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# COMPANY NAME TEAM REPORT

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Month Name Year

Sample

Social + Emotional Intelligence Profile™  
Workplace Edition

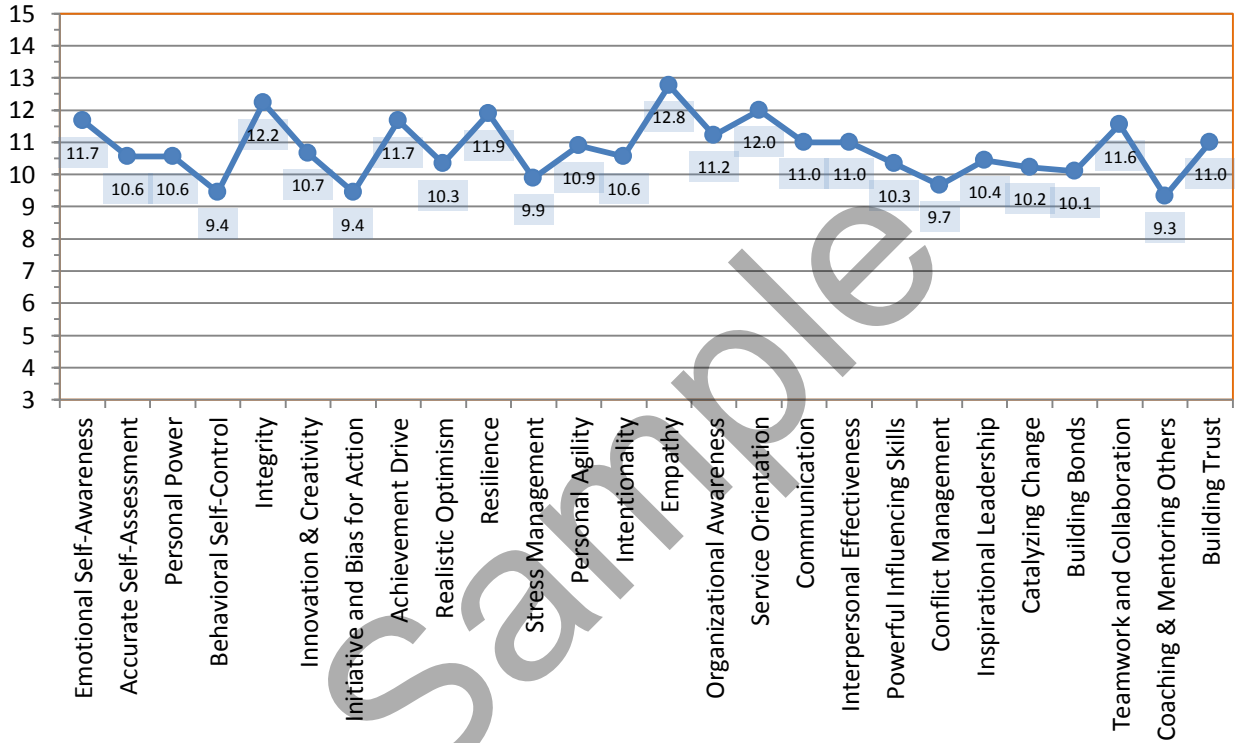


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## Competencies – Team Scores

average scores





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## Competencies – Team Scores

average scores

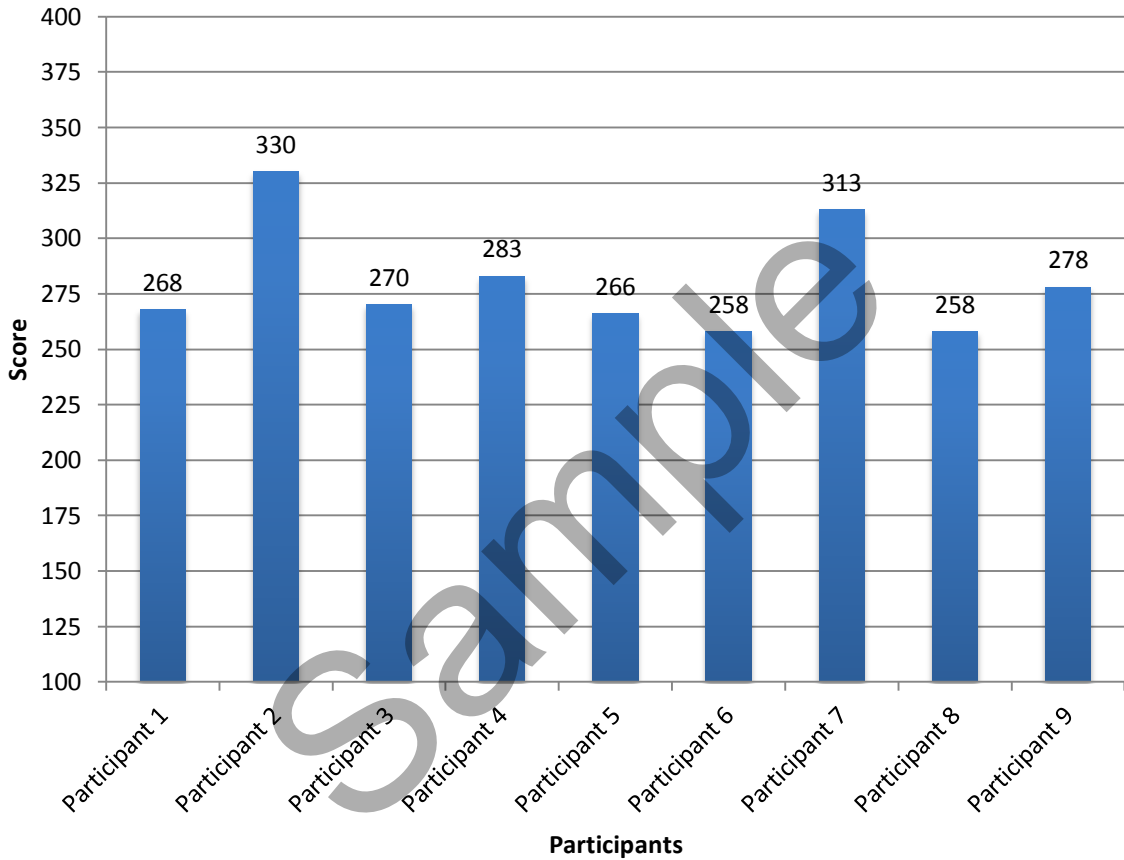
Competency	Average Score
Emotional Self-Awareness	11.7
Accurate Self-Assessment	10.6
Personal Power	10.6
Behavioral Self-Control	9.4
Integrity	12.2
Innovation & Creativity	10.7
Initiative and Bias for Action	9.4
Achievement Drive	11.7
Realistic Optimism	10.3
Resilience	11.9
Stress Management	9.9
Personal Agility	10.9
Intentionality	10.6
Empathy	12.8
Organizational Awareness	11.2
Service Orientation	12.0
Communication	11.0
Interpersonal Effectiveness	11.0
Powerful Influencing Skills	10.3
Conflict Management	9.7
Inspirational Leadership	10.4
Catalyzing Change	10.2
Building Bonds	10.1
Teamwork and Collaboration	11.6
Coaching & Mentoring Others	9.3
Building Trust	11.0



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## Team Social + Emotional Intelligence Profile Scores



### Scoring Ranges

- Exceptional [ > 349 ]
- Strong - [ 295 - 349 ]
- Average, or Slightly Above [ 235 - 294 ]
- Vulnerable [ 184-234 ]
- Cautionary [ < 184 ]



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# Interpretation Guide

## **If your SEQ is below 184, you are in the Cautionary Range.**

Your frankness is commendable. Although you may be a technical wizard or have very high IQ, your SEQ is on the low side. It appears you may have some work to do. If you scored in this range, you may find yourself stressed, lacking initiative, blowing up at people, “rubbing people the wrong way,” feel awkward in social situations, or be unable to establish and maintain positive working relationships. Are you stopping and waiting to let strong emotions pass before you react? Are you having difficulty understanding, motivating or influencing others? Are you taking the time to be aware of what is coming up for you emotionally, in the moment? Do you use that information to make decisions about your behavior and how you can most effectively respond to situations? Are you having difficulty adapting quickly to change? Managing conflict? Communicating with others? Don't despair! Social and emotional intelligence is not set at birth – it can be learned and improved. You may wish to seek help from a mentor or coach.

## **If your score is 184 - 234, your SEQ is in the Vulnerable Range.**

People in this range may find themselves feeling stressed and blowing up at others, even their loved ones. They seem to have less ability to deal with change, conflict and the inevitable setbacks life presents. Some people in this range can feel depressed or “lost.” They may have difficulty working and connecting with others at the level that makes their work lives successful and their lives joyful. Sometimes folks with scores in this range allow the “winds of change” to direct them instead of setting their own course using their own internal compass. Is this you? Are you responding to work challenges with fear and insecurity rather than passion and purpose? Social and emotional intelligence can be learned and improved. Studies show that SEQ counts for twice as much as IQ and technical skills combined in defining who will be successful in work and in life. Look first at your self-awareness scores. Self-awareness is the foundation of social and emotional intelligence, so you might want to start there on the road to higher SEQ. Look also at your scores on behavioral self-control and self-management. It may be difficult at first, but research shows you will be more successful in business and work, and you will be healthier and your life happier if you make some changes. Learn to make some improvements in the areas in which you scored most vulnerable. Move out of your “comfort zone,” and try some new behaviors.



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**If your score is 235 - 294, your SEQ is Average, or Slightly Above.**

You have average or slightly above average social and emotional intelligence. This is good, and yet there's still room for improvement. You are likely aware of your own emotions, and are using that information to some extent in deciding how to respond to challenging situations. You are also fairly sensitive to the social and emotional context and climate of people and situations around you – your direct reports, peers, supervisor, other employees, friends, family, key customers and clients. You are also probably somewhat aware of the effect your behavior has on others. To zero in on what needs improvement, check your section scores and ask yourself: “In what areas am I the strongest?” -- and kudos to you for these. Also ask, “In what areas do I need to improve? What situations generally create tension and stress for me? How am I handling these situations? What can I do differently? What negative thoughts play over and over in my mind on a regular basis? Are these a true picture of reality?” If you work on gaining clarity in these areas, you will move toward greater success and effectiveness at work and greater happiness and fulfillment in life. You have it in you – go for it!

**If your score is 295 - 349, your SEQ is Strong**

Your social and emotional intelligence is strong. While there is always room for improvement, your scores indicate you are emotionally self-aware and confident, that you manage your emotions well, you are trustworthy, conscientious, innovative and adaptable. You are probably an optimistic person with a strong achievement drive. You demonstrate empathy for others, seek opportunities to serve them, and are an astute and aware individual. You are probably good at managing the inevitable conflict that comes up in the workplace, and you are probably adept at influencing others to adopt your ideas. You communicate well and you work well on teams and committees. You demonstrate the qualities of a visionary leader, and you likely thrive on change. You build bonds easily both within your organization and outside it, maintaining an active network of friends, colleagues and acquaintances who happily come to your aid when needed. Your score indicates you will do well in the areas of teamwork and collaboration. Take a moment and quietly congratulate yourself on how well you are doing. At the same time, since there is always room for improvement, you may wish to take a moment and look at your individual section scores to pinpoint those areas you may wish to focus on in the coming weeks.

**If your score is above 349, your SEQ is Exceptional !**

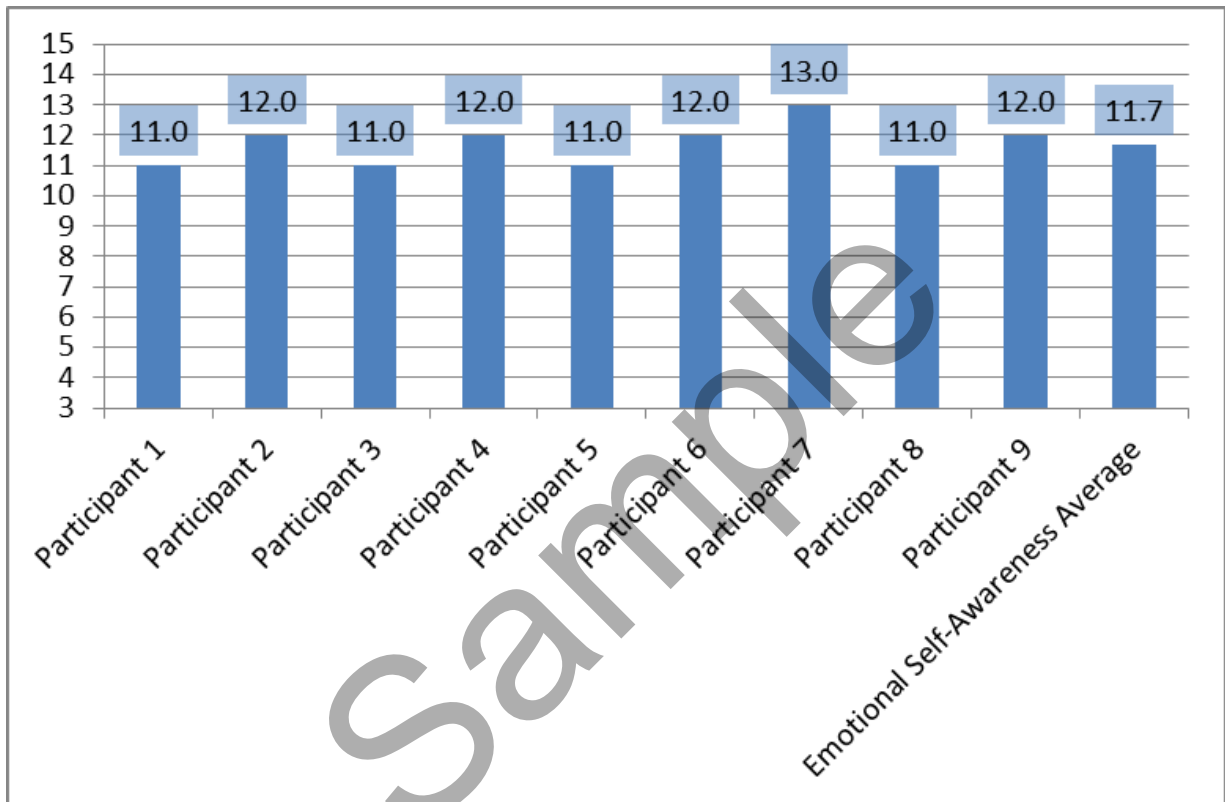
Congratulations! Your social and emotional intelligence is exceptional !! You are among the elite. At least we hope so. If you scored in this range, there are two possibilities: You are either extremely high in social and emotional intelligence or extremely low. How can this be? These results may reflect your very high level of emotional intelligence or your complete lack of it. Since you must be self-aware to assess yourself accurately, if you lack self-awareness, your entire self-assessment may be out of whack. Self-awareness is the foundational competency of social and emotional intelligence; without it, you cannot have exceptional SEQ. You may wish to seek some third-party perspectives – perhaps from peers, your supervisor, direct reports, customers or family members to validate your score. Or you may wish to consider taking a 360 assessment, where you gain the perspectives of other people in your life. You've either made it to the very top or you have a long way to go.



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## Emotional Self-Awareness



### Scoring Ranges

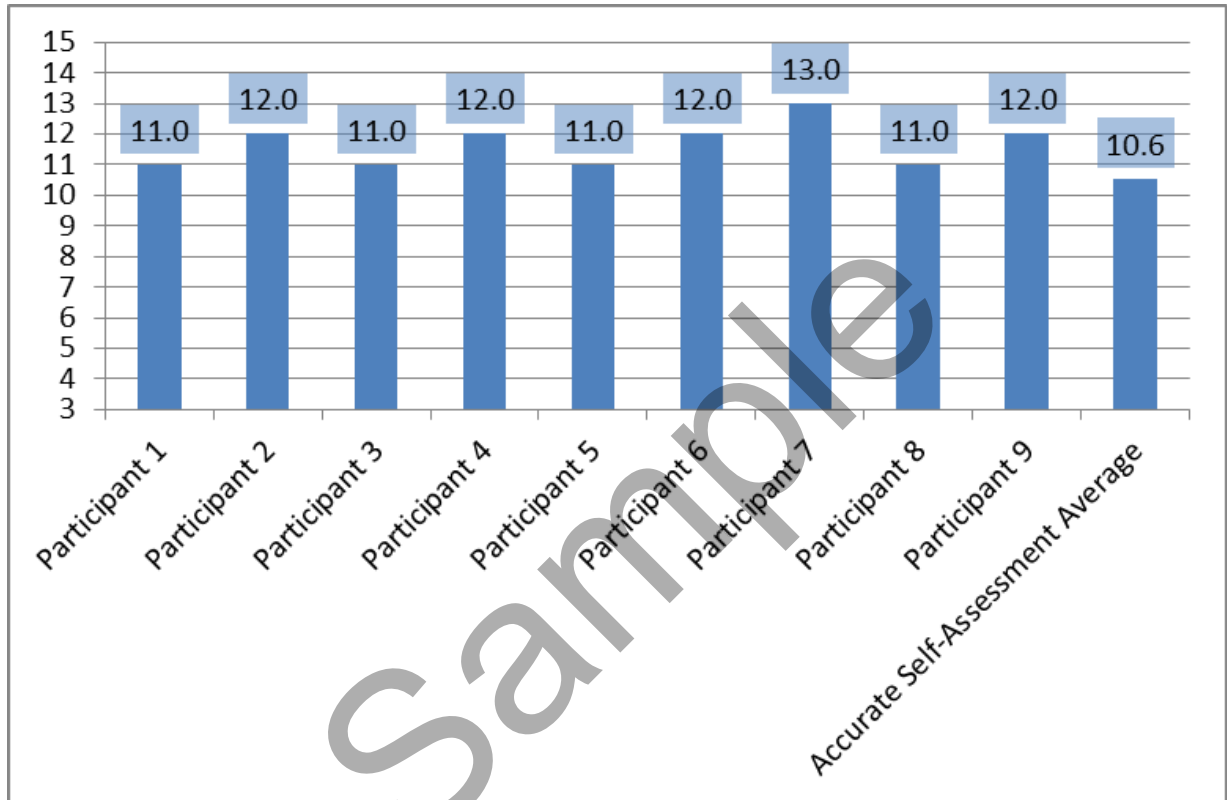
- Exceptional [ 14 or higher ]
- Strong - [ 11 - 13 ]
- Average, or Slightly Above [ 8 - 10 ]
- Vulnerable [ 5 - 7 ]
- Cautionary [ 4 or lower ]



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## Accurate Self-Assessment



### Scoring Ranges

- Exceptional [ 14 or higher ]
- Strong - [ 11 - 13 ]
- Average, or Slightly Above [ 8 - 10 ]
- Vulnerable [ 5 - 7 ]
- Cautionary [ 4 or lower ]

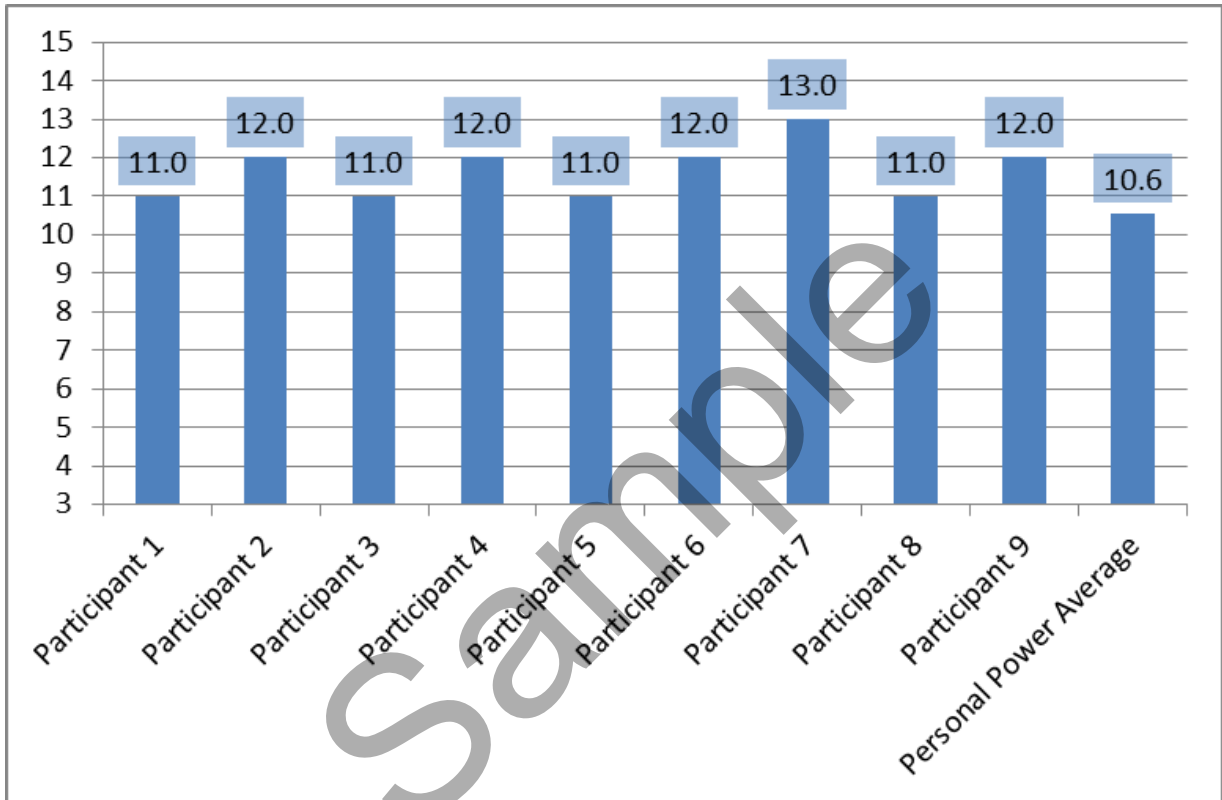




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## Personal Power



### Scoring Ranges

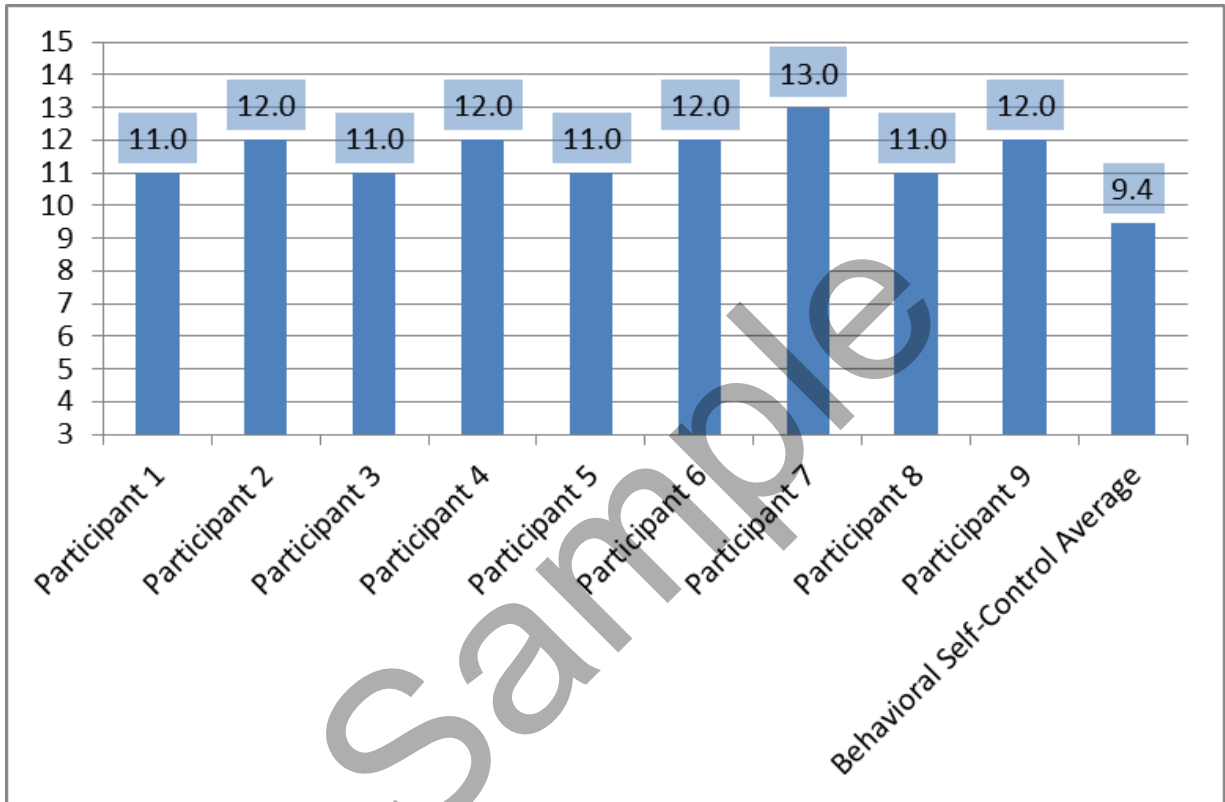
- Exceptional [ 14 or higher ]
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## Behavioral Self-Control



### Scoring Ranges

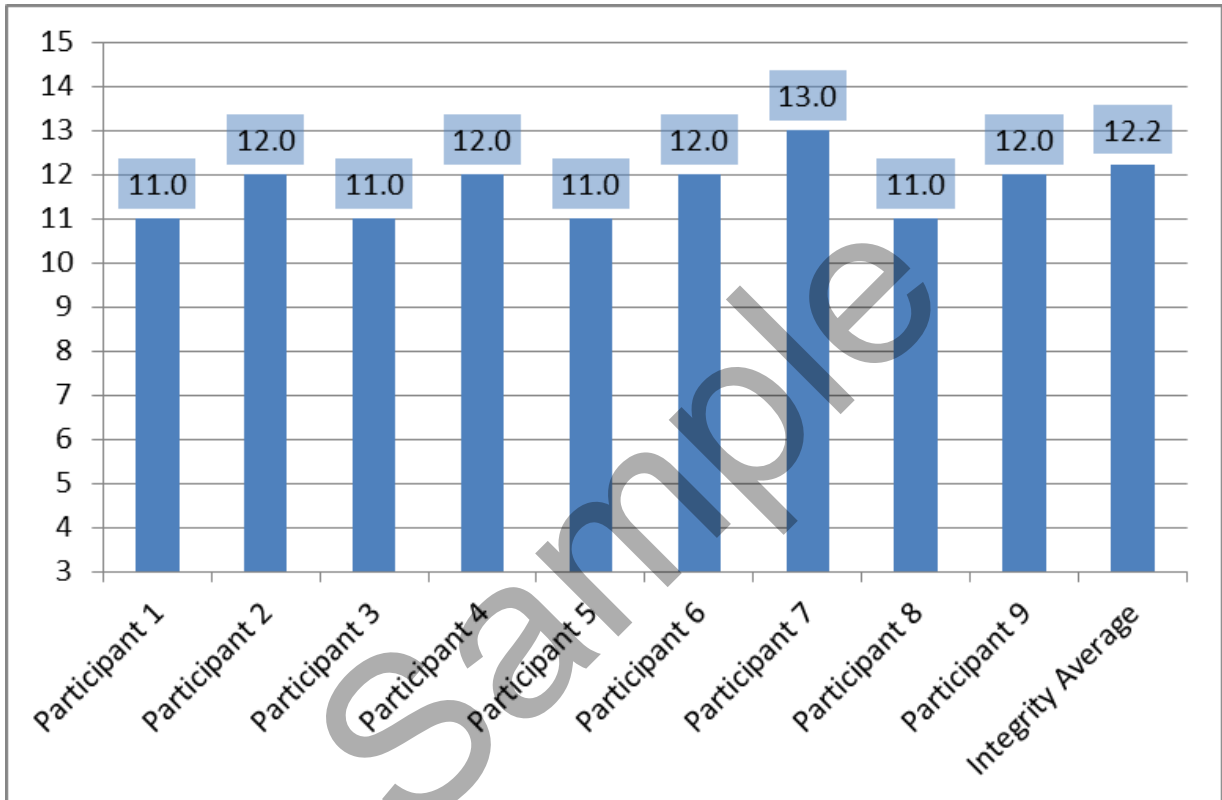
- Exceptional [ 14 or higher ]
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- Vulnerable [ 5 - 7 ]
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## Integrity



### Scoring Ranges

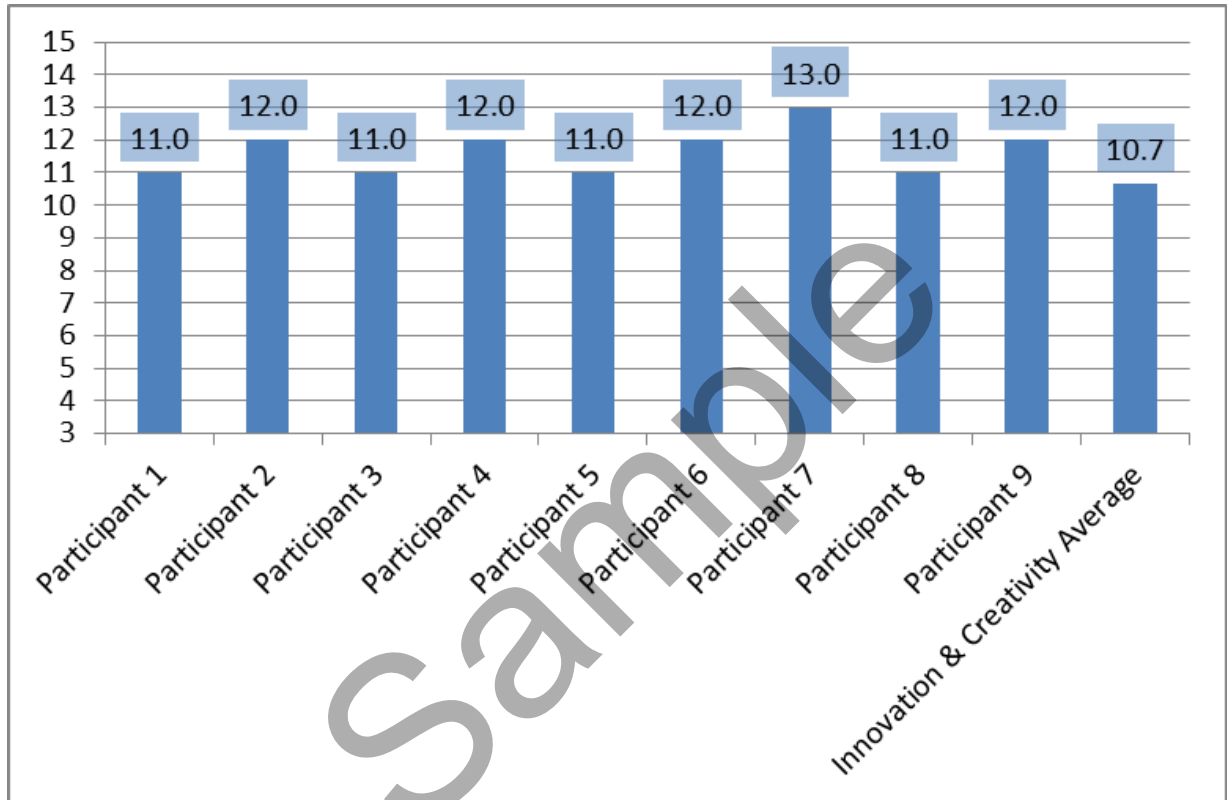
- Exceptional [ 14 or higher ]
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- Average, or Slightly Above [ 8 - 10 ]
- Vulnerable [ 5 - 7 ]
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Remaining competencies removed for brevity.



### Scoring Ranges

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