

Alfred BALSEY's profile

3 Relationship Management 61%

Relationship management requires several characteristics such as leadership, empathy, lucidity, and the ability to influence (persuasiveness). Essentially it revolves around to distinct traits: Empathy and Influence. Empathy enables the person to understand others and influence leads to a better relationship management by striking a dynamic equilibrium with others.

Linked factors: Empathy and Lucidity, Understanding and Influence.

4 Self-Assertion 61%

This dimension includes several characteristics which enable us to assert ourselves in our social or work environment. In reality, the way a people perceives themselves and believes in their skills deeply influences their ability to take decisions and move naturally towards others. It can be a question of sharing their opinions and feelings with others, defending their standpoint and making sure that what they say has the desired impact on the interlocutor.

Linked factors: Relational Ease, Understanding and Influence, Assertiveness, Self-esteem.

Indicators

Social Desirability Score

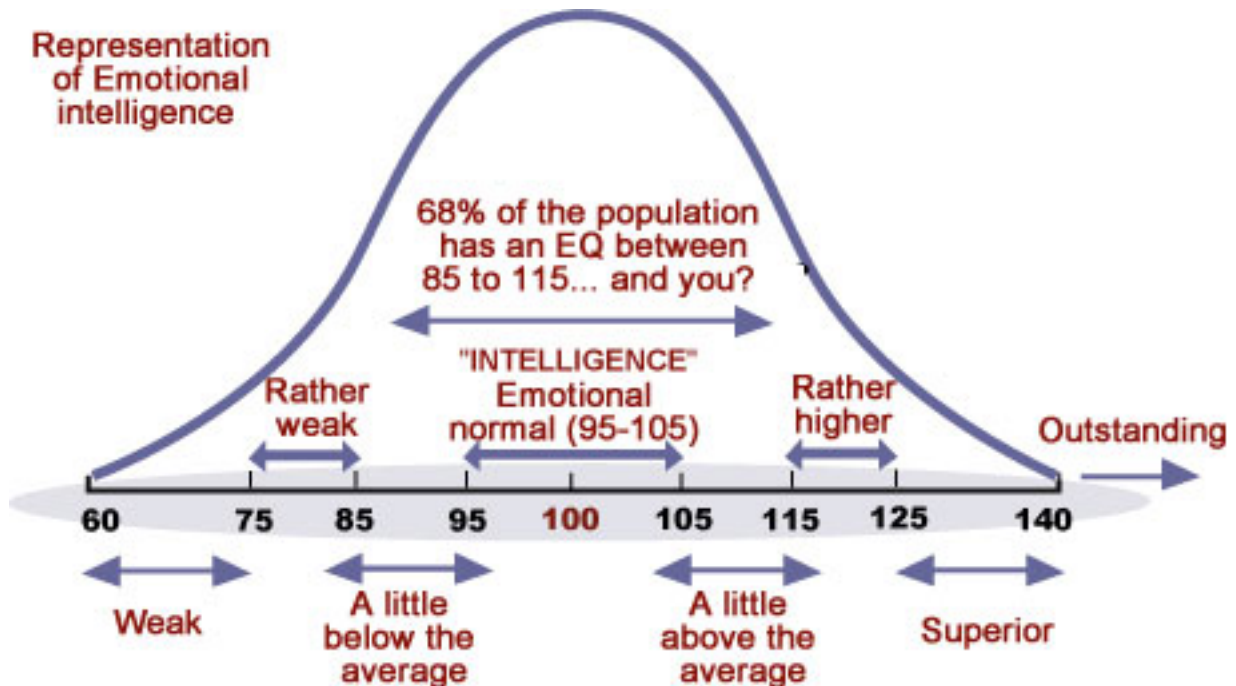
0.8 0 10

A high score (a number greater than 7) indicates a tendency to respond favorably, that is, the candidate has deliberately or unknowingly responded to the test items in such a manner as to create a positive impression of him/her self. A high score on this indicator suggests that the candidate's sales profile is an inaccurate representation of his/her true capacities.

Note: The average social desirability score on this test is around 4.0.

Quotient : 106

You have an emotional intelligence just above average. But this report can help you ascertain your strengths and weaknesses so that you will be able to act more in accordance with them, thereby increasing your emotional intelligence.



Personalized analysis of the report

This section furnishes the characteristics that stand out most in Alfred`s emotional intelligence profile

Strengths of Alfred:

- > Alfred seldom thinks about what he lacks and appreciates what life offers him. He is generally optimistic and has a tendency to think that the best is yet to come.
- > Alfred listens to himself. His introspection skills enable him to gain a greater insight into his needs.
- > Alfred manages to overcome a deception, without feeling too regretful. As a result he becomes stronger learning from his hardships.
- > Alfred can grasp the interest of others and motivate them. He can also resolve conflicts with his ability to reconcile opposing views.

Weak points of Alfred :

No dominant trait could be detected there from your profile.

Advice for Alfred :

No dominant trait could be detected there from your profile.

Main profile of Alfred :

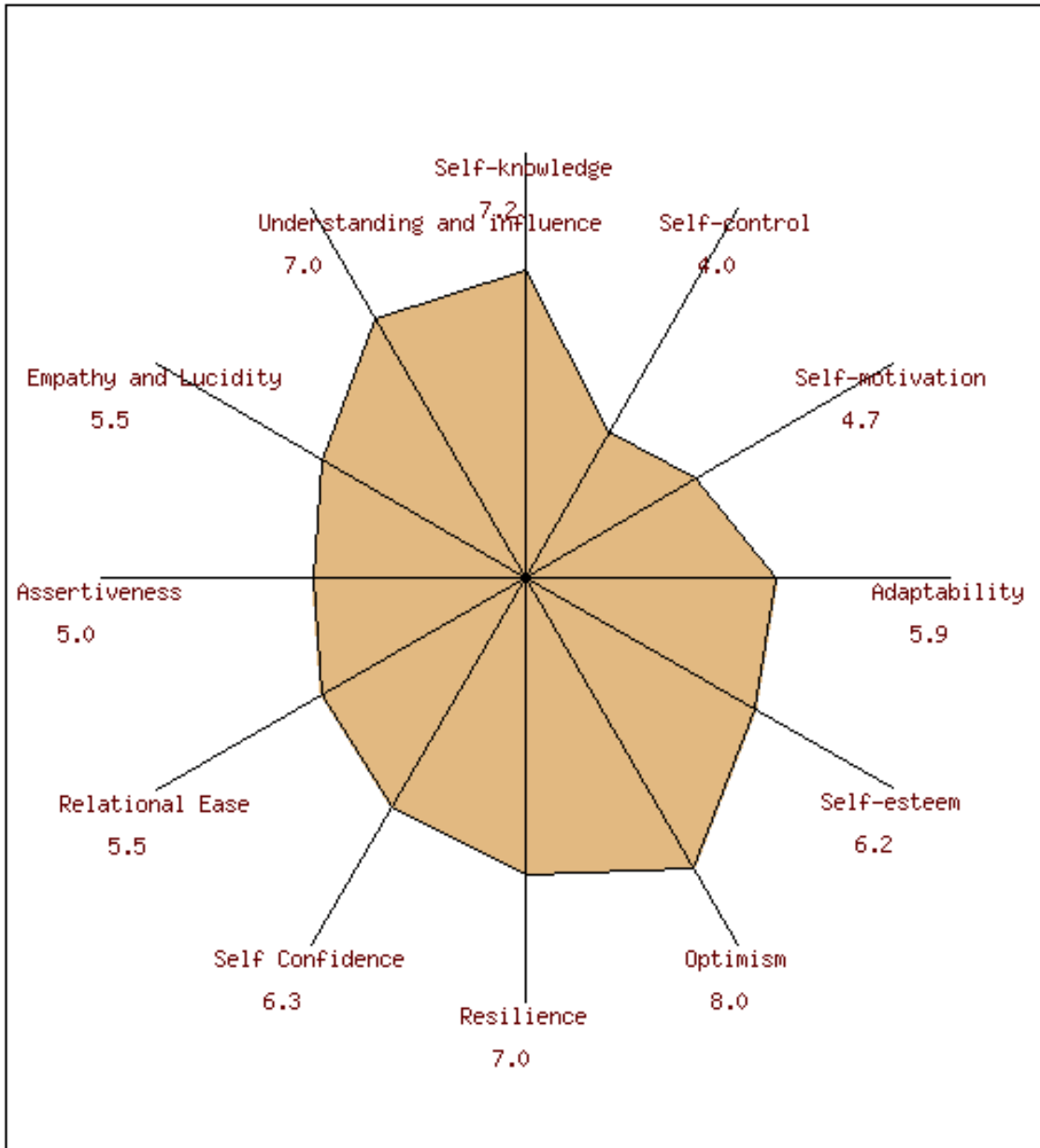
++ Intra-personal Intelligence

∅ This is the most important dimension of emotional intelligence. It includes several characteristics such as self-knowledge, optimism and resilience. Listening to ourselves enables each of us to discover who we are, what we are capable of and what we want in any given situation. Self-confidence and self-motivation encourage us to reach for our goals and overcome failure. This positive attitude also rests on the image we have of ourselves and our level optimism. It is at the heart of emotional intelligence.

Linked factors: Self-confidence, Self-knowledge, Resilience, Optimism, Self-control and Self-motivation.

The Graph

Your principal results (score out of 10)



The Comments

Self-knowledge

Self-knowledge is the ability to listen to yourself, to identify your emotions and their origins correctly, to understand your motivations, and to analyse your reactions and behaviour. It therefore precedes the other intra-personal qualities such as (self-control) and implies introspection (without being opposed to change).

Alfred has developed a high level of introspection skills enabling him to analyze his reactions to situations and his emotions. Thus, he has a better understanding of what he wants and needs in any given situation.

Self-control

Self-control is the ability to restrain oneself from acting impulsively, overreacting to anger and to refrain from being exasperated or anxious in order to be able to continue to think and act serenely. To achieve this, you have to adopt a rather positive representation of yourself to replace those which assail you.

Alfred seems to moderately control his negative emotions (stress, anger etc...). His scores indicate a tendency to manage this but he can easily lose control if he is under pressure.

Self-motivation

Self-motivation is the ability to set goals for oneself and strive for achievement of those goals without needing external stimulation. A person who has a strong potential for self motivation will adopt a positive attitude towards situations and will demonstrate more perseverance. He/she is more likely to attribute his/her successes or failures to his/her own actions rather than to outside circumstances.

Alfred seems to have varying self-motivation level. At times he may manage to achieve his goals but may fail to keep up for long and need support to stay motivated.

Adaptability

A person who knows how to adapt has the ability to modify his benchmarks easily. Adaptability is essential in relationships with others. To be able to express your opinions and feelings involves taking your interlocutor and the situation into consideration. On the contrary, an inflexible person will be more stubborn and rooted in his judgments and certitudes.

The level of adaptability in Alfred is above average. He seems to have the ability to adjust to change but prefers his habits. However change may be an option only to those behavioral patterns that are not central to his nature.

Self-esteem

Self-esteem reflects a person's overall impression about oneself. It consists of an appraisal of self-worth by evaluating your strengths and weaknesses. It, consequently, leads you to be free from the self-imposed constraints resulted from others judgments on you. Self-esteem is also linked to the feeling of being loved.

Alfred has a rather good self-image. He is aware of his strengths and weaknesses. However, he could have a greater impact on others by learning how to put his qualities in the forefront .

Optimism

A person who has a high level of optimism has the tendency to look at the brighter side of events and express satisfaction with life in general. Optimism is one of the facets of emotional intelligence which subsequently pervades in relationships with others and serves to increase your confidence.

Alfred is a diehard optimist. He appreciates what life offers him and sees the positive aspects of things.

However, his tendency of seeing life in a positive manner may cause him to overlook the potential problems.

Resilience

Resilience is the capacity to "rebuild" yourself after a deception or adversity. When faced with difficulties and failures, the most important thing is to readily recover by moving forward and to learn from mistakes instead of having regrets about them.

Alfred has a high level of resilience. He quickly overcomes a failure and moves forward . He realizes that life's hardships made him stronger.

Self Confidence

Being self confident is above all having a strong belief in yourself and your abilities. Self-confidence can manifests itself in personal skills allowing the person to surpass their own objectives and gaining autonomy. It also enables you to tackle challenges and unexpected events more serenely.

Alfred has a sufficient level of self-confidence for carrying out his responsibilities. However, he may sometimes doubt his capabilities, especially if faced with a "never-before" situation.

Relational Ease

Relational ease allows you to form and maintain good relationships with others. It is a matter of feeling at ease with others and easily sharing your emotions with them, in a genuine way.

The scores indicate an almost good level of ease in relationships in Alfred . He is often at ease with others. Although he sometimes needs a little time to get acquainted with people. He is more confident and effective when he gets to know people a little more.

Assertiveness

Assertiveness enables you to find your place in a group easily and more efficiently and to convey your opinions or feelings to the people in the team. An assertive person does not hesitate to opt for confrontation if need be; he/she behaves as forceful, decisive and forward which may be perceived as arrogance in certain situations and cultures.

The level of assertiveness in Alfred is almost average. He is more or less able to express his opinions and emotions but he, more often than not, may not defend his views. He usually does not know how to say "NO" to requests.

Empathy and Lucidity

Empathy is vicariously experiencing the feelings, thoughts, or attitudes of another while remaining objective.

Lucidity is the ability to stand back and detect what is not visible at first glance, be it psychological elements (a person's hidden agenda) or factual elements.

Empathy and Lucidity rely on strong listening skills, observation and insight qualities by which implicit messages can be perceived.

Alfred has close to good level of listening and observation. He sometimes manages to detect the intentions and indirect expressions of people around him.

Understanding and influence

This characteristic evaluates the ability to convince, to motivate and arouse enthusiasm in others by understanding the way they act and react. It is the ability and orientation to help in reconciling differing standpoints during situations of conflict.

His responses on the questions indicate that Alfred has good level of influence. He uses convincing vocabulary, encourages others and is good at reconciling different points of views.

General Profile

Analysis of the candidate's profile on the four global dimensions of emotional intelligence.

A score ranging from 0% to 100% is given against each global dimension. This score indicates proximity of candidate's profile with the ideal profile having exemplary behaviour on that particular global dimension. Any score above 50% indicates a satisfactory level of competence in respective global dimension.

N.B.: The descriptions of global factors given here are generic ones and do not reflect candidate's level on these dimensions.

Emotional Intelligence

1	Intra-personal Intelligence	73%
2	Flexibility	62%
3	Relationship Management	61%
4	Self-Assertion	61%

1 Intra-personal Intelligence 73%

This is the most important dimension of emotional intelligence. It includes several characteristics such as self-knowledge, optimism and resilience. Listening to ourselves enables each of us to discover who we are, what we are capable of and what we want in any given situation. Self-confidence and self-motivation encourage us to reach for our goals and overcome failure. This positive attitude also rests on the image we have of ourselves and our level optimism. It is at the heart of emotional intelligence.

Linked factors: Self-confidence, Self-knowledge, Resilience, Optimism, Self-control and Self-motivation.

2 Flexibility 62%

This dimension refers to susceptibility to modification or adaptability. Flexible individuals are susceptible to influence or persuasion and are responsive to change. They can also act on their negative emotions such as stress (self-control). They continue to think serenely when faced with unexpected events or changes.

Linked factors: Adaptability and Self-control.

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