



EQ is the #1 Predictor of Success™

BlueEQ™ Self-Assessment Report Results

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Congratulations!

Welcome and congratulations on successfully completing your BlueEQ™ self-assessment, a new way of examining your emotional intelligence skills in managing and leading. So why is emotional intelligence so important? It's been proven that in most situations, EQ is more important than IQ. This is especially true for managers and leaders. Your BlueEQ™ self-assessment will help you improve your emotional intelligence, and the attitudes and behaviors you will need to become even more successful as a manager and leader.

What is BlueEQ™?

BlueEQ™ is the world's most accurate, comprehensive, and powerful emotional intelligence self assessment for managers and leaders. It was designed by a team of industry experts, social and behavioral scientists, instructional psychologists, and psychometricians.

How does BlueEQ™ work?

The BlueEQ™ Self-Assessment measures the five skills of emotional intelligence. Each skill is comprised of five dimensions or behaviors. To improve your emotional intelligence, focus on developing the dimensions within each skill. The BlueEQ™ Results Summary on the next page displays an easy to read analysis identifying and ranking skills and dimensions in the following five categories:

Success Factor	These are EQ skills and dimensions that you have mastered. They represent the distinguishing characteristics of your emotional intelligence. They set you apart and explain what drives your fundamental success in working with others. Your success factors come from your efforts, experience, and natural endowments. Address your success factors based on specific opportunity or assigned responsibility.
Strength Factor	These are EQ skills and dimensions that you have strongly developed. They represent basic strengths in your overall emotional intelligence profile. Strength factors come naturally to you as you work with and communicate with others. Your strength factor helped you get where you are today. They account for much of your effectiveness. Address your strength factors sparingly and with clear understanding of expected benefit.
Growth Factor	These are EQ skills and dimensions that you have partially developed. Growth factors represent areas where you can invest more effort to develop and build additional effectiveness. Growth factors typically indicate average or acceptable performance. Based on an assessment of impact, address your growth factors selectively. Ask yourself: If I convert this growth factor to a strength factor, is it worth more than focusing on something else?
Limiting Factor	These are EQ skills and dimensions that you have only slightly developed. Limiting factors restrict your ability to interact and influence others effectively. They limit your professional advancement and upward mobility, and threaten your personal relationships. In other words, they hold you back from what you are capable of becoming and accomplishing. Address your limiting factors after prioritizing them in terms of expected impact.
Risk Factor	These are EQ skills or dimensions that you have poorly developed. Your risk factors put you at risk personally and professionally because they jeopardize your performance and have a negative impact on those around you. They reduce potential, damage relationships, and may lead to failure. Address your risk factors urgently and with sustained attention until they are corrected.

The results in your color map below show your scores for each of the 5 skills and 25 dimensions. Below each of the 5 skills is a vertical column of the 5 dimensions that comprise each skill. The color of each cell represents your emotional competency level for that specific skill or dimension. Refer to the key below for the definition of each color, with its corresponding percent score. As you begin to interpret your results you will want to identify the three skills and/or dimensions to focus on developing. Once you identify the areas you want or need to develop refer to the profile page for each skill and or dimension. You will find helpful tips and techniques on how to improve in these areas.

The overall BlueEQ™ score is:

68%

BlueEQ™ Skills

SELF-REGARD 74%	SELF-AWARENESS 76%	SELF-CONTROL 54%	SOCIAL PERCEPTION 71%	SOCIAL EFFECTIVENESS 65%
↓	↓	↓	↓	↓
BlueEQ™ Dimensions	BlueEQ™ Dimensions	BlueEQ™ Dimensions	BlueEQ™ Dimensions	BlueEQ™ Dimensions
OPTIMISM 73%	OPENNESS 63%	IMPULSE CONTROL 57%	EMPATHY 77%	INFLUENCE 53%
SELF-RESPECT 70%	SELF-KNOWLEDGE 73%	STRESS TOLERANCE 23%	OBSERVATION 70%	CONFLICT MANAGEMENT 70%
SELF-CONFIDENCE 77%	INTEGRITY 90%	EMOTIONAL STABILITY 67%	ANTICIPATION 87%	RELATIONSHIP MANAGEMENT 77%
MOTIVATION 73%	MONITORING 87%	RESILIENCE 57%	INTERPRETATION 70%	ACCOUNTABILITY 63%
INDEPENDENCE 77%	INTROSPECTION 67%	DELAYED GRATIFICATION 67%	MINDFULNESS 53%	EGO MANAGEMENT 60%

COLOR/CATEGORY

SCORE

Risk Factor	0% - 44%
Limiting Factor	45% - 59%
Growth Factor	60% - 74%
Strength Factor	75% - 89%
Success Factor	90% - 100%

What is Psychological Safety?

Psychological Safety is a shared belief that it is safe to engage, discuss ideas, experiment, take risks, give feedback, and learn from mistakes. Researchers have proven that psychological safety is the most critical dynamic of high performing teams. Organizations with high psychological safety attract and retain the brightest talent, have higher levels of innovation and creativity, and are more productive and profitable.

Fact: Every person in every organization creates a psychological zone around them.

As part of the BlueEQ™ Assessment you were asked 16 questions that measure how psychologically safe you make others feel. The next page in this report details your results in The 4 Quadrants of Psychological Safety™.

The 4 Quadrants of Psychological Safety™ include:

1. Learner Safety
2. Collaborator Safety
3. Challenger Safety
4. Inclusion Safety

Your overall score is the average of the 4 Quadrants.

Your ability to create psychological safety is a learnable competency. As you focus on improving your emotional intelligence your proficiencies to influence the psychological safety within your team and organization will improve.

The BlueEQ Core Logic™

The BlueEQ Core Logic™ establishes a cause and effect relationship between emotional intelligence, psychological safety, and career and business impact.



Understanding and practicing emotional intelligence increases your personal level of emotional intelligence, which increases the psychological safety of the team and ultimately creates more career and business impact. Think about it in your own professional life. When there is high emotional intelligence, people are engaged and excited to contribute, and they find ways to collaborate to create value. When emotional intelligence is low, people disengage, withdraw, and usually have a hard time collaborating.

4 Quadrants of Psychological Safety™

Your Overall
Psychological Safety Score

High psychological safety within a team leads to higher interpersonal risk taking, collaboration, engagement, creativity and innovation.



68%

COLOR/CATEGORY	SCORE
Very Unsafe	0% - 59%
Unsafe	60% - 69%
Neutral	70% - 79%
Safe	80% - 89%
Very Safe	90% - 100%

Q1 Learner Safety

Learner safety means the culture makes team members feel safe to engage in all aspects of the discovery process, to ask questions, to experiment and try new things, to ask for help, and even learn from mistakes. If people don't have learner safety, it's not worth the risk to venture out, experiment, discover, and innovate. Learner safety fosters a willingness to learn something new, attack a thorny problem, or look for a new opportunity or breakthrough.

Q2 Collaborator Safety

Collaborator safety is built on mutual access and social engagement. In other words, leaders encourage others to collaborate with anyone anytime. It's a constant and perpetual state of open dialogue and constructive debate based on a permeable membrane between all team members. Giving and receiving feedback is the norm and embedded within the culture. The tacit assumption is that execution and innovation are primarily social processes, so "co-laboring" as the word denotes, is a natural inherent driver of the organization.

Q3 Challenger Safety

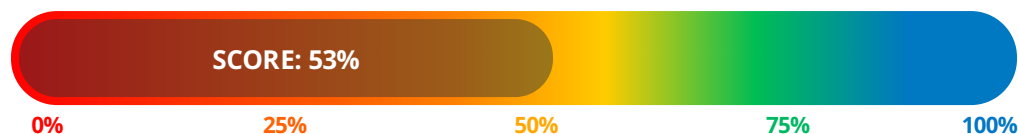
Challenger safety is a little different. You want it when you think something needs to change and it's time to say so. This type of safety is based on permission to challenge the status quo, which grants the challenger immunity from repercussion or reprisal. Organizations that foster challenger safety, allow people to speak up because they have been granted a license to disagree. If not, people will hunker down, smile and speak soothing words that reinforce the status quo. The team will go along to get along and things stay the same.

Q4 Inclusion Safety

Inclusion safety is agnostic to a person's title, position, authority, or background. Delicate and perishable, inclusion safety is created and sustained through consistent, affirming touch points from leaders to their teams. All people within the organization feel they are valued, listen to, and treated fairly and with respect. Opportunities to advance and grow are based on an individual's contribution, character, and competency.

SOCIAL EFFECTIVENESS

Influence



What is Influence?

- Having an effect on others.
- Contributing to a change of thinking or behavior in another person.
- Shaping the actions of others through persuasion.
- Causing change in others without force or coercion.

High & Low Behavior

High Score *People who score high on this dimension:*

- Model proper behavior.
- Set an example of desired behavior.
- Suggest, invite, or encourage others to think or behave differently.
- Use information and logic to persuade.
- Show genuine interest and concern for others.
- Create a psychologically safe environment.
- Use vision to help people see the future.

Low Score *People who score low on this dimension:*

- Fail to connect or build rapport with others.
- Lack empathy or personal understanding of another's situation.
- Manipulate or deceive to gain desired outcomes.
- Force, coerce, or command to gain desired outcomes.
- Remain absent or withdrawn from social interaction.
- Assume others think and believe the way they do.

Development Tips & Techniques

To increase your performance on this dimension, apply these best-practice tips and techniques:

- Connect personally with the people you are trying to influence.
- Build trust with others so they can predict and rely on your behavior.
- Acquire knowledge, skills, and expertise that would allow others to gain confidence in you.
- Demonstrate a track record of past performance.
- Clarify your objectives before you try to influence others.
- Listen carefully to others so they know you understand their questions and concerns.
- Resolve concerns to the satisfaction of those who raise them.
- Offer solutions that fit a problem or challenge.
- Follow through on personal commitments.
- Communicate honestly and accurately.
- Show responsiveness when things go wrong or contrary to plan.
- Use a sense of humor to connect on a personal level.

Why does Influence matter?

- Influence is the only legitimate way to shape the thoughts, feelings, and actions of another person.
- To influence another person with the right intent and approach it creates deep commitment and loyalty from that person.
- Influence is the primary tool of a leader.
- Without influence you can't achieve and sustain high performance.
- Influence is the primary means by which one person helps another person reach his/her potential.