



podium

Emotional
AWARENESS
DEVELOP

Pat Participant

September 2019



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Introduction



The Assessment

Emotional Awareness is a trait measure of emotional intelligence. It focuses on five general aspects of emotional awareness including how people understand, process and manage emotions. These areas are detailed below.

<p>Emotional Perception <i>Concerns individuals' perceptions of their and others' feelings, needs and concerns.</i></p>	<p>Emotional Self-awareness <i>Awareness and understanding of feelings and emotions.</i></p> <p>Emotional Perception of Others <i>Perception of others' feelings, needs and concerns.</i></p>
<p>Emotional Preferences <i>Concerns the value you place on emotions when making decisions and your need to express emotions.</i></p>	<p>Emotional Thinking <i>Tendency to rely on emotions over rational analysis when making decisions.</i></p> <p>Emotional Expression <i>Tendency to be moved by emotion and the need to express one's feelings.</i></p>
<p>Emotional Judgement <i>Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</i></p>	<p>Emotional Reasoning <i>Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</i></p>
<p>Emotional Management (self) <i>Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.</i></p>	<p>Emotional Well-being <i>Tendency to feel confident and satisfied with yourself, and life in general.</i></p> <p>Emotional Regulation <i>Capacity to withstand stress and effectively control your emotions.</i></p>
<p>Emotional Management (others) <i>Concerns how individuals work to positively influence others' moods, feelings and emotions.</i></p>	<p>Emotional Support <i>Tendency to empathise with others, show compassion and offer support.</i></p> <p>Emotional Influence <i>Tendency to influence others and positively impact their feelings.</i></p>

The Report

The purpose of this report is to give information about Pat's likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with him.

Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

Emotional Awareness is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 are considered low, while scores of 5 to 6 are moderate, and scores of 8 to 10 are considered high.



Comparison Group (Norm)

Pat's results have been compared against the following norm group.

Assessment	Name	Size
Emotional Awareness	International Participants	1370

Impression Management

The impression management indicators would suggest that Pat was happy to present himself openly, honestly and without wishing to project a positive or distorted image of himself.

Profile Summary

Detailed below is a summary of Pat's results. What this means on-the-job is detailed more fully in the remainder of this report.



Emotional Perception

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



Emotional Perception of Others

Perception of others' feelings, needs and concerns.



Emotional Preferences

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.



Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



Emotional Judgement

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



Emotional Management (self)

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



Emotional Management (others)

Emotional Support

Tendency to empathise with others, show compassion and offer support.



Emotional Influence

Tendency to influence others and positively impact their feelings.



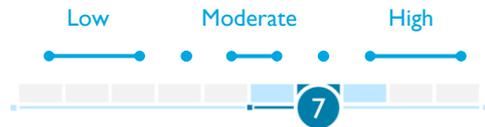
Results in Detail

Emotional Perception

Concerns individuals' perceptions of their and others' feelings, needs and concerns.

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



What This Result Means

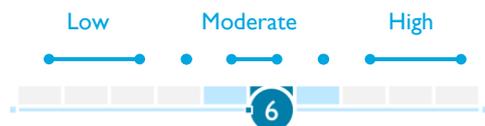
- Pat's results indicate that he should be more connected than most people to the things that influence his moods or emotions.
- Being fairly open to self-reflection, he should be receptive to feedback from others.
- He is much more likely than others to reflect on the role that feelings play in his decision-making.
- Pat should be conscious of the situations or events that cause him stress or upset.

Development Recommendations

- Encourage Pat to make a list of his strengths and development needs in comparison to others.
- Provide feedback on his strengths and development needs and encourage them to seek further feedback from people he trust to be honest and objective.
- Remind him to keep an open mind, especially in response to feedback he disagree with.
- Encourage him to make a habit of reflecting on the way he feels and discussing it with others.
- Encourage Pat to keep a journal of his feelings and reactions to things around him.
- Review his notes and assess what impacts his emotions have on him, both positively and negatively.

Emotional Perception of Others

Perception of others' feelings, needs and concerns.



What This Result Means

- Pat should be as effective as most at reading others' non-verbal emotional cues.
- He should be reasonably interested in tuning into what makes people 'tick'.
- He should be reasonably adept at noticing when someone needs support.
- He should make an effort to understand others' feelings about a work issue.

Development Recommendations

- Remind him to spend more time interacting with people from diverse backgrounds and getting to know them better; asking them about their feelings, motivations, aspirations, and fears.
- Encourage him to pay attention to others' tone, expressions and body language, and to assess how these align with their stated feelings.
- Have Pat test his intuition. For example, if he feels someone needs support then he should simply ask them. Alternatively, encourage him to

reach out to others who are more skilled in this area to check his perceptions.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Emotional Preferences

Concerns the value individuals place on emotions when making decisions and their need to express emotions.

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.



What This Result Means

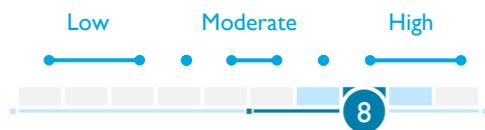
- Pat's results suggest that he is likely to appraise a situation both in terms of his feelings and logical analysis.
- When dealing with people, he should be reasonably concerned about his interpretation of a particular proposal or course of action.
- He should equally consider his own and others' feelings when making decisions.

Development Recommendations

- Work with Pat to review a significant decision he made at work and assess the extent to which he relied on rational analysis or feelings.
- Encourage him to try to balance both facts and feelings when making decisions.
- Remind him to consider the human element and the impact of his decisions on others.
- If he has a preference for relying on one source of information over another, then he should seek the input of others who can help balance his perspective.

Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



What This Result Means

- Pat profiles as having a strong need to express himself and should be comfortable discussing his feelings with others.
- He should have an appreciation for creative and cultural activities such as art, music, and literature.
- While he is likely to place value on self-expressive pursuits, Pat may run the risk of neglecting practical, everyday matters.
- By being prepared to show emotion, it should be easy to know where you stand with him.

Development Recommendations

- Remind Pat to be open to his and others' emotions. Help him recognise that, whether it involves sadness, pain, joy or happiness, people need to express themselves from time to time.
- Sharing his positive feelings with others can help motivate and build bonds with others.
- Remind him that appropriately sharing his negative feelings with the right people can be a form of relief. It motivates others to show empathy and respond to his needs by offering support and guidance. It can help motivate him to understand the sources of the feelings and act to address them.
- Encourage Pat to take the time to write down what he thinks and how he feels about things to help him better express himself.
- Work with him to identify individuals who are understanding to share how he feels and

encourage him to be ready to trust others.
Remind Pat that being overly guarded about his feelings may lead others mistrust him.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Emotional Judgement

Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



What This Result Means

- Pat's profile suggests that he may be selective in whose viewpoint is sought when consulting others.
- When communicating his decisions, he may be less concerned than some others with explaining the rationale behind a decision.

Development Recommendations

- Work with Pat to create a list of the recent decisions he has made, all the stakeholders involved or impacted and who he consulted when making the decision, then compare the list of stakeholders with those he consulted.
- Encourage him to identify and consult with all stakeholders about their feelings and perspectives when making decisions and planning.
- Encourage him to use brainstorming sessions and probing questions to gather stakeholder thoughts.
- Remind Pat to take extra time to communicate his decisions and the rationale behind them to all stakeholders; taking into consideration their feelings and perspectives.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Emotional Management (self)

Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



What This Result Means

- Pat profiles as being happier and more satisfied with himself than the average person.
- He should have sufficient self-esteem to explore any areas of development without being overly self-critical.
- Fairly positive and self-assured, he is likely to accept feedback and criticism more readily than most.

Development Recommendations

- Remind Pat that nobody is perfect, that we all have flaws and face challenges, and what matters is what we choose to do about it.
- Encourage him to be mindful of not overinflating his weaknesses or overrating his strengths.
- Review some of the negative comments he may have received over the years and his reactions to them. Work with him to identify if there is truth to these comments and what can he do about them?
- Encourage him to take care of his well-being and health by eating better, getting enough sleep, exercising and engaging in mind-body practices such as meditation.
- Remind Pat that building self-confidence can be as simple as taking on more progressive challenges and viewing them as learning opportunities.

Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



What This Result Means

- Reasonably composed by nature, Pat should be able to manage his emotions and ignore minor inconveniences.
- He should be no better or worse than others at monitoring his reactions in order to respond in an appropriate manner.
- While he may occasionally experience emotional highs and lows, these are unlikely to be extreme.

Development Recommendations

- Encourage Pat to identify possible stressors in the workplace and work with him to address them.
- Encourage him to build his tolerance for inconveniences and setbacks by developing coping strategies.
- Remind him that being impulsive may help him seize opportunities, so it's best to try to identify when it's most appropriate to be guarded and restrained and when it's most appropriate to take impulsive and quick action.

- Remind Pat that disruptive emotions can impact his ability to think straight, concentrate and make decisions. As such, he should be sure to take time to relax and reduce his stress before making important decisions.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Emotional Management (others)

Concerns how individuals work to positively influence others' moods, feelings and emotions.

Emotional Support

Tendency to empathise with others, show compassion and offer support.



What This Result Means

- With a genuine interest in others, Pat is likely to have a high level of empathy and compassion.
- He is likely to be accessible and responsive to others' needs.
- He should be effective at building constructive relationships and put people at ease in his company.
- Pat's natural empathy for others suggests that he should be a good listener.

Development Recommendations

- Encourage Pat to show empathy and understanding the next time someone is upset at work by listening to them, asking open-ended questions and offering support.
- Encourage him to work with his team to explore the hurdles they face and to work with his team to find solutions.
- Remind {him,her,them}} to adopt a coaching and mentoring approach to developing others.
- Remind Pat to think of ways to show people they feel valued, cared for and respected.
- Work with him to acknowledge the hard work and contributions of others.

Emotional Influence

Tendency to influence others and positively impact their feelings.



What This Result Means

- Pat's results suggest he should be reasonably effective at influencing behaviour and bringing out the best in people.
- While he should be able to create a climate in which people want to succeed, his success may be limited to certain situations or contexts.

Development Recommendations

- Help Pat understand what motivates others in order to cater his message to their needs.
- Remind him to identify things he can say or do that will facilitate the experience of positive emotions in the person he is trying to motivate.
- Encourage him to adopt persuasion techniques that get people emotionally involved such as the use of stories and painting word pictures.
- Encourage Pat to set realistic yet challenging goals, then work with the his team towards achieving those goals; celebrating each milestone as it is achieved.
- Remind him to think of the occasions and reasons for when teams have failed in achieving their objectives to ensure that such causes have been addressed.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Development Plan

Use this section to summarise and document Pat's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Pat and read the report prior to conducting a coaching session.
2. Corroborate the results with Pat and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with him.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					