

REPORT

EMOTION 2.1

Jean Dupont

Test taken on the 20th of December 2023
in 2 min 28 sec

Customised report developed by Central Test.

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1 - Introduction

Please find below a guide to help understand and interpret the calibrated scoring method (inclusive of the percentile rank method) used in this assessment.

UNDERSTANDING AND INTERPRETING THE CALIBRATED SCORE

EMOTION 2.1 is an assessment that is designed to measure the individual's ability to effectively manage their own emotions as well as those of other people's.

In order to effectively interpret this report, the following precautions need to be taken into consideration:

- In the context of talent management processes - from recruitment to development, ability assessments are meant to complement the entire process. Hence, it is not advisable to use them as the sole tool for pre-selection purposes or as a single criterion in the decision-making process.
- This report should be used as only one source of information about the individual being evaluated. In this respect, it is therefore recommended that a final decision be based on an active interview exchange with the evaluated person, in conjunction with the results obtained from the report.
- It is advisable to complete this evaluation by using other assessments as well (for example a personality, reasoning or career interest questionnaire), in order to have a broader overview of the candidate's potential.
- This report is confidential and is intended for use by professionals who have sufficient knowledge of psychometric testing. The report should not be released to a third party without the explicit consent of the person being evaluated.

How to interpret the report:

- Use of this report requires a complete understanding of the objectives of the assessment and of the precise meanings of the factors measured, in order to interpret the results accurately.
- Factor scores and social desirability scores on **EMOTION 2.1** are displayed on a scale from 0 - 10, while percentile rank scores are displayed on a scale from 0 - 100. The overall emotional score is displayed as a quotient.
- The factor scores are a calibration of the individual's raw scores [here, raw scores represent the individual's actual scores] based on social desirability while the percentile rank scores provide an indication of the individual's performance in relation to a comparison group. Further details can be found in the "Factor scores, definitions and personalised comments" section.
- The personalised comments are a reflection of the factor score obtained by the individual. This provides an indication of the individual's emotional ability, and how they perceive themselves to be.
- The profile must be analysed in accordance with the requirements of the job position and the working environment in which the person will evolve.

2 – Indicators

Emotional Quotient

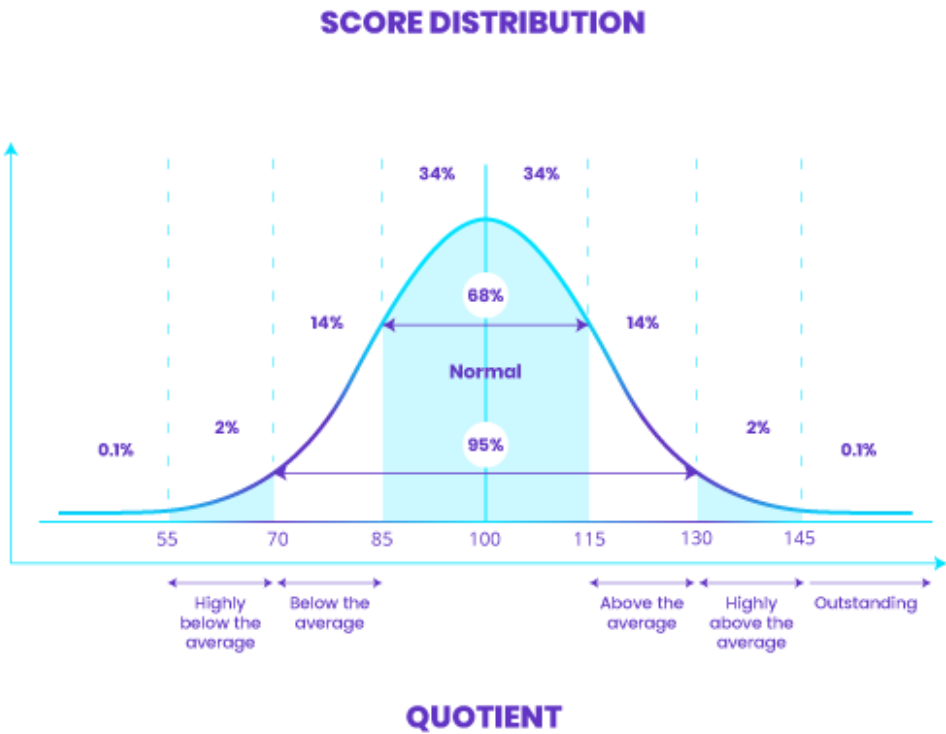
This indicator presents the overall Emotional Quotient score, followed by a summary of the score obtained and a graph displaying the score distribution among the relevant population.

Quotient

97

Jean Dupont's scores indicate that he has a reasonable awareness of both his and other people's emotions in a range of emotional situations, however there may be times when he finds it harder to understand how he, or the people around him, are feeling; especially in situations that are stressful or demanding. This report can further help him to improve this ability, and to improve any areas for development that he may have. This will, in time, help to give him greater management of his emotions.

The following graph illustrates the normal distribution of scores, with a score of 100 considered as the average. Scores between 85 and 115 are common, while scores above 115 and below 85 are increasingly less likely to occur within the population.



Social Desirability

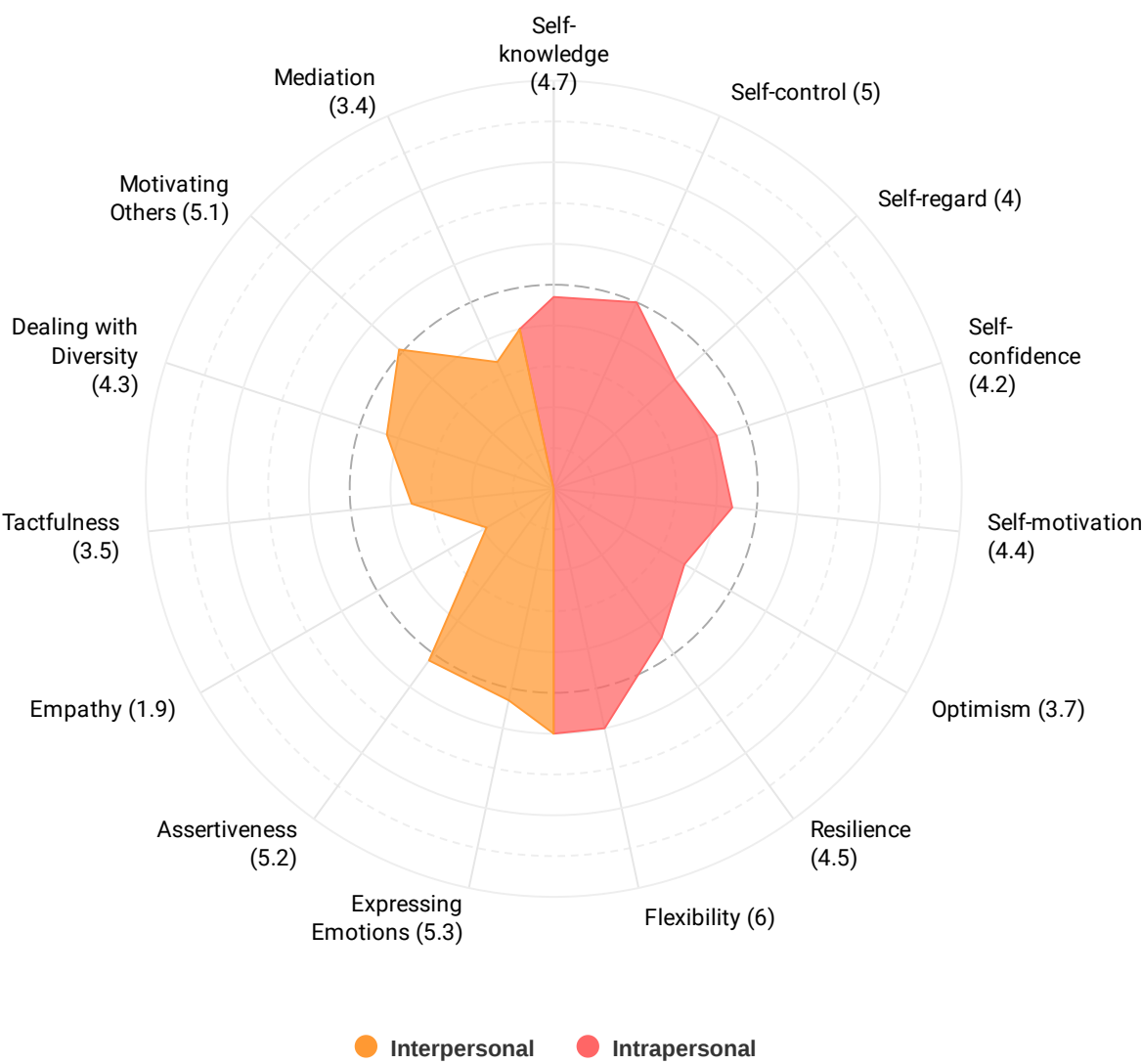
The social desirability indicator measures the likelihood of a person to respond in a way that presents them in a positive light, rather than reflecting their true nature. A person with high social desirability may exaggerate their strengths and hide their weaknesses.

EMOTION 2.1 takes social desirability into account by adjusting the scores of each factor for fair comparisons. This prevents individuals with high social desirability from skewing the results. A score above 2.9 indicates that the individual may have responded in a more "desirable" manner than others. This does not necessarily mean they have consciously been dishonest, but rather that they aim to present a good image of themselves. It is advisable to discuss this with the individual in more detail to better understand the same.



3 - Graph

A visual representation of the individual's scores calibrated based on social desirability, for each factor.



4 – Personalised Analysis

This section presents a summary of the traits that stand out most in the profile.

A few precautions in interpreting the results:

- Certain traits may contradict each other - this is true for human behaviour.
- Being a self-assessment questionnaire, do not forget to address the salient features with the applicant or employee.
- We recommend looking at the "Factor scores, definitions and personalised comments" section of this report for a more personalised description of the profile.

Strengths

No dominant trait emerges from your profile

Weaknesses

Jean Dupont appears to have difficulty deciphering people's feelings, emotions and body language. He is likely to find it hard to relate to other people, and may fail to perceive what others are feeling when they do not state it explicitly.

Advice

Jean Dupont should try to be more attentive to the people around him, for instance, by paying more attention to unspoken messages (such as tone, body language, facial expression). This would, in time, help him to relate to what other people are feeling in any given situation.

5 – Factor scores, definitions and personalised comments

This section displays the factor scores (calibrated score based on social desirability), percentile rank graphs and personalised comments reflecting the individual's emotional abilities across each of the factors.

The factor scores are a transformation of the individual's actual (raw) score based on the social desirability score obtained, in order to obtain a fair, accurate and bias-free identification of the individual's emotional abilities.

The percentile rank graph provides an analysis of the individual's performance in relation to the comparison group, thereby allowing meaningful comparisons to be made.

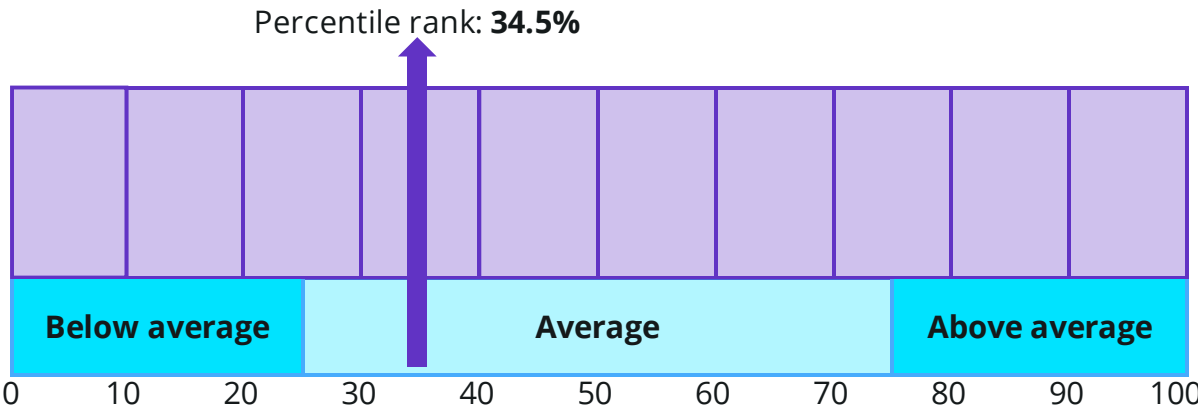
For example, an individual may have a factor score of 5.1 and a percentile rank of 30%. The factor score means that the individual has scored 5.1 out of 10 on the factor. The percentile rank of 30% means that the majority (70%) of the comparison group actually scored higher than the individual on that factor, placing the individual's score at the lower end of the average band of scores.

Intrapersonal Intelligence

The group 'Intrapersonal Intelligence' encompasses those factors which are critical in order for an individual to fully understand and cope effectively with their emotions. Below you will find the score, definition and personalised comment for each factor in this group.

Self-knowledge

Score
4.7/10



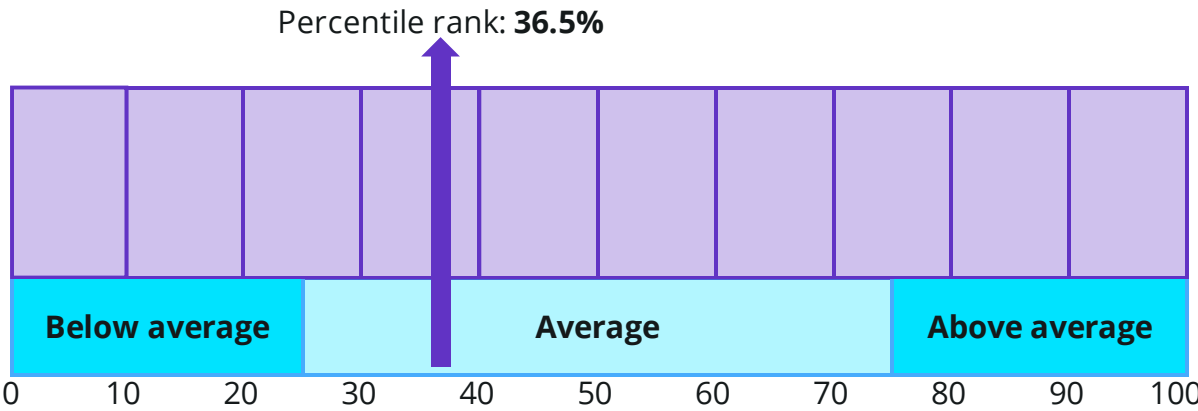
Jean Dupont spends some time introspecting and as a result has a good understanding of his feelings or desires. Hence, he understands the reason behind his reactions most of the time. However, in new or unexpected situations, Jean Dupont may struggle to accurately identify his emotions and understand his reactions, which might prevent him from having good emotional strength in those situations.

Definition

Self-knowledge is the ability to be aware of and understand oneself and one's emotions, needs and desires. It allows individuals to identify and realise how they feel and in turn, know what is best for them even in new and emotionally demanding situations.

Self-control

Score
5/10



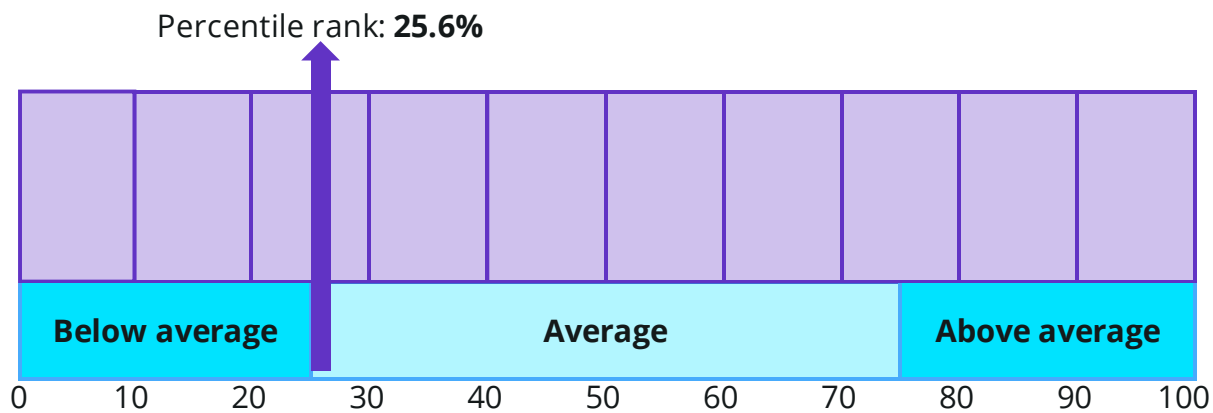
Jean Dupont is generally able to control and constructively channel negative emotions such as stress or anger, when under pressure or in unusual situations. However, in very demanding situations, he may occasionally become overwhelmed by his emotions and as a result, react in an impulsive manner.

Definition

Self-control is the ability to restrain impulses and regulate reactions, while thinking clearly and maintaining adaptive behaviour. In difficult situations, self-control allows individuals to compose themselves and prevent their emotions from taking over and influencing their behaviour.

Self-regard

Score
4/10



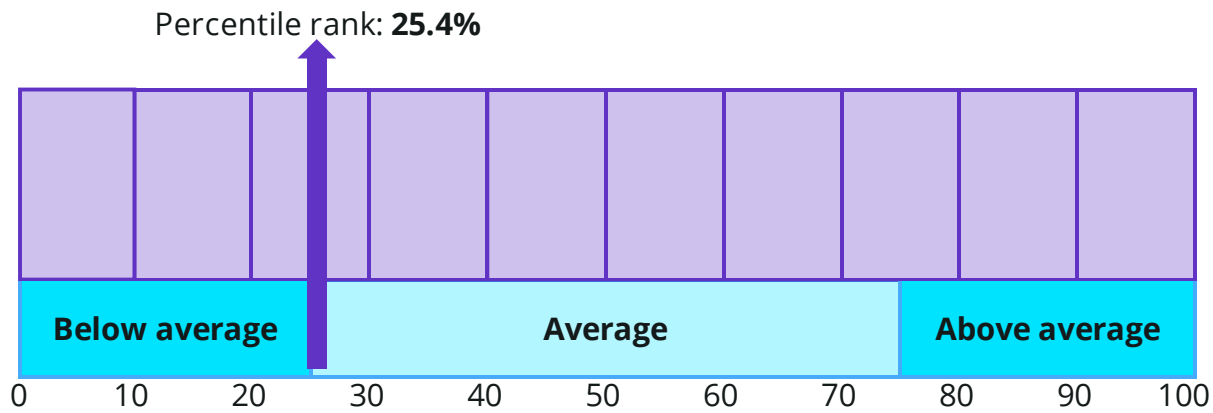
Jean Dupont is aware of his good qualities as well as shortcomings, and is able to hold an accurate image of himself. However, when under pressure or in demanding situations, he may focus on his negative side or have difficulty accepting himself as he is.

Definition

Self-regard is the ability to realistically appraise one's worth, including both strengths and limitations. Individuals with this competence are able to see themselves for who they are, focus on their strengths and accept their weaknesses, thus freeing themselves from being affected by other people's criticism.

Self-confidence

Score
4.2/10



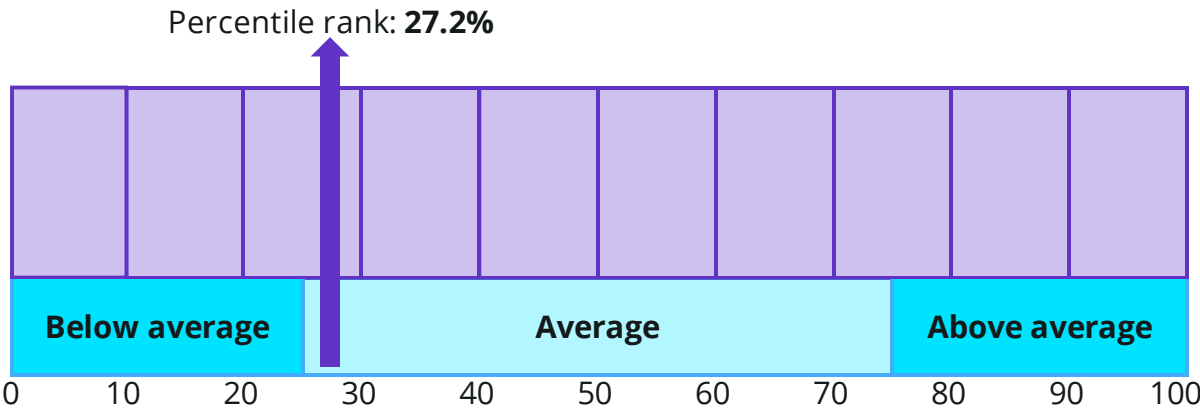
Jean Dupont generally tends to believe in himself and his own abilities, which allows him to comfortably venture into new activities. However, in more challenging or new situations, Jean Dupont is likely to question himself and to doubt his choices, which could prevent him from reaching as far as he could and perhaps lead him to refuse interesting opportunities.

Definition

Self-confidence is the ability to have a strong belief in oneself and one's capabilities. Individuals with self-confidence do not often doubt themselves; they are able to trust their skills and judgements when others may not, and in novel or challenging situations.

Self-motivation

Score
4.4/10



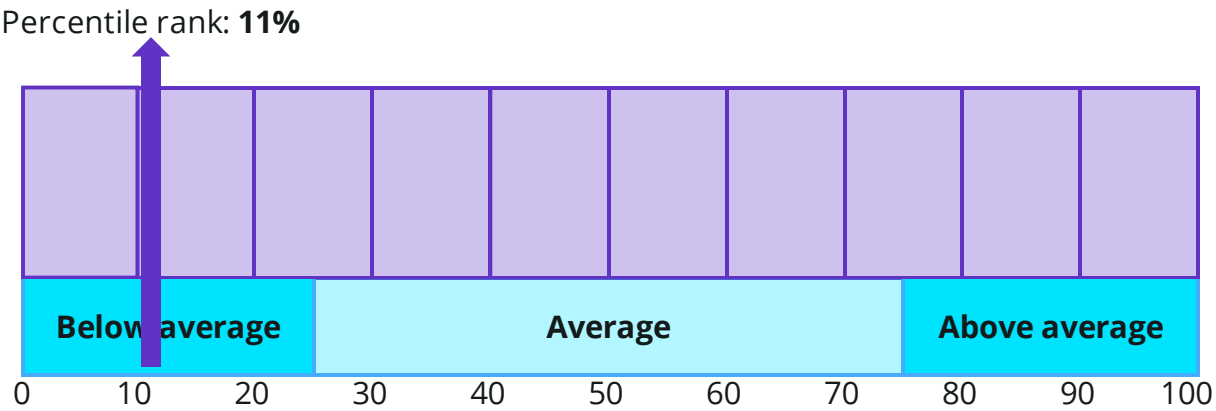
Jean Dupont has a sense of self-motivation that often helps him get through his projects and allows him to remain enthusiastic despite adversities. However, with demanding projects, he might focus more on the difficulties and might lack perseverance.

Definition

Self-motivation is the ability to find within oneself the drive to reach an end goal, despite obstacles and without needing to rely on external stimulation. Being enthusiastic and having a positive attitude are crucial elements for individuals to move forward and progress independently, without requiring the encouragement of others.

Optimism

Score
3.7/10



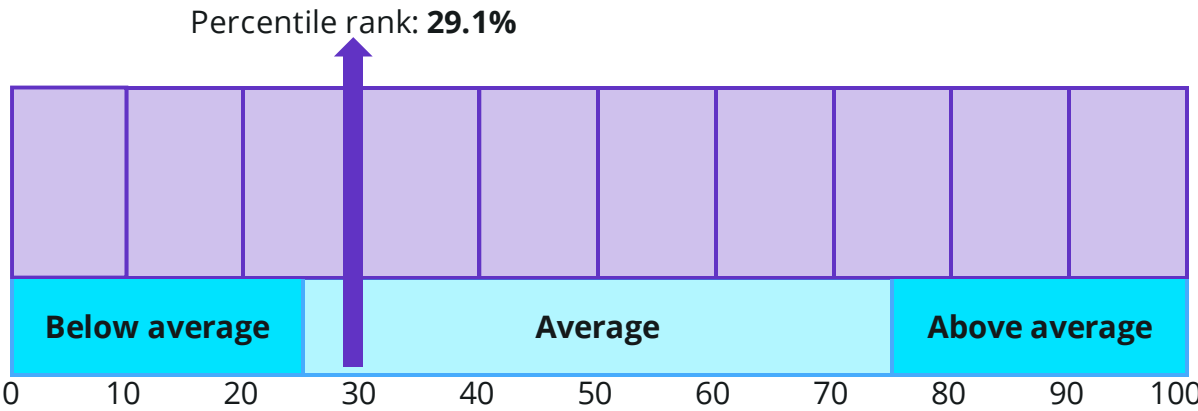
Jean Dupont can sometimes focus on the possibility of poor outcomes and is a little pessimistic. He might let opportunities pass him by because he expects them to have negative results. However, he can usually see the positives when in more straightforward situations, and is unlikely to let the negatives slow him down too much.

Definition

Optimism refers to the ability to face situations and problems with a positive attitude and thought process, and to focus on the best possible outcome of any situation. Optimistic individuals are more likely to seize opportunities and make the best of bad situations.

Resilience

Score
4.5/10



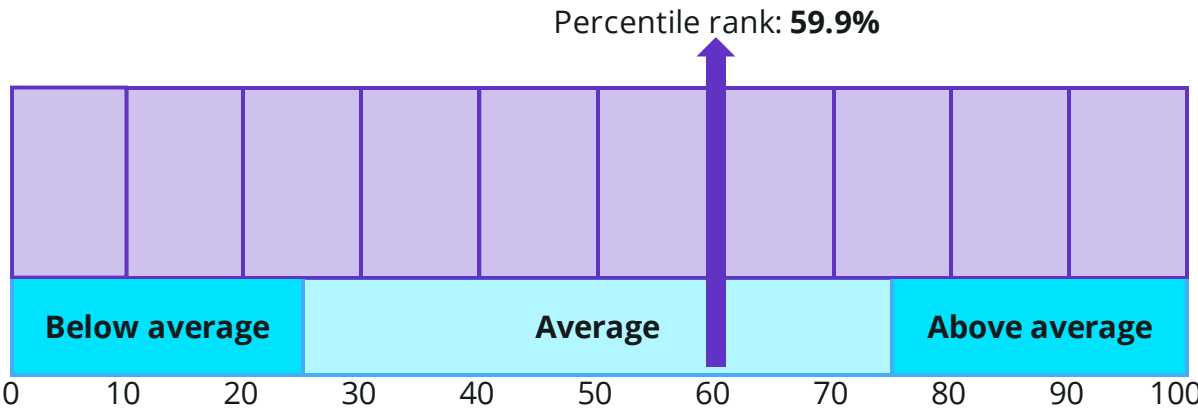
Jean Dupont is generally able to recover easily after a failure, and tends to view setbacks and mistakes as learning experiences that allow him/her to grow. However, Jean Dupont might have a difficult time bouncing back when he does not have the necessary support. In such instances, it might take Jean Dupont longer to start focusing on the future again instead of dwelling on the past.

Definition

Resilience is the ability to quickly recover from adversity and failure. Individuals with this ability do not let themselves ruminate or dwell over past mistakes, and are able to swiftly bounce back from bad experiences.

Flexibility

Score
6/10



In most situations, Jean Dupont is able to tailor his behaviour in an appropriate way, allowing him to cope well with changes even in ambiguous contexts. In very demanding or unexpected contexts, Jean Dupont might find it more difficult to adjust his way of thinking to new environments, and he may be likely to stick to what he knows in those situations. However, on the whole, he has a good level of flexibility.

Definition

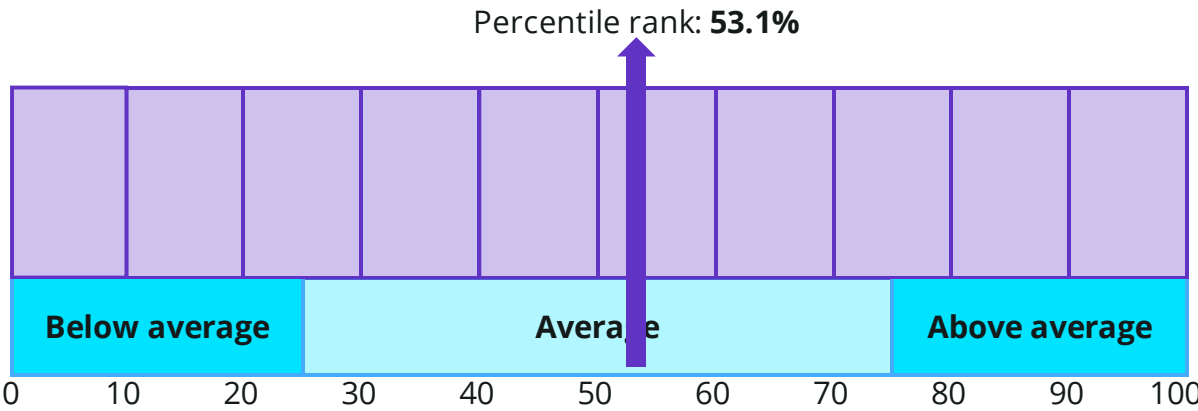
Flexibility refers to the ability to adapt one's thinking process and emotions, in order to accommodate to new standards and situations. With this also comes the ability of an individual to let go of habits and routines, in order to adapt to unknown surroundings.

Interpersonal Intelligence

The group 'Interpersonal Intelligence' refers to the emotional factors which enable an individual to effectively understand and interact with others socially. Below you will find the score, definition and personalised comment for each factor in this group.

Expressing Emotions

Score
5.3/10



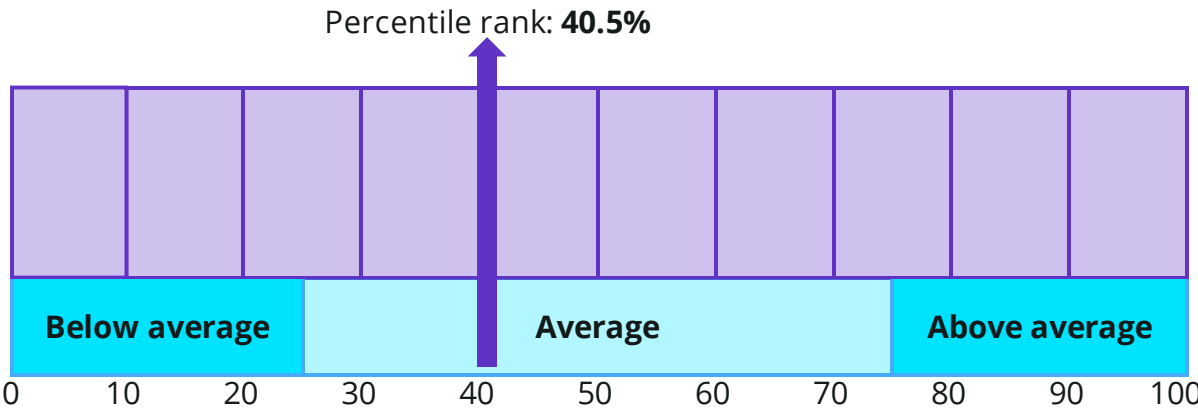
Jean Dupont is comfortable communicating and conveying his emotions to others. This can facilitate a faster recovery through difficult emotions by allowing those close to him to understand his problems and offer him advice. However, with sensitive topics, Jean Dupont may feel that sharing his emotions could make him vulnerable, and therefore, might keep his feelings to himself.

Definition

Expressing Emotions refers to the ability to feel comfortable when conveying how one feels, both verbally and non-verbally. Individuals with this ability are able to express their emotions to other people, in the knowledge that this will help them work through any difficulties with the help and advice of others.

Assertiveness

Score
5.2/10



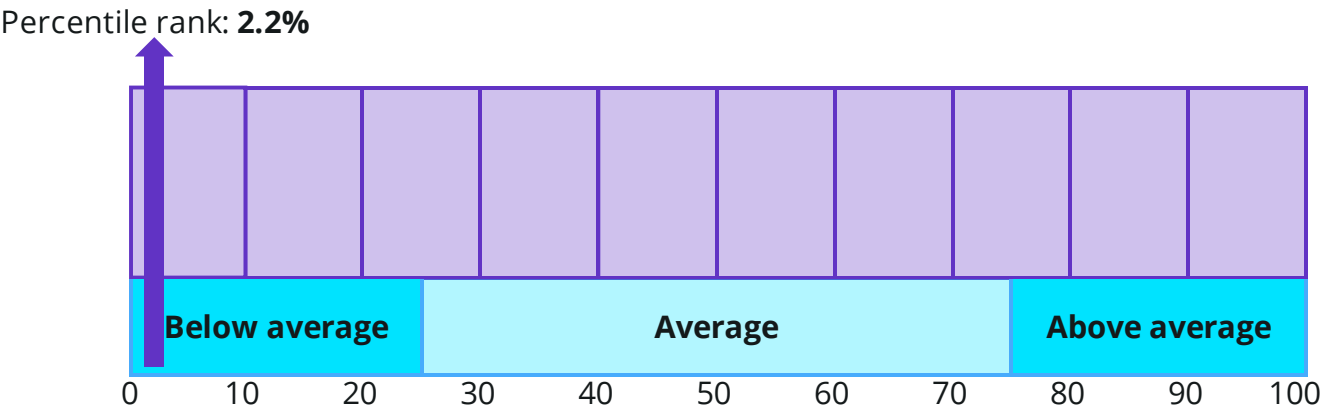
Jean Dupont can express his opinions and views, in most situations of conflict or disagreement. He is generally able to put forth his ideas and articulate them with reasonable conviction. However, he may refrain from speaking his mind to avoid contradicting others in more heated disputes.

Definition

Assertiveness refers to the ability to be bold in articulating one's opinion and standing up for what one believes in, even to the extent of causing a disagreement. Assertive individuals are able to confront those that they do not agree with, and assert their point of view effectively.

Empathy

Score
1.9/10



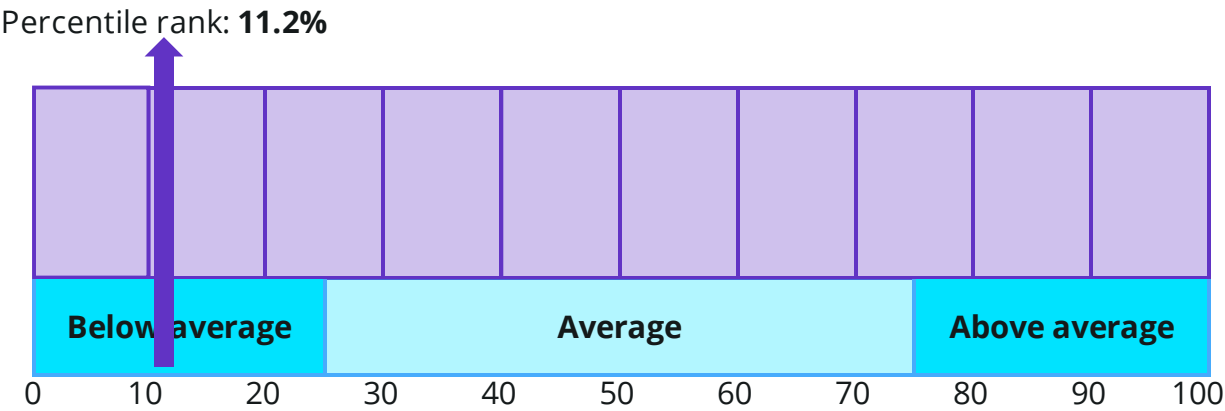
It appears that Jean Dupont finds it difficult to fully grasp other people's emotions, and can sometimes misinterpret their feelings or intentions. In order for him to completely understand other people's feelings, he needs some time and more overt signals, which can sometimes make it difficult for Jean Dupont to relate to other people.

Definition

Empathy is the ability to identify, understand and relate to the emotions and reactions of others. Empathic individuals are able to make sense of and associate with others' feelings, even when such emotional cues are not expressed explicitly, by reacting suitably and in accordance to how others are feeling.

Tactfulness

Score
3.5/10



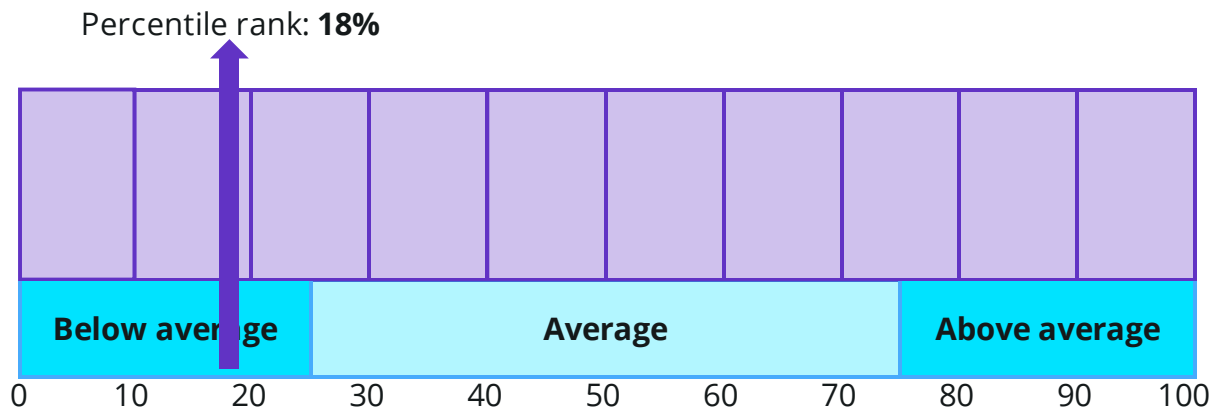
Jean Dupont tends not to take much time to think about how to present his words in a sensitive manner, before communicating. This can result in him often presenting his opinions as they are with little embellishment, and occasionally speaking without consideration for others, which could perhaps cause offence without meaning to. Jean Dupont can however recognise when a situation requires more tact and will be able to adapt his words accordingly.

Definition

Tactfulness is the ability to put forward one's views in a delicate manner, while being considerate of the affect one's opinions has on other peoples' feelings or positions. Tactful individuals are able to subtly portray their opinions in a diplomatic way, while remaining sensitive to other people's feelings.

Dealing with Diversity

Score
4.3/10



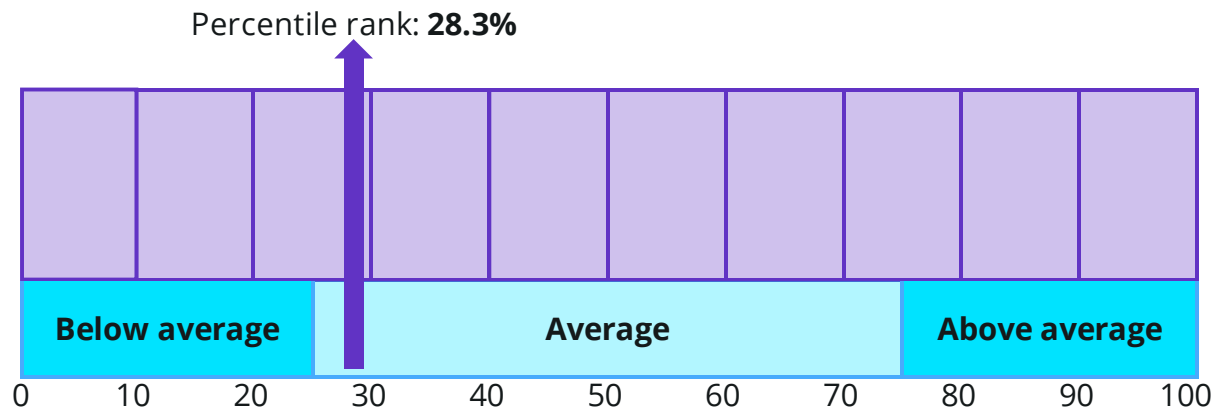
Jean Dupont seems to recognise and value differences in cultures and backgrounds. He is able to benefit from appreciating the advantages that diversity of thought and ideas can bring. However, when in novel situations, he may have difficulty accepting differences, which may sometimes make it difficult for him to work in diverse environments.

Definition

Dealing with Diversity is the ability to recognise, acknowledge and accept differences in others. Individuals who deal well with diversity value differences and see the benefits that can come from variety in their environment. As a result, they are comfortable and efficient when working with people who come from different backgrounds and have different working styles.

Motivating Others

Score
5.1/10



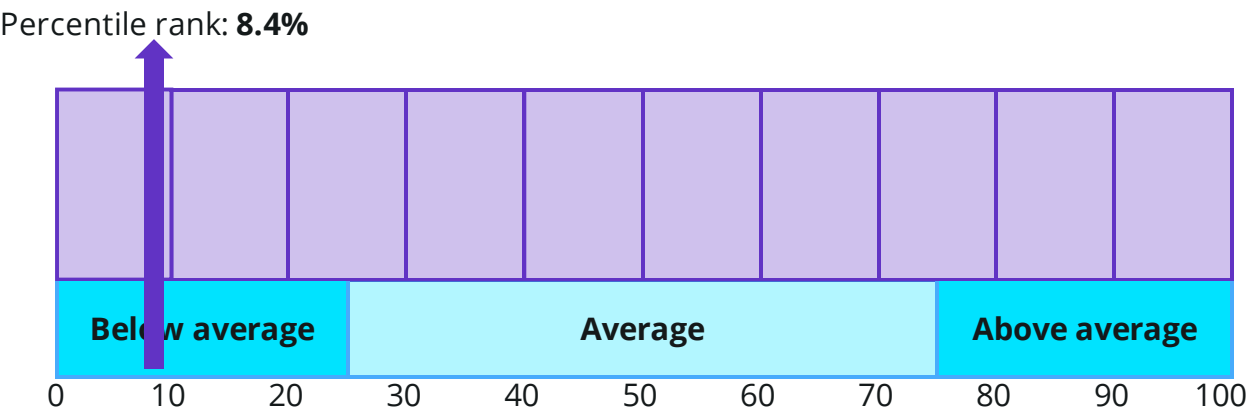
Jean Dupont appears to be able to motivate others when they are feeling discouraged or unenthusiastic about meeting their objectives. He can raise the morale of such individuals, in order to stimulate them towards reaching their goals. However, he may struggle in difficult situations when his co-workers have lost a lot of their drive.

Definition

Motivating Others is the ability to encourage and stimulate others into achieving goal-oriented behaviour. Individuals with this competence are able to generate positive emotions and consider what will drive others, in order to inspire them to reach their targets, even after adversities.

Mediation

Score
3.4/10



In times of small disagreements, Jean Dupont is able to act as a mediator and reconcile diverging points of view, using the right words to convince both parties. However, in situations, when the disputes are more severe, it is likely that Jean Dupont finds it difficult to help the disagreeing parties reach a compromise. This may be as a result of him being subjective during the disputes, thus making it harder for him to see an objective middle ground between both sides.

Definition

Mediation refers to the ability to mediate and reconcile diverging points of view, in situations of disagreement or conflict. Individuals with the capacity to mediate are able to look objectively at a situation and find the right words to bring opposing parties together.

6 – General Profile

A comparison of this profile with five standard behavioural dimensions.

Emotional Intelligence Groups

1	Adaptability		52%
2	Self-assertion		51%
3	Personal Development		45%
4	Self-awareness		45%
5	Leadership		43%

Adaptability **52%**

Adaptability refers to the individual's ability to adapt and adjust themselves to the people and environment around them. Also encompassing a level of flexibility in how they act and make decisions, an individual who has a high level of adaptability has the capability of understanding and accepting diversity. This is achieved through an optimistic attitude and a certain resilience, thereby enabling an individual to face new or changing situations with ease and positivity.

Self-assertion **51%**

Self-assertion refers to an individual's ability to stand up for themselves and what they believe in, in both their personal and professional life. This is acquired through a high level of self-confidence and assertiveness as well as an ability to express emotions efficiently, which allows the individual to believe in themselves and their choices and to share their views, opinions and feelings openly, and with ease.

Personal Development **45%**

Personal Development revolves around the individual's perception of themselves and their surrounding environment. An individual is able to focus on self-development efficiently once they have acquired a good understanding and a realistic view of themselves by acknowledging their positive and negative traits, which enables them to work with an optimistic attitude towards developing their weaknesses. Furthermore, they tend to view negative experiences and failures as learning opportunities and possess a degree of self-control which allows them to master their behaviour and move forward efficiently in view of continuous improvement.

Self-awareness **45%**

Self-awareness refers to an individual having acquired a good knowledge, understanding and acceptance of themselves. This is achieved through the individual's awareness of who they are, how they feel and how they will react in any given situation. An individual who has developed a high level of self-knowledge, self-regard and self-confidence, will know their strengths and weaknesses, believe in their own potential and master their emotions, thus enabling them to take control of their own lives and make changes in the right direction.

Leadership **43%**

Leadership refers to the individual's ability to gather people together, and inspire and lead them with the correct knowledge and understanding of how to tactfully motivate them and mediate any disagreements. Apart from this, an individual with the right emotional intelligence for leadership will have confidence in themselves and their decisions. They will be able to be assertive while remaining in control of their emotions, with the ability to adapt to different situations and people.

7 – Developmental Comments

This section consists of five developmental pointers, suited to the five lowest scoring factors of this profile. These concrete steps can be applied to day-to-day life, thus helping the individual to improve on any areas of weakness.

Empathy

In order for Jean Dupont to further develop his empathy skills, he could:

1. Take a mental step back when he sees that someone is upset, and look at the situation from an objective viewpoint. By not letting his own feelings or opinions affect his assessment of the situation, he will be able to better understand the individual and their emotions.
2. Try to put himself in the person's shoes; imagine how he would feel if he were in that position, to better identify with the other person's feelings.
3. Remember that everyone reacts and copes with situations in a different way; if something does not upset him, it does not mean that it will not upset others (and vice versa). Each individual has unique sensitivities.
4. Ask the person how they are feeling and encourage them to explain their perspective; by listening carefully and responding encouragingly, he will not only understand the situation from the individual's perspective, but will also let them know that he understands.

Mediation

In order to further develop Jean Dupont's mediation abilities, he could:

1. Take a step back and try look at the situation from a neutral perspective; he will find it beneficial to take a moment to regroup and emotionally detach himself from the situation.
2. Communicate calmly to the disagreeing parties that he understands both sides of their argument, by acknowledging their viewpoints and feelings. However, this does not imply that he has to agree with their perspective.
3. Present a common, middle ground that is advantageous to all sides; by considering the interests and needs of the parties, he will ensure that the mediation will lead to a constructive resolution.
4. Keep his composure at all times; if an agreement is not reached or things become heated, it is also best for all involved to take a break, so as to ensure that no one reacts in the heat of the moment.

Tactfulness

In order for Jean Dupont to further develop his tactfulness, he could look to:

1. Understand his audience; thinking about how the individual(s) he is talking to will feel or react to what he has to say is key to developing his tactfulness.
2. Once he understands his audience, he should think about how to deliver the information in a way that will not offend or upset them. Considering factors such as their values, beliefs, culture and personality traits can help him adapt what he has to say appropriately.
3. Remember that being tactful doesn't mean one needs to manipulate the truth; it is important that he remains honest when communicating what he has to say.
4. Consider the timing and level of discretion required; ensure it is the right time and place and that there is the right amount privacy, especially if he is going to give difficult news or share sensitive information.
5. Lastly, remember to be kind; even if the individual or situation is causing frustration, he will communicate much more effectively if he remains calm and polite.

Optimism

In order for Jean Dupont to further develop his optimism, he could try to:

1. Make note of any positive experiences or achievements he has had that day before going to sleep; even the small ones. Reflecting on these before sleeping will help him release his mind of stress and/or worries, and help him wake up feeling more positive.
2. Focus on the solution rather than the problem; instead of paying attention to the difficulties that a situation brings, he should focus on how to solve them.
3. Look to the future positively and keep in mind that things can improve. Expect the future to be better than the past, and take comfort in the fact that practise makes perfect. Just because things may have gone wrong in the past does not mean that they will not turn out well in the future.
4. Surround himself with positivity because negativity is contagious. Spending time with pessimistic people is likely to bring him down and have a negative impact on his outlook on life. Likewise, people who think optimistically will likely have a positive impact on him, which could make him feel more positive and happier on a day-to-day basis.

Self-regard

In order for Jean Dupont to further develop his self-regard, he could aim to:

1. Identify and note down his strengths and weaknesses. Involving some of his close friends, family or colleagues may help him identify positive things about himself that he may otherwise overlook.
2. On days when he is feeling down about himself or is unsure of his worth, he can refer back to this list. This will help him be reminded of his strengths.
3. Remember that it is okay to have weaknesses; everyone does. What is important is for him to accept his weaknesses and learn to work with them.
4. Embrace his strengths and abilities, and think about how he can use them in a unique manner. This will help him to feel good about himself as a person.

Notes

