



BarOn Emotional Quotient Inventory

By Reuven Bar-On

Group Report

Group Name: SAMPLE 001

Total in Group:	5
Males:	2
Females:	3
Unspecified:	0
Original Report Date:	August 13, 2002

The information given in this report should be used as a means of generating hypotheses and as a guide to assessment. Scores are reported as standard scores: 100 represents effective emotional functioning. Scores greater than 100 represent enhanced emotional functioning, and scores of less than 100 indicate areas that may be improved.



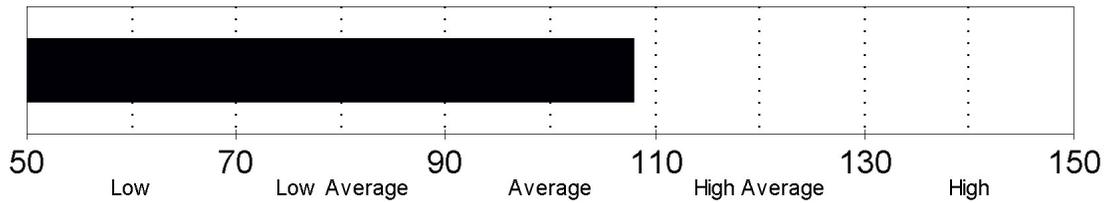
MHS

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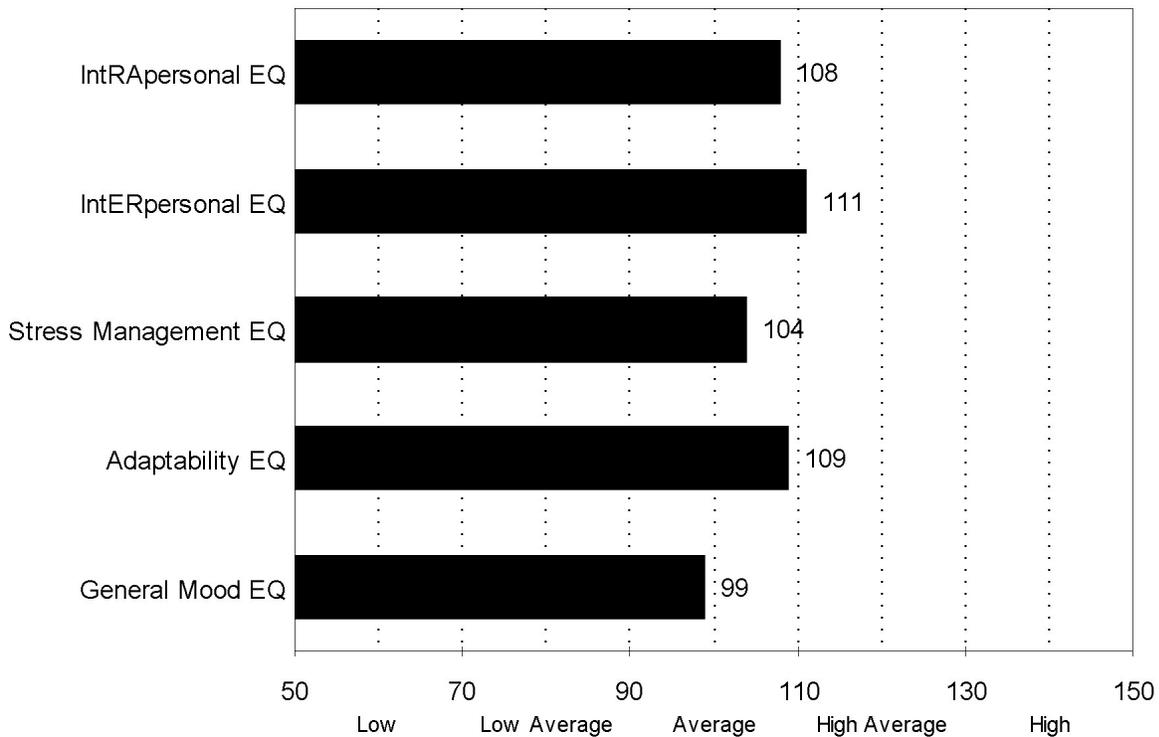
Validity Indicators

Validity Comment:	Check Validity. Markedly elevated validity indicator Positive Impression
Impression:	Positive = 115.8, Negative = 92
High Inconsistency:	0%
High Omissions:	0%

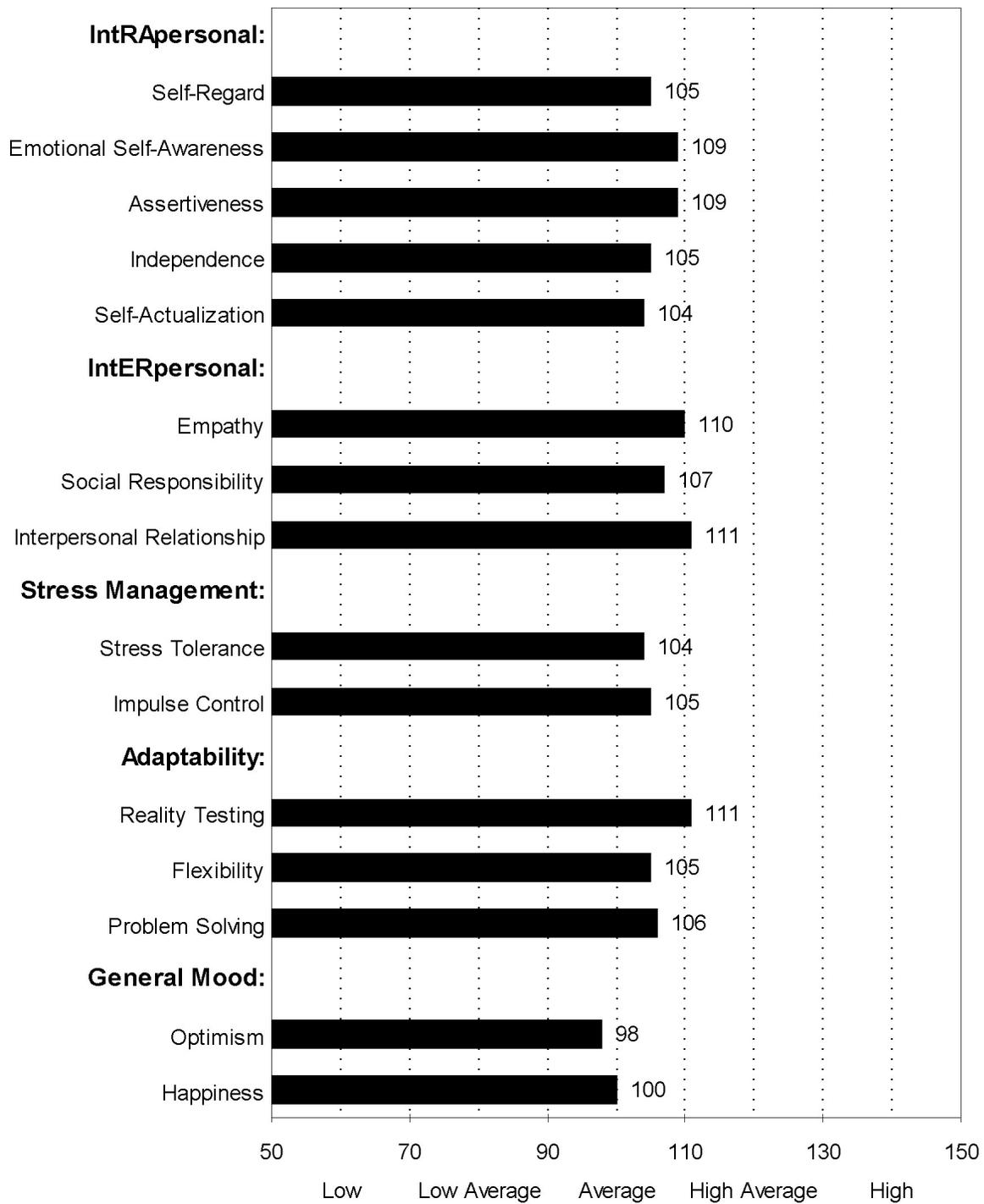
Total EQ: 108



Composite Scales

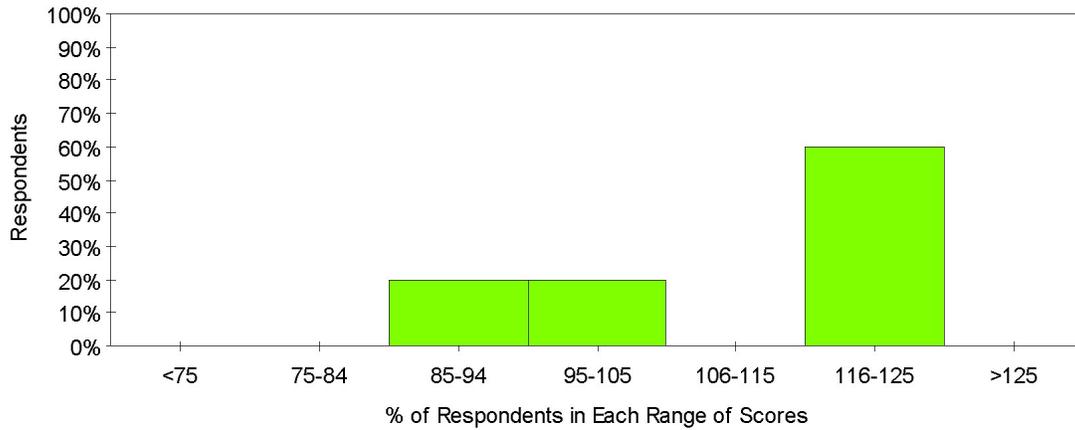


Content Subscales



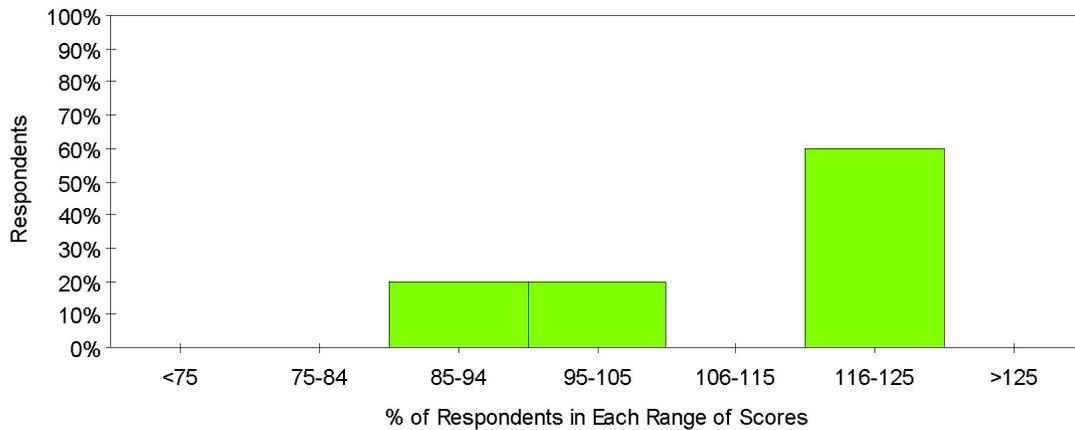
Total EQ

Average = 108.2 Minimum = 87 Maximum = 120 Standard Deviation = 14.3 Valid Responses = 5 Invalid Responses = 0



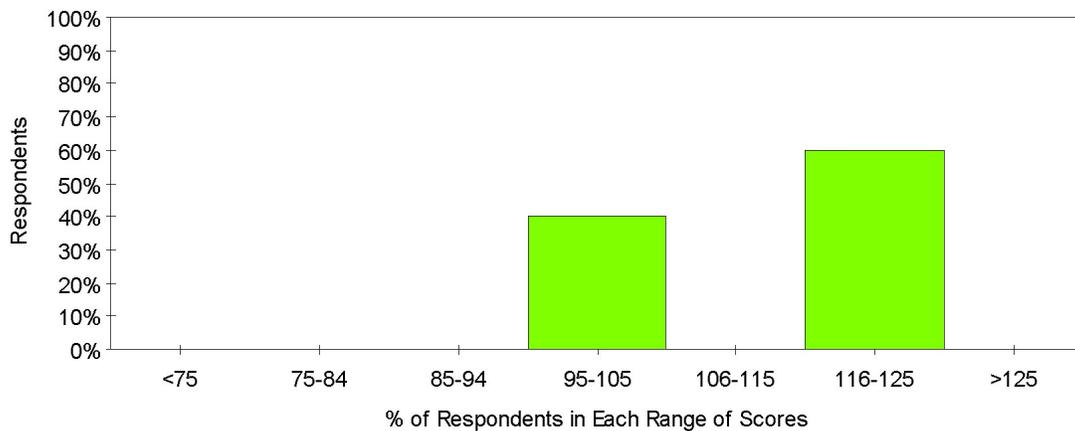
Intrapersonal Scale

Average = 108.2 Minimum = 85 Maximum = 120 Standard Deviation = 13.5 Valid Responses = 5 Invalid Responses = 0



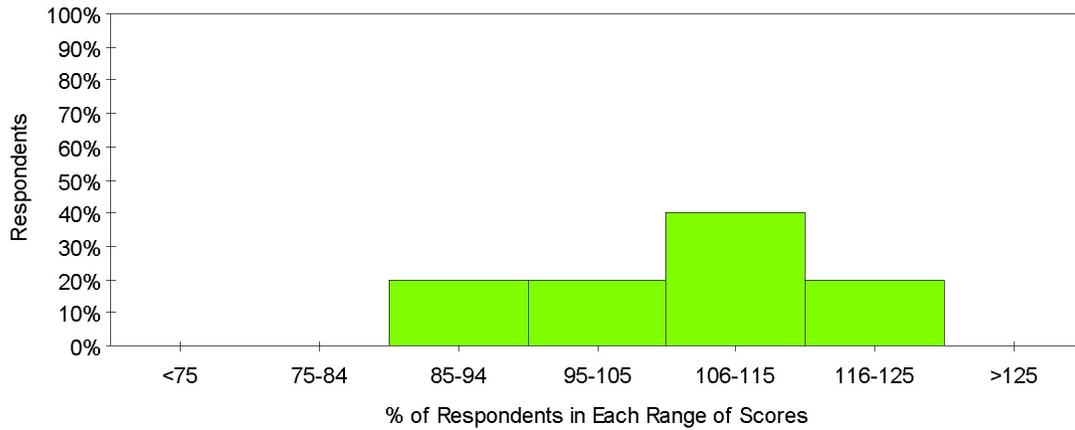
Interpersonal Scale

Average = 110.8 Minimum = 96 Maximum = 120 Standard Deviation = 9.8 Valid Responses = 5 Invalid Responses = 0



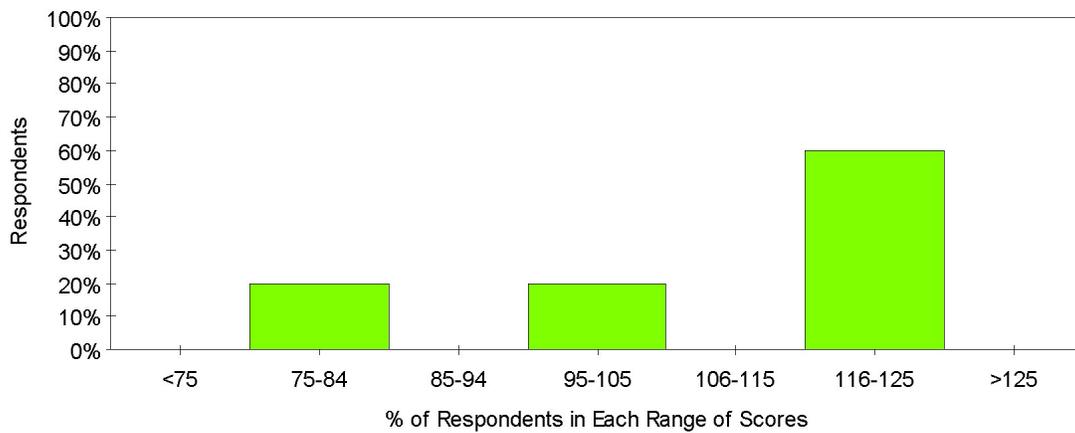
Stress Management Scale

Average = 104.4 Minimum = 91 Maximum = 119 Standard Deviation = 9.9 Valid Responses = 5 Invalid Responses = 0



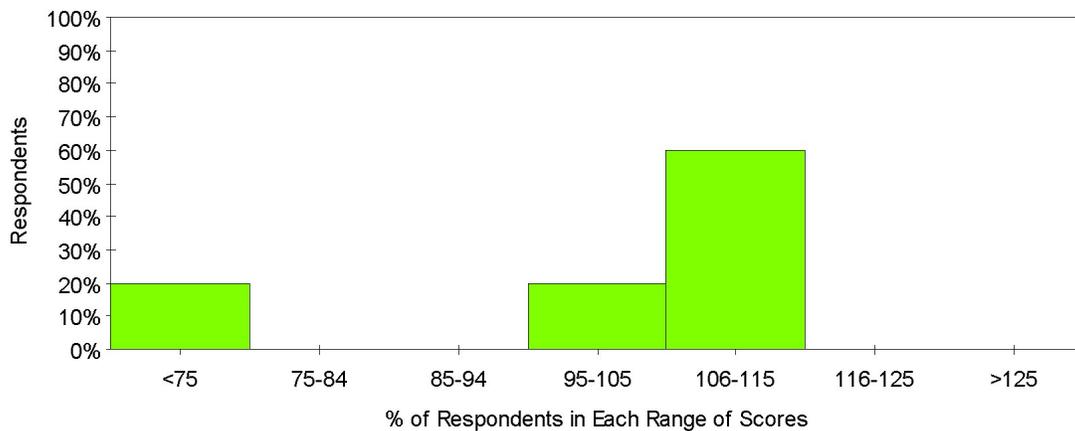
Adaptability Scale

Average = 109 Minimum = 81 Maximum = 125 Standard Deviation = 16.4 Valid Responses = 5 Invalid Responses = 0

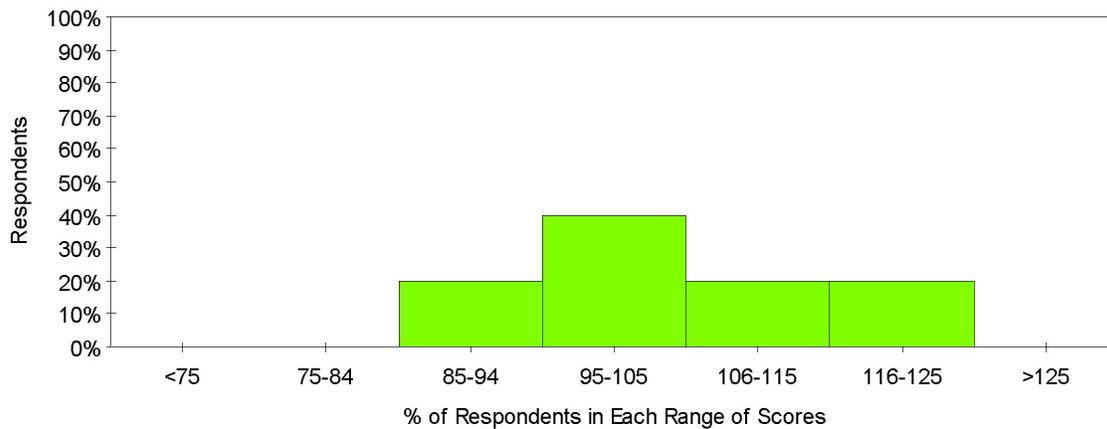


General Mood Scale

Average = 98.6 Minimum = 62 Maximum = 113 Standard Deviation = 18.5 Valid Responses = 5 Invalid Responses = 0



Self-Regard

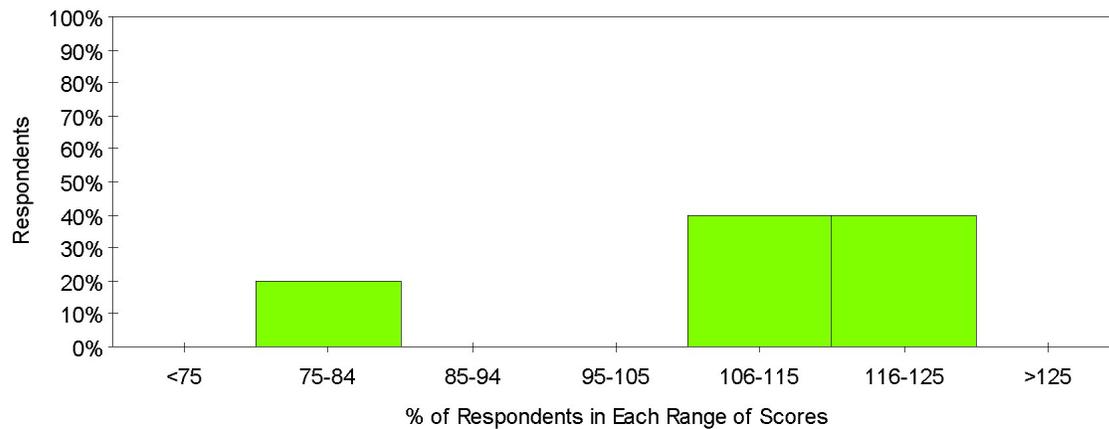


Percentage distribution of all responses (based on 5 respondents)

- Response 0 = No Answer
- Response 1 = Very Seldom true or not true of me
- Response 2 = Seldom true of me
- Response 3 = Sometimes true of me
- Response 4 = Often true of me
- Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
11 I feel sure of myself in most situations.	0	0	20	40	20	20
24 I lack self-confidence.	0	60	0	20	0	20
40 I have good self-respect.	0	0	0	0	20	80
56 I don't feel good about myself.	0	60	0	20	20	0
70 It's hard for me to accept myself just the way I am.	0	80	20	0	0	0
85 I'm happy with the type of person I am.	0	0	0	20	0	80
100 I feel comfortable with my body.	0	0	0	0	20	80
114 I'm happy with the way I look.	0	0	0	0	20	80
129 Looking at both my good points and bad points, I feel good about myself.	0	0	0	0	20	80

Emotional Self-Awareness



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

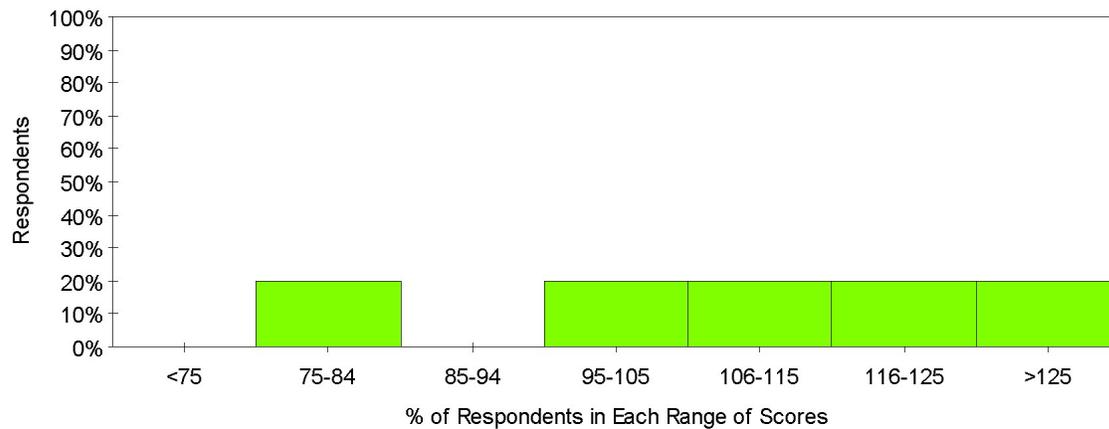
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

	Question	0	1	2	3	4	5
7	It's fairly easy for me to express feelings.	0	0	0	20	40	40
9	I'm in touch with my emotions.	0	0	0	20	0	80
23	It's hard for me to share my deep feelings with others.	0	40	20	40	0	0
35	It's hard for me to understand the way I feel.	0	80	0	20	0	0
52	It's hard to express my intimate feelings.	0	40	20	40	0	0
63	I'm aware of the way I feel.	0	0	0	20	20	60
88	Even when upset, I'm aware of what's happening to me.	0	0	0	20	0	80
116	It's hard for me to describe my feelings.	0	40	20	20	20	0

Assertiveness



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

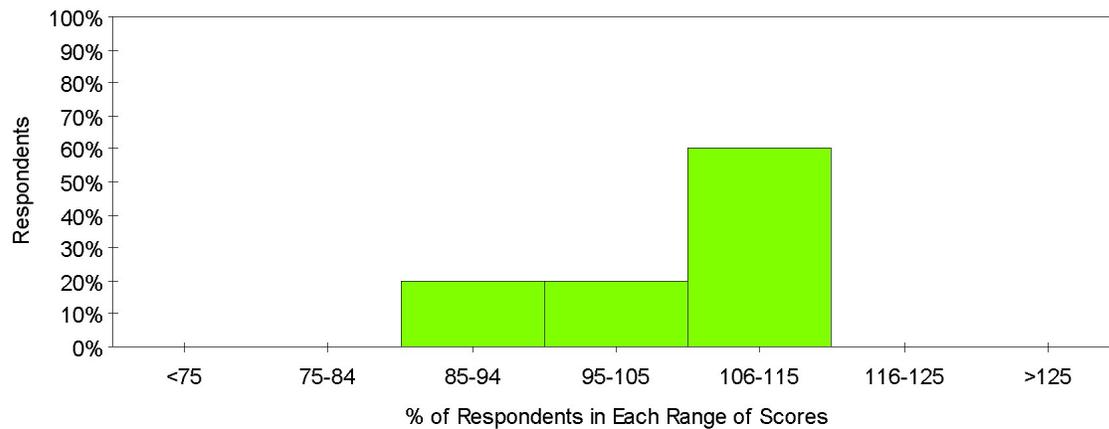
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
22 I'm unable to express my ideas to others.	0	80	20	0	0	0
37 When I'm angry with others, I can tell them about it.	0	0	20	40	20	20
67 When I disagree with someone, I'm able to say so.	0	0	0	20	40	40
82 It's hard for me to say "no" when I want to.	0	40	0	40	20	0
96 It's fairly easy for me to tell people what I think.	0	0	0	20	20	60
111 Others think that I lack assertiveness.	0	40	20	20	20	0
126 It's difficult for me to stand up for my rights.	0	60	20	20	0	0

Independence



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

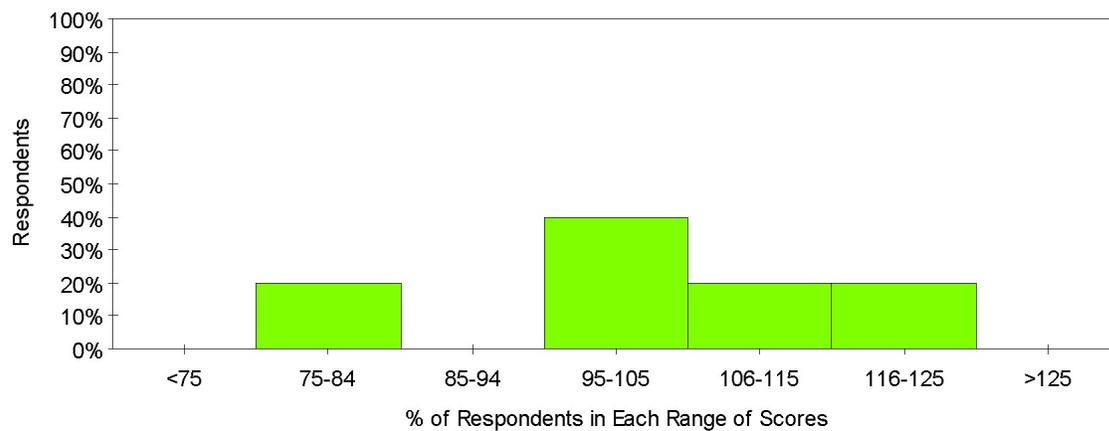
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

	Question	0	1	2	3	4	5
3	I prefer a job in which I'm told pretty much what to do.	0	40	20	20	0	20
19	When working with others, I tend to rely more on their ideas than my own.	0	40	20	20	20	0
32	I prefer others to make decisions for me.	0	60	0	40	0	0
48	It's hard for me to make decisions on my own.	0	80	0	20	0	0
92	I'm more of a follower than a leader.	0	40	40	20	0	0
107	I tend to cling to others.	0	40	40	20	0	0
121	I seem to need other people more than they need me.	0	40	40	20	0	0

Self-Actualization



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

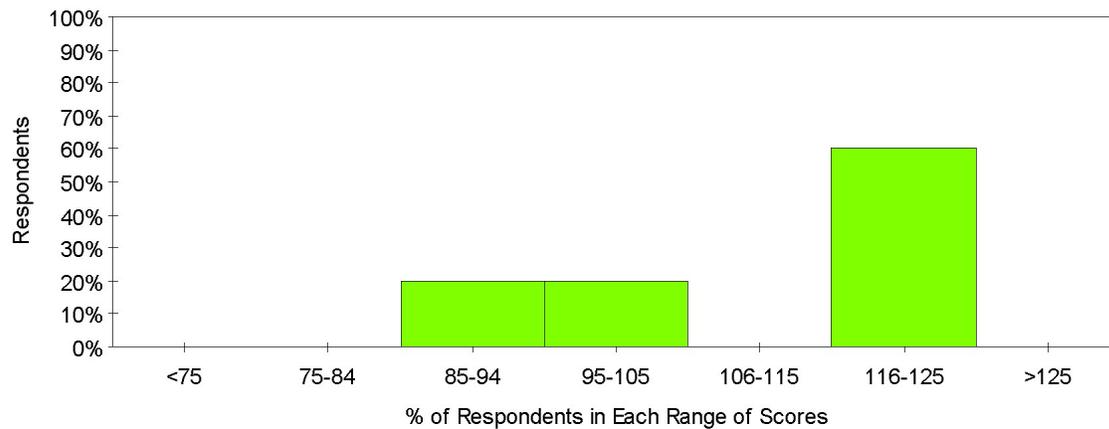
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
6 I try to make my life as meaningful as I can.	0	0	0	0	20	80
21 I really don't know what I'm good at.	0	40	40	0	20	0
36 In the past few years, I've accomplished little.	0	60	20	0	0	20
51 I don't get enjoyment from what I do.	0	40	20	20	20	0
66 I don't get that excited about my interests.	0	80	20	0	0	0
81 I try to continue and develop those things that I enjoy.	0	0	0	0	0	100
95 I enjoy those things that interest me.	0	0	0	0	0	100
110 I try to get as much as I can out of those things that I enjoy.	0	0	0	0	0	100
125 I don't have a good idea of what I want to do in life.	0	60	0	20	0	20

Empathy



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

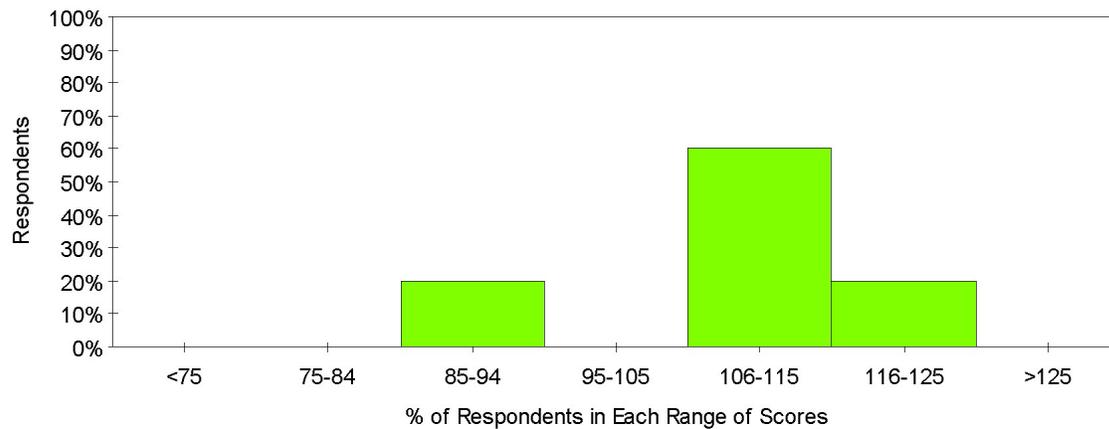
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
18 I'm unable to understand the way other people feel.	0	60	40	0	0	0
44 I'm good at understanding the way other people feel.	0	0	0	40	0	60
55 My friends can tell me intimate things about themselves.	0	0	0	20	20	60
61 I would stop and help a crying child find his or her parents, even if I had to be somewhere else at	0	20	0	0	20	60
72 I care what happens to other people.	0	0	0	0	0	100
98 I'm sensitive to the feelings of others.	0	0	0	0	20	80
119 It's hard for me to see people suffer.	0	0	0	0	20	80
124 I avoid hurting other people's feelings.	0	0	0	0	40	60

Social Responsibility



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

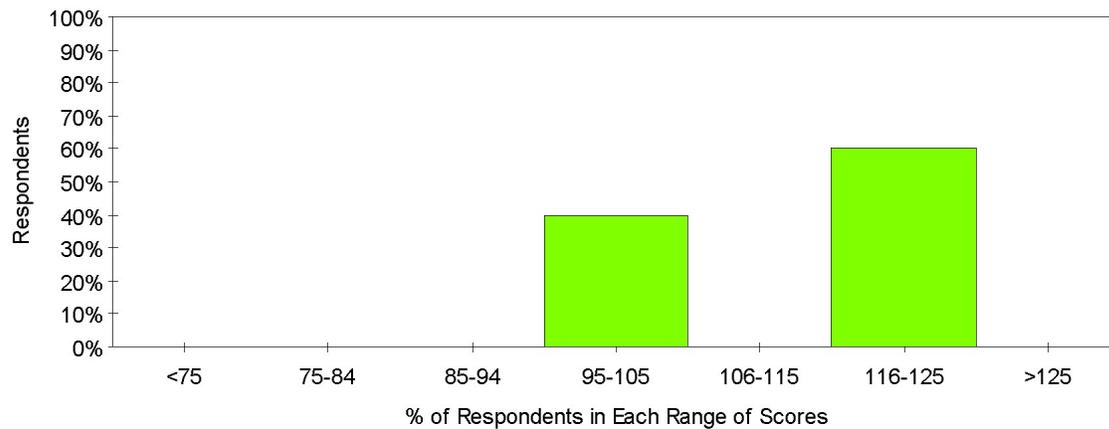
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
16 I like helping people.	0	0	0	20	0	80
30 It doesn't bother me to take advantage of people, especially if they deserve it.	0	80	0	0	0	20
46 Others find it hard to depend on me.	0	60	40	0	0	0
61 I would stop and help a crying child find his or her parents, even if I had to be somewhere else at	0	20	0	0	20	60
72 I care what happens to other people.	0	0	0	0	0	100
76 If I could get away with breaking the law in certain situations, I would.	0	100	0	0	0	0
90 I'm able to respect others.	0	0	0	0	0	100
104 I think it's important to be a law-abiding citizen.	0	0	0	0	20	80
119 It's hard for me to see people suffer.	0	0	0	0	20	80

Interpersonal Relationship



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

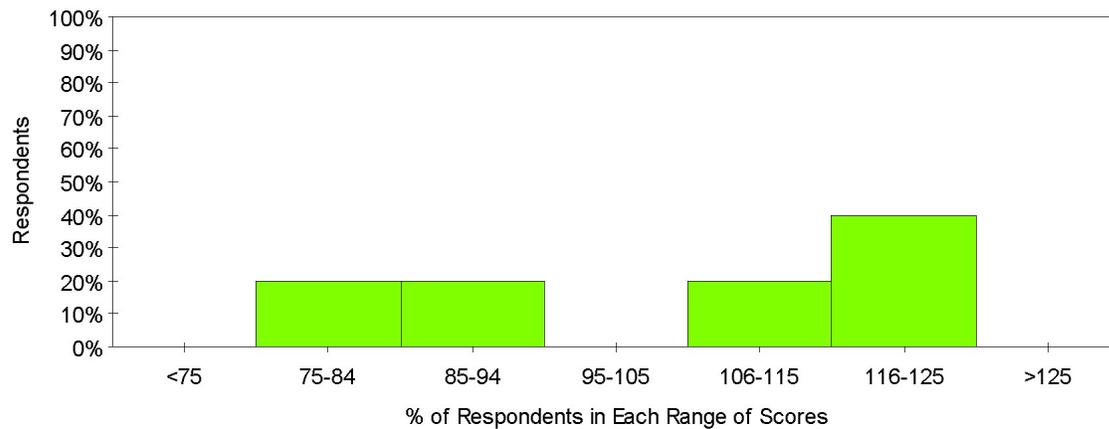
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
10 I'm unable to show affection.	0	80	0	0	20	0
23 It's hard for me to share my deep feelings with others.	0	40	20	40	0	0
31 I'm a fairly cheerful person.	0	0	0	20	0	80
39 It's easy for me to make friends.	0	0	0	0	20	80
55 My friends can tell me intimate things about themselves.	0	0	0	20	20	60
62 I'm fun to be with.	0	0	0	20	20	60
69 I don't get along well with others.	0	80	20	0	0	0
84 My close relationships mean a lot to me and to my friends.	0	0	0	0	0	100
99 I have good relations with others.	0	0	0	0	20	80
113 People think that I'm sociable.	0	0	0	0	20	80
128 I don't keep in touch with friends.	0	60	20	0	0	20

Stress Tolerance



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

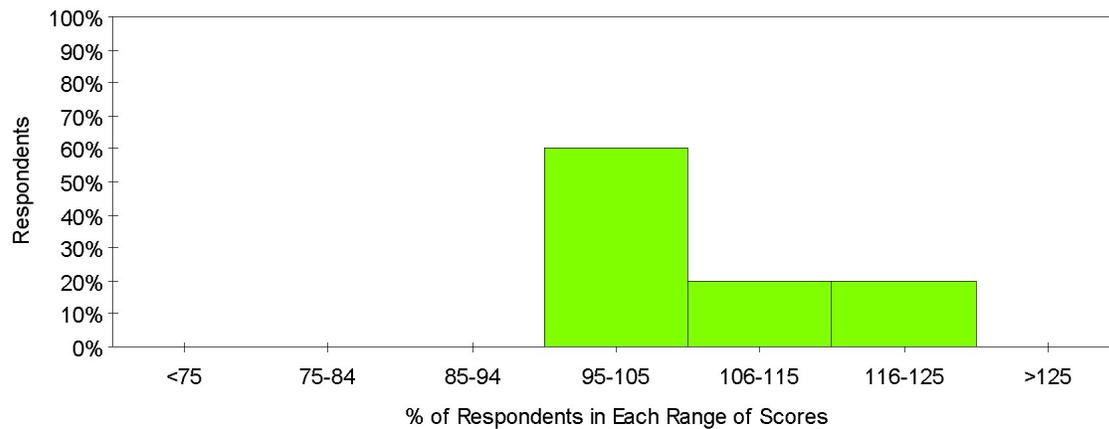
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
4 I know how to deal with upsetting problems.	0	0	0	40	20	40
20 I believe that I can stay on top of tough situations.	0	20	0	20	20	40
33 I can handle stress without getting too nervous.	0	0	20	20	20	40
49 I don't hold up well under stress.	0	40	40	20	0	0
64 I feel that it's hard for me to control my anxiety.	0	60	20	20	0	0
78 I know how to keep calm in difficult situations.	0	0	0	20	20	60
93 It's hard for me to face unpleasant things.	20	20	20	20	0	20
108 I believe in my ability to handle most upsetting problems.	0	0	0	0	20	80
122 I get anxious.	20	40	20	20	0	0

Impulse Control



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

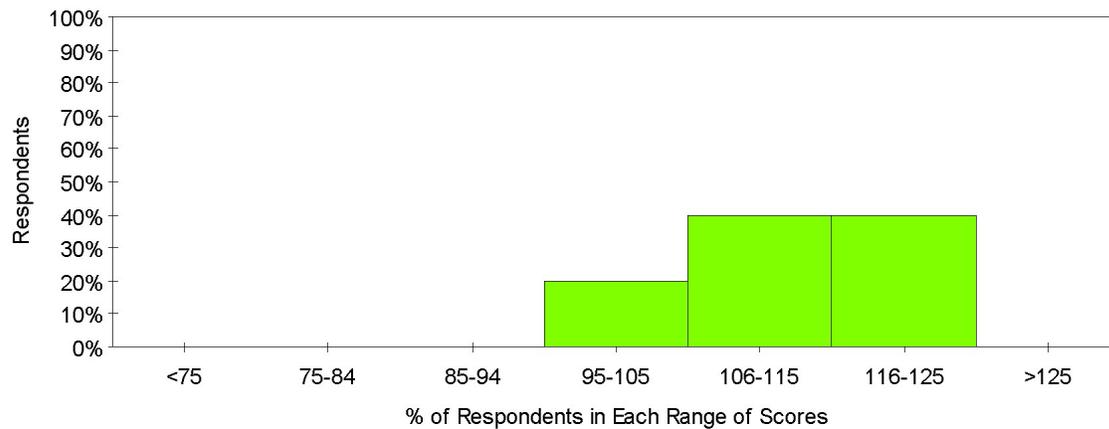
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
13 It is a problem controlling my anger.	0	100	0	0	0	0
27 When I start talking, it is hard to stop.	0	40	0	0	20	40
42 My impulsiveness creates problems.	0	40	60	0	0	0
58 People tell me to lower my voice in discussions.	0	60	20	20	0	0
73 I'm impatient.	0	60	20	20	0	0
86 I have strong impulses that are hard to control.	0	40	60	0	0	0
102 I'm impulsive.	0	20	40	20	0	20
117 I've got a bad temper.	0	80	0	20	0	0
130 I tend to explode with anger easily.	0	80	0	20	0	0

Reality Testing



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

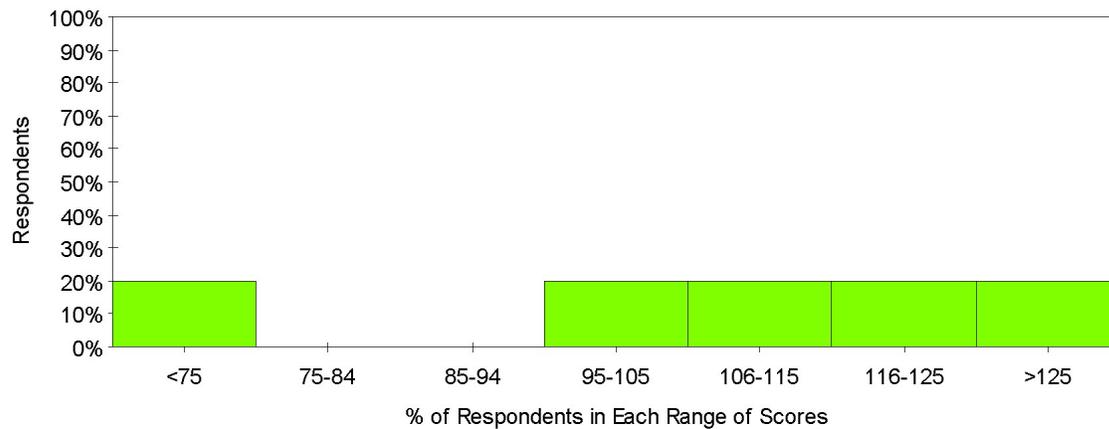
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
8 I try to see things as they really are, without fantasizing or daydreaming about them.	0	0	0	0	0	100
35 It's hard for me to understand the way I feel.	0	80	0	20	0	0
38 I have had strange experiences that can't be explained.	0	60	0	20	0	20
53 People don't understand the way I think.	0	60	0	20	20	0
68 I tend to fade out and lose contact with what happens around me.	0	60	40	0	0	0
83 I get carried away with my imagination and fantasies.	0	80	0	20	0	0
88 Even when upset, I'm aware of what's happening to me.	0	0	0	20	0	80
97 I tend to exaggerate.	0	60	40	0	0	0
112 I can easily pull out of daydreams and tune into the reality of the immediate situation.	0	0	0	0	40	60
127 It's hard for me to keep things in the right perspective.	0	60	40	0	0	0

Flexibility



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

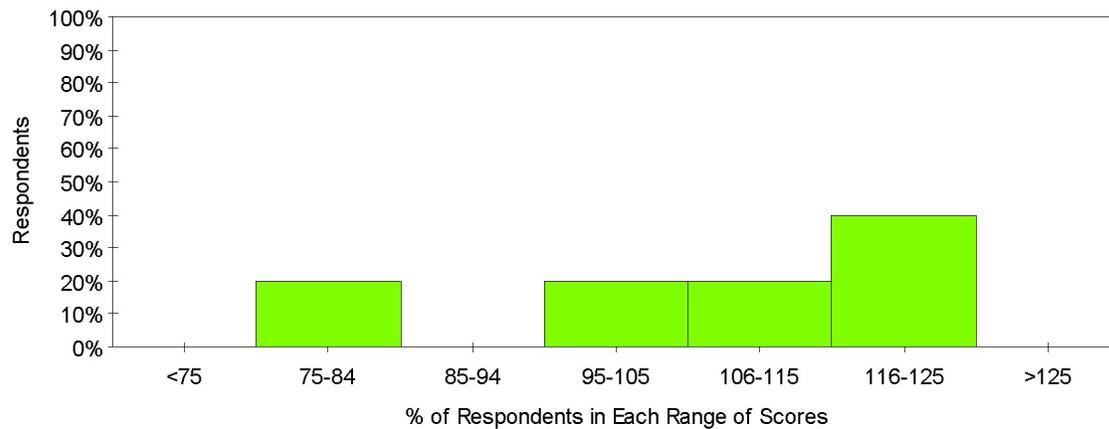
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
14 It's difficult for me to begin new things.	0	80	0	20	0	0
28 It's hard for me to make adjustments in general.	20	60	0	20	0	0
43 It's difficult for me to change my opinion about things.	0	40	20	20	0	20
59 It's easy for me to adjust to new conditions.	0	0	0	40	0	60
74 I'm able to change old habits.	0	0	20	20	20	40
87 It's generally hard for me to make changes in my daily life.	0	20	60	0	0	20
103 It's hard for me to change my ways.	0	60	20	0	0	20
131 It would be hard for me to adjust if I were forced to leave my home.	0	60	0	0	20	20

Problem Solving



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

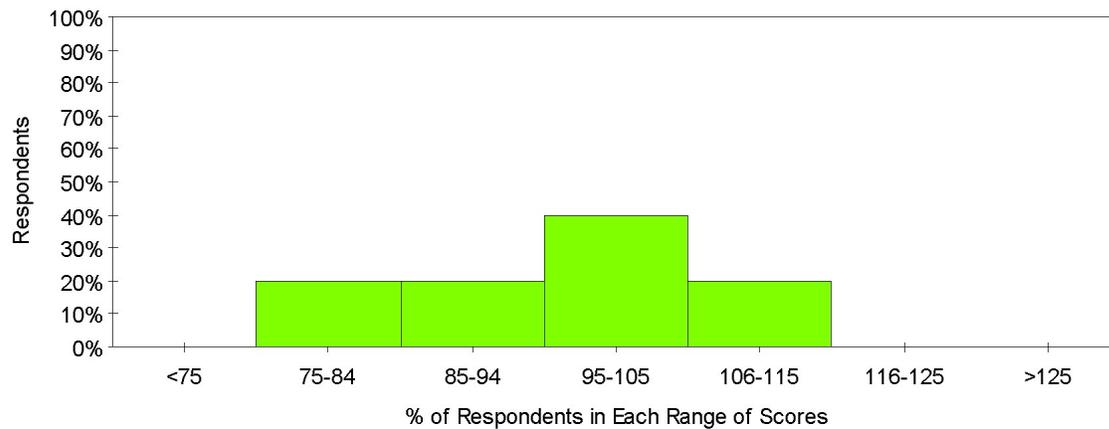
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
1 My approach in overcoming difficulties is to move step by step.	0	0	0	0	40	60
15 When faced with a difficult situation, I like to collect all the information about it that I can.	0	0	0	20	40	40
29 I like to get an overview of a problem before trying to solve it.	0	20	0	0	20	60
45 When facing a problem, the first thing I do is stop and think.	0	0	0	0	40	60
60 When trying to solve a problem, I look at each possibility and then decide on the best way.	0	0	0	20	20	60
75 It's hard for me to decide on the best solution when solving problems.	0	60	20	0	0	20
89 In handling situations that arise, I try to think of as many approaches as I can.	0	0	0	0	40	60
118 I generally get stuck when thinking about different ways of solving problems.	0	40	40	20	0	0

Optimism



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

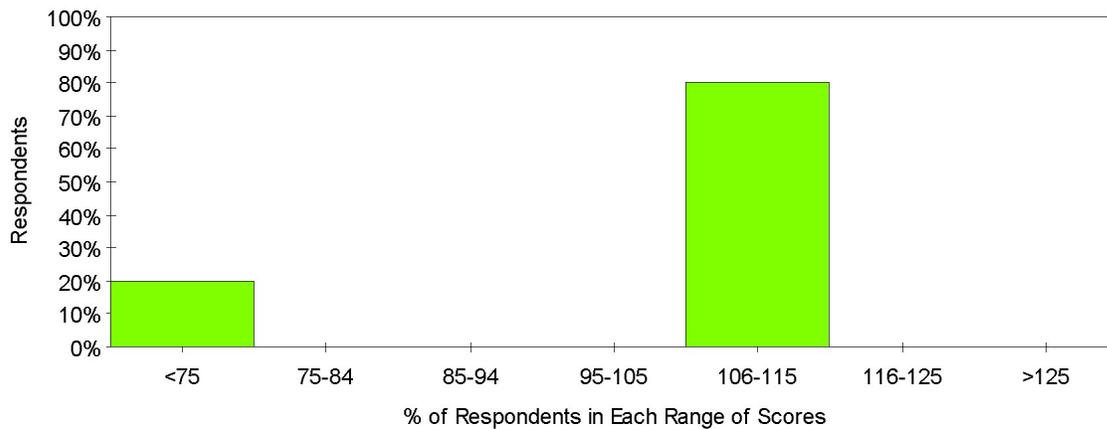
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
11 I feel sure of myself in most situations.	0	0	20	40	20	20
20 I believe that I can stay on top of tough situations.	0	20	0	20	20	40
26 I'm optimistic about most things I do.	0	0	20	20	40	20
54 I generally hope for the best.	0	0	0	0	20	80
80 I'm generally motivated to continue, even when things get difficult.	0	0	0	0	0	100
106 I generally expect things will turn out all right, despite setbacks from time to time.	0	0	0	20	40	40
108 I believe in my ability to handle most upsetting problems.	0	0	0	0	20	80
132 Before beginning something new, I usually feel that I'll fail.	0	80	0	0	0	20

Happiness



Percentage distribution of all responses (based on 5 respondents)

Response 0 = No Answer

Response 1 = Very Seldom true or not true of me

Response 2 = Seldom true of me

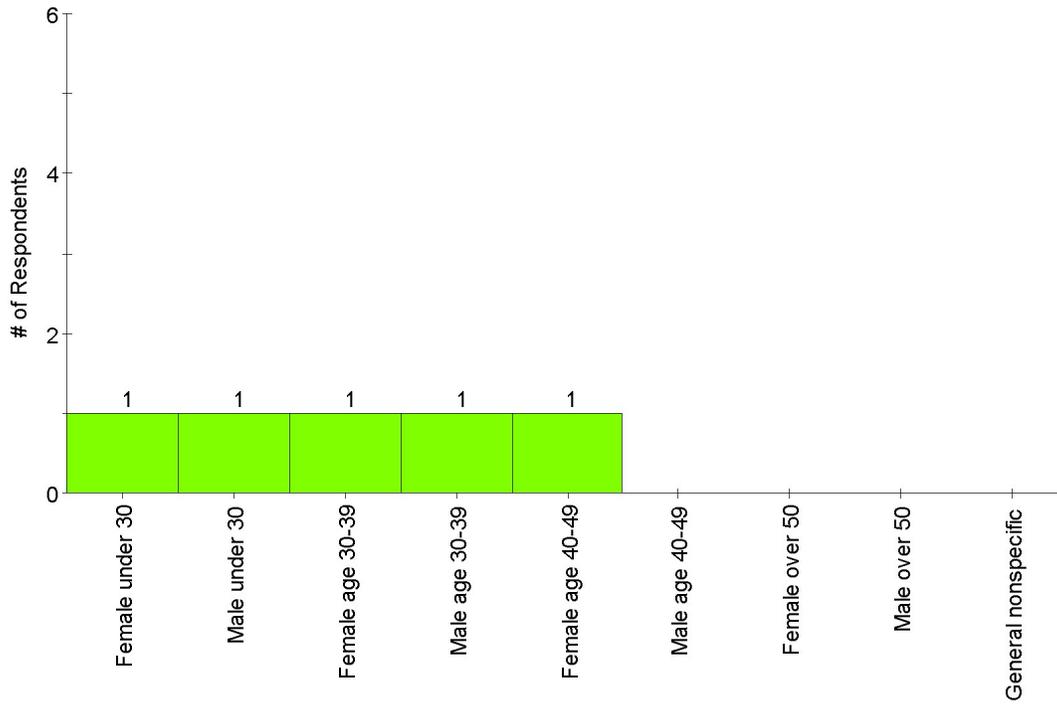
Response 3 = Sometimes true of me

Response 4 = Often true of me

Response 5 = Very Often true of me or true of me

Question	0	1	2	3	4	5
2 It's hard for me to enjoy life.	0	80	0	20	0	0
17 It's hard for me to smile.	0	60	0	0	20	20
31 I'm a fairly cheerful person.	0	0	0	20	0	80
47 I am satisfied with my life.	0	0	20	0	40	40
62 I'm fun to be with.	0	0	0	20	20	60
77 I get depressed.	0	80	0	0	20	0
91 I'm not that happy with my life.	0	80	0	0	0	20
105 I enjoy weekends and holidays.	0	20	0	0	0	80
120 I like to have fun.	0	0	0	0	0	100

Group Demographics



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. This is a group report and is based on the average responses of the group members. Although this report is reflective of the predisposition of the group, the comments in this report need not and, in general, will not apply to every individual in the group. Individual reports should be used instead to obtain information pertinent to specific people.

Validity Indicators

Inconsistency Index

A high score on the Inconsistency Index was obtained by only 0 % of the group. There is sufficient consistency in the responses, and the Inconsistency Index results support the validity of the obtained results.

Positive Impression (PI) and Negative Impression (NI) Scores

The group score on the Positive Impression scale (PI) is markedly elevated. The scores produced in this report are not reliable and are probably higher than they should be. Because of the high score on the PI scale, the scores provided in this report may not accurately represent the emotional functioning of this group. Use additional sources of information to further analyze/verify these results.

Summary of Validity Scale Results

A high Positive Impression or Negative Impression score means that the scores produced may not be reliable. The results should be interpreted with caution.

Interpretation Guide for the EQ-i Composite and Content Subscale Scores

EQ-i scores may be classified as high, moderate, or low. In general, high scores identify areas of strength. Scores in the average range on these scales indicate typical healthy functioning and are scores that are obtained by the majority of those in the population who have taken the EQ-i. Lower scores reflect areas for development. If all the scores are high or all the scores are low, it is useful to identify the scales with the highest and lowest scores; this will help pinpoint areas of relative strength or weakness.

Total EQ-i

The Total EQ score for the group is substantially better than average. A score in this range indicates a group of individuals who feel good about things overall. The group probably consists of individuals who are leading successful lives. Groups who score high on the Total EQ scale are generally happy and have a positive outlook on life. A more detailed description of the EQ-i components is given next.

Total Intrapersonal EQ

The Intrapersonal composite score includes Emotional Self-Awareness, Assertiveness, Self Regard, Self-Actualization, and Independence. The Total Intrapersonal score is substantially better than average. High scores are indicative of a group of individuals who are in touch with feelings, and who feel good about themselves and about life. High scores also indicate individuals who are independent, strong-minded, and able to express and convey ideas with confidence.

Self-Regard

The score on the Self-Regard scale is slightly above average indicating a group with adequate self-respect and self-confidence. People in this group probably have a reasonably good sense of who they are and have positive feelings about their life, lifestyle, and work most of the time.

Emotional Self-Awareness

The score on this scale is well above average and indicates that group members understand their own feelings and attitudes, and realize how these feelings and attitudes affect their thoughts and actions. Most individuals in this group are able to facilitate interactions by monitoring their own emotions, and by appropriately expressing their feelings and attitudes during communication.

Assertiveness

Collectively, this group scores high on the Assertiveness scale. This group should have an advanced ability to defend their beliefs, deal appropriately with others, and handle adversity. Group members are probably forthright and confident, and can openly share thoughts, beliefs, and feelings in a constructive manner. The group milieu is perceived as non-threatening and likely maximizes freedom for exchanging ideas.

Independence

The score on this scale is about average indicating a balance between a desire to think and act independently, and a willingness to make decisions in combination with other people.

Self-Actualization

The score on this scale is reasonably high, and is indicative of a group of individuals who generally feel more content and self-fulfilled than the population norm. The score is indicative of a group whose members enjoy life most of the time and who usually stay involved in pursuits that are interesting and meaningful to them. Members of this group are likely motivated, and successful at what they do.

Total Interpersonal EQ

This component of the Total EQ-i scale taps interpersonal capacity and functioning. The sub-components of the Total Interpersonal Scale include Empathy, Interpersonal Relationship, and Social Responsibility. The Total Interpersonal score is substantially better than average. This score indicates a group of individuals with social adeptness, the ability to understand others, and the ability to interact effectively. The score is reflective of individuals who are usually responsible, dependable, and function well in tasks involving making contact with others and cooperation.

Empathy

The group score on this scale is above average and is indicative of individuals with a good awareness, understanding, and appreciation of the feelings of others. Individuals with high Empathy scores will go out of their way to help others. This asset is of greatest benefit in interacting with others, and during cooperative efforts.

Social Responsibility

The high score on this scale indicates individuals who are cooperative, contributing, and constructive members of the "community at large" (society, the corporation, team, etc.). Individuals who score high on this scale are often described as responsible and dependable. They will do their best to help people, and generally will abide by rules, regulations, and protocols.

Interpersonal Relationship

The score on this scale is indicative of a group of individuals who have good interpersonal skills. This is the scale that ties most directly to the ability to interact with others. Group members are able to form agreeable relationships and alliances. This ability supports effective communication and the mutually beneficial exchange of ideas, feelings, and information.

Total Stress Management EQ

The Stress Management component consists of the Stress Tolerance and Impulse Control Scales. Both components of the composite scale score for this group are average or better. There seems to be especially good impulse and anger control. Overall, this group shows reasonably good stress management.

Stress Tolerance

The score on the Stress Tolerance scale is slightly above average and suggests the ability to withstand adverse events and stressful situations. Individuals with above average scores on this scale are generally able to cope with stress actively and positively even when under pressure. These people are generally calm and rarely get overly anxious or agitated.

Impulse Control

The Impulse Control score is higher than average indicating that most individuals in this group can resist or delay impulses, drives, and temptations to act. These people are rarely impatient, and seldom overreact. This group gives proper thought to decisions and actions helping to avoid careless or costly mistakes.

Total Adaptability EQ

The Adaptability composite area is composed of the Problem Solving, Reality Testing, and Flexibility subscales and examines success in coping with environmental demands based on the ability to effectively size up and deal with problematic situations. The score obtained on this composite scale is substantially higher than average. This score indicates a group of individuals who are very flexible in adjusting to changing circumstances and situations. High scores on the Adaptability scale identify practical, realistic individuals who do not over-fantasize. Such individuals understand problematic situations and come up with effective, practical solutions. High scores on Adaptability are obtained by individuals who are "down to earth," clear thinking, and adapt easily to changing demands and priorities.

Reality Testing

The Reality Testing score indicates a group of individuals who have a better than average ability to evaluate the correspondence between what they experience (the "subjective") and the facts/reality (the "objective"). Individuals with high Reality Testing scores tend to be described as realistic, well grounded, and "tuned in" to what's going on around them. They are practical and guided by common sense.

Flexibility

The group score on this scale indicates a slightly better than average ability to adjust thoughts, emotions, and behaviors to changing situations and conditions. Most individuals in this group probably find it fairly easy to pick up new things, don't become too fixed into routines, and remain relatively open-minded to differing opinions and ways of thinking. Individuals high in Flexibility will prosper in dynamic environments and changeable circumstances.

Problem Solving

The score on the Problem Solving scale is well above average reflecting a group with a good analytic approach to the resolution of problems. Most of the group members probably have a very deliberating and methodical style. They are good at defining problems as well as generating and implementing potentially effective solutions. Cost-Benefit analyses are likely conducted when appropriate, and consideration is given to long-term implications of decisions.

General Mood EQ

The subcomponents of this composite scale consist of the Happiness and Optimism Scales. These components of the Total EQ-i scale measure general contentment and overall outlook. Both components of General Mood are about average or better, and descriptions of these components are given below.

Optimism

The score on this scale is about average indicating a level of optimism that is close to the population norm. There are probably times when members of this group feel a little pessimistic, but this is not necessarily unusual. Overall, optimism usually will be appropriate for the circumstances. Prospects for the future are assessed by keeping expectations balanced.

Happiness

The score on the Happiness scale is about average and indicates a group of people who feel content with their lives most of the time. Although the results are satisfactory, attempts to promote more positive feelings and enjoyment might be beneficial. There may be a need to create a positive atmosphere, and to balance work with leisure time and relaxation.

Profile Summary

The Overall EQ-i score was high indicating a group that has good Emotional Intelligence. There are fairly large differences in the scores for the 15 content scales indicating areas of relative strengths and areas of improvement. Emotional Intelligence will contribute to success in most endeavors.

The three highest subscales are Reality Testing (111), Interpersonal Relationship (111), Empathy (110). The three lowest subscales are Optimism (98), Happiness (100), Self-Actualization (104), Stress Tolerance (104).

Simple Strategies For Development

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

Optimism (98)

Organization Focussed Strategies:

- Adjust goals so that they are more attainable
- Use positive feedback for goal attainment, and constructive and supportive feedback when goals are not successfully met
- If appropriate, increase empowerment to avoid the pessimism that often results when people feel helpless to change the status quo; This feeling is often overcome if one's own judgment can be used to change circumstances.

Individual Focussed Strategies:

- Minimize negative thoughts when problems are trivial or temporary
- Celebrate personal accomplishments
- Be solution-focussed rather than problem-driven
- When long-term goals seem difficult, set realistic intermediary goals (or personal goals) that will serve as guideposts along the way.

Happiness (100)

Organization Focussed Strategies:

- Liberally provide rewards and incentives for accomplishments
- Promote a consistently positive atmosphere
- Look at negative outcomes as opportunities to learn and improve with the attitude that things will get better
- To the extent that it is possible, match activities with the talents of individuals and with tasks that they find enjoyable.

Individual Focussed Strategies:

- Recognize and celebrate personal achievements
- Examine career/life plans in terms of current activities and position
- Properly balance work/life demands with rest, relaxation, and hobbies
- If appropriate, increase activity and exercise to improve overall health and energy level
- Increase the amount of time spent on really enjoyable activities.

Self-Actualization (104)

Organization Focussed Strategies:

- Set goals that are challenging yet clearly attainable; Goals should be objective and, preferably, measurable
- Examine career/life plans and aspirations in terms of the current positions of staff/group members
- Train to improve skills so that individuals move closer to achieving full their potential
- Try to match what people are actually doing as closely as possible with the things they like doing, and with the things they are good at doing.

Individual Focussed Strategies:

- Set personal goals that are consistent with life and career plans
- Examine career/life plans and aspirations in terms of current position
- Take courses, seminars, etc. to get closer to desired skill level
- Avoid unrealistic/fanciful ideals
- Revisit goals regularly to check fit with personal changes in beliefs and desires.

Closing Remark

This narrative report is meant as an aid to help understand the results of the BarOn EQ-i. Combined with other information, the EQ-i can help identify areas of strength to be celebrated as well as areas that could be improved.

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End of Report