

# **MEIQ - Ab (Multi-dimensional Emotional Intelligence Quotient - Abridged, 7th revision) - YLP**

**Report for: Marvin Johnson - Sample**

**Completed on: February 4, 2015 at 3:43 pm**

**Completed in: 48 min**

## Table Of Contents

Table Of Contents .....	1
Summary .....	2
Introduction .....	3
Graphs .....	4
Details .....	7
Strengths & Limitations .....	11
Advice .....	13

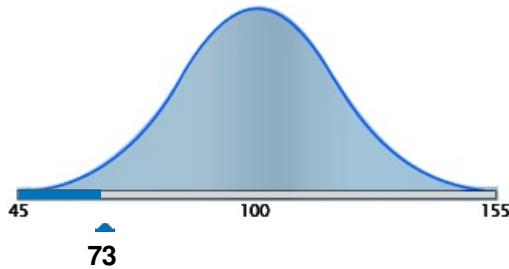
## Summary

This emotional intelligence test consists of two parts; a self-report portion and an ability portion. The test assesses Marvin's capacity to: recognize his own emotions and those of others; understand how best to motivate himself; develop a relationship with others; and manage his own feelings and those of others.

### Overall Results

**IQ score = 73**

**Percentile score = 4**



Marvin's score on this assessment is not strong. This is a major concern because this test was designed to flag those individuals who might have severe limitations in understanding their own emotions and those of others. This area can certainly be improved with effort; however, for some people, it is difficult to improve without help. On a positive note, awareness is key to helping Marvin find the motivation to improve in this area, and knowing which areas he most needs to work on developing.

## Introduction

In the late 1990's, emotional intelligence (EIQ) was one of the hottest buzz-phrases in contemporary psychology. In the business world, it became a hot topic, largely due to one author's claim that a high EIQ was one of the best predictors of success in the workplace. In his 1995 book, *Emotional Intelligence, Why it Can Matter More than IQ*, author Daniel Goleman used an early definition by researcher Peter Salovey which stated that the construct of EIQ includes knowing one's emotions, emotional self-control, motivation and persistence, recognizing emotions of others, and successfully handling relationships. Goleman made some very strong statements in his book, including the suggestion that EIQ is one of the main keys to success in life. He implied that emotional intelligence is at the root of many of life's puzzles. Why are some smart people unsuccessful? Why do certain individuals strike out at others in a violent manner? Why do some excel at managing others while others struggle? He hinted that EIQ was an answer to all these, and many others, of life's questions.

"What really matters for success, character, happiness and life long achievements is a definite set of emotional skills - your EQ - not just purely cognitive abilities that are measured by conventional IQ tests." - Daniel Goleman, Ph.D.

Since the birth of the concept in a 1985 thesis by Wayne Leon Payne, researchers have been working to discover what factors play a part in emotional intelligence. Many conceptions of emotional intelligence are divided into two main parts; aspects related to understanding and dealing with one's own emotions, and those related to understanding the emotions of others and handling social interactions. For many prominent EIQ researchers, including most notably Goleman and Reuven Bar-on, the construct also includes broader traits such as motivation, interpersonal and other personal attributes (this is often called a mixed model). For others, including Peter Salovey and John Meyer and their colleagues, the latest models of EIQ are strictly related to the test-taker's abilities in this area (often called an ability model). Like the classical notion of intelligence, they feel that emotional intelligence is a cognitive ability that can be accurately and concretely defined and measured.

Three main options exist in terms of how to assess EIQ:

- Assess the related skills as you would traditional intelligence, with questions where the goal is to select the *best* answer. This method works best with the ability model of emotional intelligence.
- Evaluate these skills through self-report, where the test-takers answer according to what they most likely would do in a variety of situations. This works best with the mixed model of emotional intelligence.
- Create an assessment that combines these two techniques, and therefore utilizes both the ability model and the mixed model of EIQ, while helping to overcome potential problems of both.

It appears that the mixed models and the ability methods of evaluating EIQ do not assess exactly the same thing. In fact, Mayer and Salovey themselves found that their assessment shares only 10% of the variance with Bar-on's self-report measure of emotional intelligence (Mayer, Caruso, Salovey, 2000). This means that while they may be somewhat related, there is not enough overlap to justify using only one or the other. Since self-report and ability measures can be seen as distinct elements, our assessment will include both forms but report scores for both separately. Both types of measures have been shown to have predictive value in different areas in a large number of studies, so using both can create a measure that is effective in measuring success in a variety of areas.

Our definition of emotional intelligence is Mayer et al.'s (1999) definition:

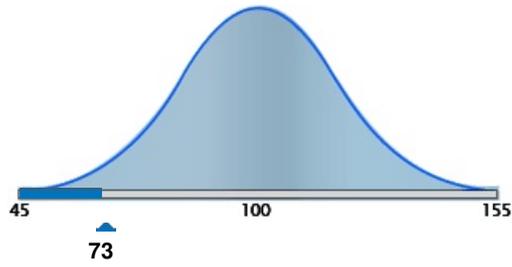
Emotional intelligence refers to an ability to recognize the meanings of emotions and their relationships, and to reason and problem-solve on the basis of them. Emotional intelligence is involved in the capacity to perceive emotions, assimilate emotion-related feelings, understand the information of those emotions, and manage them (p. 267). We chose to assess this construct using both self-report questions and ability questions.

## Graphs

### Overall Results

IQ score = 73

Percentile score = 4



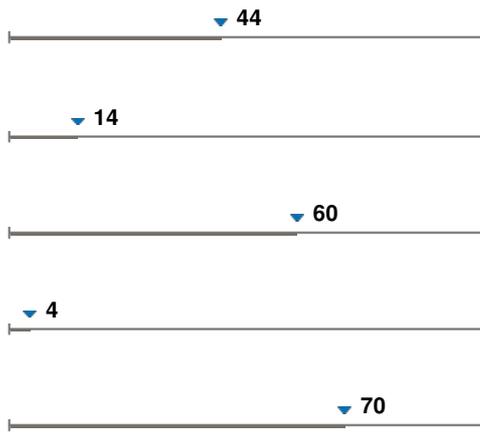
### Emotional Identification, Perception, and Expression

Emotional Self-awareness

Awareness of Strengths and Limitations

Comfort with Emotions

Recognition of Other's Emotions



### Emotional Facilitation of Thought

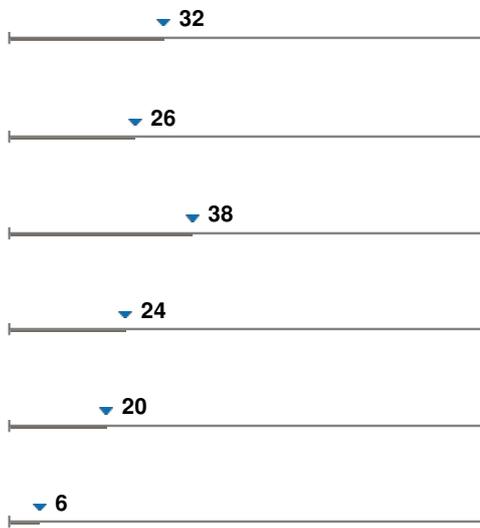
Rumination

Problem-Solving

Positive Mindset

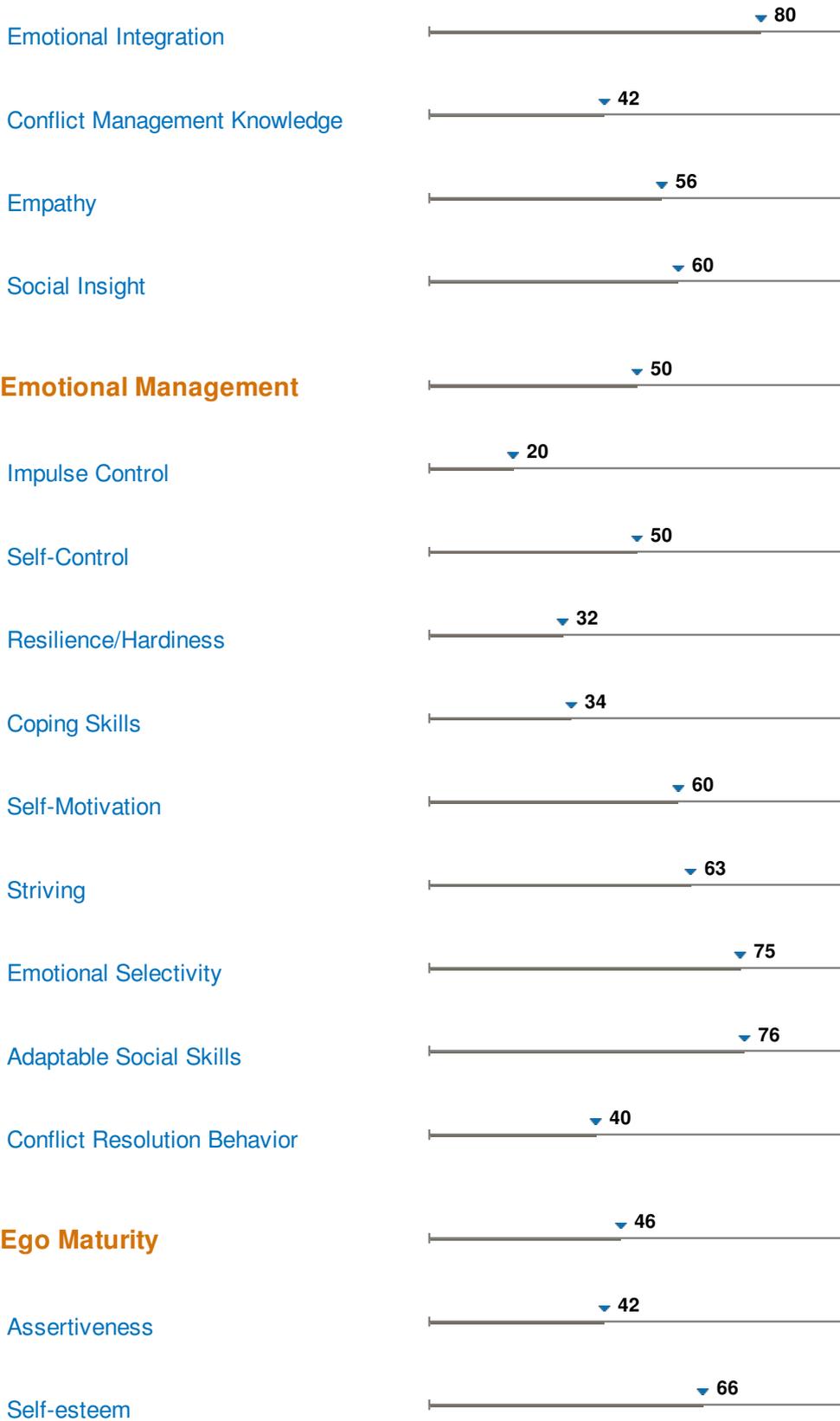
Emotional Reflection

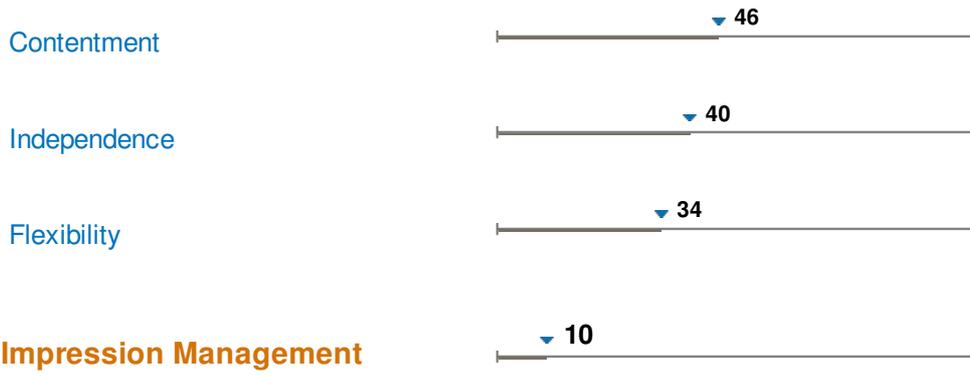
Values Integrity



### Emotional Understanding







## Details

### Overall Results (score 73)

Marvin's score on this assessment is not strong. This is a major concern because this test was designed to flag those individuals who might have severe limitations in understanding their own emotions and those of others. This area can certainly be improved with effort; however, for some people, it is difficult to improve without help. On a positive note, awareness is key to helping Marvin find the motivation to improve in this area, and knowing which areas he most needs to work on developing.

Ability to recognize and understand basic emotions, and handle them productively.

### Emotional Identification, Perception, and Expression (score 44)

Marvin's results indicate that he needs to work on improving the skills that can help him identify, perceive and express emotions in himself and others. Difficulties in this area of emotional intelligence can hinder his ability to read others, to understand how they feel, and to effectively identify his own emotions. Lacking these skills could mean that he struggles to relate to others and may sometimes even question why he himself behaves the way he does. Review the results below for further information in order to identify where improvement is recommended.

Ability to characterize emotions in oneself and in others.

- He is out of touch with his emotions, and frequently fails to identify his true feelings.
- He seems to have some understanding of his strengths and limitations, but this may still be fuzzy area for him.
- He seems to be extremely uncomfortable dealing with emotions in general.
- He was relatively successful on the recognition of emotions aspect of the test; however, he seemed to have had some difficulty occasionally.

### Emotional Facilitation of Thought (score 32)

Although Marvin may consider himself as a mostly logical, rational person, his emotions do impact his thoughts and decisions on some small level. The core ability of Emotional Facilitation of Thought reflects the capacity to evaluate and effectively use his emotions as a guide for his judgment, reasoning, and actions. In essence, rather than dismissing emotions, they are used to figure out the aspects of a situation that don't lend themselves too easily to logic (e.g. when making decisions in ambiguous situations). Marvin's responses imply that he doesn't take full advantage of the guiding potential that his emotions offer. Review the breakdown below of his results for more information.

Ability/Willingness to use feelings constructively; to let them guide one.

- He does not have a tendency to ruminate about his problems. He needs to make sure however, that he gives an issue in his life the thought and consideration it needs.
- He doesn't seem to approach challenges, setbacks and obstacles to what he wants in a very effective way.
- Staying positive, and being positive in general, is a challenge for him.
- When evaluating an issue in his life, he is not someone who thinks about the emotional side of things.
- He is not acting in accordance with who he is and what he believes in.

### Emotional Understanding (score 59)

Feelings affect thoughts and behavior. Therefore, in order to take appropriate action in emotionally-charged situations, Marvin needs to be able to assess and analyze the complex and mixed emotions that come into play. He seems to be relatively capable of making sense of emotions, but this is not an area where he fully excels. When he doesn't make it a point to put this ability and knowledge into practice, he is more likely to make serious social missteps. Review the detailed results below for more information.

Ability to understand and analyze emotions, and solve emotional problems.

- He appears to be quite skilled and knowledgeable when it comes to emotional integration. He likely understands the profoundness of emotions, how complicated they can be, and how they play a role and impact everyday tasks in life.
- When it came to choosing the best approach someone should take to resolve a conflict, his performance in this area was generally not very good.
- He is somewhat empathetic, but he either doesn't put empathy into practice often enough, or he still struggles to fully place himself in someone else's shoes.
- When it comes to taking context into consideration when making judgments about other people's emotions or behavior, he appears to struggle at times.

### Emotional Management (score 50)

It is rare that Marvin takes responsibility for his emotions. Emotions are not always under our control - we feel what we feel. However, how we react to situations **is** under our control, which means that we need to take responsibility for our actions even in times when emotions are volatile. It goes without saying that deficient emotional management can result in a number of problems socially and professionally. Review the breakdown of Marvin's results below and work on the areas identified as problematic.

Ability to take responsibility for one's emotions.

- He struggles a great deal when it comes to impulse control. He is much less likely to consider the full consequences of his actions before doing something, which could result in serious repercussions.
- He shows some self-control, but it can be a struggle sometimes, especially when faced with particularly difficult or emotionally-charged situations.
- His degree of resilience is limited at best. He is likely to struggle to pick himself up after experiencing a setback.
- His coping skills need a fair amount of improvement. He is more likely to use ineffective and unhealthy strategies to cope with stress.
- He is sometimes able to encourage and motivate himself to try hard and do his best - at least to a degree - but other times he falls short.
- He is somewhat open to learning new things - perhaps depending upon how much effort it will require, and whether he finds the new skills or knowledge useful or interesting.
- He is generally able to not "sweat the small stuff", although it can take effort at times to let go of minor problems or things that he can't change.
- He is able to adjust his social behavior and skills to fit the situation most of the time, but may struggle occasionally.
- His personal approach to resolving conflict needs is not really conducive to resolution - improvement is needed.

### Ego Maturity (score 46)

The Ego Maturity scale refers to a group of traits that encompass emotional maturity - a level in which a person is fully comfortable with whom he/she is and possesses a strong and healthy sense of self. While this may be shaped by life experiences, as emotional intelligence develops and expands, so too will our ego mature.

Attaining emotional growth and maturity.

There are aspects of Marvin's personality where there is room for growth and change. In essence, he still has room to grow as a person. Refer to the results below for more details about areas that he can focus on developing further.

- On most occasions, he has trouble asserting himself. He likely has difficulty saying no very often, standing up for himself, or commanding respect from others.
- His self-esteem is reasonably high, but could still be higher. It can go through some ups and downs occasionally. Some situations and people will make him feel good; others can bring him down.
- His level of satisfaction with life is rather low.
- It is often a challenge for him to act independently, making decisions of his own accord and based on his own feelings.
- He is not a very flexible person. When things are not as he wants them to be, he is unlikely to be accommodating very often.

### Impression Management (score 10)

This scale assesses to what degree the results on this assessment are distorted or manipulated. Many people will try to present themselves in a better light, especially if the stakes are high.

Assesses whether the test-taker had a tendency towards social-desirability in order to make himself/herself look good.

Test-takers' answers are compared to responses obtained from a large sample of the general population. When someone systematically selects socially desirable responses that are rarely endorsed by others, there is a good reason to believe that a positive self-presentation bias is at play. A score that is suspiciously high may indicate that a person was lying, which may invalidate the whole assessment.

There was little or no indication in Marvin's results to suggest that he was either lying or trying to present himself in a favorable light. Therefore, his results can likely be seen as accurately reflecting who he is.

## Strengths & Limitations

The following is a summarized version of Marvin's results, categorized as Strengths, Potential Strengths, and Limitation.

### Strengths

---

- He performed well on the emotional integration aspect of the test

### Potential Strengths

---

- He was sometimes able to recognize the emotions depicted on the test
- He does not ruminate excessively, which is good, but he also may not give things sufficient thought
- He is sometimes able to let go/rise above minor issues
- He is sometimes able/willing to adapt his social skills to the circumstances around him
- His level of self-esteem is satisfactory

### Limitations

---

- His overall emotional IQ needs improvement
- Improvement is required in the area of Emotional Identification, Perception, and Expression
- His emotional self-awareness is limited
- He doesn't seem to be entirely aware of his strengths and weaknesses
- He is not very comfortable with emotions in general
- Improvement is required in the area of Emotional Facilitation of Thought
- His approach to problem solving is not always conducive to resolution
- His mindset could stand to be more positive
- He doesn't make it a point to act in accordance with his values
- Improvement is required in the area of Emotional Understanding
- He did not always choose the most ideal form of resolution for others' conflict situations on the test
- His ability to empathize needs improvement
- His social insight ability limited
- Improvement is required in the area of Emotional Management
- His impulse control needs improvement
- His self-control needs improvement
- His resilience/hardiness needs further development
- He needs to work on using more healthy coping techniques
- He is not very self-motivated
- He doesn't seem to be enthusiastically interested in striving for further self-development
- The manner in which Marvin would resolve conflict situations on the test were not always the most beneficial
- He is not very assertive
- He does not seem to be very content
- He seems to struggle to act independently
- His flexibility is limited

The man considered as the "father of modern positive psychology", Martin Seligman, believes that pessimism is harmful to our health because it lowers our immunity.



## Advice

### Emotional Identification, Perception

- **Stay in touch with your feelings.** Pay attention to what triggers them and how you react.
- **Pay attention to your body when you're upset, sad or angry.** What are the signs? Learning to recognize how you react in response to different sentiments can help you become more in tune with your emotions.
- **Be honest with yourself.** Everyone feels things, and it's nothing to hide or be nervous about. Emotions are important signals that we need to listen to in order to feel more fulfilled in life.
- **Get to know yourself better.** For example, make a list of your strengths and limitations. The more in touch you are with who you are, the better you will be able to understand and handle your emotions.
- **Take small steps if you're not used to expressing emotions.** Start with those that are the least intimidating and you will surely find that it's not as bad as you think. On the positive side, begin with genuine compliments and then take it further to an expression of appreciation. When you need to communicate a negative feeling, try writing it if you feel too intimidated to say it. Like learning any new skill, it will get easier with practice.
- **Consider the implications of not releasing your feelings.** A lack of intimacy with others, pent up feelings, health problems, etc.
- **Remember that communication involves a lot more than what is just said.** Our gestures, expressions and tone of voice send just as strong (or even stronger signals) than the words we choose, and can let us know how others are feeling (and lets other know how we are feeling).

### Emotional Facilitation of Thought

- **Practice distinguishing between what you are thinking and what you are feeling.** They are not always one and the same, and we need to recognize this in order to clearly express and understand where our feelings are coming from.
- **View setbacks as short-lived.** Whenever you are feeling overwhelmed and find yourself plunging into negativity, remind yourself that things can get better. If you're having a hard time in a class you're taking, for example, or you're having relationship problems, look at it as temporary. Whatever the situation, you can take proactive steps to deal with the underlying issues. Even if you are faced with something that you will have to deal with for a lifetime (like a health problem or family issue), there is always some way to improve the situation. You will grow stronger, heal, or find better ways to cope.
- **Refuse to be a victim.** Dr. Martin E.P. Seligman, renowned author and noted expert on positive psychology, states that the feeling of being a victim leads to learned helplessness. If you blame your problems on other people or circumstances, you will avoid taking personal responsibility for your life. While it may be true that there are things beyond your control, the majority of what happens in your life is up to YOU. Life may throw you many curveballs, but it is you who decides how you'll react to them.
- **Don't brush aside your gut instinct or intuition.** Gut instinct is that voice in your head, that warning bell, that's trying to tell you that something isn't right. Some refer to it as a sixth sense. Whatever the label, it can

offer us valuable information if we take a moment to listen. Those who ignore this inner voice can often end up regretting it. This doesn't mean that logic has no benefits. The perfect balance, in fact, would be to think a situation through, and then going with what feels right.

- ***The good and the bad.*** Both good and bad feelings facilitate the thinking process by allowing us to view things from different perspectives. Did you ever notice how, when thinking pessimistically about a problem, you come up with solutions that are in line with that thinking, and when you think positively, the perspective and solutions change? Our feelings, good and bad, offer us different perspectives on the world. While one perspective may be more beneficial than the other, both angles offer us valuable information about the world around us, and about ourselves.

### Emotional Understanding

- ***Empathy.*** While you certainly can't fake empathy, you can increase your connection to other people by truly listening and trying to put yourself in their shoes.
- ***Put empathy in action.*** Get involved in helping people in some way (i.e. volunteering); the closer you get to a situation, the more you will realize the difficulties others might be facing.
- ***Put aside your own preoccupations.*** Consider what might be going through other people's minds in different situations. Ask yourself how you would feel in a similar situation - there are always several perspectives. Try to identify at least 2 or 3 different ways to look at it.
- ***Understand that everyone has his or her bad days.*** Sure it can be hard to overlook it when someone snaps at you or is otherwise unpleasant, but remembering that nearly everyone is unpleasant sometimes when under stress (even you!) can help you learn to take things less personally.
- ***Put yourself in the other person's shoes.*** Think about how your actions will affect others before you act. If you are unsure, ask! Not everyone thinks the same way you do. If your actions will have an effect on others, ask them if they are ok with the decision before you act.
- ***Be aware of how others respond to you.*** Pay attention to how others are reacting, and what they are communicating to you. Putting in the extra effort to really listen and observe can teach you a lot about human interaction and emotions.
- ***Don't fall victim to "The Fundamental Attribution Error".*** We as humans are forever trying to figure out the causes of other's actions. All too often, we attribute misfortunate behavior on the part of others to dispositional rather than situational factors. For instance, writing others off as jerks for snapping at you rather than looking for external causes such as being sick or having been fired that day. As a result, we are less forgiving than many situations call for. Try to understand that others are under just as much pressure and stress as you are and as a result, their behavior may not always represent who they are as people.

### Emotional Management

- ***Question your beliefs.*** Do you think ignoring your emotions will make them go away? While this may be true for minor issues, strong feelings will manifest themselves in other ways (health problems, bitterness, etc.).
- ***Boost your coping skills.*** Build a supportive social network, learn how to relieve stress, etc.

- **Step back.** If you're prone to losing control of your emotions, try taking a step back from heated situations. Give yourself some time to gain control rather than reacting immediately.
- **Practice.** Practice keeping your feelings under control (without suppressing them) and it will become more natural. Learn the appropriate times to express them so that they don't boil over in inappropriate situations.
- **The source of emotions.** Remember: emotion is just a whirlwind of activity passing through your body and mind. You help create it and feed it; how you react is important to its outcome. See a professional in cognitive therapy if you wish to learn concrete strategies to overcome negative thought patterns and to question any heavily ingrained beliefs.
- **Don't try to avoid confrontation at all costs.** This results in a buildup of unresolved anger and frustration for both people. Sulking and denial do not accomplish anything either. Besides, bottled up frustration finds its way out, one way or another.
- **Take a time out.** "When angry count to ten; when very angry count to 100." It's not always easy to maintain your composure when you feel like your "buttons" are being pushed, but it is essential that you make an effort to do so. It's important to cool down emotionally when a situation makes you upset or stressed. As time passes, you will be able to be more objective about the issues and to sort out the situation more clearly. Count for as long as it takes for you to reach a state of mind conducive to the cool, rational consideration of possible consequences of your actions. This counting technique can be used no matter what the intense feeling is.