

EQ is the #1 Predictor of Success™

BlueEQ™ Self-Assessment Report Results
Sample Report

Completion Date: Feb 27, 2018



Congratulations!

Welcome and congratulations on successfully completing your BlueEQ™ self-assessment, a new way of examining your emotional intelligence skills in managing and leading. So why is emotional intelligence so important? It's been proven that in most situations, EQ is more important than IQ. This is especially true for managers and leaders. Your BlueEQ™ self-assessment will help you improve your emotional intelligence, and the attitudes and behaviors you will need to become even more successful as a manager and leader.

What is BlueEQ™?

BlueEQ™ is the world's most accurate, comprehensive, and powerful emotional intelligence self-assessment and training. It was designed by a team of industry experts, social and behavioral scientists, instructional psychologists, and psychometricians.

How does BlueEQ™ work?

The BlueEQ™ Self-Assessment measures the five skills of emotional intelligence. Each skill is comprised of five dimensions or behaviors. To improve your emotional intelligence, focus on developing the dimensions within each skill. The BlueEQ™ Results Summary on the next page displays an easy to read analysis identifying and ranking skills and dimensions in the following five categories:

Success Factor

These are EQ skills and dimensions that you have mastered. They represent the distinguishing characteristics of your emotional intelligence. They set you apart and explain what drives your fundamental success in working with others. Your success factors come from your efforts, experience, and natural endowments. Address your success factors based on specific opportunity or assigned responsibility.

Strength Factor

These are EQ skills and dimensions that you have strongly developed. They represent basic strengths in your overall emotional intelligence profile. Strength factors come naturally to you as you work with and communicate with others. Your strength factor helped you get where you are today. They account for much of your effectiveness. Address your strength factors sparingly and with clear understanding of expected benefit.

Growth Factor

These are EQ skills and dimensions that you have partially developed. Growth factors represent areas where you can invest more effort to develop and build additional effectiveness. Growth factors typically indicate average or acceptable performance. Based on an assessment of impact, address your growth factors selectively. Ask yourself: If I convert this growth factor to a strength factor, is it worth more than focusing on something else?

Limiting Factor

These are EQ skills and dimensions that you have only slightly developed. Limiting factors restrict your ability to interact and influence others effectively. They limit your professional advancement and upward mobility, and threaten your personal relationships. In other words, they hold you back from what you are capable of becoming and accomplishing. Address your limiting factors after prioritizing them in terms of expected impact.

Risk Factor

These are EQ skills or dimensions that you have poorly developed. Your risk factors put you at risk personally and professionally because they jeopardize your performance and have a negative impact on those around you. They reduce potential, damage relationships, and may lead to failure. Address your risk factors urgently and with sustained attention until they are corrected.

The results in your color map below show your scores for each of the 5 skills and 25 dimensions. Below each of the 5 skills is a vertical column of the 5 dimensions that comprise each skill. The color of each cell represents your emotional competency level for that specific skill or dimension. Refer to the key below for the definition of each color, with its corresponding percent score. As you begin to interpret your results you will want to identify the three skills and/or dimensions to focus on developing. Once you identify the areas you want or need to develop refer to the profile page for each skill and or dimension. You will find helpful tips and techniques on how to improve in these areas.

The overall BlueEQ™ score is:



BlueEQ™ Skills

SELF-REGARD 85%	SELF-AWARENESS 74%	SELF-CONTROL 63%	SOCIAL PERCEPTION 76%	SOCIAL EFFECTIVENESS 80%
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BlueEQ™ Dimensions



OPTIMISM 83%	OPENNESS 67%	IMPULSE CONTROL 33%	EMPATHY 80%	INFLUENCE 70%
SELF-RESPECT 83%	SELF-KNOWLEDGE 80%	STRESS TOLERANCE 67%	OBSERVATION 80%	CONFLICT MANAGEMENT 90%
SELF-CONFIDENCE 87%	INTEGRITY 87%	EMOTIONAL STABILITY 43%	ANTICIPATION 77%	RELATIONSHIP MANAGEMENT 77%
MOTIVATION 73%	MONITORING 67%	RESILIENCE 97%	INTERPRETATION 77%	ACCOUNTABILITY 93%
INDEPENDENCE 97%	INTROSPECTION 70%	DELAYED GRATIFICATION 73%	MINDFULNESS 67%	EGO MANAGEMENT 70%

COLOR/CATEGORY	SCORE
Risk Factor	0% - 44%
Limiting Factor	45% - 59%
Growth Factor	60% - 74%
Strength Factor	75% - 89%
Success Factor	90% - 100%

You take BlueEQ™ and you receive your results. Enlightening! Now what? The whole point in taking the BlueEQ™ Self-Assessment is to help you increase your emotional intelligence. That means making sustainable behavioral change. But how? Humans are great at starting things and not so great at finishing them. We have a tendency to "regress to the mean" – drift back to the old status quo, the old self, the old ways. This is where i4P™ enters.

i4P™ is a break-through process for helping you accelerate and sustain positive behavioral change in 90 days or less.

How does it work? You create a powerful and individualized development plan for the dimensions you want to improve. The process is detailed and highly disciplined, and most importantly, it works!



INTERPRET

Analyze your BlueEQ™ profile to discover:

1) Your patterns and themes, 2) Surprising areas, 3) Weak areas, 4) Strong areas, and 5) The unique stories behind your emotional intelligence.

PRIORITIZE

Considering both strengths and weaknesses, isolate three BlueEQ™ dimensions to improve over the next 90 days. Identify and document:

1) The rationale, 2) The costs of doing nothing, 3) Potential benefits, and 4) Why it matters now.

PLAN

Create a 90-day actionable plan that defines:

1) Current performance, 2) Milestones, 3) Obstacles, 4) Accountability, and 5) Learning Sources.

PRACTICE

Identify and document specific behaviors that you will follow over the next 90 days:

1) Daily, 2) Weekly, 3) Monthly, and 4) As-needed.

PROVE

Identify, document, and measure your progress on four levels:

1) Personal, 2) Interpersonal, 3) Organizational, and 4) Supervisory feedback.

GET STARTED ON THE *iAP*™ PROCESS GUIDE

Go to BlueEQ.com and download your FREE i4P™ guide. The i4P™ guide will walk you through a five-step process to create a personalized 90-day action plan. Developed by Dr. Timothy R. Clark, the i4P™ process is a proven approach to create sustainable behavioral change and improve emotional intelligence.

Self-Regard



What is Self-Regard?

- Respecting yourself.
- Having confidence in your abilities.
- Believing in your own self-worth.
- Knowing that you matter and have inherent value.



High & Low Behavior

High Score *People who score high on this skill:*

- Show patience with themselves.
- Allow for mistakes.
- Correct and hold themselves accountable.
- Treat others with respect and esteem.
- See failure as a learning experience.
- Cope with the challenges of life.
- Recover from setbacks.
- Maintain a cheerful, positive outlook on life.

Low Score *People who score low on this skill:*

- Judge themselves negatively.
- Measure self-worth by the opinions of others.
- React inappropriately to peer pressure.
- Feel trapped by addictive behaviors.
- Grow inactive and idle and exhibit a lack of initiative.
- Become discouraged or depressed.
- See failure as a reflection of self-worth.
- Fail to develop their unique gifts and talents.

Why Does Self-Regard Matter?

- People with self-regard develop better coping skills to adapt and respond to the challenges of life.
- Self-regard gives you the courage and confidence to take on new challenges.
- Self-regard allows you to reach your potential by resisting the opinions, criticisms, and limitations that others place on you.
- Self-regard allows you to lead and influence others because you are secure and accepting of who you are.
- Self-regard allows you to be happy in spite of your imperfections and the adversity life brings.

Development Tips & Techniques

To increase your performance on this skill, apply these best-practice tips and techniques:

- Set and strive to achieve stretch goals.
- Explore and identify your personal strengths.
- Take an honest inventory of your personal weaknesses and strive to overcome them.
- Reject harsh and inaccurate criticism.
- Avoid flattery, fame, wealth, or power as measures of personal value.
- Find the humor in your personal imperfections.
- Admit mistakes and apologize to those you have offended.
- Show patience and kindness to others.
- Avoid abusive, dominating behavior.
- Stand up for yourself if you have been mistreated.
- Invest in your relationships with others.
- Express gratitude and avoid complaining.
- Teach, coach, or mentor others.
- Serve someone in need.
- Learn a new skill.
- Contribute to a cause that is greater than self.

SELF-REGARD

Optimism



What is Optimism?

- Being cheerful, hopeful, and enthusiastic.
- Looking for the bright side of things.
- Believing in what's possible.
- Expecting and contributing to positive outcomes.



High & Low Behavior

High Score *People who score high on this dimension:*

- Focus on a vision of the future.
- Encourage others.
- Express gratitude.
- Assume others have good intent.
- Avoid negative thoughts and emotions.
- Display warmth and acceptance.
- Refuse to be discouraged.
- See the humor in things.

Low Score *People who score low on this dimension:*

- Feel hopeless about the future.
- Drag others down with pessimism.
- Act sarcastic and cynical.
- Assume others have ill intent.
- Wallow in negative thoughts and emotions.
- Act cold and miserable.
- Commiserate with others in self-pity.
- Complain about what's wrong with everything.

Why Does Optimism Matter?

- Optimism is one of the most contagious emotions. It spreads quickly and leads to better morale and performance.
- Optimism is a natural stress reducer and promotes better emotional and physical health.
- People want to be with, and follow, optimistic people. If you're optimistic, you will have greater influence on those around you.
- Optimism leads to greater creativity and productivity because optimistic people look for possibilities.

Development Tips & Techniques

To increase your performance on this dimension, apply these best-practice tips and techniques:

- Look for the positive aspects of any setback.
- Recognize that most problems are temporary.
- Journal how you overcome adversity.
- Laugh and see the humor in problems.
- Visualize the future and what is possible.
- Anticipate challenges and smile when they come.
- Seek feedback from others to find solutions.
- Act early. Procrastination creates more pessimism.
- Reflect on the inherent goodness of people.
- Serve others. Optimism is a natural consequence of service.
- Solve a small problem to give you momentum to tackle bigger issues.
- Stretch yourself. Putting forth raw effort increases a positive outlook.
- Focus on what you can influence and control. Don't waste energy worrying about things you cannot change.
- Improve yourself. Personal progress creates hope.
- Give others specific and genuine compliments to create optimism as a by-product.

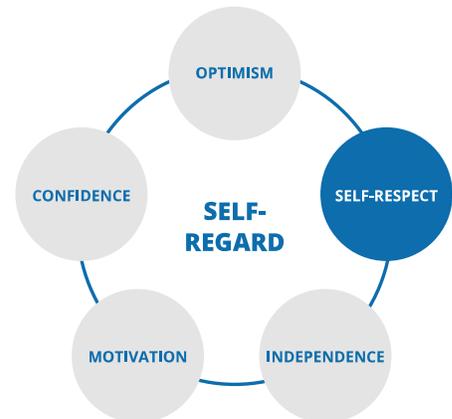
SELF-REGARD

Self-Respect



What is Self-Respect?

- Self-respect is reflected in the way you treat and respond to other people. If you feel good about yourself, others will be more likely to respect you as well.
- Self-respect drives behavior. If you value yourself and your unique identity, you will be less affected by harmful or negative influences around you.
- If you believe in yourself, you are more likely to reach your potential because you are motivated to keep trying.



High & Low Behavior

High Score *People who score high on this dimension:*

- Avoid insulting or criticizing themselves.
- Value themselves, not their status or position.
- Correct themselves willingly.
- Care about their personal reputation.
- Show concern for personal appearance.
- Use time wisely.
- Avoid addictive substances or behaviors.
- Hold themselves accountable.

Low Score *People who score low on this dimension:*

- Put themselves down.
- Doubt their personal worth.
- Make excuses for their behavior.
- Allow themselves to be mistreated.
- Fail to show proper respect for others.
- Neglect their personal appearance and disciplined routine.
- Lack strong work ethic.
- Wander in search of identity.

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Development Tips & Techniques

To increase your performance on this dimension, apply these best-practice tips and techniques:

- Identify your talents, strengths, and abilities.
- Contribute to the growth or development of another person.
- Keep company with people who will validate you for who you are.
- Avoid destructive relationships.
- Recognize change and improvement in yourself.
- Reflect on your inherent worth and equality with all people.
- Clean and organize your physical surroundings.
- Stand up for yourself if you are mistreated.
- List the things that make you unique and different.
- Hold yourself accountable by correcting yourself when you make a mistake.
- Set standards of personal conduct.
- Identify your personal values.
- Define who you are apart from your profession.
- Break a bad habit.
- Treat others with increased respect.