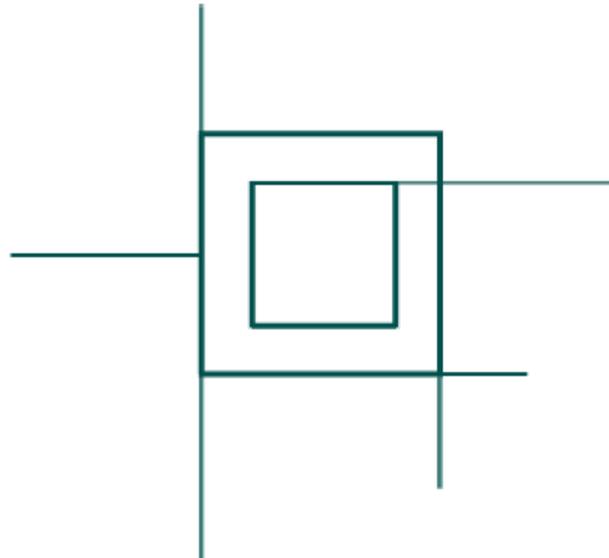


# *EQ In-Action Profile*

*A profile of you in relationship*



**Sample #1**



**LEARNING IN ACTION**  
TECHNOLOGIES, INC.

# *Introduction to Your EQ In-Action Profile*

This unique assessment tool provides you with a "snapshot" of your internal experience or what goes on inside of you as you participate in relationships where you are being challenged and you feel some degree of stress. It is a picture of your "relational map" when stressed.

This profile presents a graphic presentation of what you reported as you watched the eight video segments. It is important to note that this may or may not reflect your behavior. Your ability to rely on a wide range of coping strategies and your ability to reflect on your internal experience, in the moment, will impact the degree you act out your profile in relationships. What we know is, the picture you see here is most apt to be acted out in those relationships that are most important to you, both personal and professional; when those relationships become quite intense; and where you experience some degree of dependence or risk in the relationship. As you read this through, it will be useful to identify the relationships in your life that are important to you and impact your well-being. This "snapshot" will show up most often in those relationships.

***As you read through this, remember this is a snapshot of your internal experience when stressed. It does not measure your behavior.***

The reason this EQ profile uses difficult conversations is that the resulting data clearly demonstrates how you tend to interpret yourself and the world around you when you are challenged. The value in this approach is it gives you a picture of your developmental edges and helps you target specific areas for your development.

The scientific evidence is quite clear that Emotional Intelligence is a learned capacity that can be strengthened. You can develop EQ Fitness just as you develop physical fitness or other complex skills. Becoming your best just takes focused, disciplined practice. You received an *EQ Fitness Handbook - 150 Practices for Daily Living* with this report. It is organized by each dimension measured. We encourage you to select one or a few practices from this handbook and make them a part of your daily living. The easy practices can be fun and can make a powerful difference over time.

This report has four components

- A description of the emotional intelligence capacities measured by the tool..
- Graphic displays of your profile for each of the capacities measured, which include:
  - a. Self-Reflection, b. Self-Regulation, and c. Empathy.
- An interpretive narrative on each dimension measured that includes implications for your professional and personal relationships. Implications for leadership are also presented.
- Questions for your reflection. Take time to read this in its entirety and reflect on when, where, and how this shows up in your life; in what types of relationships. Then answer the questions in the back. Completing this process will help make this profile useful to you.

## *Emotional Intelligence and This Tool*

The research and body of literature on Emotional Intelligence have exploded since the mid 1990's and continues to grow and be refined. Considerable discussion and debate have taken place about the scope of competencies, skills, or traits that make up Emotional Intelligence. Research and learning from applications are deepening our knowledge and giving the field greater focus. Three primary constructs have emerged in the literature and assessment tools are based upon each with considerable overlaps. These include: \*.

- Personality trait model (Daniel Goleman)
- Ability or cognitive model (Mayer, Salovey, & Caruso) and
- Developmental model (Saarni)

Several other well-developed and researched disciplines inform and validate the construct of Emotional Intelligence. Some of these include Social Competence, Alexithymia, Social Intelligence, Resilience, Psychological Mindedness, and Levels of Emotional Awareness.\* This tool uses a developmental model that is based upon developmental theory and neurophysiology, including the development of the brain, emotion and cognitive development, and attachment theory.\*

This tool measures several dimensions of the three core capacities that provide the foundation for developing a wider range of competencies and skills to manage our emotions. These building blocks equip us to effectively manage ourselves in the midst of complexity and chaos, build our tolerance, resilience, and adaptability, and give us the ability to relate effectively with others.

## *Three Core Capacities Measured*

### *• Self-Reflection - (See your ratings on the profile circle on page 4)*

Self-Reflection is the ability to access and name our experience, including our feelings, thoughts, wants, intentions, and body sensations, and the ability to observe our thoughts, feelings, and behavior in the moment as we participate in life. This is the "observing self" or the "silent watcher" that can reflect on our thoughts and actions. Having the ability to first experience and name our experience, to differentiate our experience from others, and to reflect and learn from our experience is fundamental to emotional intelligence, the very driver of our capacity to learn and grow.

### *• Self-Regulation - (See your ratings on the graph on page 10 or 11)*

Experiencing varying levels of distress and pain is a natural part of life. This causes us to feel some degree of disequilibrium. Self-soothing is the capacity to experience our distress and manage it in ways that help us reestablish our equilibrium or balance without requiring others to change. We all soothe ourselves and our emotions daily in a variety of positive and negative ways, both alone and in relationship. This tool measures four relationship strategies we rely on to help regulate our emotions.

### *• Empathy - (See your ratings on the profile circle on page 4)*

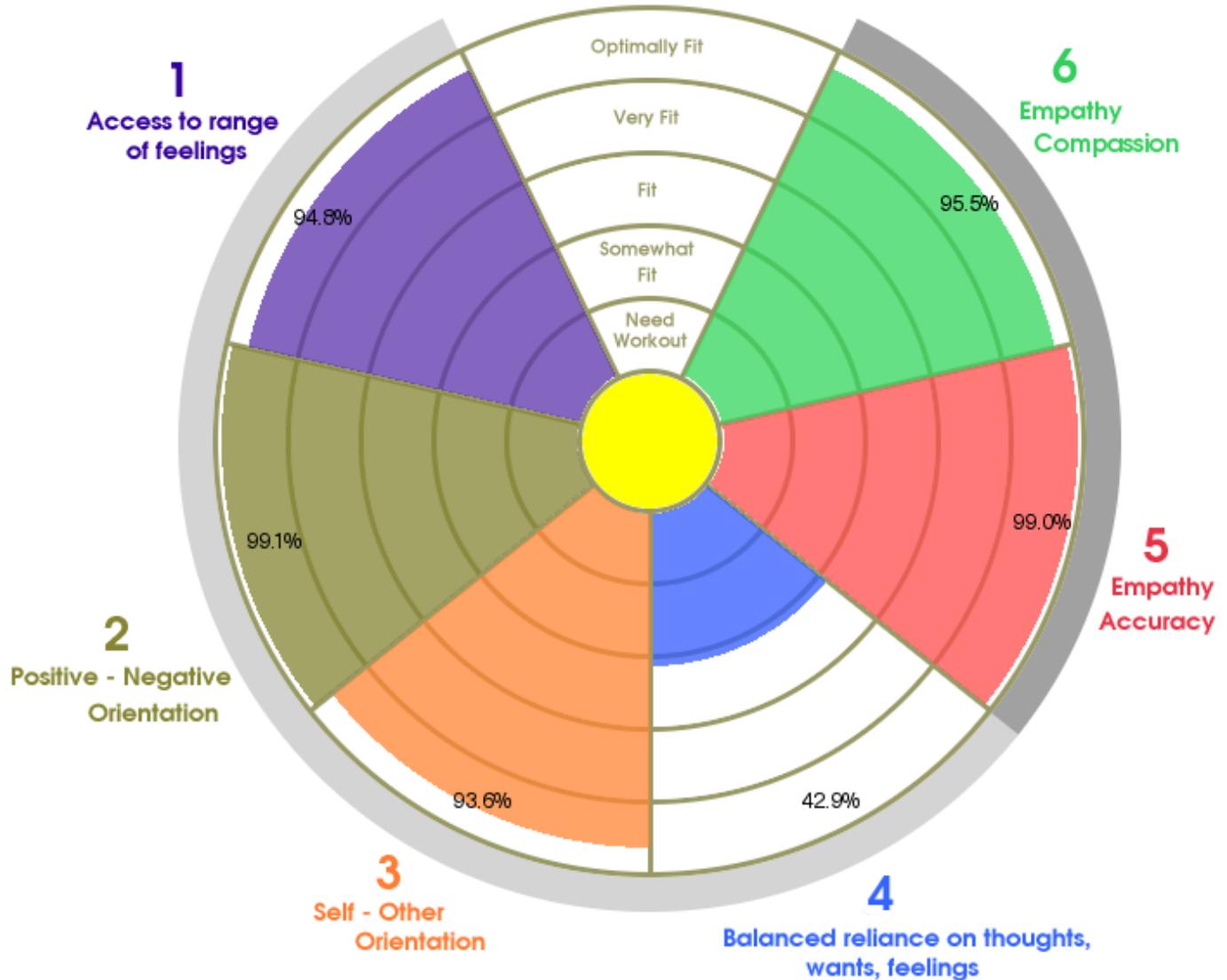
Empathy is the ability to identify what another person is experiencing and to know what that must be like; to "get into another's shoes." Empathy dimensions that are measured in this tool include accuracy and compassion.

\* *The Handbook of Emotional Intelligence*, Reuven Bar-On editor, 2000, Jossey-Bass

# Your EQ Profile for Self-Reflection & Empathy

## Your Fitness Profile

Six Dimensions of Self-Reflection & Empathy



1 - 4	Measure Self Reflection
5 - 6	Measure Empathy
2	Positive - Negative Orientation Focus: Positive -- (75.17% Positive, 24.83% Negative)
3	Self - Other Orientation: Self -- (50.25% Self, 49.75% Other)
4	Balanced Reliance on -- Thoughts: 35.61% Wants: 37.64% Feelings: 26.74%



# **ACCESS TO RANGE OF FEELINGS**

*(A graphic display of your distribution of feelings is provided below)*

## ***You Rate "Optimally Fit" in Accessing a Wide Range of Feelings***

Your ratings suggest that you have excellent access to a wide range of your feelings. You quickly identified feelings along the entire spectrum, ranging from anger and fear to love, sadness, and joy. It is important to note that this is not a measure of the intensity of your feelings. Rather it is an indication of the breadth or wide variety of feelings that you experience. Does this description fit you?

Your ability to quickly access a full spectrum of feelings provides you with valuable information as you interact with others in various work relationships and different life situations. Feelings are the dimension of your experience that informs you about the importance of something or someone and gives your experience its meaning. They also enrich your life experience and heighten your understanding and acceptance of others' feelings.

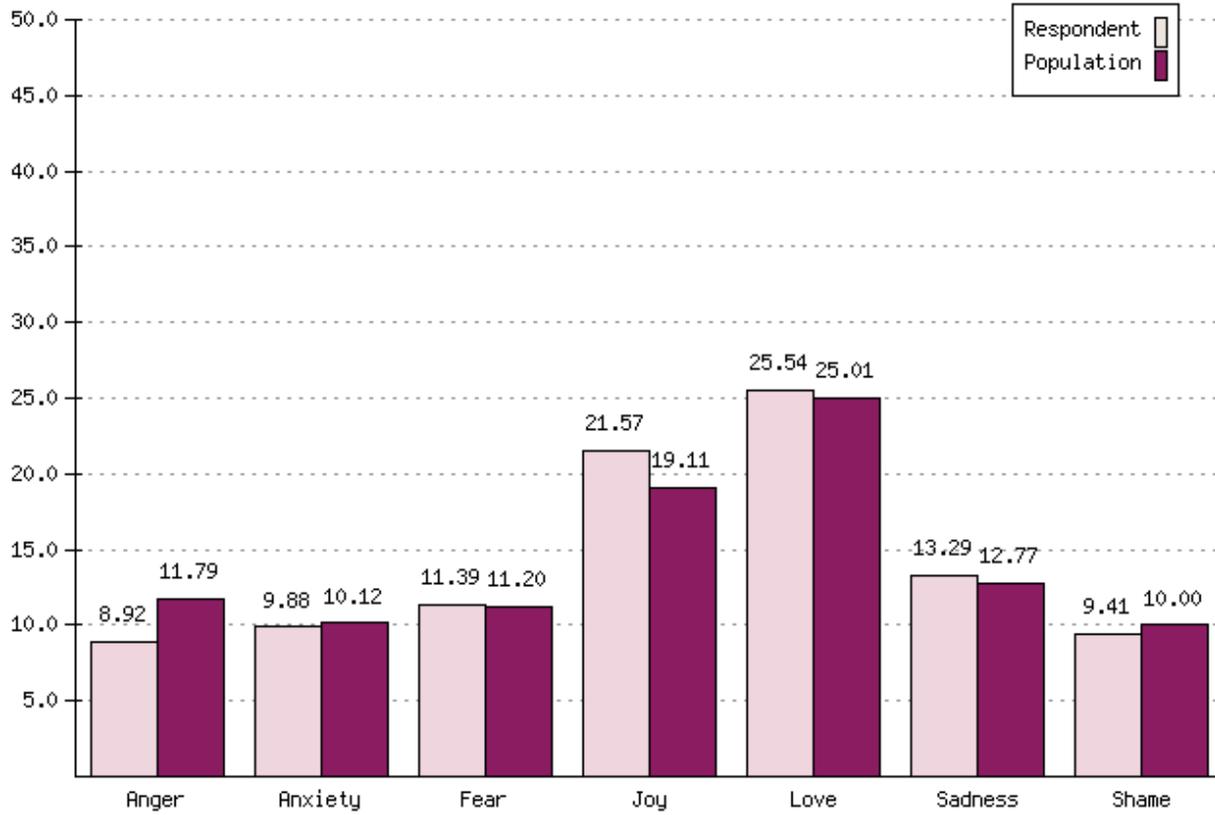
Although organizations in our Western culture have traditionally ignored or actively dismissed feelings in the workplace, they are the primary drivers of our actions and decisions. Having access to a range of feelings can be a helpful guide to support wise decision-making, particularly in times of complexity, stress, and conflict.

## ***You Have Excellent Access to Feelings of Joy and Love***

Your responses indicate that you have excellent access to feelings of love and joy, which includes an array of positive feelings that reflect an openness and vitality towards life and valuing and enjoying relationships with others. Does this description fit your experience?

Having strong access to love and joy can have profound implications for your work life. Most likely people you work with appreciate you and count on you for bringing positive feelings and energy to the work team. You are optimistic, and have a sense of respect for people you work with that is communicated in your style of attempting to understand others, even if they are different from you. People probably want you to work with them on projects because of the positive attitude, commitment, energy, and confidence you bring to others and the work.

### Feelings Distribution



### Percentile Rank

Anger	Anxiety	Fear	Joy	Love	Sadness	Shame
26.34%	45.81%	47.59%	70.37%	58.97%	52.37%	41.49%



## ***POSITIVE AND NEGATIVE ORIENTATION***

### ***You Have an "Optimally Fit" Positive-Negative Balance***

Your ratings suggest that you bring an optimal blend of positive and negative focus to interactions in stressful, confrontational situations. Given the scenarios presented to you in this profile, the optimal blend is based on values of 75% positive and 25% negative. This means you most likely take a positive view, seeing life through a "half-full" lens, while not denying difficult information. Does this description fit you?

Most likely others experience you as a positive individual and like being around you. People count on your optimism and appreciate it along with your ability to see both the positive and negative aspects of a situation or interaction. That blend enables you to take in a broad range of information that helps you take appropriate action. Your positive focus probably allows you to see possibilities when people challenge you or ask to you do difficult tasks for them. You do not get stuck in the mud of despair.



## ***SELF - OTHER ORIENTATION***

### ***You Have an "Optimally Fit" Self-Other Balance***

Your ratings on this EQ measure suggest that you are able to easily and quickly focus both on yourself and the other person in an interpersonal exchange. You seem to be able to go within and reflect on what you are thinking, feeling, and wanting as well as try to understand what the other person is thinking, feeling, and wanting. Does this description fit you?

The implication of this balance for you at work is that you are able to take yourself and the other person seriously, trusting your own experience, as well as listening to and honoring the other person's experience. Being able easily to move between clear awareness of both your own experience and that of others is perhaps the most powerful underlying capacity that allows you to take in information and helps you effectively manage complexity and diversity. Your optimally fit balance helps you see, honor, and allow wide differences in opinions and interpretations. It gives you the balance needed to listen, learn, and explore alternative interpretations and solutions.

When others challenge or demand things from you, you are able to focus on the impact of the challenge or the request as well as learn more about the other person. This provides the foundation for acknowledging, learning, and expanding your capacity for empathy.

Direct reports and colleagues probably experience you as very open, available, and balanced with a willingness to engage in difficult conversations even after a rupture has occurred in the relationship. You have the capacity to tolerate hearing and listening to another while staying connected to your self and honoring your own experience. This balance is essential for a well-developed self differentiation.

## **BALANCED RELIANCE ON THOUGHTS, WANTS, FEELINGS**

### *Your Reliance On Thoughts, Wants, Feelings is at the "Fit" Level*

Your ratings suggest that you have access to your thoughts, wants, and feelings and can move between each dimension of experience with ease. This usually indicates an ability to understand and communicate with a wide variety of people. Does this description fit you?

Accessing and relying on information from thoughts, wants, and feelings provide individuals with a wide range of valuable data that helps them learn from their interactions with others and supports making well-informed decisions. The greater your fitness level in this area, the more likely others will experience you as stable, practical, safe, predictable, and reliable. The more you are able to rely easily on each dimension of experience, the more likely others also experience you as available to them, making it is easy for them to be with you and to talk with you.

The more leaders rely on each dimension of experience the clearer they are in interactions with others. Your feelings give you information about the importance and meaning of what is occurring internally; your thoughts help analyze the situation and are useful for problem-solving; and your wants provide you information about what action you want to take. Having excellent balance in this dimension serves as a rudder which gives you and others a sense of stability when life and interactions become complex and challenging.

### *You Rely Most Heavily on Your Wants*

Your ratings suggest that you rely heavily on your wants and turn to what you want quickly in a stressful situation. It does not mean you cannot access your thoughts and feelings, it just means you prioritize wants first. The greater you rely on your wants, the more likely you will focus your attention on taking action. This skill probably allows you to be clear about what you want with others in any given work situation. Does this characterization fit you?

Since you have easy and rapid access to your wants, you have probably learned that you have an advantage over those who find it more difficult to figure out what they want. You may find yourself wanting to move forward before others are ready, and have learned that you need to slow down, listen to others, and allow them more time to become ready to move into action.

When rapid access to wants is coupled with high empathy and sensitivity to others, it is usually very positive. When it is combined with low empathy and impatience, you may be viewed as pushing too hard and inconsiderate of others.

In a leadership role, direct reports need to know what you want because it is what guides the direction the group will take. Taking the time to identify and share what you are feeling during times of stress can provide valuable information and clarity to others. It can engage others in a way that increases the likelihood that all relevant information will be shared and increase the probability that decisions will be made using the best information available. This level of dialogue can also have a positive impact on increasing individual and group performance.

In stressful situations, you may find it helpful to take a few deep breaths and focus inward to identify what you are feeling. This practice will be very informative and will add richness to your life and relationships.

## **EMPATHY ACCURACY**

### *Your Empathy Accuracy is at the "Optimally Fit" Level*

Your ratings suggest that you have a highly-developed capacity for accurately tuning into others and reading what they are experiencing, even when you are in the middle of an interaction in which the other person is challenging you or making what feel like unfair demands on you. You are able to take in people's verbal and non-verbal behavior easily and quickly make very accurate guesses or assumptions about what they might be experiencing. Most likely you are very sensitive to noticing facial expressions and body movements, and detecting the general tone of the energy in a difficult situation. Does this description fit you?

The implication of this skill at work is that you probably find you are able to assess fairly accurately what people, either your colleagues or your direct reports, are experiencing, and you don't carry a host of distortions about what you assume their experience is. While your assumptions about what other people are thinking, feeling, or wanting may be amazingly accurate, it is always helpful to check out your perceptions with others: people are very complex, and it is dangerous to rely exclusively on your own perceptions. The pitfall of such a highly-developed skill is that you may fail to verify your perceptions with others and simply assume that you are accurate about what is going on with another person, just at a time when inquiry of the other would yield valuable insights and make a positive contribution to the relationship.

## **EMPATHY COMPASSION**

### *Your Empathy Compassion is at the "Optimal Fitness" Level*

Your ratings suggest that you have a highly-developed ability to emotionally join others and know what their experience must be like, even when they are either challenging you or requesting something from you that may seem excessive. Even though you may feel uncomfortable with either the challenge or the request, you seem to be able to feel compassion for what the other person is thinking, wanting, and feeling. You are able to put yourself in their shoes and experience what that must be like. Does this description fit you?

The advantage of being able to retain a high level of empathy in the face of challenge, threats, and demands in the work environment, and especially as a leader, is that you most likely have the ability to listen to others even when you are under stress and are not necessarily feeling comfortable yourself. You can manage your own feelings sufficiently to "lean in" and genuinely listen to the other. Highly-developed empathy compassion helps you stay in contact with others even when the waters are rough and the interactions are stressful. Others most likely experience you as sensitive and supportive. This skill is essential for creating positive work relationships, for effective leadership, and for mentoring others. It can have a powerful leavening effect in reducing the anxiety of the other, a group, and/or an entire organization.

# Self-Management Relationship Strategies

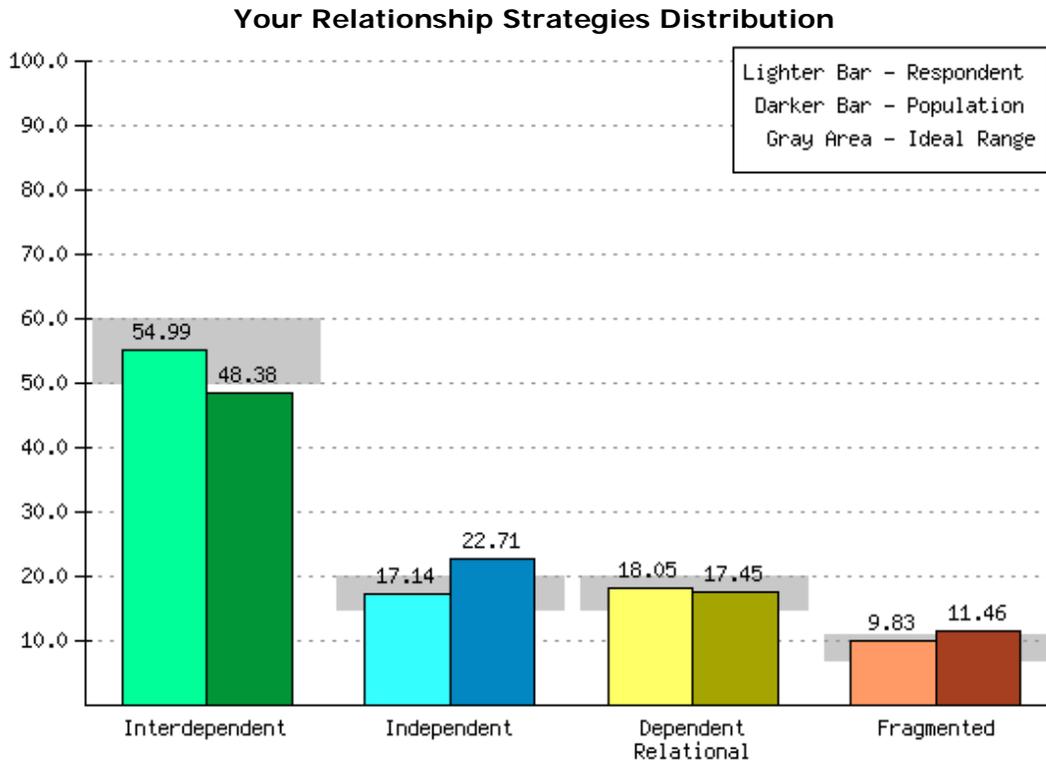
The four relationship strategies in this assessment tool measure self-regulation or how you manage yourself in challenging relationships. The following narrative provides a description of the relationship strategies you rely upon when challenged in a wide array of difficult situations and human interactions.

## The strategies that are based upon your trust in yourself and others include:

- **Interdependent** - High trust in self and other (HSO)
- **Independent** - High trust in self and low trust of other (HSLO)
- **Dependent** - Low trust in self and high trust in other (LSHO)
- **Disconnected** - Low trust in self and other (LSLO)

All of the strategies have value, and all are appropriate depending upon the context and the relationship. The key is to have the flexibility to select the appropriate strategy. At times, it is desirable to function in an interdependent manner, which is highly collaborative. In other situations it is most effective to move to independence, where one works alone or to take direct authority of others. In other circumstances, it is most appropriate to give others authority, to be loyal, be dependent, and to be more vulnerable in relationships. Finally, there are times when it is right to "pull the plug" and emotionally leave a relationship whether it is a personal relationship, a job, a project, or whatever. At times, having the wisdom to know when to quit is essential for your overall ability to maintain healthy relationships.

The top of each bar, on the graph below, lists the percentage of time you relied on each of the four strategies.



### Percentile Rank

Interdependent	Independent	Dependent	Disconnected
72.10%	15.42%	50.40%	41.23%

# *Interdependent Relationship Strategy*

*(HSO - High Trust of Self & Other) Relying on this strategy 50-60% of the time is the ideal*

This strategy is highly interdependent, in which an individual moves towards others at times of stress in a positive, collaborative way. Individuals who rely heavily on this strategy typically enjoy people and enjoy working with others to get a job done. This strategy generally provides the greatest degree of flexibility and resilience. It requires open and direct communication, collaborative problem-solving, and decision-making. It is a strategy where individual differences are encouraged, acknowledged and accepted. It typically is related to a positive orientation, an ability to focus on self and other, empathy compassion, and well-developed listening skills, thus creating an open environment where individual contributions are intentionally used in a positive manner.

## *Leadership strengths are characterized by:*

- A high degree of confidence in self and others
- An openness to others' ideas and input
- A high level of empathy towards others
- Valuing and enjoying working with others in a collaborative way
- Clear acknowledgment of self and others with positive regard
- Strong mentoring skills
- An ability to retain access to one's own experience in the midst of conflict
- An ability to listen to others and seek out information in conflict
- Promoting an overall positive emotional environment
- An ability to use different decision-making styles with ease

## *Leadership challenges are characterized by:*

- When reliance on this strategy is extremely high, it may indicate an inflexibility to move to another strategy that may be more effective for the context. When this strategy is taken to excess, it may result in a deadlock, a feeling of "being stuck," and an inability to move forward. The outcome may be fatigue with a tendency to give up. Individuals may lose faith in the leader and the process.

## *Your Well Balanced Reliance on an Interdependent Strategy places you at the "Very Fit" to "Optimally Fit" Level*

The above description of strong reliance on this interdependent strategy most likely fits your experience. Your rating indicates an ease and enjoyment in being with others and working and playing with people. You may describe yourself as a people person. The ideal is to rely on this strategy, when challenged in relationships, 50-55% of the time. Most likely you are good at working with others in situations where there is a degree of ambiguity and unknown in the eventual outcome. You may find these types of situations challenging and rewarding.

Your rating suggests that you are a good listener and have the capacity to tolerate different opinions and stay connected with others.

This strategy is characterized by shared authority. Yet your highly developed ability in this area may reflect that you have a high degree of influence with others as you work or play together.

# *Independent Strategy*

*(HSLO-High Trust in Self & Low Trust in Other) Relying on the this strategy 15-20% is the ideal*

When relying on this strategy, individuals move toward being independent, trusting themselves, and "going it alone". The ability to rely on oneself and make difficult decisions is an essential strategy for leadership. Individuals with highly developed emotional intelligence can discern when to rely on this strategy and use it with ease when necessary. They also know the limits of this strategy and the negative relationship consequences it can have when it is overused.

This is a strategy to rely upon in times of crisis when someone needs to take charge, make difficult decisions, handle resistance, and move forward with confidence. When overly relied upon, this strategy can constrict and obstruct direct reports or other key relationships, reducing the overall effectiveness of the relationship and the ability to achieve important goals.

Leaders who rely heavily on this strategy are often experienced as decisive and self-confident. They may also be experienced as aloof, arrogant, and closed to input from others. They are most comfortable in an authority role and enjoy "taking charge". These individuals often enjoy the independence of being an entrepreneur, where they can enjoy the risk and the rewards gained through individual advancement.

When under stress, impatience, anger, arguing, blaming others, needing to be right, and pulling away are typical behaviors. The internal dialogue may sound like, "If you want it done right, you need to do it yourself."

"My way or the highway" often describes a person's or leader's attitude when relying on this strategy. Loyalty and trust by others is paramount to the leader and is often rewarded by taking on a "protector" role. When relying on this strategy, leaders easily gain significant power at times of crisis because the "protector" role serves as a powerful, temporary antidote to organizational anxiety. This becomes a problem when leaders stop listening, stop delegating to others to the degree needed, and stop gathering critical information. An entire organization may be placed at risk. High performers who value active participation may become disillusioned and leave.

## *Your Well Balanced Reliance on an Independent Strategy places you at the "Very Fit" to "Optimally Fit" Level*

Your reliance on this strategy was within a range that gives you an ease in relying on this strategy when appropriate, while maintaining the flexibility to select other strategies for different situations. Having the flexibility to rely on the appropriate strategy is key to healthy, high performing relationships.

Your data suggests you can easily rely on this strategy in times of crisis, when "someone needs to be in charge." You can also be independent, working alone and focusing on your specific goals or the task at hand. This is a comfortable strategy if you are an entrepreneur or own your own business. You can handle resistance and stay true to your own experience and beliefs. Most likely you enjoy a challenge where you need to be alert, take charge, and solve a given problem. You may feel the enjoyment of both the risk and the satisfaction of success when you work independently.

The key is to have the ability to rely on this strategy when needed. For example, it is an essential strategy for use in a crisis but not as strategy for day to day work life.

# *Dependent Strategy*

*(LSHO - Low Trust of Self & High Trust of Other) Relying on this 15-20% of the time is ideal*

Valuing relationships is a primary characteristic of this strategy. Individuals who rely on this strategy seek out relationships with a positive and hopeful attitude. They tend to be very loyal and supportive. At work, leaders who rely heavily on this strategy often do best in a secondary leadership position in which they provide primary support to another leader, often a leader that relies more heavily on an Independent strategy.

As a leader, this is an excellent strategy to rely upon when working with mature teams and in mentoring.

The gift of this strategy is the ability to easily give others authority, to listen, and often to be sensitive and compassionate towards others. At times of stress, the pattern is to move towards others with a strong commitment to the relationship. The challenge is one may easily fall prey to self-doubt, give away personal and/or legitimate authority, and be diminished in the process. The internal dialogue becomes "You must be right, I must be wrong". The high self-orientation, shame and anxiety that often are associated with this strategy may well contribute to giving up what one thinks and wants when under pressure. Over time, one may feel taken for granted and become resentful.

Leaders who rely heavily on this strategy may have difficulty handling resistance when they believe it jeopardizes an important relationship. These leaders tend to struggle more with setting appropriate boundaries and have a natural tendency to give away their authority. The challenge is to discern when this strategy is appropriate and when it is not.

Leaders who rely heavily on this strategy tend to go the extra mile to ensure that everyone has input and the process is inclusive and fair. However, the decision-making process may be derailed by one or two strong individuals who disagree and make their wants and judgments clearly known to others. This makes the leader more vulnerable to be diminished and even displaced by others who are competitive and who are seen by others as "bright and decisive."

In organizational contexts, this strategy tends to be more productive and rewarding in a bureaucratic or highly participative management context than in an entrepreneurial, or a competitive context.

## *Your Well Balanced Reliance on a Dependent Strategy places you at the "Very Fit" to "Optimally Fit" Level*

Your data indicates that you have real strength in your ability to access and rely on this strategy and that you have the flexibility to select a relationship strategy that is appropriate to the situation. This says you are able to easily trust others and give them authority when they have more knowledge than you. This is also a strategy where people are important and one where you are able to be vulnerable with others. That gift of vulnerability allows others to get to know you and increases their trust in you.

Your strength in this area says that relationships are important to you and that you are loyal. You may thrive in an organizational role where you are second in command and where you support the task yet play an important role in attending to relationships in an organization as well. Most likely you can hold on to your own experience and be available to others at the same time.

# *Disconnected Strategy*

*(Low Trust of Self and Other) Relying on this strategy 7-11% of the time is the ideal*

A feeling of hopelessness and helplessness is characteristic of this strategy because individuals literally lose faith in themselves and the other and have difficulty identifying any healthy ways to make it better.

When reliance on this disconnected strategy is high, individuals tend to emotionally disconnect with others. Behaviorally this can mean simply leaving the relationship all together. The message is, "I'm out of here." Leaving becomes the most tolerable response.

Another behavioral response to disconnecting is to leave the relationship emotionally but physically stay. This often reflects an inability to see alternatives. When one emotionally disconnects, but chooses to stay, it often includes the tendency to withdraw from others with blame and anger. In organizations, individuals stuck in this pattern often seek out others to join them in fault-finding. Individuals go from one negative incident to the next. Positive problem-solving is next to impossible.

While this strategy is difficult, at some point in our lives most of us experience an occasional relationship in which, despite our best efforts, trust is absent. At these times, feeling the pain directly can provide valuable guidance. Those who do not allow themselves to experience this loss of hope may have a tendency to stay in relationships longer than serves them well.

## *Leadership challenges of this strategy:*

Individuals who rely on this strategy to any significant degree will have difficulty managing people. However, they can be excellent, productive employees in stable environments where their complex interactions with others are limited. Ideally these individuals will not be put in leadership or management positions, in intensely interdependent work groups or teams, or in positions of direct customer service.

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## *Your Well Balanced Reliance on the Disconnected Strategy places you at the "Very Fit" to "Optimally Fit" Level*

Your strong rating here suggests that you have the capacity to use your internal experience and feelings of distress as an important guide in determining when it is appropriate for you to leave a relationship. This includes personal and professional relationships, initiatives or projects you may embark on, or important relationship goals that you hope to achieve.

Most relationships work out to some degree and most of us work hard to make them work. At the same time, some relationships do not work, regardless of the energy and effort dedicated to it.

Having the internal awareness and wisdom to be able to know when to stop, when to leave, or when to "pull the plug" on a given project, business, or initiative is a gift to both yourself and to "the other" as well. This says you have the wisdom and internal strength to make those difficult decisions when the situation clearly warrants it.

## ***Your Reflections--***

*with implications for your development*

Now you have reviewed your profile including the 7 EQ dimensions for Self-Reflection and Empathy and your Relationship Strategy profile. What does it all mean? Does it fit your experience of yourself?

This tool presented several hundred of pieces of information to you, while your life experience has presented millions of pieces of information. We encourage you to be open to explore any insights this profile has provided you. At the same time, it is your life. You are in charge of determining the degree to which this fits and how to use the information.

The questions below are intended to guide your reflection. The goal is to affirm and provide a guide for selecting "daily practices" that will build your EQ fitness.

## ***Review your 7 EQ Fitness measures...***

What stands out for you?

What is consistent with your experience?

What is your experience right now as you look this over? (Your thoughts, feelings, wants)

What fits with how others experience you? Do you know?

What do you find satisfying and affirming?

What areas would you like to strengthen?

## *Review your Relationship Strategy Profile...*

What stands out for you?

What is consistent with your experience?

What fits with how others experience you? Do you know?

Can you identify the types of situations in which you rely on one strategy or another?

What are the "triggers" that move you from one strategy to another? (i.e. from an Interdependent strategy to an Independent or a Dependent strategy?)

Think about situations in your personal and work life that you find most satisfying and affirming. How does that fit with your relationship strategies?

What areas would you like to strengthen?

# How this Profile was developed for Sample #1

## Definitions of the measures

Dimension	Definition of Measure	How Calculated	Measure	Lowest Rating	Total Group Mean Rating	Highest Rating	Your Rating
<b>Immediate access to your thoughts, feelings, &amp; wants</b>  <b>Degree of involvement</b>	<p>This is a measure of your ability to be fully present in a difficult situation and to track and name your own experience in the moment.</p> <p>While this tool is measuring the above, it may also reflect the degree you were fully present and put yourself into the situations as if they were real NOW. If you chose to take more of an "observer position" and did not fully engage, your ratings will be lower.</p>	You rated more than 400 words & statements on 1-5 scale. The higher your rating, the greater your immediacy.	Mean of all statements	1.14	2.67	3.90	2.88  (70.92% rank)
<b>1</b> <b>Access to a broad range of feelings</b>	<p>This measures your access to a broad range of feelings in 7 categories — anger, anxiety, fear, joy, love, sadness, and shame.</p> <p>Having high access to love &amp; joy plus access to the other range of feelings and accepting responsibility for your feelings is an essential measure of EQ.</p>	<p>The ideal this is calculated against is reliance on joy and love add up to 50 to 60 percent and all other categories are similar. An example of a "perfect" rating would be joy and love combined = 50% with not greater spread between these than 12 points. All other feeling categories equal 10% each.</p> <p>This measure is graphically displayed in the "feeling distribution chart". The calculation is based upon the ideal. The "perfect" rating would be "0". The greater the distance between the ideal ratings, the higher the rating.</p>		2.37	24.07	108.84	9.94
<b>2</b> <b>Positive-Negative Orientation</b>	This measures your overall orientation and the degree you interpret your immediate experience through a positive, neutral, or negative lens.	More than three hundred positive, neutral, or negative statements made up this tool. Calculating the % of positive or negative generated your profile.	Positive Negative	25.47 1.69	69.82 30.18	98.31 74.53	75.17 24.83
<b>3</b> <b>Self-Other Orientation</b>	This measures the degree to which you focused on yourself or on the other. Each of the 300+ statements focused on the self or the other. The ideal is to have a 50-50 balance between self-other focus, reflecting ease in moving from your self to the other and vice versa.	This is calculated by taking your mean ratings for self and other orientated statements and calculating the % you focus on your self versus the other.	Other Focus Self Focus	31.41 27.14	50.38 49.62	72.86 68.59	49.75 50.25
<b>4</b> <b>Balanced reliance on thoughts, wants, &amp; feelings</b>	This measures the degree to which you turn to your thoughts, wants, or feelings in order to interpret your experience. It also measures your balanced reliance on all three. Having a balanced reliance on all three provides the greatest amount of information and helps your ability to understand others in these three dimensions.	Each word or statement was a feeling, a want, or a thought. Your average rating for each of these measures was calculated. The percentage you relied on each was then determined. The more similar your percentage scores, the higher your fitness level.	Feelings Thoughts Wants	8.91 22.30 23.21	27.59 35.40 37.01	41.49 53.06 52.00	26.74 35.61 37.64

Dimension	Definition of Measure	How Calculated	Measure	Lowest Rating	Total Group Mean Rating	Highest Rating	Your Rating
<b>5</b> <b>Empathy Accuracy</b>	This measures your ability to accurately identify the other person's experience, what he or she thought, felt, wanted, and his or her motivations.	This is calculated by taking your mean score for the entire tool, then subtracting that mean from your empathy accuracy rating. The higher your accuracy mean is compared to your other mean scores, the higher your fitness level.	Mean Rating	-1.55	0.97	2.29	1.86
<b>6</b> <b>Empathy Compassion</b>	This measures the degree to which you identified and expressed an understanding and compassion for what the other person must be experiencing	This calculation is done using the same method as described above for empathy accuracy	Mean Rating	-1.50	0.95	2.46	1.70
<b>7</b> <b>Relationship Strategies</b>	This measures your relationship strategies based upon high or low trust of self and high or low trust of others. HSO=High trust of self and other; HSLO=High trust of self and low trust of other; LSHO=Low trust of self and high trust of other; LSLO=Low trust of self and other	This calculation takes your total ratings for each relationship strategy and calculates the percentage of time you relied on each one.	Interdependent Independent Dependent Disconnected	10.27 3.90 0.00 0.00	48.38 22.71 17.45 11.46	89.04 62.85 35.55 34.61	54.99 17.14 18.05 9.83

## *EQ Profile Feeling Words within each Category*

More than 100 feeling words were included in the profile. The feeling words that were included are organized by the seven categories below; each category includes a variety of words of different intensity. No individual feeling is more heavily weighted than another. For example, rage and annoyed are weighted the same as aspects of Anger. All the words in a given category are added together and divided by the total number of words allocated to that category to find the mean score.

The feeling distribution chart in each profile represents 100% of individual's feelings. Each bar lists the percentage of feelings that was in that particular category. The percentile ranking is created by comparing an individual's feeling distribution on a given feeling category to the entire group population on that same unique dimension. For example, the entire group population's mean for Anger response may be 12% of all the feelings registered. An individual's rating may be 15% of total feelings.

### *Feeling Words Organized by 7 Categories: (Listed in alphabetical order)*

<b>Anger</b>	<b>Anxiety</b>	<b>Fear</b>	<b>Love</b>	<b>Joy</b>	<b>Sadness</b>	<b>Shame</b>
Agitated	Confused	Alarmed	Attention	Alive	Crushed	Ashamed
Anger	Distant	Defensive	Caring	Bold	Disappointed	Burdened
Annoyed	Dread	Doubtful	Comforting	Brave	Discouraged	Condemned
Appalled	Dulled	Dread	Compassion	Capable	Distraught	Culpable
Disgusted	Frantic	Fearful	Concerned	Comfortable	Distressed	Despised
Frustrated	Helpless	Frightened	Encouraged	Confident	Empty	Disgrace
Irritated	Impatient	Reluctant	Engaged	Curious	Grief	Dread
Outrage	Intense	Startled	Gentle	Delighted	Lonely	Embarrassed
Rage	Nervous	Suspicious	Honored	Dynamic	Lost	Guilty
Spiteful	Numb	Tense	Open	Eager	Miserable	Harassed
Upset	Overwhelmed	Worried	Respect	Elated	Mournful	Humiliated
Vindictive	Paralyzed		Secure	Energized	Remorseful	Inept
	Perplexed		Tender	Excited	Resigned	Inadequate
	Queasy			Glad	Sadness	Regretful
	Skeptical			Gleeful	Sorry	Shame
	Stressed			Hopeful	Terrible	
	Uneasy			Joyful		
				Optimistic		
				Passionate		
				Peaceful		
				Relaxed		
				Safe		
				Self-assured		
				Surprised		
<i>Learning In Action Technologies, 2003</i>						