



Administrator's Report – Paired Version

# The EI Questionnaire

Susan Sample



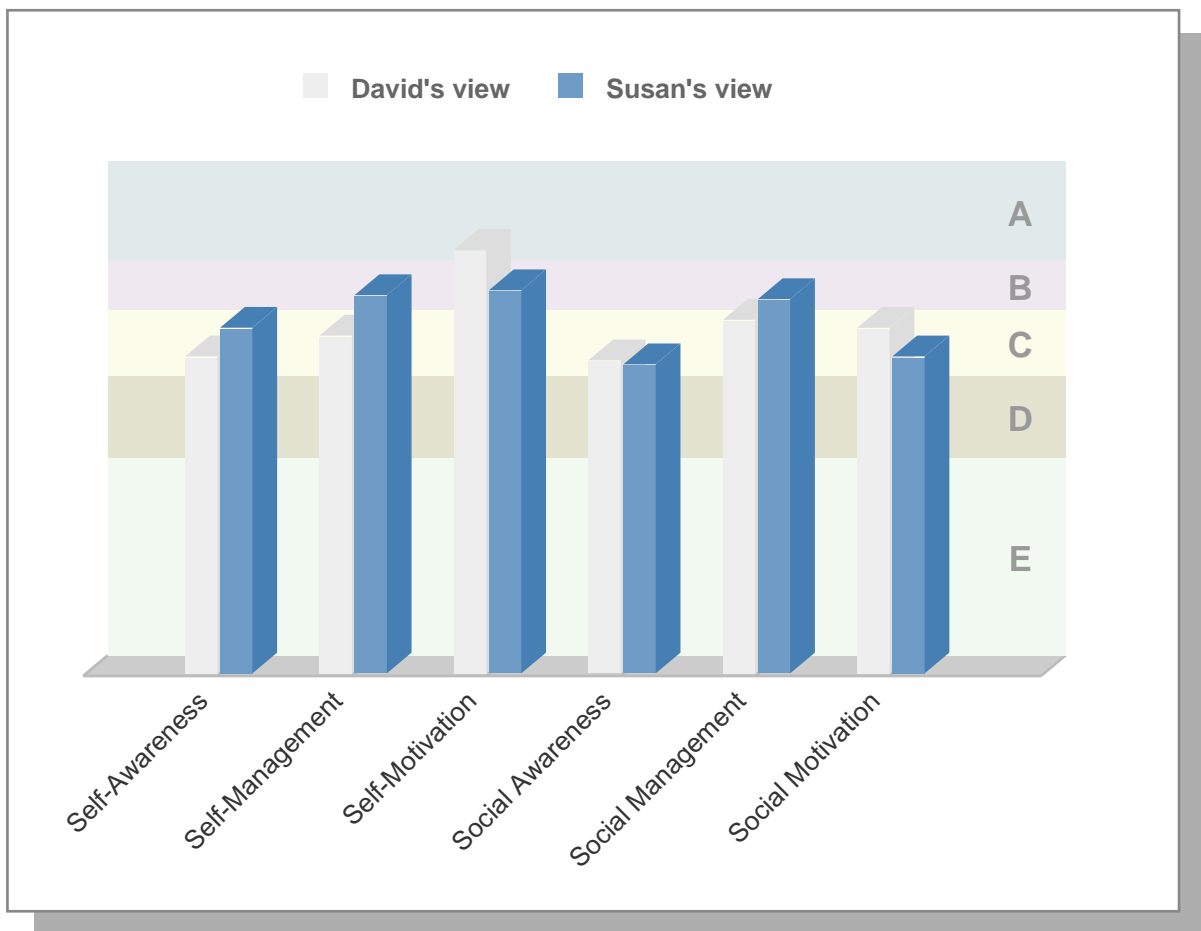
# Administrator's Report for Susan Sample

(with feedback from David Demonstration)

## The EI Questionnaire

This report presents Susan Sample's results on the EI Questionnaire which is a self-report questionnaire assessing 'Emotional Intelligence'. This questionnaire assesses Susan's view of her abilities in a number of areas of social functioning and generates scores across 6 broad areas of emotional intelligence. In addition, a further person, David Demonstration, has completed a feedback version of the EI questionnaire in which he has given his views about how he sees Susan in relation to each of the 6 areas of social functioning.

Susan's overall results are shown in the chart below.



The coloured bands (A-E) indicate the extent to which Susan and David believe Susan shows the competency characteristics described in the questionnaire. The bands are defined as follows:

- A: shows these characteristics very consistently
- B: shows these characteristics consistently
- C: generally shows these characteristics
- D: is not consistent in showing these characteristics
- E: rarely shows these characteristics

## The Competency Model

The chart below shows how the questionnaire is based on 6 major competency areas. Each major area is broken down into two individual competencies. Both Susan's scores and those of David are shown by the bars to the right of the competency name. These scores convey how Susan personally judges herself on each competency and also how David sees Susan.

Area	Competency	Range	Blue = Susan's scores	Grey = David's view
Self-Awareness	Self-Understanding	C	4.42	
		C		4.00
	Self-Value	B	4.58	
		C		4.42
Self-Management	Self-Regulation	A	5.08	
		B		4.50
	Openness	B	4.58	
		C		4.33
Self-Motivation	Drives for Results	B	4.92	
		A		5.58
	Drives for Change	B	4.83	
		B		5.00
Social Awareness	Understands Others	D	3.67	
		C		4.25
	Appreciates Others	B	4.58	
		C		4.08
Social Management	Exerts Influence	A	5.17	
		B		4.75
	Builds Relationships	C	4.42	
		C		4.42
Social Motivation	Leads for Results	B	4.67	
		A		5.17
	Inspires Commitment	D	3.75	
		C		3.83

## Competencies where David felt he had limited knowledge

The table below shows, for each of the 12 competencies, the number of questions on which David indicated that he was not confident about the response he gave due to limited knowledge of Susan in the area in question. In each case, the number is out of 12. For example, if the number 2 appears next to one of the competencies, that would mean that David felt uncertain about his responses on 2 out of the 12 questions relating to that competency.

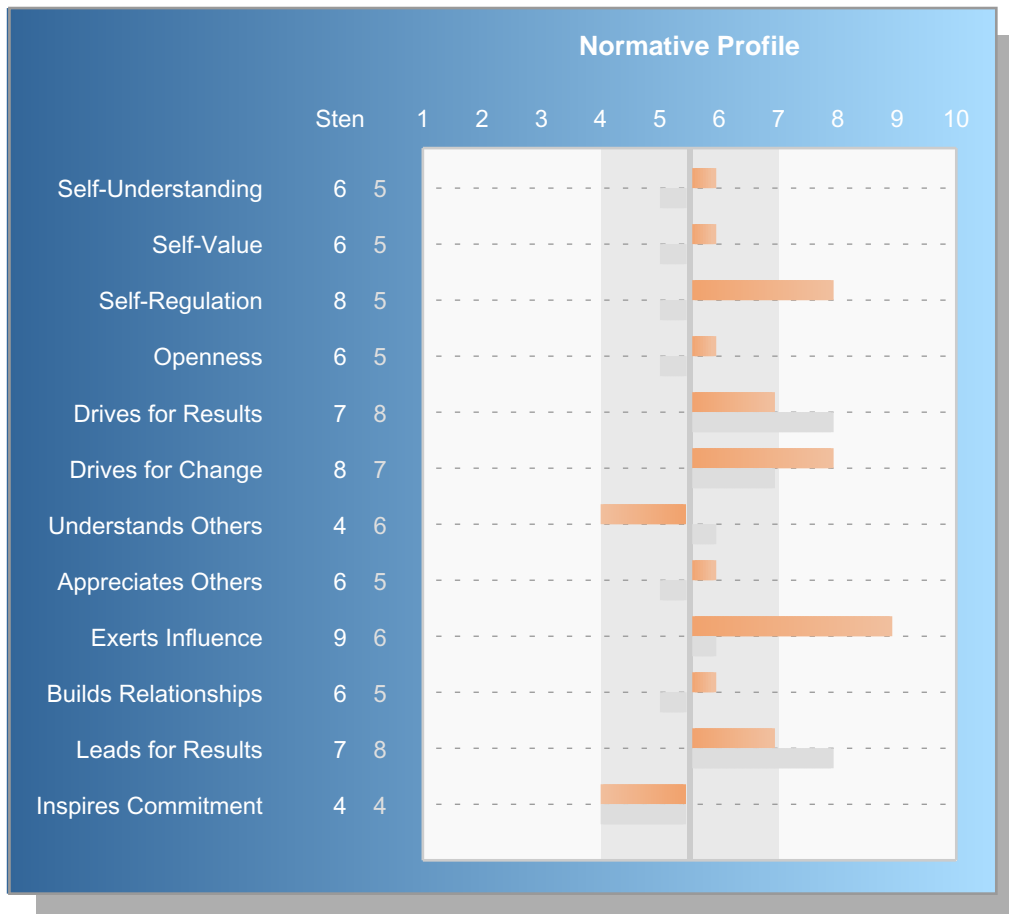
For those competencies where the number is high (e.g. 8 or greater), any data or results presented in this report concerning David's view of Susan in relation to that competency should be viewed with caution as they will be based on a relatively low level of confidence on his part.

Competencies	No. of 'uncertain' items
Self-Understanding	0
Self-Value	0
Self-Regulation	0
Openness	0
Drives for Results	0
Drives for Change	0
Understands Others	0
Appreciates Others	0
Exerts Influence	0
Builds Relationships	0
Leads for Results	0
Inspires Commitment	0

## Normative scores

The diagram below shows how Susan's scores compare to those of other people. Where the bar for a competency moves from the centre line towards the right, Susan's score for that competency is higher than that obtained by the typical person. Where the bar moves from the centre line towards the left, Susan's score for that competency is lower than that obtained by the typical person. The orange bars represent Susan's own self-ratings and the grey bars represent David's ratings.

The norm group to which Susan's responses were compared is indicated below the diagram. The white numbers show Susan's sten scores and the grey numbers show David's sten scores.



Norms used: Development Participants (399 participants at training courses and developmental workshops)

The table on the following page shows the mean scores and stens for each of the 6 main areas, 12 clusters and 24 basic scales.

	Susan Sample		David Demonstration	
	Raw	Sten	Raw	Sten
<b>Self-Awareness</b>	<b>4.50</b>	<b>6</b>	<b>4.21</b>	<b>5</b>
<b>Self-Understanding</b>	<b>4.42</b>	<b>6</b>	<b>4.00</b>	<b>5</b>
Self Assessment	4.00	4	3.83	4
Self Literacy	4.83	7	4.17	5
<b>Self-Value</b>	<b>4.58</b>	<b>6</b>	<b>4.42</b>	<b>5</b>
Self Confidence	4.00	5	5.17	8
Authenticity	5.17	7	3.67	3
<b>Self-Management</b>	<b>4.83</b>	<b>8</b>	<b>4.42</b>	<b>5</b>
<b>Self-Regulation</b>	<b>5.08</b>	<b>8</b>	<b>4.50</b>	<b>5</b>
Self Control	4.50	6	4.17	4
Responsibility	5.67	10	4.83	6
<b>Openness</b>	<b>4.58</b>	<b>6</b>	<b>4.33</b>	<b>5</b>
Openness to Change	4.17	5	4.83	7
Openness to Feedback	5.00	8	3.83	4
<b>Self-Motivation</b>	<b>4.88</b>	<b>7</b>	<b>5.29</b>	<b>8</b>
<b>Drives for Results</b>	<b>4.92</b>	<b>7</b>	<b>5.58</b>	<b>8</b>
Initiative	4.67	6	5.50	8
Achievement Orientation	5.17	7	5.67	8
<b>Drives for Change</b>	<b>4.83</b>	<b>8</b>	<b>5.00</b>	<b>7</b>
Optimism	4.50	6	5.00	7
Creativity	5.17	8	5.00	7
<b>Social Awareness</b>	<b>4.13</b>	<b>5</b>	<b>4.17</b>	<b>5</b>
<b>Understands Others</b>	<b>3.67</b>	<b>4</b>	<b>4.25</b>	<b>6</b>
People Judgement	3.17	3	4.33	6
Emotional Literacy	4.17	6	4.17	5
<b>Appreciates Others</b>	<b>4.58</b>	<b>6</b>	<b>4.08</b>	<b>5</b>
Positive Regard	4.83	6	3.83	4
Trust Radius	4.33	6	4.33	5
<b>Social Management</b>	<b>4.79</b>	<b>8</b>	<b>4.58</b>	<b>6</b>
<b>Exerts Influence</b>	<b>5.17</b>	<b>9</b>	<b>4.75</b>	<b>6</b>
Influence	4.83	8	5.00	8
Constructive Discontent	5.50	10	4.50	6
<b>Builds Relationships</b>	<b>4.42</b>	<b>6</b>	<b>4.42</b>	<b>5</b>
Develops People	4.83	7	4.00	4
Develops Collaboration	4.00	5	4.83	7
<b>Social Motivation</b>	<b>4.21</b>	<b>6</b>	<b>4.50</b>	<b>6</b>
<b>Leads for Results</b>	<b>4.67</b>	<b>7</b>	<b>5.17</b>	<b>8</b>
Leads the Vision	4.33	6	5.17	8
Leads the Change	5.00	8	5.17	8
<b>Inspires Commitment</b>	<b>3.75</b>	<b>4</b>	<b>3.83</b>	<b>4</b>
Fosters Team Spirit	4.83	7	3.83	4
Communicates	2.67	3	3.83	5

Date tested: 30/4/2010

Normd used: Development Participants