



BarOn Emotional Quotient Inventory

By Reuven Bar-On, Ph.D.

Resource Report

Name:

JOHN DOE

ID:

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Admin. Date:

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Introduction

EQ-i is intended to help people better understand their emotional and social functioning. After completion of EQ-i, a Resource Report like this one can be produced, allowing individuals to explore their skills across many different areas. Ideally, a counselor goes through the report with the person who has taken EQ-i, in an effort to maximize the benefits of the information provided.

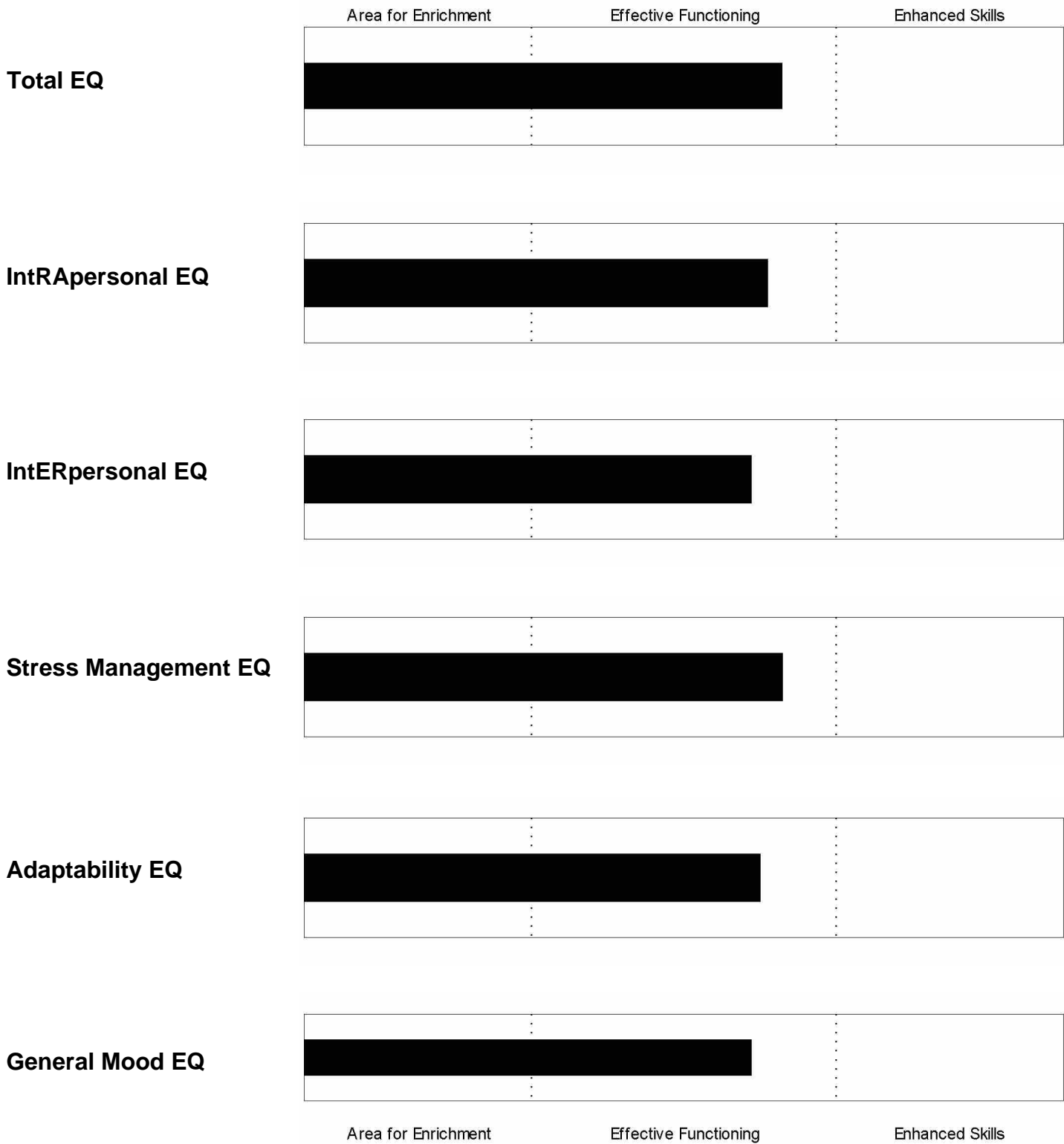
This Resource Report contains several sections. The report begins with graphical displays of the results for Total EQ, the 5 composite scales, and the 15 subscales. Total EQ describes the broadest area of skills looking at overall emotional and social functioning. The composite scales break Total EQ into the 5 domains of Intrapersonal, Interpersonal, Stress Management, Adaptability, and General Mood. The 15 subscales then provide very focused information about specific skills within each of those domains. The report provides several pages of text that describe the results. This text provides general information that may serve as the foundation or starting point for discussion.

The Resource Report also supports the initiation of positive change by offering simple development strategies. These strategies are useful tips to improve targeted skill areas. Discussions with a counselor of the strategies listed in the report and the scale results will help determine the best course of action. Sometimes, after thought and discussion, strategies other than those listed (or supplementing those listed) will end up being used. The tips provided in the report are action-oriented and often provide a quick effective means of initiating improvements that can be embellished by adding other approaches, or by developing a more elaborate program.

There can be some surprises and occasional anxiety associated with EQ-i feedback, but most people experience the process as highly rewarding and enlightening. With thought, areas of higher skill may be used in more situations or more frequently to make the most of them. The identification of lower skill areas should be taken as an opportunity for enrichment. In short, this report summarizes all of the information from the administration, and presents it in a manner intended to maximize the benefits derived from EQ-i.

Composite Scales

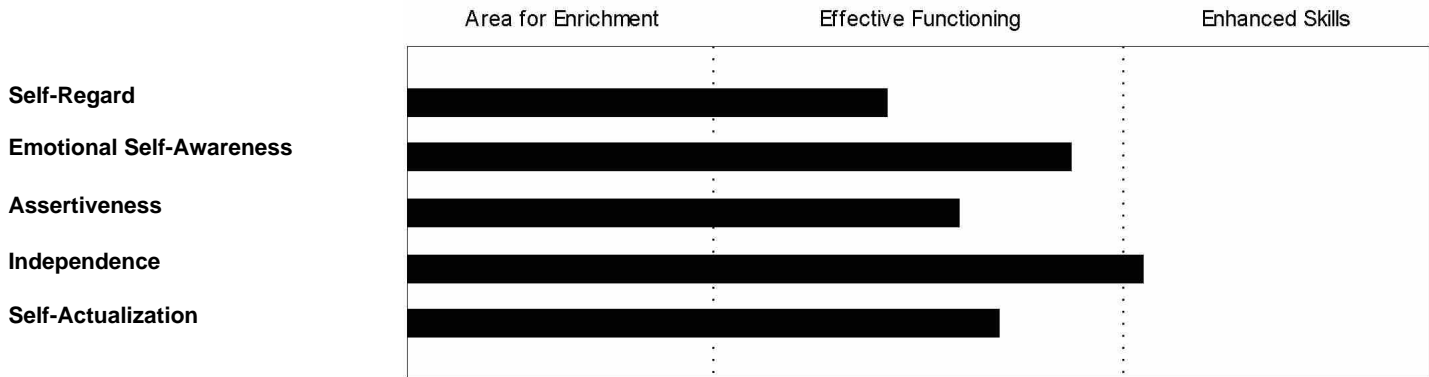
This page shows Total EQ, and the results for the five composite scales.



Content Subscales

The following graphs show the 15 EQ-i subscales grouped according to composite area.

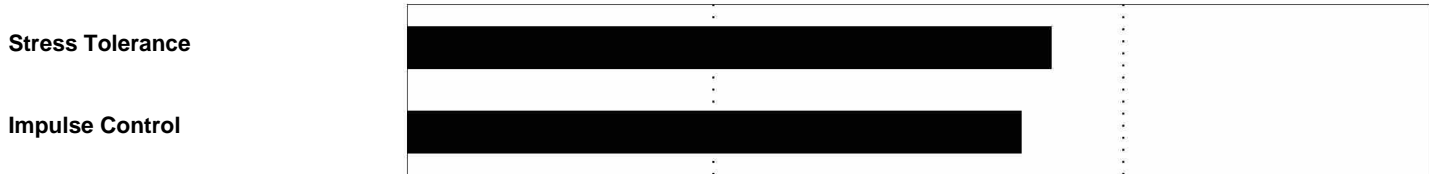
IntRpersonal



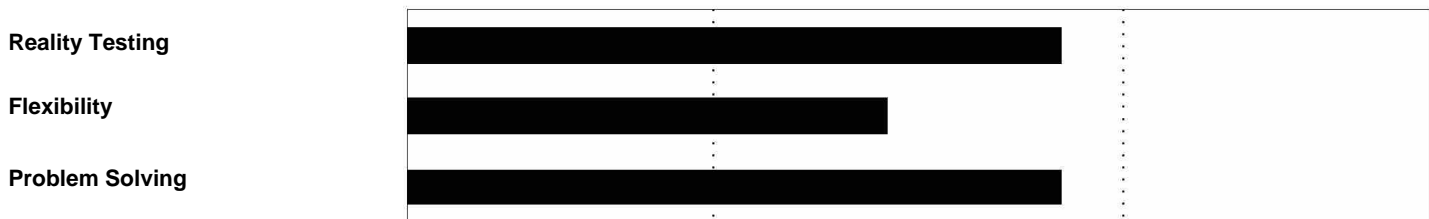
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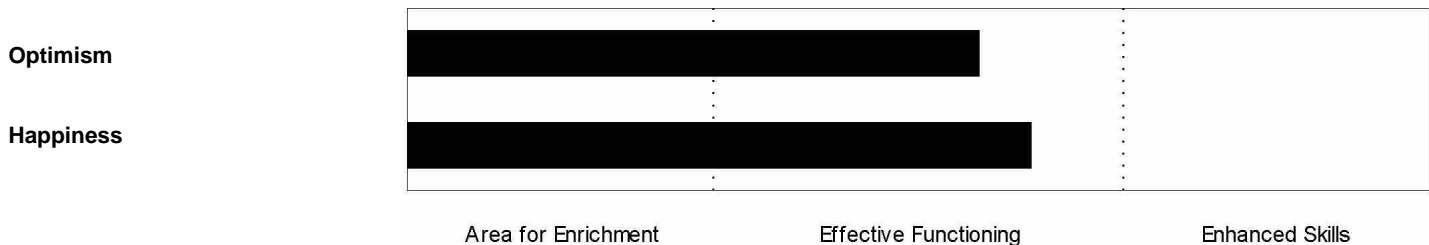
Stress Management



Adaptability



General Mood



Cautionary Remarks

This computerized report is meant to act as an interpretive aid and should not be used as the sole basis for placement, intervention, or other kinds of decision making. This report works best when combined with other sources of relevant information. The report is based on an algorithm that produces the interpretations most common for the scores that are obtained. Unusual interpretations must be explored with other instruments and on a case-by-case basis.

Interpretation Guide for EQ-i Composite and Content Subscale Scores

The following sections describe the meaning of scores for the Total EQ-i scale and each of the EQ-i content scales. In general, high results identify areas of relative strength. Results in the midrange on these scales indicate satisfactory functioning and are obtained by the majority of those in the population who have taken EQ-i. Low results indicate areas that need to be improved in order to increase overall emotional and social intelligence. If all the results are high or all results are low, it is useful to identify the scales with the highest and lowest results; this will help pinpoint areas of relative strength or weakness.

Total EQ

The Total EQ for JOHN indicates an individual who overall feels good about himself and who is leading a successful life. Being at the upper end of the scale for Total EQ Scale also indicates that JOHN is generally optimistic about dealing with problems and has a positive outlook. He can successfully control his emotions most of the time and is typically not impulsive. Overall, this individual's Emotional Intelligence will help optimize his achievements and success. A more detailed description of EQ-i components is given in the next section.

Intrapersonal

This component of the Total EQ-i score pertains to the assessment of the inner self. The subcomponents of the Intrapersonal EQ scale include Self-Regard, Emotional Self-Awareness, Assertiveness, Independence, and Self-Actualization. The responses to items on the Total Intrapersonal composite scale are indicative of an individual who has good self-understanding and who is achieving well up to this point in his life. It is likely that JOHN is independent, strong-minded, and able to express and convey attitudes and ideas with confidence.

Self-Regard

The responses indicate reasonable self-regard and an adequate degree of self-respect and self-confidence. Self-Regard for JOHN is similar to most others in the population. In some situations, confidence will be lacking, but most of the time his ideas and attitudes will be presented in a self-assured way.

Emotional Self-Awareness

The responses suggest highly effective emotional self-awareness and indicate an individual who knows how his feelings and emotions impact on his own opinions, attitudes, and judgments. He is able to facilitate interactions by appropriately monitoring his own emotions during exchanges with others.

Assertiveness

The responses indicate a reasonably good ability to express thoughts, feelings, and emotions. This individual will participate in conversations/discussions and render opinions openly and in a constructive manner. He should be capable of getting across his viewpoint to others.

Independence

The responses indicate an individual who is independent in his thinking and who also has a strong preference to act independently. This type of person may ask others for advice, but rarely depends upon others to make important decisions on his behalf. This individual prefers to be in charge rather than being under the supervision of someone else.

Self-Actualization

The results indicate an individual who feels reasonably content with his accomplishments and with his ongoing activities and roles. JOHN enjoys what he does and likely strives to improve and learn.

Interpersonal

This component of the Total EQ-i scale taps interpersonal capacity and functioning. The subcomponents of the Interpersonal scale include Empathy, Social Responsibility, and Interpersonal Relationship. Most interpersonal situations are handled well and with confidence. Most of the time, the opinions and attitudes of others are understood, and he has the ability to relate to people reasonably well. The score is reflective of someone who is usually responsible, dependable, and functions well in tasks involving making contact with others and cooperation.

Empathy

The responses indicate an individual who has a good awareness, understanding, and appreciation of the feelings of others most of the time. As a result, JOHN will generally interact well with others and work effectively in cooperative efforts where relating to other people is important.

Social Responsibility

The responses pertaining to the Social Responsibility scale indicate an individual who is cooperative and constructive. JOHN is probably quite responsible and dependable. He will be helpful when interacting with others and will actively contribute to the "community at large" (society, the corporation, team, etc.).

Interpersonal Relationship

The responses portray an individual who has above average interpersonal skills. This is the scale that ties most directly to the ability to interact with others. JOHN is able to form agreeable relationships and alliances. This ability supports effective communication and the mutually beneficial exchanges of ideas, feelings, and information.

Stress Management

The Stress Management component of EQ-i consists of the Stress Tolerance and Impulse Control Subscales. Both components of this composite scale are above average indicating a calm disposition, lack of impulsivity, and the ability to withstand stress.

Stress Tolerance

The results of the Stress Tolerance scale indicate an enhanced ability to withstand adverse events and stressful situations. JOHN is generally able to cope with stress actively and effectively. He is generally calm and rarely gets overly anxious or agitated even when under pressure.

Impulse Control

The results indicate effective impulse control ability that suggests an individual who is able to resist or delay impulses, drives, and temptations to act. He is rarely impatient, rarely overreacts, or loses control. Proper thought is given to decisions and actions helping to avoid careless or costly mistakes.

Adaptability

This part of EQ-i is composed of the Reality Testing, Flexibility, and Problem Solving Scales and examines how successful one is in coping with environmental demands based on one's ability to effectively size up and deal with problematic situations. The Adaptability component is substantially higher than average. JOHN is probably very flexible and able to adjust to changing circumstances and situations. The responses to the Adaptability component of EQ-i suggest he is practical, understands problematic situations, and can usually come up with effective solutions. Not only are these valuable personal attributes for home and family life, but those with good adaptability thrive in work settings that require someone who is "down-to-earth," clear thinking, and adapts easily to changing demands.

Reality Testing

The results indicate an individual who has an enhanced ability to evaluate and grasp the correspondence between what he experiences (the "subjective") and the facts/reality (the "objective"). This type of person is often described as realistic, well grounded, and "tuned in" to what's going on around him/her.

Flexibility

The results indicate a fairly typical ability to adjust emotions, thoughts, and behavior in dynamic environments and changing conditions. Like most people, significant changes may be perceived as difficult, but most adjustments are handled adequately.

Problem Solving

The responses to the Problem Solving scale reflect an effective approach to resolving problems. JOHN probably has a very deliberating style, and is good at defining problems as well as generating and implementing potentially effective solutions. The responses indicate a very methodical individual who is capable of cost-benefit analysis and consideration of long-term implications.

General Mood

The subcomponents of this composite scale consist of the Optimism and Happiness subscales. These components of EQ-i measure one's general feeling of contentment and overall outlook on life. High scores on these components indicate a positive outlook that can help bolster oneself and those around. Both components of the General Mood scale are about average or higher, and descriptions of these components are given below.

Optimism

The results indicate an effective use of optimism to help maintain a positive attitude. This characteristic is usually beneficial in handling difficult or stressful situations.

Happiness

The responses to this scale indicate a person who feels generally satisfied with life. JOHN probably has a happy and pleasant disposition that will help maintain, or perhaps even promote, positive feelings in those around him. A positive atmosphere can help lift spirits and improve overall functioning/performance.

Profile Summary

The Overall EQ-i results indicate well-developed Emotional Intelligence. One or two subscales stand out as particularly high relative to the others. These components contribute the most to his Emotional Intelligence.

The highest subscales are Independence, Social Responsibility, Emotional Self-Awareness.

Simple Strategies For Development

Strategies for improving the areas that yielded the lowest EQ-i scores

Flexibility

- Emphasize activities/tasks that require reliability and consistency
- Ensure there is sufficient preparation time to help mitigate the impact of significant change
- Brainstorm, preferably in a group context, to harvest ideas for handling dynamic, changing demands
- Be sure adequate training is received to prepare for new activities and roles; Use change as an opportunity to learn and develop
- Consider how past experiences and skills are applicable to new challenges

Self-Regard

- Build confidence by recognizing successful efforts and independent achievements
- Make sure achievements are properly celebrated and rewarded
- Train to improve skills and increase self-regard by increasing capabilities
- Set goals that are challenging yet readily obtainable
- Pinpoint areas of relative strength and try to capitalize fully on these areas

Assertiveness

- If the problem with being assertive is due to a personality style, assertiveness training may be needed
- Reduce barriers to "up-front" communication by making circumstances less threatening
- Some people have trouble being assertive in face-to-face discourse; written or electronic communication methods may be viable alternatives
- Increase confidence (key to assertiveness) by recognizing and rewarding well-presented thoughts and ideas

Closing Remark

This narrative report is meant as an aid to help understand the results of the BarOn EQ-i. Combined with other information, EQ-i can help identify areas of strength as well as areas that could be improved. This report describes the emotional and social functioning of the respondent in accordance with the responses provided.

Date Printed: December 09, 2002

End of Report