



REPORT

Trait Emotional Intelligence Questionnaire v. 1.50 - TEIQue v. 1.50

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Below you will find your scores on the 15 subscales and four factors that make up the TEIQue, along with other information that will help you interpret and understand them. These scores are entirely based on your responses and, as such, they reflect how you personally view your own self, behaviour, and preferences.

Your perception of your self will likely remain relatively stable over your life. However, this perception can change considerably after serious life changes or in response to systematic efforts on your part. It is also important to recognize that the way in which you see yourself might be different to how other people see you. Although the reliability of the TEIQue is very high, it is recommended that you take the questionnaire at least once more within the next three years in order to determine the stability of your scores.

NB: The in-depth interpretation of this report requires professional training in psychology and an understanding of the principles of psychological measurement and testing. This report should not be used as the sole basis for important decisions about an individual. Rather, it should be used in conjunction with other information, including objective performance indicators and an assessment by an experienced consultant.

This report has been automatically produced by the research programme's on-line report engine. For more information about the research programme go to:

http://www.ioe.ac.uk/schools/phd/kpetrides/trait_ei.htm

Emotion regulation

Your Score: 4.58

Your Score(%): 54%

Emotion regulation



Description: You are average in your ability to regulate your emotions. While you are able to stay focused and remain calm in upsetting situations, you sometimes fail to control your feelings and suffer negative thoughts, disruptive emotions, and outbursts of anger.

Caveat: You should try to minimize emotional outbursts, especially in the presence of people who do not know you well. However, sporadic flare-ups can, under certain circumstances, help you get a point across.

Empathy

Your Score: 5.56

Your Score(%): 65%

Empathy



Description: Your score suggests that you have an average ability to understand other people's viewpoints. Like most people, you try to take into account others' feelings, however, there are times when you fail to understand how they are feeling and why.

Social competence

Your Score: 5.00

Your Score(%): 45%

Social competence



Description: Your score on this scale was average. Although, you generally feel comfortable in social contexts, there are times when you are unsure about how to behave in the presence of people you do not know well.

Caution: Even though you are about as sociable as others, it is worth making an effort to improve your people skills (e.g., by engaging in active listening, asking and giving help), as this can enhance both your personal and your work relationships.

Low impulsivity

Your Score: 3.78

Your Score(%): 13%

Low impulsivity



Description: This scale measures unhealthy rather than healthy impulsivity. In other words, it is about doing things quickly and on the spur of the moment. Your score suggests that you tend to speak and take decisions without carefully considering the consequences. You believe that there is no time like the present and, therefore, like acting fast.

Organizational fit: Positions or situations where it is an advantage to think and speak fast (e.g., brainstorming). An impulsive disposition may also be suitable in contexts that involve routine decision-making.

Caveat: The higher your post in the organizational hierarchy, the more important it is to consider carefully your actions and weigh the advantages and disadvantages of your judgments.

Emotion perception

Your Score: 5.00

Your Score(%): 52%

Emotion perception



Description: You have an average ability to understand yours and other people's feelings. Your score on this scale indicates that there are times when you feel emotionally confused and find it hard to decode other people's emotional signals.

Organizational fit: Positions or situations where emotion perception will facilitate desired outcomes, but is not an essential ingredient for success (e.g., negotiating from a powerful position or providing performance appraisals to subordinates).

Stress management

Your Score: 5.90

Your Score(%): 89%

Stress management



Description: Your score on this scale indicates that you have developed coping mechanisms that allow you to handle

pressure calmly and effectively. You are less likely than others to complain about your workload and schedule.

Organizational fit: Positions or situations that involve parallel projects, tight deadlines, and rapid decision-making.

Caveat: It is important to distinguish between managing stress effectively and altogether ignoring it. Moderate levels of intermittently occurring stress are adaptive, as they can stimulate effort and improve performance.

Emotion management

Your Score: 4.78

Your Score(%): 40%

Emotion management 

Description: This scale concerns your ability to manage other people`s emotional states. Your score indicates that, while you can influence how others feel, the effects are likely to be modest and restricted to people you know well or to specific emotions (e.g., anger).

Organizational fit: Positions or situations where it is beneficial, albeit not essential, to handle other people`s feelings (e.g., front-office posts, call centres).

Optimism

Your Score: 5.38

Your Score(%): 50%

Optimism 

Description: This scale is linked to general well-being and measures how you feel about the future. Your score indicates that you are as optimistic as others. You generally feel positive about the future, although occasionally you take a gloomy perspective and fail to look on the bright side. You may consider yourself a realist, although it is not the case that you are optimistic when a situation calls for optimism and pessimistic when a situation calls for pessimism.

Caveat: It would be wise to avoid taking decisions and to seek alternative viewpoints and to avoid taking decisions when you are in a negative frame of mind.

Relationship skills

Your Score: 5.33

Your Score(%): 38%



Description: Your score on this scale suggests that you are average in your ability to forge and sustain fulfilling personal relationships both in and out of work. From time to time, you experience friction that interferes with your productivity and overall well-being.

Adaptability

Your Score: 5.11

Your Score(%): 65%



Description: Your score suggests that you are as flexible as most, with an average ability to adjust to new environments and ideas. However, like others, you have attitudes and habits that you find difficult to change.

Organizational fit: Positions or situations with relatively stable workloads that occasionally involve modest changes.

Assertiveness

Your Score: 5.22

Your Score(%): 62%



Description: Your score indicates that you have average levels of assertiveness. While in most cases you will stand up for your rights and beliefs, there are times when you prefer to back down even though you know you are right.

Caveat: Given that you are not always at ease with behaving assertively, it is important that you `choose your fights` carefully, so that you do not find yourself backing down in important cases.

Happiness

Your Score: 5.88

Your Score(%): 56%



Description: Your score on this scale suggests that while you are generally content and feel good about yourself, like most people, there are times when you feel blue and are overly negative about things.

Caveat: Although it is perfectly natural to feel down occasionally, you should be concerned if at any time your negative feelings become acute or prolonged in duration.

Motivation

Your Score: 4.90

Your Score(%): 49%



Description: You have an average ability to motivate yourself from within. Like most, you sometimes get a lot of pleasure just from doing something well, but other times you need a lot of support and incentives to keep going.

Caveat: You should keep in mind that, in many cases, you will need to work persistently without external encouragement or reinforcement in order to reap benefits later on.

Emotion expression

Your Score: 5.50

Your Score(%): 69%



Description: Your score suggests that you have an average ability to express your emotions. You are normally able to explain to others how you feel, although at times you become inhibited and fail to find the right words. This may vary across different emotions (happiness, anger, fear, etc.).

Organizational fit: Positions or situations where accurate expression of personal feelings is important, but there is enough time to plan for what should be communicated (e.g., pre-planned feedback sessions).

Self-esteem

Your Score: 5.18

Your Score(%): 58%

Self-esteem



Description: Your score on this scale suggests that you have average levels of self-respect. You are as confident as most people, however, there are occasions when you doubt yourself or your achievements. This may be restricted to specific activities or areas of your life or ability.

Organizational fit: Positions or situations that are clearly defined and do not often require one to take the initiative.

Caveat: You should make an effort to improve your view of yourself. Low self-esteem can be a barrier both to performance as well as to general well-being.

Well-being

Your Score: 5.44

Your Score(%): 51%

Well-being



This is a brief and general summary of your combined scores on `optimism`,` happiness`,` and `self-esteem`. Please refer to these sections of your report for additional details.

Description: You have an average score on the well-being factor, which suggests that you have a positive view of yourself and that you generally find life enjoyable. However, like most people, there are times when you are unhappy and pessimistic.

Development tip: Remember to praise yourself for your efforts and accomplishments. When you are in a negative frame of mind, do not over-generalize and avoid taking important decisions.

Self-control skills

Your Score: 4.77

Your Score(%): 55%

Self-control skills



This is a brief and general summary of your combined scores on `emotion regulation`,` impulsiveness`,` and `stress management`. Please refer to these sections of your report for additional details.

Description: Your score on this factor suggests that you have average self-control skills. Like most people, you have a certain degree of control over your impulses and emotional reactions, but there are times when you get unduly anxious, rash, or angry. Although you generally like thinking things through, you occasionally take sudden, rushed decisions that you later regret.

Development tip: You would benefit from developing new strategies to enhance your ability to control your thoughts, actions, and feelings. For example, you could delay important decisions for a few days in order to avoid making rash judgments. When you get upset, make an effort to transform your frustration into constructive energy.

Emotional skills

Your Score: 5.34

Your Score(%): 61%

Emotional skills



This is a brief and general summary of your combined scores on `empathy`,` emotion perception`,` emotion expression`,` and `relationship skills`. Please refer to these sections of your report for additional details.

Description: You have an average score on the emotional skills factor, which suggests that you are as good as most at understanding and utilizing emotion-related information. Although sometimes you are insensitive to the feelings and needs of those close to you, your personal relationships are fulfilling.

Development tip: Make an effort to improve your listening skills and to understand other people`s viewpoints, especially when you are locked in disagreements. Try to enhance your ability to perceive emotion-related information by starting to monitor your own mood.

Social skills

Your Score: 5.00

Your Score(%): 50%

Social skills



This is a brief and general summary of your combined scores on `emotion management`,` assertiveness`,` and `social competence`. Please refer to these sections of your report for additional details.

Description: Your score on the social skills factor indicates that you are about as good as most people at socializing and relating to others. Your interpersonal skills are in the mid-range. Overall, you are assertive, but there are times, especially in unfamiliar settings, when you are unsure how to behave.

Development tip: Try to take advantage of opportunities for social interaction in order to enhance your people skills. Show respect for other people`s feelings and, if necessary, try to influence them through empathic reasoning. Practice assertive behaviour, even in circumstances when you feel less confident than usual.

Global trait EI

Your Score: 5.14

Your Score(%): 58%

Global trait EI



The global trait EI score provides a snapshot of your general emotional functioning. It is an index of your self-perceived ability to understand, process, and utilize emotion-related information in your everyday life. Overall, your score indicates that you are well-adjusted emotionally, although there are areas where you have deficits. It is important to remember that the global score may mask considerable discrepancies between some of the more narrow aspects of the construct. For specific details, please refer to the entries for the TEIQue subscale and factor scores.



OVERVIEW

