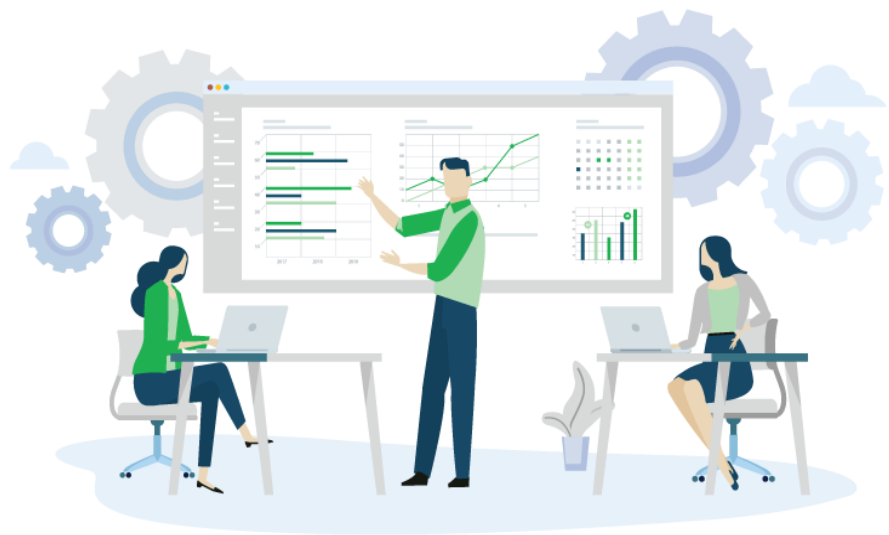# Simone Sample

Ethos Behavioural Styles (E)

Emotional Intelligence Report

Report Information

This report has been generated using results from the Test Partnership Ethos Behavioural Styles (E), which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 16 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

Summary Personality Profile

Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

Summary Personality Profile Report

These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.

Relationship Management

Negative Expression An individual's healthy expression of negative emotion, attending to negative feelings and not suppressing them.	⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯⎯ **10**
Positive Expression An individual's awareness and recognition of positive emotion, feeling able to express this to others.	⎯⎯ **3** ⎯⎯⎯⎯⎯⎯⎯
Social Confidence An individual's propensity to feel confident and assertive during goal directed interpersonal communication.	⎯⎯⎯⎯⎯ **5** ⎯⎯⎯⎯⎯
Team-Work An individual's propensity to seek, enjoy, and operate effectively within a team or functional social group.	⎯⎯⎯⎯⎯ **5** ⎯⎯⎯⎯⎯

Self-Awareness

Contextualisation An individual's understanding of how their emotions typically affect their behaviour and actions.	4
Decision-Making An individual's propensity to account for their emotional state when making important decisions.	7
Identification An individual's likelihood of correctly identifying the emotion(s) that they are feeling at any given moment.	6
Recognition An individual's propensity to recognise when their mood, emotional state, or sense of well-being begins to change.	6

Self-Management

Agency An individual's belief in their own abilities, skills, competencies, and their overall sense of control in life.	5
Cautiousness An individual's propensity to avoid impulsive decision-making in favour of thorough and careful consideration.	4
Resilience An individual's propensity towards handling, overcoming, and working through stress and periods of high pressure.	6
Self-Control An individual's likelihood of consciously regulating their behaviour, independent of their emotional state.	5

Social-Awareness

Compassion An individual's propensity towards sympathy, resulting in a strong desire to help others when possible.	7
Empathy An individual's capacity for emotional understanding, allowing them to feel the emotions of other people.	9
Social Tact An individual's capacity for careful, deliberate, and effective interpersonal communication.	6
Socially Comfortable An individual's propensity to feel comfortable and at ease in social settings, especially when around new people.	7

Summary Personality Profile
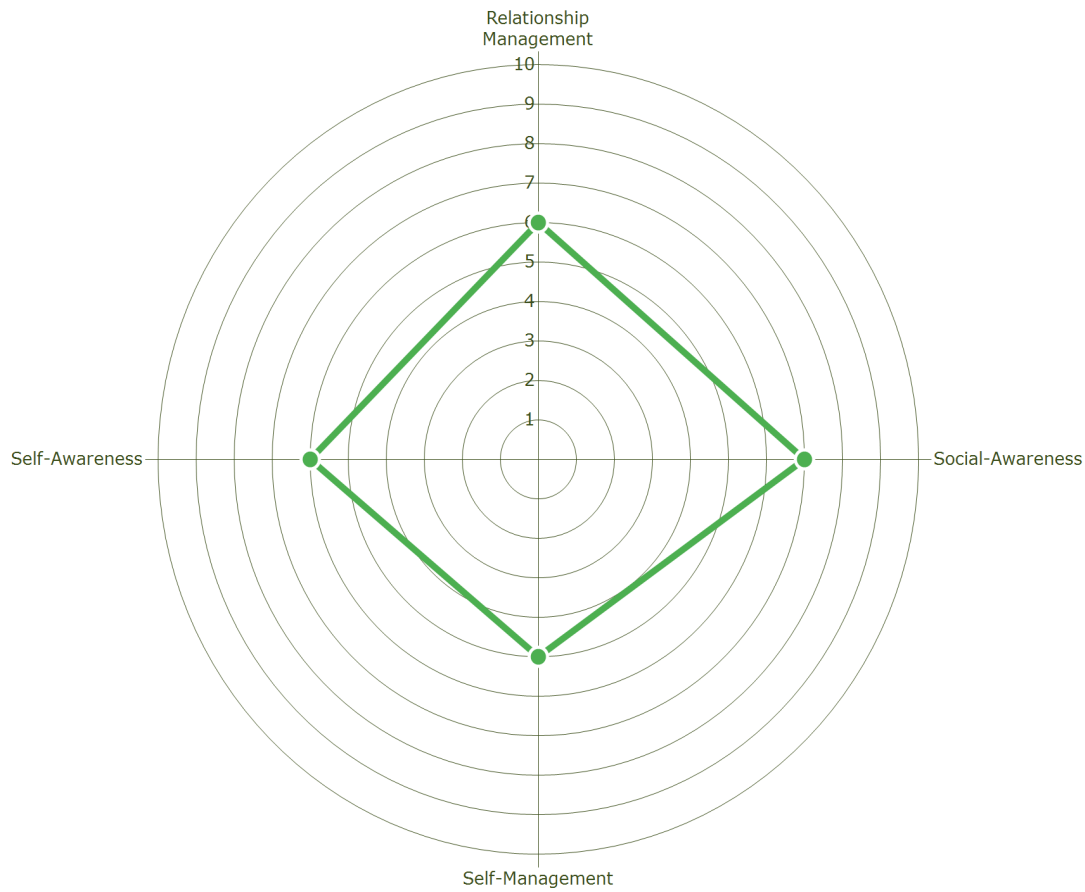
Relationship Management   Score: 6

Relationship management is a person's propensity to engage in effective and meaningful social interaction.

Relationship management largely underpins the number and quality of social relationships that people form, helping them to acquire new friendships and maintain existing ones. A high level of relationship management allows people to connect with others, showing the skill and confidence to forge lasting relationships. They are more likely to effectively communicate their emotions to others, work collaboratively, and display the confidence needed to put other people at ease.

When people employ relationship management, they are more likely to get along well with other people, aiding in the completion of collaborative efforts. As a result, those with a great capacity for relationship management are likely to perform well in teams, quickly forging strong bonds with their team mates. They are also more likely to form lasting friendships with those around them, expressing their emotions in a way that strengthens, rather than strains, interpersonal relationships. This trait is particularly important in organisations that rely on teamwork to solve meaningful real-world problems. For example, organisations that assign staff to very close-knit teams which work on specific problems are likely to rely on staff with high levels of relationship management, ensuring that teams are highly effective and not prone to frequent conflict.

Relationship management is essential in roles that rely on effective interpersonal communication. For example, those working in high-touch sales will rely on relationship management to quickly build rapport with clients, and effectively communicate their message to them. Similarly, roles which require frequent communication with customers, staff members, stake-holders, or the general public are likely to rely heavily on staff with high level of relationship management, including customer service, management, consultancy, sales, and call centre staff.

Without relationship management, people are likely to struggle working within a team, and thus could result in higher levels of conflict. This will result in poorer team cohesion, hampering the team's ability to operate at full strength and to optimally complete their designated tasks. Similarly, those in customer facing roles would find building rapport extremely difficult, resulting in an inevitable drop in productivity for the sales, customer service, or account management team.

This score indicates an average level of relationship management, relative to the norm group.

Self-awareness is a person's propensity to understand, recognise, identify, and properly account for their own emotions.

Self-awareness largely underpins the level of knowledge that people hold regarding their own emotions, likely reactions to those emotions, and how their emotional state effects decisions. High levels of self-awareness allow people to take full accounting of their past, present, and future emotional states, and thus plan accordingly. They are more likely to utilise their emotions positively when making decisions, ensuring they are in the best possible position to make meaningful actions.

When people employ self-awareness, they hold a strong understanding of what they find motivating, discouraging, or distracting, helping them to predict their behaviour and thus effectively manage it. As a result, those with a greater capacity for self-awareness are likely to develop effective coping strategies for stress, avoid things which they find troubling, and create effective motivational strategies for themselves to remain productive.

This trait is particularly important in organisations which rely on staff to utilise positive emotions in their everyday work. For example, organisations which provide care or essential services to the vulnerable will rely on people with high levels of self-awareness, ensuring that staff are able to take stock of their emotions and use them in a positive and productive way.
Self-awareness is essential in roles that rely on staff to learn from their own emotions, feelings, and moods. For example, those working in social care are required to consistently take stock of their own emotions and feelings, helping them to correctly appraise the situations they are placed in and make meaningful decisions on behalf of potentially vulnerable people. Similarly, roles where important decisions are made on behalf of other people are likely to rely on staff with high levels of self-management, including management, law, the public sector, health care, and services.

Without self-awareness, people are likely to have difficulty identifying and properly utilising their emotions in the workplace. This will result in a loss of direction, with people finding it difficult to properly motivate themselves, seek meaningful rewards, and develop coping mechanisms towards stress. This results in a significant amount of emotional angst, with people feeling out of sync with their own emotions, mood, or feelings, and the behaviours that inevitably arise from them.

This score indicates an average level of self-awareness, relative to the norm group.

Self-management is a person's behavioural propensity towards proactive control of their emotions, mood, and resulting behaviours.

Self-management largely underpins the extent that people feel in control of their emotional reactions, refusing to allow emotions to negatively impact their behaviour. High levels of self-management allow people to maintain their composure during periods of high stress, ensuring they can continue to operate with a lowered risk of emotional burnout. They are more likely to make decisions carefully, without allowing their emotional state to negatively affect their decision making.

When people employ self-management, they ensure that their negative reactions to emotions are minimised, helping to avoid the vicious cycle of emotional overreactions worsening the situation, and thus encouraging further emotional overreactions. As a result, those with a greater capacity for self-management are less likely to lose their composure during times of stress, and perhaps more importantly, are less likely to make the situation worse with emotional outbursts.

This trait is particularly important in organisations which rely on staff to manage their own levels of stress, adapt to high pressure, and remain composed. For example, organisations which make critical decisions on behalf of other people are likely to depend heavily on people with high levels of self-management, ensuring that decisions are made cautiously, deliberately, and objectively.

Self-management is essential in roles that are intrinsically high stress, high pressure, or where high-stakes decisions are made. For example, medical professionals are required to remain calm, objective, and focused throughout their working day, as the decisions they make must not be negatively influenced by their current emotional state. Similarly, roles which involve strict targets, deadlines, or high-stakes goals are likely to rely on staff with high levels of self-management. These include sales, management, customer service, consultancy, and law.

Without self-management, stress and pressure may very quickly overwhelm a person, resulting in erratic and inappropriate decision making or behaviour. This will inevitably worsen the stress that they are under, as their own emotional overreactions will either make the existing situation worse or create entirely new problems. This puts people into spirals of stress, emotional reactivity, and then counterproductive behaviour, resulting in even more stress for that person.

This score indicates an average level of self-management, relative to the norm group.

Social awareness is a person's propensity to understand, recognise, and relate to, the emotions of other people.

Social awareness largely underpins the level of knowledge and understanding people hold regarding the emotions, mood, feelings, and motivations of those around them. A high level of social-awareness allows people to understand the social and interpersonal domain, helping them to recognise and appreciate other people on a deeper level. They are more likely to forge deeper connections with other people, and thus show kindness and compassion as a default position.

When people employ social awareness, they are more likely to treat strangers, acquaintances, and newcomers as valued and important people. As a result, those with a greater capacity for social-awareness are likely to display a kind-hearted nature, quickly making new people feel at ease and providing reassurance to people less socially comfortable. They are also more likely to display patience, kindness, and generosity, showing genuine concern for people less fortunate.

This trait is particularly important in organisations which rely on staff to be caring, understanding, or patient with those they interact with often. For example, organisations which work with people who are vulnerable will rely heavily on people with high levels of social awareness, ensuring that staff are able to properly empathise, understand, and interact tactfully with those in need.

Social awareness is essential in roles that rely on the compassion and understanding of staff members. For example, those working in the mental health field are required to show unconditional positive regard towards those they care for, which demands a high degree of social awareness to properly achieve. Similarly, roles which require staff to imagine themselves in other peoples' shows are likely to rely heavily on staff with high levels of social awareness, including customer service, charity work, management, law, health care, social care, and the services sector.

Without social awareness, people are likely to have difficulty relating to other people, and thus show reduced empathy, compassion, or understanding. This will result in compassion fatigue, a loss of patience, or a general distain towards other people, particularly the vulnerable. This results in a lack of care being given to those who need it, and eventually decisions will be made which do not properly benefit the people that are in need of help and support.

This score indicates a fairly high level of social awareness, relative to the norm group.