your IQ can help you get into college, but it's your ESQ that will help you manage the stress and emotions when facing your final exams.

Emotional-Social Intelligence (ESQ) affects:

Your performance at work. Emotional-Social Intelligence can help you navigate the social complexities of the workplace, lead and motivate others, and excel in your career. In fact, when it comes to gauging job candidates, many companies now view Emotional-Social Intelligence as being as important as technical ability.

Your physical health: If you are unable to manage your stress levels, it can lead to serious health problems. Uncontrolled stress can raise blood pressure, suppress the immune system, increase the risk of heart attack and stroke, contribute to infertility, and speed up the aging process. The first step to improving Emotional-Social Intelligence is to learn how to relieve stress.

Your mental health: Uncontrolled stress can also impact your mental health, making you vulnerable to anxiety and depression. If you are unable to understand and manage your emotions, you'll also be open to mood swings, while an inability to form strong relationships can leave you feeling lonely and isolated.

Your relationships: By understanding your emotions and how to control them, you are better able to express how you feel and understand how others are feeling. This allows you to communicate more effectively and forge stronger relationships, both at work and in your personal life.

8 Emotional & Social Intelligence Factors



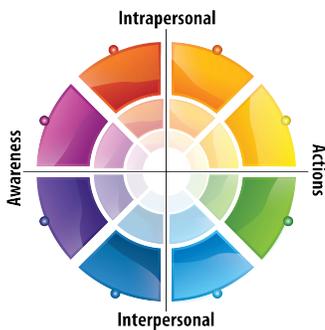
Your Styles Compared

Emotional-Social Intelligence

Emotional-Social Intelligence (ESQ) is defined as the ability to understand emotions within one's self and others, feel emotionally connected to one's self and others, feel motivated to act for personal reasons as well as social responsibilities, and effectively manage personal emotional reactions as well as interpersonal relationships.



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Emotional-Social Intelligence

How well do you understand your emotions and the emotions of others? How well are you able to maintain control of your emotional state? How well are you able to manage relationships and interactions with others?



The Emotional-Social Intelligence Quotient is an overall measurement of your intrapersonal and interpersonal emotional intelligence. It is a combination of the eight ESQ factors. While this gives you an overall indication of your emotional and social development, it is important to look at the individual factors to determine your emotional strengths as well as opportunities to develop. It is possible to be highly developed in some areas and have a moderate level of development in others; this can result in a higher total ESQ score. In addition, two people may have similar ESQ scores, however their individual factors may be very different.

A **moderate score** indicates you have areas in your emotional-social intelligence that have been developed, however there are opportunities for improvement. You may understand how you feel or what causes you to feel a certain way. Yet, you may still struggle to maintain or control your emotions in certain situations. Another possibility may be that you are able to feel empathy towards others and focus well on relationships, however you may struggle with your own self-worth and self-esteem.

You may benefit from coaching or mentoring from someone you trust. They can help you to understand your emotional and social strengths and weaknesses. They can also help you to understand the emotion expression of others, non-verbal and verbal clues others express, as well as social skills and relationship management to help you become a better communicator, influencer and create win-win relationships.

Intrapersonal Emotional Intelligence

What is your overall level of Emotional-Social Intelligence within yourself?



Intrapersonal Emotional Intelligence is a summary of your Self ESQ scores. This is a combination of the four interpersonal ESQ factors, Self-Awareness, Self-Esteem, Self-Motivation and Self-Management. While this is an important summary score to look at, it is also important to see which of these factors you have higher levels of emotional development in, as well as those that you could benefit from by developing further.

A **moderate score** indicates you have areas in your Intrapersonal Emotional-Social Intelligence that have been developed, however there are opportunities for improvement. You may understand the emotions that you feel, but may struggle to control your emotional reaction under stress. In addition you may need further personal development to improve your self-esteem or self-motivation.

You may benefit from coaching or mentoring from someone you trust. They can help you to understand your intrapersonal emotional factors better as well as provide you tips and exercises to advance your understanding and better control your emotional reactions.

Self-Awareness

How well do you understand where your emotions come from and what causes you to react?



Self-Awareness is the foundation of emotional-social intelligence. It consists of knowing your emotions and feelings as they happen and understand what causes you to feel the way you feel. In addition it is the ability to accurately assess your own strengths and weaknesses, learn from your experiences, and understand how your actions and reactions affect others.

A **high score** indicates your self-awareness is well-developed and you've taken the time to understand your emotions, as well as the link between how you feel and what you think, do and say. You understand what causes you to react emotionally and how your emotions affect others, as well as your own performance. This level of understanding and awareness is crucial in order to have highly developed emotional – social intelligence in all of the other ESQ dimensions.

Over Focusing: As with any strength, it is important to be aware of potential pitfalls that may result from an overextension or over focus. In self-awareness it is possible to focus so heavily on your own emotions that you are unaware of, or neglect to sense, the emotional state of others. This will greatly impact your ability to successfully manage relationships and communicate or influence others.

Self-Esteem

Do you value yourself and are you satisfied with who you are?



Self-Esteem is an important part of intrapersonal emotional intelligence and also greatly affects your social intelligence and ability to manage relationships. It involves understanding your own personal value, as well as feeling confident and self-assured.

A **moderate score** indicates you generally understand your own self-worth and have a good level of self-esteem, however you still feel that there are aspects of yourself that need improvement. There may be times when you focus on a specific feature or characteristic that you are not happy with or times when you are harder on yourself and you need to be. In general you have a sense of self-assurance but there may be times where you second-guess or have self-doubts about your actions.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on your own self-worth. This may be due to the fact that you place more value on others and yourself, or perhaps you are working hard to improve your self-image but do not feel like you are there yet. It is important to keep in mind that no matter what, you are unique and add value to the world around you.

Self-Motivation

Are you driven to succeed at whatever you set your mind to?



Self-Motivation is an internal drive toward results, striving for excellence, and not letting anything get in the way of achieving goals and objectives. In addition, a person with high self-motivation will show initiative and persevere even when faced with the toughest obstacles.

A **high score** indicates you are highly motivated to achieve your goals. You maintain optimism despite any setbacks or mistakes and you treat them as learning opportunities rather than failures. You are persistent and seize opportunities when they present themselves. You set high standards for yourself and you strive to meet or exceed your own standards of excellence. You are able to be innovative and appreciate fresh perspectives on how to get things done.

Over Focusing: As with any strength, it is important to be aware of potential pitfalls that may result from an overextension or over focus. Being highly motivated and driven is a great strength as long as it does not come at the expense of others or your own health and well-being. Set realistic goals for yourself and be aware of how your actions affect others in the world around you.

Self-Management

Are you able to manage your emotional control and composure even in stressful situations?



Self-Management is the ability to manage your emotions and maintain your control and composure even in stressful situations. It includes managing disruptive emotions and impulses, as well as thinking clearly and being able to stay focused and calm under pressure. Self-Management also is the ability to be adaptable and flexible in managing change, multitasking and shifting priorities.

A **moderate score** indicates you generally have a well-developed set of self-management skills however there is room for improvement. Often you are able to express your emotions in a positive way and maintain your emotional composure, however during times of stress you may overreact or even panic. Other times you may try to control your emotions by suppressing them or ignoring them. Often you are able to be flexible and adaptable because of your self-management skills however there are times when rapid change or certain people or tense situations will cause you to become overemotional or overreact.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on good self-management and it can lead to stress and tension in your work life and personal life. This may also manifest into physical issues caused by stress such as headaches, anxiety, or even depression. Eliminating or managing stress and managing emotional controlling composure will not only help your mental health, but also your physical health. You may want to seek the advice and guidance of a professional coach to help you further develop your self-management skills.

Interpersonal Emotional Intelligence

What is your overall level of Emotional-Social Intelligence as it pertains to others?



Interpersonal Emotional Intelligence is a summary of your Social ESQ scores. This is a combination of the four intrapersonal ESQ factors, Social-Awareness, Empathy, Social-Motivation and Social-Management. While this is an important summary score to look at, it is also important to see which of these factors you have higher levels of emotional development in as well as those that you could benefit from by developing further.

A **moderate score** indicates you have areas in your Interpersonal Emotional-Social Intelligence that have been developed, however there are opportunities for improvement. You may understand the emotions of others, but you may not feel empathetic towards others or any degree of social responsibility or motivation to help people.

You may benefit from coaching or mentoring from someone you trust. They can help you to understand your interpersonal emotional factors better as well as provide you tips and exercises to advance your understanding and better manage your social skills and your relationships.

Social Awareness

How well do you understand the emotions of others?



Social Awareness is the ability to understand or sense how a person is feeling and why. It also includes being able to read people by verbal and nonverbal cues (body language, tone of voice, and expressions). In addition, it is the ability to detect social networks and read group emotional dynamics.

A **moderate score** indicates you often have a well-developed social awareness and can usually sense the emotions of a group, or of individuals. For the most part, you understand the meaning of verbal and nonverbal cues such as body language, tone of voice and facial expressions and you usually can figure out the different social network dynamics and clicks of groups you encounter. You could benefit from coaching to further develop your social awareness skills and understanding other people's emotional state and how and why they react the way they do. This factor only measures the level of understanding of others and their emotions, but it does not address how you feel about people. That factor is measured by your empathy score.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on social awareness. For example when you are around strangers or there is a change in group dynamics, it may take you longer to get a good sense of who the people are and how they are feeling. If you do not focus on how people are feeling, or why, and you spend more time over focusing on trying to influence their emotions and opinions without getting to know them, you will be less successful in your work life and personal life relationships.

Empathy

Are you sensitive to others feelings?



Empathy is the ability to go beyond merely sensing another person's feelings, and to take an active interest in their concerns and personal perspectives. It is a genuine caring about others.

A **moderate score** indicates you often have a great deal of empathy and genuine concern for others, but there are times when you are more focused on your own emotional state, or social initiatives. While you may not always agree with what people are saying, you can often understand and appreciate that they have different thoughts, perspectives and feelings. You will usually come across to others as being sincere, authentic and a good listener. You also will typically be able to create a good level of trust in your relationships. You may benefit from further development or coaching to learn how to be more empathetic without affecting your own personal emotional state.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on being empathetic. You cannot always take on the emotional energy or stress of others as that can be draining, however it is important to show a level of concern and understanding for their emotions so that you create an environment of trust and sincerity.

Social Motivation

Do you feel a sense of social responsibility and are you motivated to act?



Social Motivation is the feeling of social responsibility and a desire to contribute in a positive way to society by doing “Good” in the world. Being driven to help others, maintain a small carbon footprint, and going green are all examples of social motivation. Socially motivated people have a drive to help and this may be met on their job by providing superior customer service, developing others, or following the corporate mission and vision. It may also be met off the job by helping individuals or group through larger social causes such as housing the homeless and feeding the hungry.

A **moderate score** indicates you are often socially motivated and have a level of commitment to what you feel are your social responsibilities. You enjoy helping others and having a positive impact in the world around you. You may fulfill this on the job by training and coaching others, or by providing superior customer service and support. You may also fulfill this off the job by helping individuals such as neighbors, friends, family, or helping less fortunate individuals. You may also seek to help larger social causes by volunteering your time, donating items or money, or expanding social awareness within your community.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on social motivation. You may be more focused on personal rewards and achievement that satisfy your self-motivation for success, like achieving personal goals and objectives. You may also be more focused on your key accountabilities on the job, or on maintaining relationships, and feel you do not have enough time in the day to spend on social causes as well. Is important to remember that we are all members of a larger community and that we must set aside time to contribute to the common good in order to maintain, or improve, the quality of life for everyone, including ourselves.

Social Management

Are you able to effectively manage relationships, and do you possess good social skills?



Social Management is the ability to creating win-win situations and solutions, manage relationships using “good” social skills, and influence others through effective persuasion. Social management also involves clear and effective communication, conflict resolution, inspiring and leading others, change management, team building, as well as collaboration and cooperation.

A **moderate score** indicates you are usually able to communicate effectively and change your delivery method based on the communication style of your audience, but you have room for improvement. You often work as a supportive team member who is collaborative and cooperative, but there are times when you may be working toward personal goals and objectives rather than those of the team. You typically are able to develop personal rapport with others and are an objective listener. There may be times when you do not see the value in a relationship, or have your own agenda, and this may cause you to not listen objectively to what is being said. You usually are able to manage conflict well and resolve disagreements, in addition to developing win-win solutions. You are able to manage change and can lead others through the change process, however you may not always take the time to ensure that others are comfortable with changes before you implement them. In addition, you often seek to gain consensus and support for your ideas, as well as persuade others to your way of thinking. At times you are effective at this, and other times you may struggle with the best method to convince others to change their thoughts or opinions. You may benefit from coaching to help you further hone your social and relationship management skills to be more influential, a better communicator, and develop stronger relationships both personally and professionally.

Under Focusing: While you have a moderate level of development, there may be times when you are not focused on social management skills. If you focus too much on other ESQ factors and ignore social management, or relationship management, it can have a detrimental effect on your work life and social life. You may find that you have difficulty maintaining relationships and establishing rapport with others. You may also find it difficult to move up in your career if you have not developed good social skills and team/relationship management techniques.

Personal Development Goals and Action Plan