



Emotional Judgment Inventory Report

1928629

Sam Sample

March 9, 2015

CONFIDENTIAL

Introduction

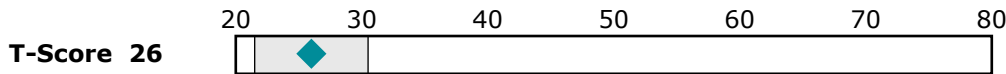
This report is for use by qualified professionals only and should be used in conjunction with professional judgment. It is not intended to be shared with the test taker. The statements it contains should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data and other assessment results. All information in the report is confidential and should be treated responsibly. The *Emotional Judgment Inventory Manual* contains background information and detailed explanations of the material covered in this report.

This report describes Mr. Sample's workplace behavior in terms of seven areas of emotional intelligence. Scores for each dimension are presented graphically. A confidence interval, denoted by the shaded region around the score, is also shown. If Mr. Sample were to complete the questionnaire again, he would probably not score exactly the same and the interval represents the range of scores within which he is likely to score on future administrations. Therefore, when interpreting Mr. Sample's scores, it is important to consider the interval around the observed score, as well as the score itself.

Impression Management

The number of socially desirable responses provided by Mr. Sample is within the expected range.

Being Aware of Emotions

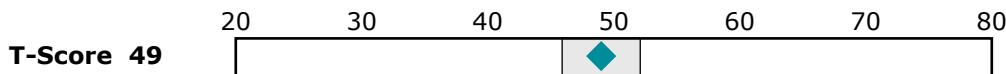


Mr. Sample scores low on Being Aware of Emotions. He does not tend to place much value on emotions. In addition, he describes himself as being generally disinterested in how other people feel. He typically does not exert much effort attending to his own feelings or those of the people around him. In fact, he tends to view emotional expressions as distracting and probably prefers that feelings be kept separate from the job at hand.

In leadership roles, Mr. Sample is unlikely to involve those who report to him in the decision-making process. In addition, he probably does not spend much time thinking about how his coworkers feel about an issue. When situations require support and commitment from his coworkers, Mr. Sample's disregard for their feelings may impair his effectiveness.

If his reported level of emotional awareness is accurate, Mr. Sample's lack of concern for other people's feelings may lead him to be viewed as distant and uncaring. Consequently, he may not develop close relationships with more than a few people at a time. In addition, because he reports not placing much value on emotions, he is unlikely to attend to these kinds of cues when meeting new people. As a result, he may often have difficulty fitting in when he joins new groups.

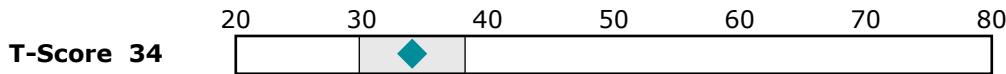
Identifying Own Emotions



Mr. Sample scores average on Identifying Own Emotions. He admits that sometimes he does not understand what emotion he is experiencing or why he feels the way he does. Therefore, he may sometimes experience confusion about his feelings. For the most part, though, he appears to be able to distinguish between similar emotions, such as sadness and disappointment, as well as other people.

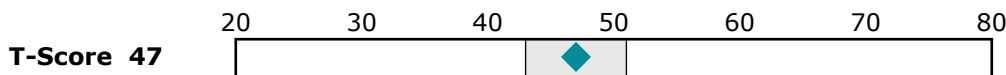
Mr. Sample may be troubled by his uncertainty on occasions when he is unclear about his feelings. While he is often fairly clear about how he feels, he may react rather intensely in situations where he is confused or off balance.

Identifying Others' Emotions



Mr. Sample scores below average on Identifying Others' Emotions. He describes himself as not always understanding how his coworkers feel. If his reported level of recognizing others' emotions is accurate, Mr. Sample probably has difficulty in matching other people's facial expressions and voice tones to appropriate emotions. Alternatively, he may not attend to these cues in a consistent manner. His lack of clarity with regard to how other people feel may make him uncomfortable or awkward when interacting with coworkers or people external to the organization.

Managing Own Emotions

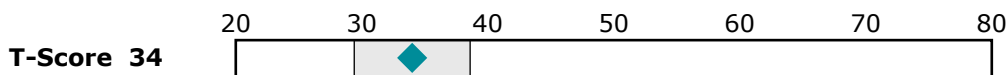


Mr. Sample scores average on Managing Own Emotions. While he occasionally does not accept how he feels, he does not dwell on his negative moods any more than other people. He probably has some strategies for improving his mood, although he may not always employ them. When Mr. Sample does make attempts to control his emotions, he appears calm and composed. However, during times of stress, his efforts may not be sufficient.

At work, Mr. Sample's coworkers normally view him as being professional. He probably is viewed as no more or less approachable than the typical person. He normally recovers from upsetting or stressful events about as quickly as other people, allowing him to focus on the issues at hand.

Mr. Sample is able to maintain his mood throughout the day about as well as most people. However, he reports that at times, he is unable to change how he is feeling. As a result, he may sometimes have trouble adjusting his mood when necessary to meet situational demands. During periods of extended bad moods, his coworkers may try to avoid him. In general, Mr. Sample appears to have as much control over his emotions as the typical person.

Managing Others' Emotions

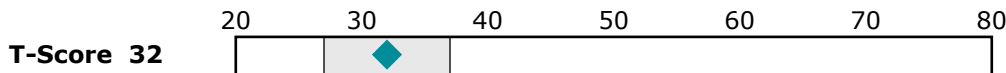


Mr. Sample scores below average on Managing Others' Emotions. He reports that his efforts don't usually seem to have much influence on how other people feel. Consequently, he often has some difficulty putting other people at ease. Indeed, many of his colleagues probably do not think of him as someone they can be comfortable around. Because Mr. Sample feels his efforts to improve others' moods are mostly ineffective, he is not likely make many attempts to put other people in a positive mood. In addition, he is probably somewhat unsure of himself around others. As a result, his conversation may seem stilted or rehearsed rather than natural or spontaneous.

In one-on-one or group discussions, Mr. Sample is probably less effective than most people in conveying to others the sense that they have been listened to. As a result, he may have some difficulty soothing irate employees or customers because they are unlikely to feel their grievances have

been heard. In addition, his relative lack of proficiency in managing the feelings of others makes it difficult for him to energize and generate enthusiasm in his coworkers. Consequently, Mr. Sample probably has more trouble than most people getting his colleagues excited about ideas and plans.

Using Emotions in Problem Solving



Mr. Sample scores below average on Using Emotions in Problem Solving. For the most part, he believes his feelings are not an important source of information to him. Furthermore, Mr. Sample frequently does not realize that his emotions may enhance, as well as hinder, his performance on tasks at work. Hence, on a day-to-day basis he generally does not try to use his emotions to help prioritize his work.

Mr. Sample does not tend to recognize the influence his emotions have on his judgments and decision making. Because he only occasionally endeavors to evaluate his decisions in light of different moods as he experiences them, he generally is not able to see alternative perspectives. As a result, he may frequently make rash decisions when he is feeling overly optimistic. In addition, Mr. Sample is probably not very cognizant of the effect his communication style has on other people. Consequently, he pays less attention than most people to the tone and style of his written and oral communications.

Overall, Mr. Sample feels his emotions generally do not influence his performance at work. He does not often attempt to integrate his feelings into his planning and decision making or to take them into consideration when making evaluative judgments.

Expressing Emotions Adaptively



Mr. Sample scores average on Expressing Emotions Adaptively. He tends to see emotions as being disruptive about as much as most people and, therefore, he may keep his feelings hidden when he believes he has reason to do so. He is somewhat comfortable expressing how he feels to other people, although he may be more hesitant to express emotions he finds embarrassing or unpleasant.

Because Mr. Sample is only sometimes willing to let his coworkers know how he feels, they probably only know his feelings about important issues. Accordingly, his coworkers likely feel they know him reasonably well. In addition, they are probably reasonably sure they know what to expect from Mr. Sample much of the time; however, they are sometimes surprised by his emotional reactions.

Item Summary

This page of scores is intended for qualified professionals only. Data on this page should be treated with the utmost confidentiality.

Item Responses

1	2	17	6	33	3	49	4	65	3
2	5	18	3	34	4	50	5	66	4
3	5	19	4	35	3	51	5	67	3
4	6	20	4	36	4	52	4	68	4
5	3	21	3	37	2	53	3	69	3
6	5	22	2	38	3	54	4	70	4
7	4	23	1	39	5	55	3	71	3
8	5	24	5	40	3	56	5	72	4
9	4	25	3	41	5	57	4	73	3
10	3	26	3	42	3	58	5	74	5
11	1	27	3	43	2	59	5	75	4
12	5	28	4	44	4	60	4	76	4
13	5	29	6	45	5	61	5	77	5
14	3	30	2	46	3	62	3	78	2
15	3	31	2	47	4	63	4	79	5
16	3	32	4	48	4	64	5	80	3

Summary Statistics

of 1 responses = 2 out of 80 (2%)

of 2 responses = 7 out of 80 (9%)

of 3 responses = 25 out of 80 (31%)

of 4 responses = 23 out of 80 (29%)

of 5 responses = 20 out of 80 (25%)

of 6 responses = 3 out of 80 (4%)

of 7 responses = 0 out of 80 (0%)

of missing responses = 0 out of 80 (0%)

Scales	AW	IS	IO	MS	MO	PS	EX	IM
Raw Scores	30	46	33	39	41	36	33	43
T-Scores	26	49	34	47	34	32	40	52
Missing Items	0	0	0	0	0	0	0	0

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