Discovery Assessment Reports

NOTE: For Introductory Leadership Report Users the two following reports will be used to develop your report, but you will not receive these reports, nor be coached on these reports. However, if you go on to join our Leadership Coaching Strategy you will receive the full report as well as a debrief of these reports with your Leadership Coach.

I would like to introduce you to the two reports we use to help evaluate your Leadership skills. We use five sciences to help evaluate your leadership skills (compared to others who just use one or two). From these two reports we pull about 90 indices into an algorithm to develop all of the tables and charts found in the full Leadership Report.

To ensure accuracy and the highest possible quality we use TTI Success Insights, the world's leading source for research-based, validated assessment and coaching tools that enable organizations to effectively meet their talent management needs, using proprietary patented solutions and products.

The five sciences we use are:

Behaviors (DISC) Some of you may be familiar with this science that is used by many assessment companies. This science reveals how an individual will perform, including how they prefer to communicate, what he or she will bring to a team, his or her ideal environment and possible limitations he or she may face. However, we go further than most assessment organizations…

12 Driving Forces™ (Motivators) Driving forces uncovers what motivates and engages an individual in work and in life.

Competencies Measuring 25 research-based personal skills directly related to the business environment. Applied in conjunction with a job benchmark, Competencies ensure the skills of each individual match the soft skills required by the job.

Emotional Intelligence (EQ) Emotional Intelligence is an individual's ability to sense,

understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity.

Acumen Acumen, or a person's keenness and depth of perception, will identify how a person thinks – both as an individual and in the world. Acumen indicators can be considered a lens that people use to filter information: do they process events from a people standpoint, a task standpoint or a system standpoint?

The first report we use is the TriMetrix HD Executive Coaching report. This report is very thorough and is around 74 pages long. This report uses four of the five sciences. The only science not used in this report is the Emotional Intelligent science. There is way too much in this report to tell you about here, but the index should give you a basic idea of the breadth and dept of this report.

TriMetrix® HD
Executive Coaching

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When you review the summary of the Emotional Intelligence report further down toward the bottom, you will see what some of the comment, and metric areas look like in this report. You will find that there are a ton of written and metric graphical information about all the components of Acumen. So here I will only show you some of the charts in this HD report.

This is one of the charts for the DISC science. This chart basically shows how you did in each of the dimensions of DISC – both adapted and natural styles.

Adapted Style

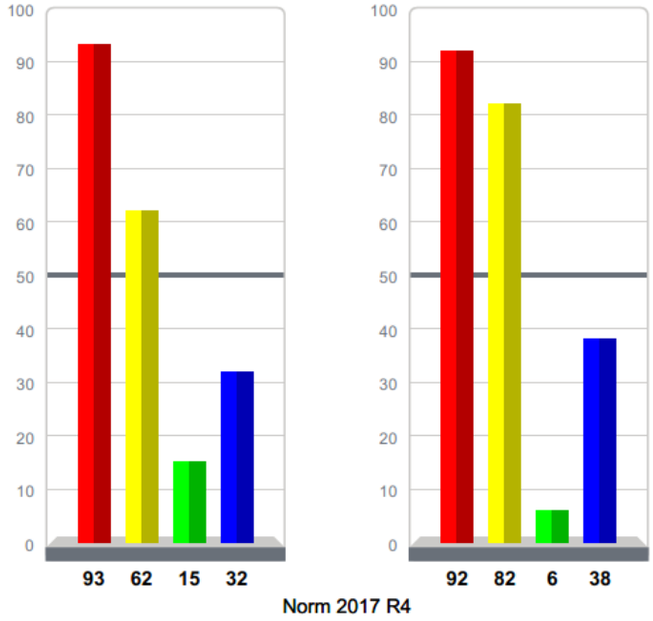
Graph I

D I S C

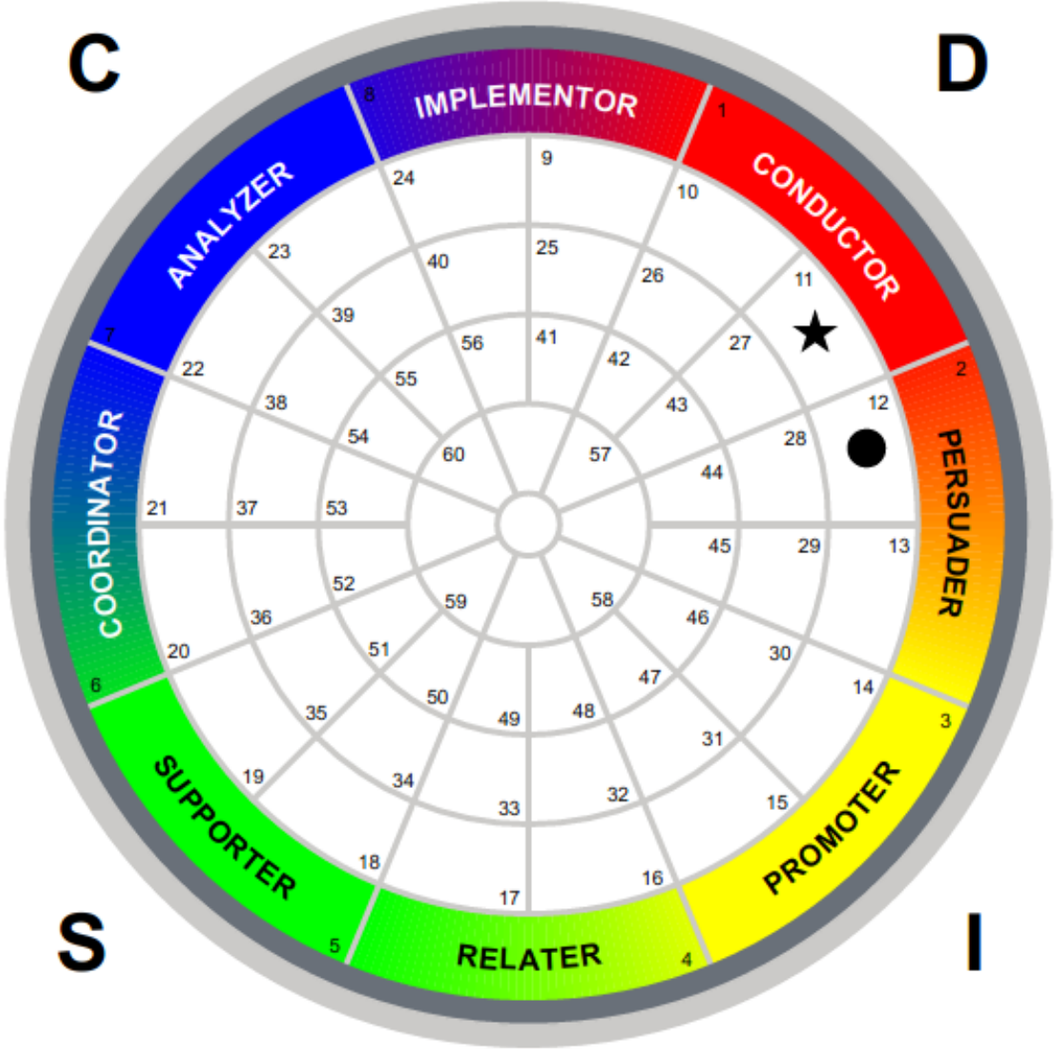
Natural Style

Graph II

D I S C

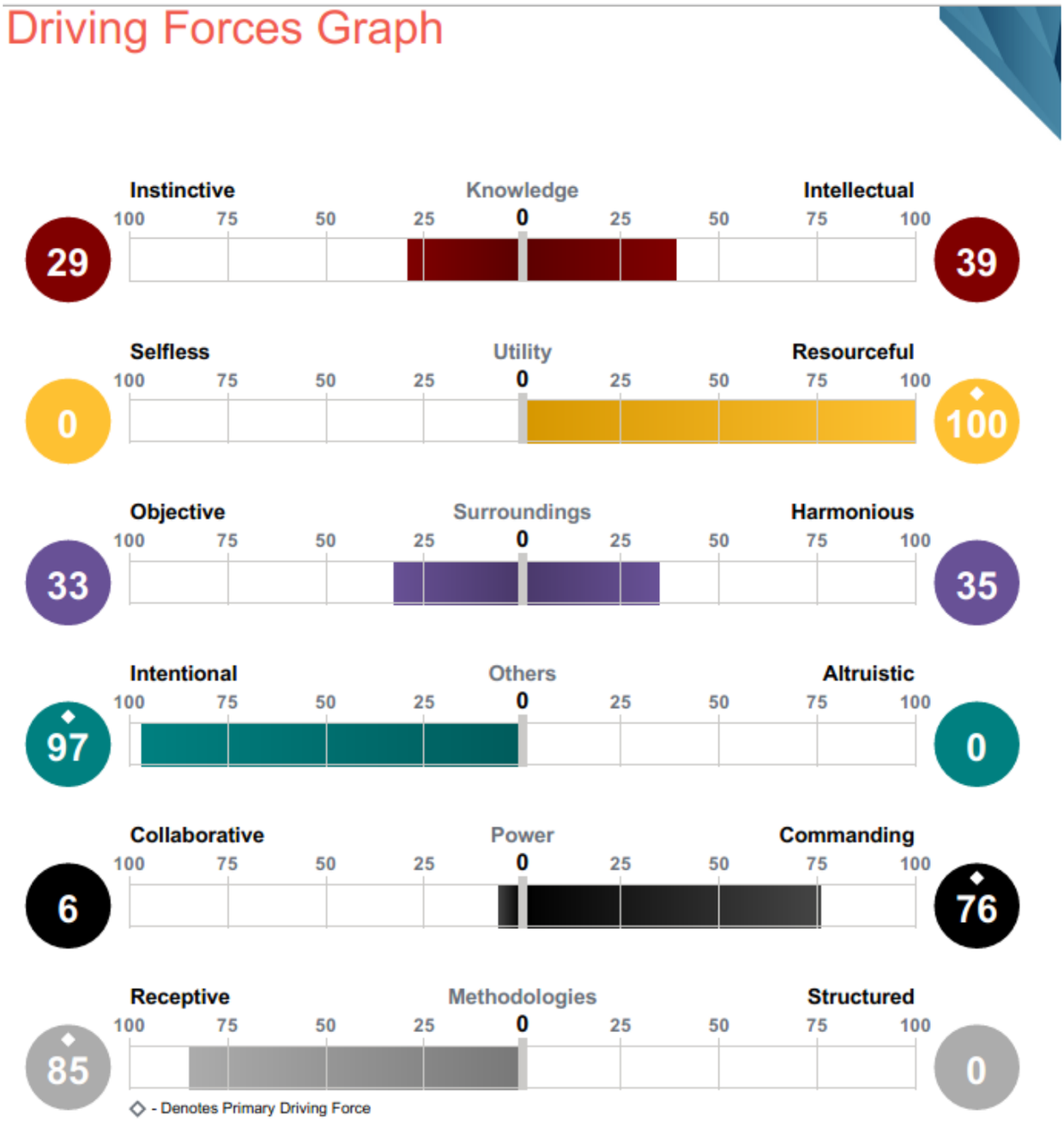


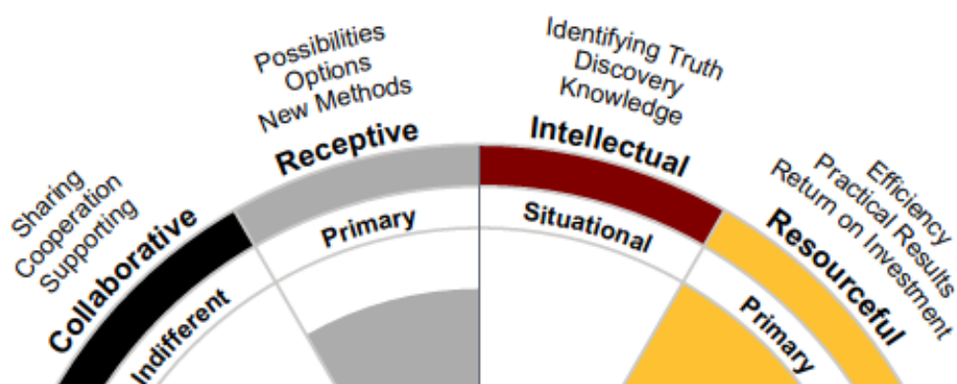
This chart is used to show you where you fall in these eight DISC behavior styles. When you review your own report you will see charts with more details about your specific style and what they mean.

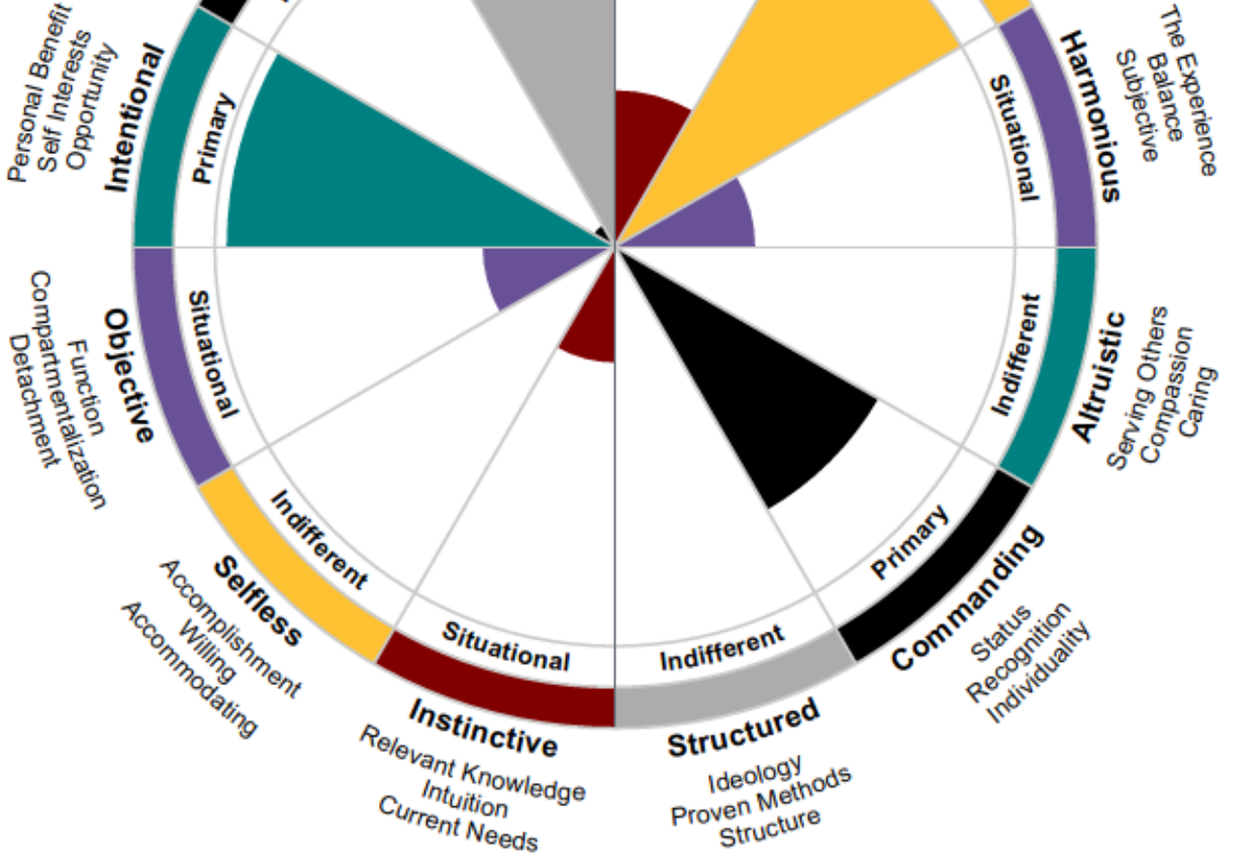


Adapted: ★ (11) PERSUADING CONDUCTOR
Natural: ● (12) CONDUCTING PERSUADER

The next two charts show you graphically about the science of Driving Forces.



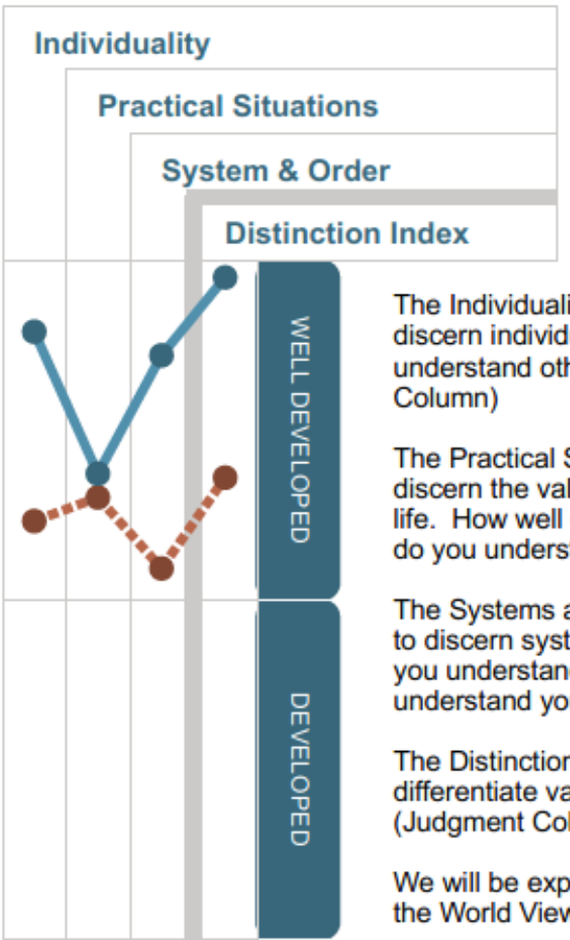




The science of Axiology uses this graph to show the development of your six Acumen capacities.

Summary of Acumen Capacity

The Dimensions section measures Samuel's capacity to understand each of the dimensions individually as well as the capacity to differentiate the value elements in situations.



The Individuality column relates to the development of your capacity to discern individuality in others and individuality in oneself. How well do you understand others? How well developed is your sense of self? (Feeling Column)

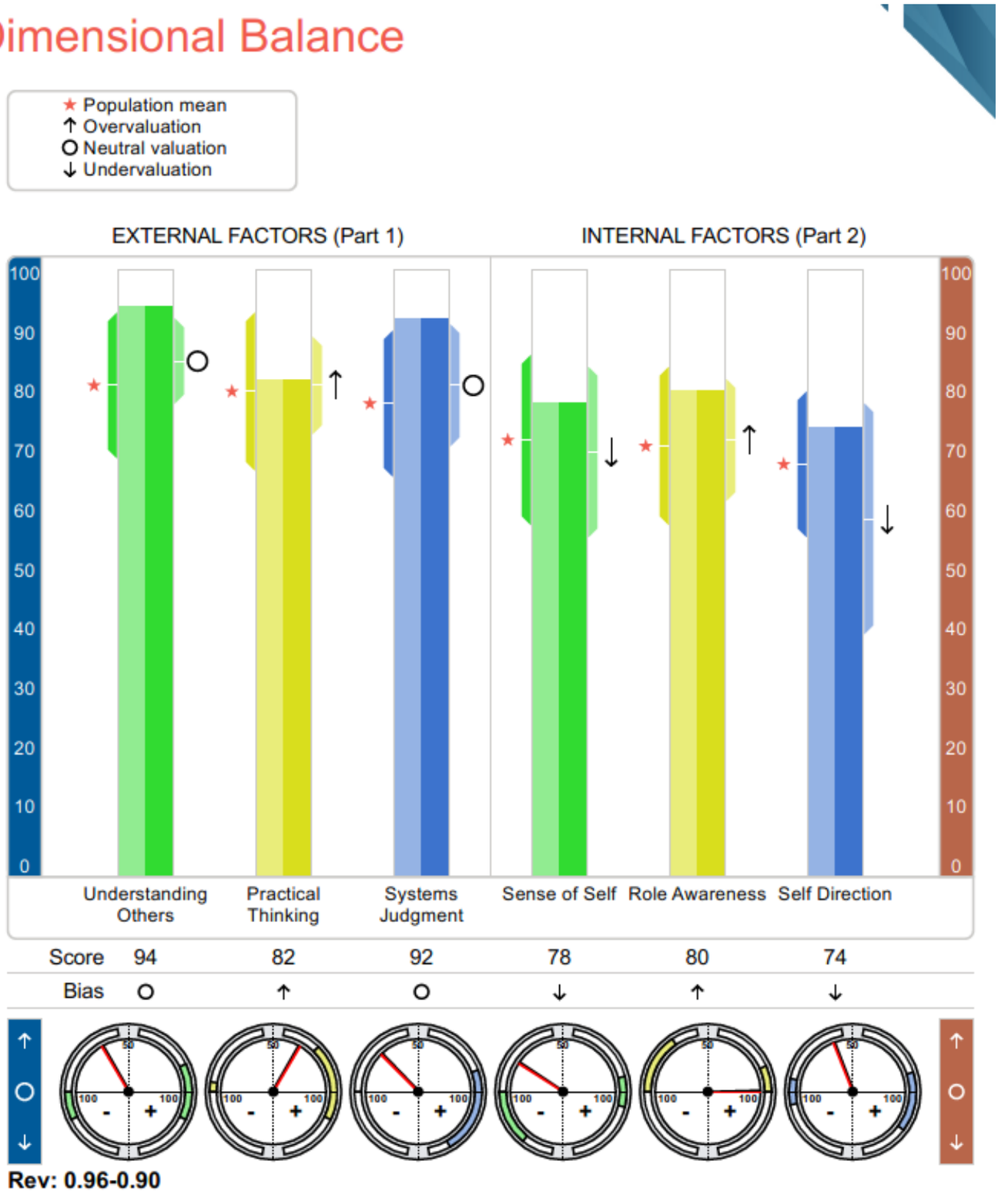
The Practical Situations column relates to the development of your capacity to discern the value in situations in the outside world and in one's own roles in life. How well do you understand all aspects of practical situations? How well do you understand your roles in life? (Doing Column)

The Systems and Order column relates to the development of your capacity to discern systems and order in the world and within oneself. How well do you understand structure and organization in the world? How well do you understand your self-organization and future direction? (Thinking Column)

The Distinction Index Column relates to your development of the capacity to differentiate values in general in the world as well as within oneself. (Judgment Column)

We will be exploring this information in more detail over the next two pages in the World View and Self View sections.

The science of Axiology uses this graph to show all of the factors discussed in axiology. The chart looks more complicated than it really is.



This graphic shows your development in the science of the 25 personal skills found in Competencies.

Development Indicator

Based on Means

This section of your report shows your development level of 25 personal skills based on your responses to the questionnaire. The 25 personal skills have been categorized into four levels; based on means and standard deviations.

Creativity and Innovation	+37	Well Developed
Negotiation	+32	
Conflict Management	+31	
Futuristic Thinking	+31	
Flexibility	+30	
Conceptual Thinking	+21	
Influencing Others	+19	
Self Starting	+19	
Customer Focus	+18	
Leadership	+18	
Decision Making	+13	
Goal Orientation	+15	Developed
Interpersonal Skills	+9	
Project Management	+7	
Understanding Others	+7	
Personal Accountability	+6	
Teamwork	+4	
Continuous Learning	+1	
Planning and Organizing	+1	
Resiliency	0	
Diplomacy	-3	Moderately Developed
Problem Solving	-7	
Employee Development/Coaching	-12	
Time and Priority Management	-18	
Appreciating Others	-22	Needs Development

T: 11:58

The second report we use is the EQ or Emotional Intelligence report. This report is about 14 pages long and provides all of the information you will need to know about your EQ capabilities. This report provides detailed scoring and descriptions about each of the five dimensions of emotional intelligence.

Introduction

The Emotional Quotient™ (EQ) report looks at a person's emotional intelligence, which is the ability to sense, understand and effectively apply the power and acumen of emotions to facilitate higher levels of collaboration and productivity. The report was designed to provide insight into two broad areas: Self and Others.

Research shows that successful leaders and superior performers have well-developed emotional intelligence skills. This makes it possible for them to work well with a wide variety of people and to respond effectively to the rapidly changing conditions in the business world. In fact, a person's EQ may be a better predictor of success performance than intelligence (IQ).

Emotional intelligence is an area you can focus on and develop regardless of your current score in each dimension. One model to help you assess your emotional levels throughout the day is to check your emotional clarity. Think of red as poor emotional clarity or an inability to utilize all skills and resources because of your emotional cloudiness. When you're identifying yourself as having a red glass, you may be experiencing emotions such as fear, anger, sadness or loss. Think of clear glass as your ideal state of clarity, or when you're emotionally "in the zone." You may experience emotions such as happiness, joy, peace or excitement. Most of the time you are somewhere in between. You may not be able to place an exact descriptor on how you feel, but you're relatively clear headed and free from distractions. Remember, the higher your EQ scores, the easier it will be to apply this model to you and to those around you.

This report measures five dimensions of emotional intelligence:

Emotional Intelligence - Self

What goes on inside of you as you experience day-to-day events.

Self-Awareness is the ability to recognize and understand your moods, emotions and drives, as well as their effect on others. In practice, it is your ability to recognize when you are red, clear or somewhere in-between.

Self-Regulation is the ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting. In practice, it is your ability to influence your emotional clarity from red to clear when the situation requires.

Motivation is a passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

Emotional Intelligence - Others

What goes on between you and others.

Social Awareness is the ability to understand the emotional makeup of other people and how your words and actions affect others. In practice, it is the ability to assess if he or she is in a red, clear or somewhere in-between state.

Social Regulation is your ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

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This report provides you lots of comments specifically about you. For example, this is the General Characteristics section which provides you an overview of your strengths and gaps associated with emotional intelligence.

General Characteristics

Samuel is able to work with others but at times will need help understanding their emotional needs. When Samuel holds a strong opinion, he may have trouble understanding others' perspectives. Others may not always feel that Samuel understands them. He generally recognizes when he has offended someone but doesn't always understand why he was offensive. Samuel may have trouble understanding the viewpoints of others who are not like him. He can be thoughtful and understanding, but may not come across this way to others.

Samuel occasionally engages in substantive conversations. He may, on occasion, have trouble negotiating with others. He is persuasive when he feels passionate about the topic to the point of potentially coming across as overbearing. Others generally view Samuel as approachable. Samuel collaborates well with most of his coworkers. He can interpret nonverbal cues in some instances and may adjust to the situation.

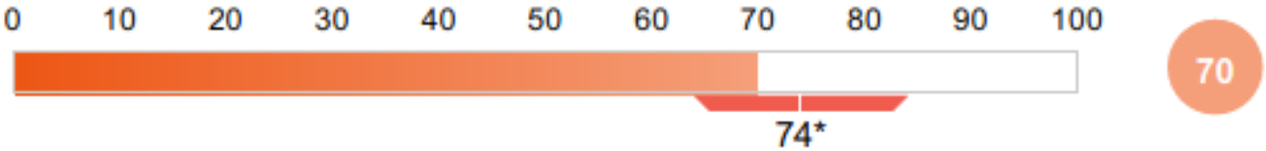
The report provides metrics results, but also provides you a lot of information about

what these results mean. The results also provide how you compare to the general population. When we meet we will help you understand how these metrics are read.

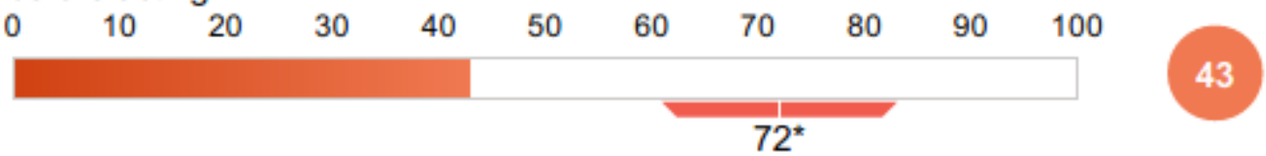
Emotional Quotient Assessment Results

The Emotional Quotient (EQ) is a measure of your ability to sense, understand and effectively apply the power and acumen of your emotions and the emotions of others in order to facilitate high levels of collaboration and productivity. Your total score on the Emotional Quotient Assessment indicates your level of overall emotional intelligence. The higher the number, the more emotionally intelligent you are. If your goal is to raise your EQ, the components on which you have scored the lowest should be the focus of your development.

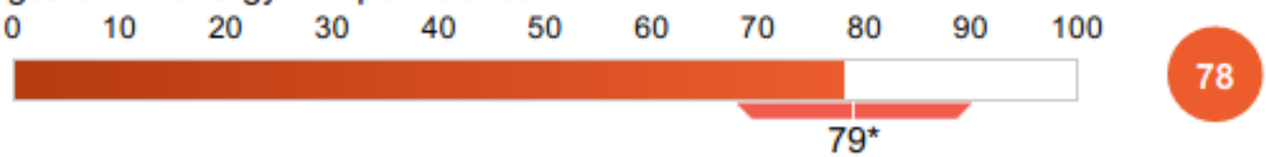
1. SELF-AWARENESS - The ability to recognize and understand your moods, emotions and drives, as well as their effect on others.



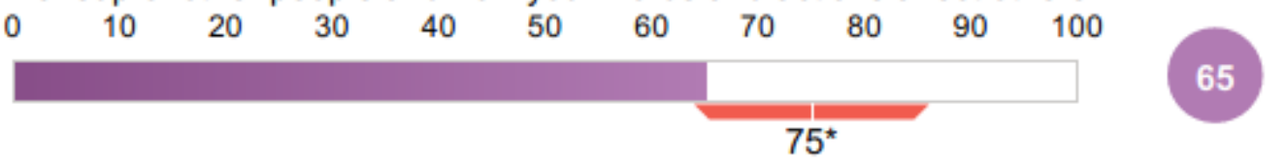
2. SELF-REGULATION - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.



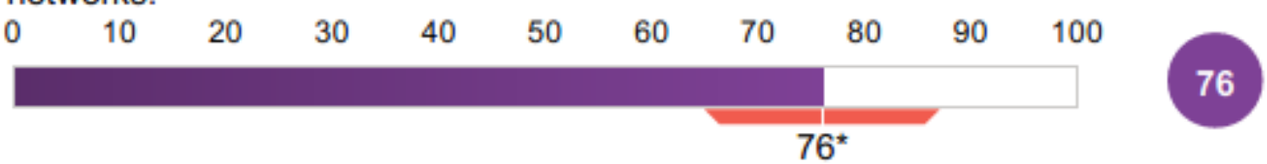
3. MOTIVATION - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.



4. SOCIAL AWARENESS - The ability to understand the emotional makeup of other people and how your words and actions affect others.



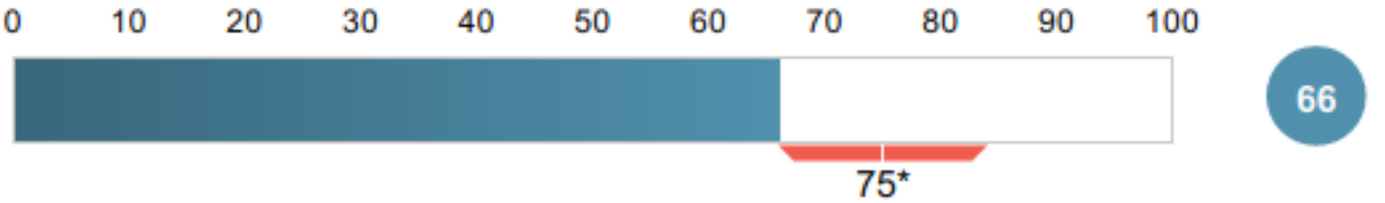
5. SOCIAL REGULATION - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



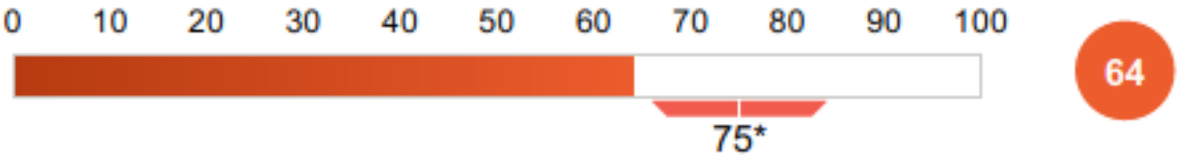
Emotional Quotient Scoring Information

The average of the Self-Regulation, Self-Awareness and Motivation subscales represent your Self Score. The average of the Social Awareness and Social Regulation subscales represent your Others Score. Your total level of Emotional Quotient was calculated by averaging all five EQ dimensions.

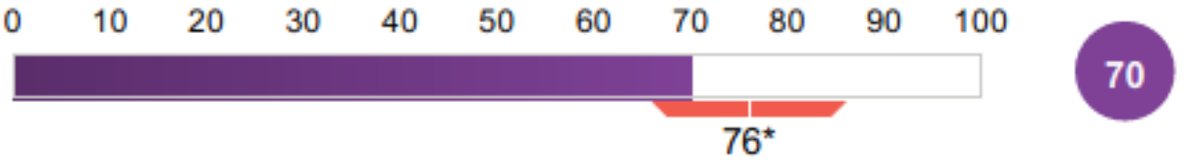
TOTAL EMOTIONAL QUOTIENT - Your total level of emotional intelligence, formed by averaging your Others and Self scores.



SELF - The ability to understand yourself and form an accurate concept of yourself to operate effectively in life.



OTHERS - The ability to understand other people, what motivates others, how they work and how to work cooperatively with them.



Each of the 5 Dimensions of Emotional Intelligence is personalized for you, so you will know exactly some of the strategies you may use to develop your strengths in each of these dimensions.

Self-Regulation

Based on Samuel's level of EQ in this dimension, he would benefit from developing his level of Self-Regulation in order to regulate actions fueled by negative or disruptive emotions.

What Samuel can do:

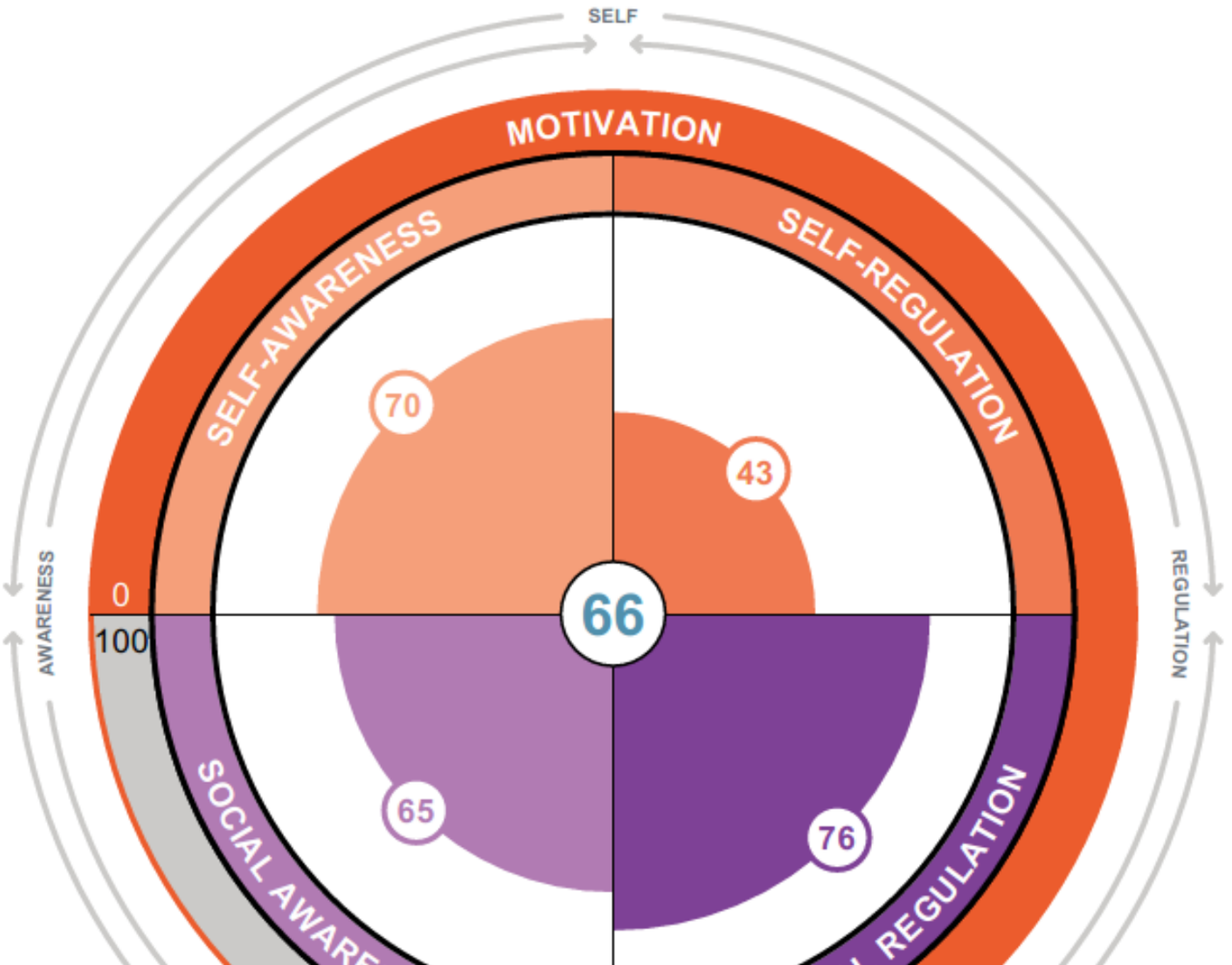
- Practice self-restraint by listening first, pausing and then responding.
- Learn to step away from difficult or overwhelming situations.
- Be committed to not interrupting others.
- When frustration has occurred, summarize the situation to determine triggers.
- Role-play effective responses to a stressful situation with a family member, friend or trusted co-worker (use examples of workplace circumstances).

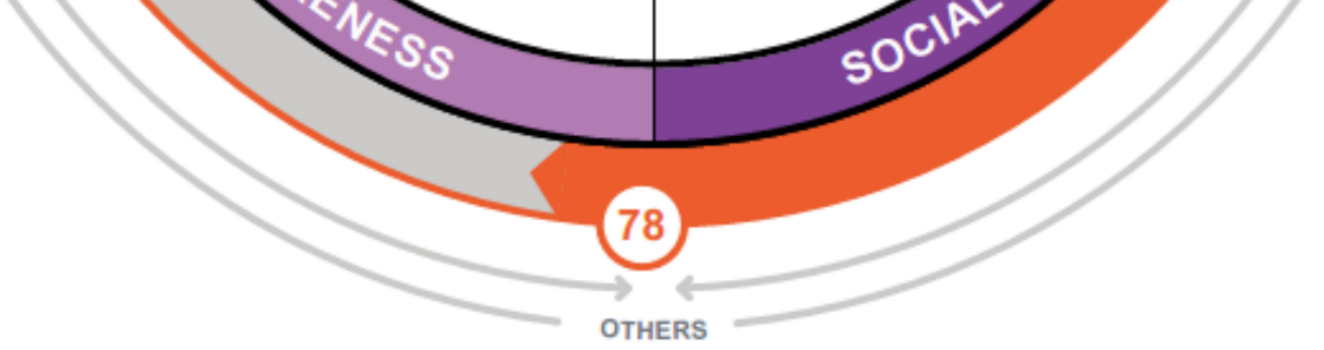
- Determine activities that improve your mood and take action when you feel stressed or overwhelmed.
- Focus on events that provide a sense of calm or elicit positive emotions.
- Keep a log of your effective and ineffective self-management skills so you can recall them in future situations.
- Discuss ways of expressing emotions appropriately with your co-workers.
- When negative emotions take over, try to visualize a positive or calming scene.
- Put things in perspective. Ask yourself, "What is the worst that can happen?" or "How will I feel about this a week from now?"

Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

Emotional Quotient™ Wheel

The Emotional Quotient wheel is a visualization of your scores in the report. The circle, split into quadrants, is encompassed by Motivation and divided by Self and Others. Your Motivation score starts at Self-Awareness and wraps around the wheel clockwise. This starting position is due to all EQ dimensions being influenced first by your level of Self-Awareness. The volume of color illustrates the strength of your overall EQ score which is also notated in the center circle.





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