



HALISI CONSULTING

EMOTIONAL INTELLIGENCE TEST-R

SAMPLE TEST's profile

We thank you for taking the test and for your support and participation. Your report is presented in multiple sections as given below:

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General Profile

Analysis of the suitability of the profile in relation to various work-personality profile types



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Indicators

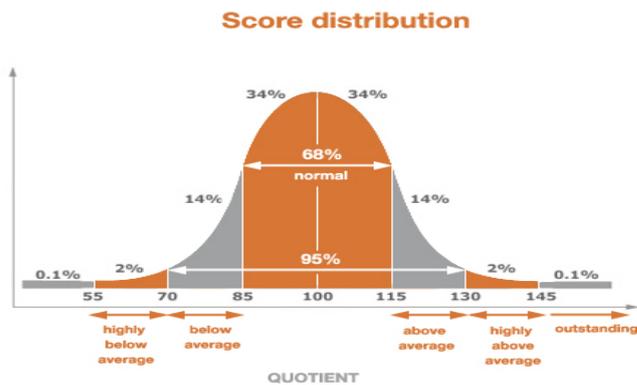
Social Desirability Score

5.7 0  10

A high score (a number greater than 7) indicates a tendency to respond favourably, that is, the candidate has deliberately or unknowingly responded in such a manner so as to create a positive impression of himself/herself.

Quotient : 99

You make fair use of your emotional intelligence like the average population. But this report can help you get to know your strengths and weaknesses and increasingly improve your emotional intelligence by learning to act more in harmony with them.



Personalized analysis of the report

This section includes the traits that stand out most in SAMPLE's profile.

SAMPLE's strengths:

- > SAMPLE has good observation and listening skills. He can decipher unspoken messages. He also has insights about other people's intentions.
- > SAMPLE makes his opinions and feelings known. He does not often run from confrontation, and he knows how to defend his points of view and interests.
- > SAMPLE knows how to find the words to get people interested and motivated. He is able to reconcile diverging points of view, and he is good at easing conflict.

SAMPLE's weak points:

- > SAMPLE is not always able to control negative emotions such as stress or anger. When the pressure is too high, he may act in an impulsive manner.
- > SAMPLE may underestimate his positive qualities and focus on shortcomings. He tends to give his negative traits a little too much importance.
- > SAMPLE does not really know himself well and has trouble understanding how he feels and what he wants. Not being very introspective, perhaps he does not take enough time to ask himself questions.
- > SAMPLE may have trouble changing his habits or points of view. This lack of flexibility in his relationships may be unsettling for others.

Advice for SAMPLE :

- > Try to take a step back and be more objective. Put your feelings into words. In times of conflict, try to analyze the situation more deeply, and do not make conclusions too quickly.
- > You compare yourself too much with others. Accept that perfection does not exist. While recognizing your shortcomings and errors is important, you need to put them into perspective and be kinder to yourself.

Main profile of SAMPLE :

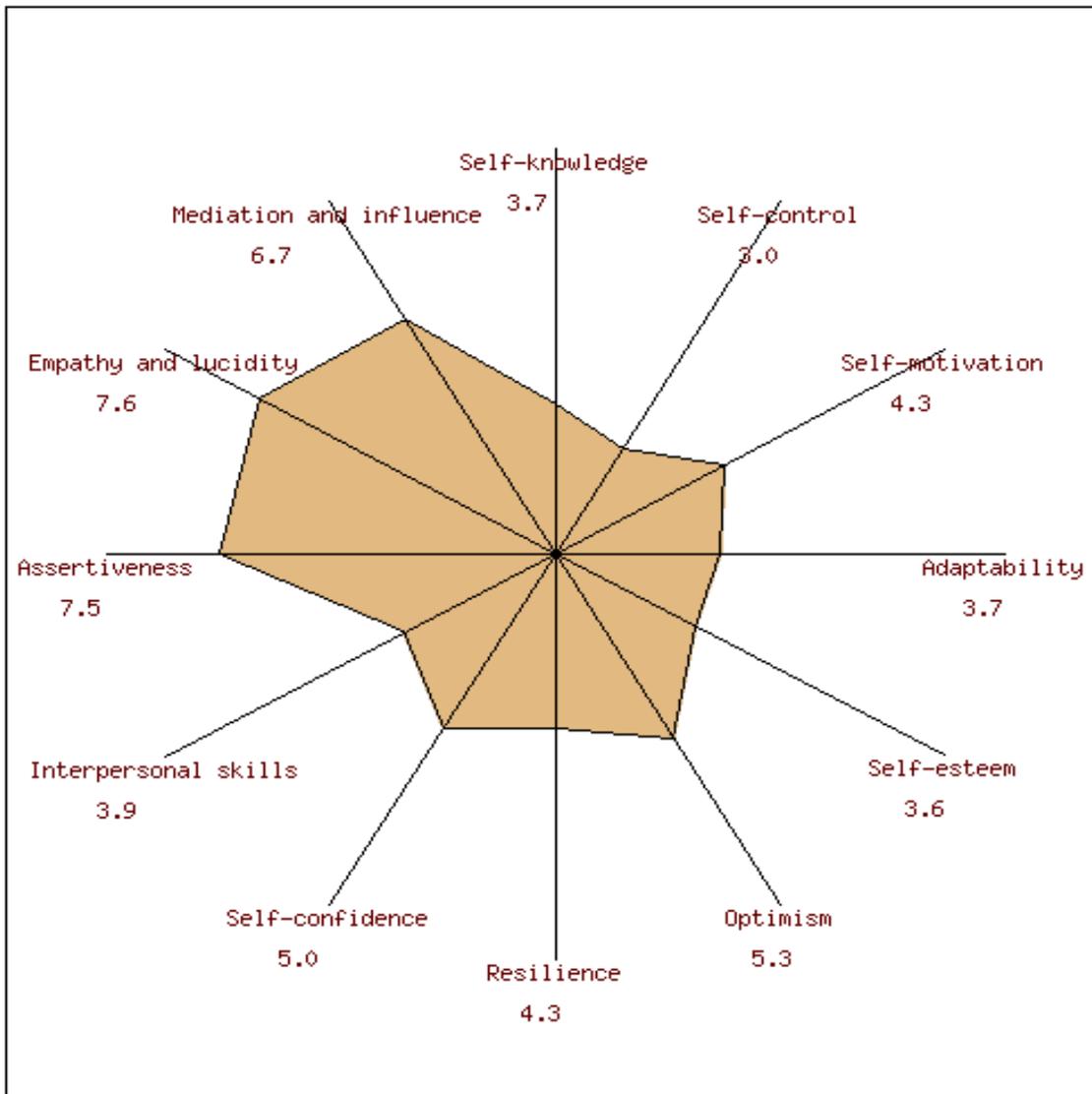
+ Leadership

∅ *Factors: Mediation and influence, Empathy*

∅ This dimension measures the ability to gather people together to work on a project or pursue an idea. To inspire enthusiasm, a leader must be able to identify the feelings and intentions of his team. Empathy is an important asset when it comes to influencing others in a positive manner and resolving conflict. Leaders must listen carefully to others, be insightful, and think clearly.

The Graph

Principal results (score out of 10)



The Comments

Self-knowledge

Being self-aware means being able to identify what emotions are being felt and what sets them off; it means listening to one's own desires, needs and motivations. People who are self-aware know how to analyze their own reactions and behavior. This criteria requires constant introspection, but does not mean that people should be immobile. People who have good self-awareness know how to lead their lives, what they want, and where they are going, whether in their personal or professional lives.

SAMPLE is somewhat introspective and is able to analyse his own emotions and behaviour. However he is not always completely aware of his own desires and needs and it takes time for him to understand what he wants.

Self-control

Self-control is an important asset for becoming socially accepted. This refers to the ability to control impulses and excessive reactions such as anger, exasperation, anxiety, or melancholy—so that people can think and act calmly in any type of context. People who demonstrate good self-control give an impression of stability. They can cope with difficult situations such as conflict or stress without revealing their feelings, and they are able to ease tension.

SAMPLE sometimes has difficulty keeping negative emotions to himself when faced with stressful or unusual situations. Sometimes these situations can overwhelm him and obscure his judgement.

Self-motivation

This trait determines the ability to find the resources within oneself in order to become and remain motivated. People who have this drive will adopt a positive attitude in any situation and will show perseverance and tenacity. They will be efficient in everything they undertake and be ready to take on challenges, even the most complex ones.

Depending on the situation SAMPLE can easily get motivated or on the contrary, become less determined if he loses enthusiasm. While he generally reaches his objectives, he may need support in order to stay driven.



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Adaptability

Adaptability is an essential characteristic for building good social and occupational relationships and fitting in an environment. Being able to adapt means being able to let go of habits and to easily change points of reference. Adaptable people are able to share opinions and feelings, while taking specific situations and points of view into account. On the other hand, people who cannot stray from their opinions and habits are considered to be less flexible.

It is sometimes hard for SAMPLE to stray from habit or change his point of view. He does however possess an ability to adapt and he is ready, to a certain extent, to accept change.

Self-esteem

Self-esteem corresponds to how much one values oneself. By recognizing their own strengths and weaknesses, people understand what they are worth, and they are not dependent on what others think; they thrive more easily. The feeling of being loved and appreciated is closely related to self-esteem...

While SAMPLE can appreciate some of his good qualities, he does not understand how valuable they are. On the other hand, he gives his shortcomings too much importance. In some situations, he judges himself fairly, while in others, he underestimates himself.

Optimism

Optimism is one facet of emotional intelligence and also a result of emotional intelligence: feeling good about oneself and one's relationships leads to more confidence in the future. Being optimistic means being generally happy with life, seeing the positive side of things, and thinking that the best is yet to come. It means knowing that failure is part of life and will pass and that failing is a learning experience.

Generally speaking SAMPLE is quite happy with life and he looks on the bright side of things. However certain difficulties and challenges can lead to discouragement and make him temporarily lose his natural optimism.

Resilience

Resilience is the ability to get back on one's feet after disappointment or failure. By learning from mistakes, people are better able to cope with failure and struggle. High resilience allows people to move forward and not be burdened with regret.

SAMPLE does not throw in the towel after failing badly at something, but he does need time before getting back on his feet. He does his best to avoid feeling regret and dwelling on the past.



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Self-confidence

Being self-confident is, above all, having a strong belief in oneself and in one's abilities. Self-confidence can manifest itself in personal skills allowing us to surpass our own objectives and gain autonomy. It also enables us to tackle challenges and unexpected events more serenely.

Sometimes SAMPLE has confidence in himself and sometimes he does not. While he is comfortable in certain situations, he can be anxious in other, more delicate situations. Very often a few words of encouragement are enough to take away his doubts.

Interpersonal skills

Having good interpersonal skills means being good at forming and maintaining relationships with others. Being authentic is a must! People who have good relationship skills can easily share their emotions and feelings, and they feel comfortable in groups and communicate without difficulty.

In order to feel comfortable with others, SAMPLE needs time to get to know them well. He will then show more interest in the discussions and enjoy sharing ideas. However if he thinks that a conversation is of little interest, he will not necessarily make an effort to pay attention.

Assertiveness

Being assertive is the ability to express oneself and make one's voice heard without being uselessly aggressive. Assertive people can find their place more easily in a group and share opinions and feelings more effectively. When a situation calls for confrontation, an assertive person will not turn away. This is why being excessively assertive can be seen as being arrogant.

SAMPLE insists on expressing his point of view at all costs, even when others do not agree. This may lead to lengthy discussion or create momentary tension. He is ready to face this because what he is looking for is real discussion, not confrontation. Steering clear of a discussion is not impossible, but this is a rare occurrence.

Empathy and lucidity

Empathy is about putting oneself in another person's shoes and understanding what is on his or her mind, all while staying true to oneself. Being similar to clear-sightedness, empathy helps a person understand the big picture and read between the lines, in terms of psychology (such as figuring out the unspoken goal of someone trying to sound convincing) or facts. Empathy requires a person to listen well, be observant, and be insightful—implicit messages are deciphered in this way.

By paying attention to his environment SAMPLE can correctly interpret other people's emotions. Being able to decipher unspoken messages, he does not often make mistakes about people or their intentions. To sum up, SAMPLE possesses the ability to empathise with others.

Taken on 16/10/2015



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Mediation and influence

This trait evaluates the ability to develop arguments, motivate others, and inspire enthusiasm, thanks to a good understanding of who people are and how they react. Mediation and influence also refer to an ability to reconcile diverging points of view in situations of conflict.

Being good at managing conflict and motivating teams, SAMPLE can find the right words to sound convincing, to show encouragement and to reconcile diverging points of view. He knows how to ease tension and get people interested and he also has a talent for persuasion.

General Profile

An analysis of the candidate's profile according to the four global dimensions of emotional intelligence.

A score ranging from 0% to 100% is given against each global dimension. This score indicates the proximity of candidate's profile to the ideal profile. Any score above 50% indicates a satisfactory level of competence in that global dimension.

N.B.: The descriptions of global factors given here are generic ones and do not reflect candidate's level on these dimensions.

Profile - Emotional Intelligence

1 Leadership	65%
2 Self-assertion	52%
3 Personal development	29%
4 Intrapersonal intelligence	16%

1 Leadership 65%

Factors: Mediation and influence, Empathy

This dimension measures the ability to gather people together to work on a project or pursue an idea. To inspire enthusiasm, a leader must be able to identify the feelings and intentions of his team. Empathy is an important asset when it comes to influencing others in a positive manner and resolving conflict. Leaders must listen carefully to others, be insightful, and think clearly.

2 Self-assertion 52%

Factors: Assertiveness, Self-confidence and Interpersonal skills

This dimension encompasses several traits that help people stand up for themselves in their social and professional lives. Believing in one's own skills and potential has a great impact on a person's ability to make decisions and take on challenges. This self-assurance facilitates interaction with others. Assertive people can share opinions and feelings, and they can stick up for their viewpoints.

3 Personal development 29%

Factors: Self-esteem, Optimism and Resilience

This dimension sheds light on an individual's perception of self and the surrounding environment. Personal development takes root from how people view themselves and how optimistic they are about the future. These attitudes help people can feel good about themselves and their relationships. Failure is not considered to be an obstacle, but is instead a temporary phase that leads people to bounce back and grow stronger.

Factors: Adaptability, Self-motivation, Self-knowledge and Self-control

This dimension mainly refers to the ability to adapt. Flexible and adaptable people always take specific contexts into account when expressing themselves, and they can easily change the way they do things. They are also aware of who they are and what they want. Their self-awareness helps them master their emotions and behavior, and they can also understand what drives them forward.