



Emotional Judgment Inventory Report

Carol Brown

February 6, 2014

CONFIDENTIAL

Introduction

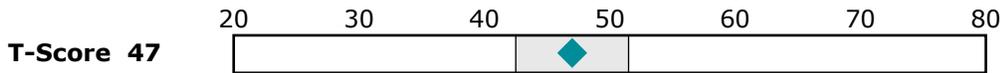
This report is for use by qualified professionals only and should be used in conjunction with professional judgment. It is not intended to be shared with the test taker. The statements it contains should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data and other assessment results. All information in the report is confidential and should be treated responsibly. The *Emotional Judgment Inventory Manual* contains background information and detailed explanations of the material covered in this report.

This report describes Ms. Brown's workplace behavior in terms of seven areas of emotional intelligence. Scores for each dimension are presented graphically. A confidence interval, denoted by the shaded region around the score, is also shown. If Ms. Brown were to complete the questionnaire again, she would probably not score exactly the same and the interval represents the range of scores within which she is likely to score on future administrations. Therefore, when interpreting Ms. Brown's scores, it is important to consider the interval around the observed score, as well as the score itself.

Impression Management

The number of socially desirable responses provided by Ms. Brown is within the expected range.

Being Aware of Emotions

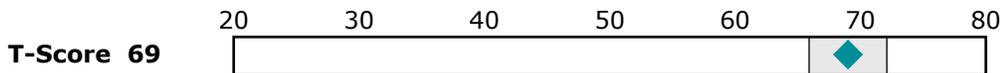


Ms. Brown scores average on Being Aware of Emotions. She tends to value emotions as much as factual information and reports that she is generally interested in how other people feel. As a result, she probably attends to her feelings and the feelings of her coworkers about as much as other people. In general, she probably feels that emotions can be informative, although she recognizes that they can be distracting as well.

In leadership roles, Ms. Brown occasionally involves those who report to her in the decision-making process. In addition, she probably spends some time considering her coworkers' feelings when making decisions, although she may not do so when she feels she is under pressure.

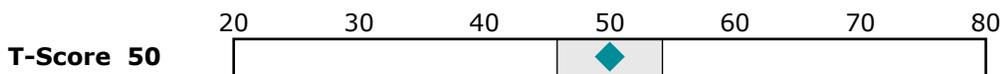
If her reported level of emotional awareness is accurate, her colleagues view her as somewhat supportive. Ms. Brown probably has as many close relationships as other people. In addition, when Ms. Brown joins new groups, she is normally able to fit in without difficulty, after spending some time getting to know the group members.

Identifying Own Emotions



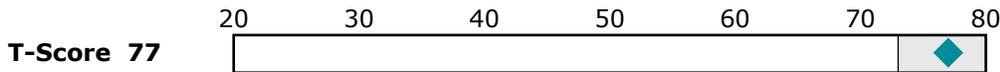
Ms. Brown scores above average on Identifying Own Emotions. In general, she reports that she usually understands what emotion she is experiencing or why she feels the way she does. She appears to be able to distinguish between similar emotions, such as sadness and disappointment, better than most people. However, she may at times experience some confusion about her feelings. Because she is usually clear about how she feels, she probably reacts with a calm and composed manner much of the time.

Identifying Others' Emotions



Ms. Brown scores average on Identifying Others' Emotions. She describes herself as sometimes understanding how her coworkers feel. If her reported level of recognizing others' emotions is accurate, Ms. Brown is probably as adept as the average person at recognizing how other people feel by their nonverbal signals and tone of voice. As a result, she is probably as comfortable as other people interacting with her coworkers and other people external to the organization. However, Ms. Brown states that she does misinterpret other people's feelings from time to time.

Managing Own Emotions

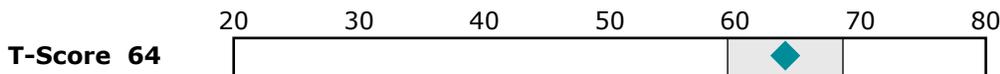


Ms. Brown scores high on Managing Own Emotions. She generally accepts how she feels and rarely dwells on her negative moods. She most likely has several strategies that are effective in improving her mood. As a result, others often view her as a calm and collected person even in stressful situations.

At work, Ms. Brown's coworkers see her as having a professional demeanor. Her comments generally focus on finding solutions rather than dwelling on problems. In addition, her coworkers see her as approachable. Furthermore, she typically recovers quickly from upsetting or stressful events, allowing her to focus on the issues at hand. However, she may occasionally be so focused on managing her own emotions that she misses important information about other people.

Ms. Brown indicates that she can easily change how she is feeling. As a result, she is probably often successful in adjusting her mood when necessary to meet situational demands. In addition, she has little difficulty maintaining her mood throughout the day. Others probably view her as easygoing, in part due to her efforts to regulate her feelings. In general, Ms. Brown is in control of her emotions.

Managing Others' Emotions

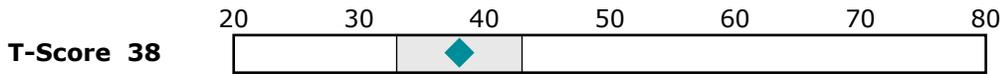


Ms. Brown scores above average on Managing Others' Emotions. She describes herself as often being able to put other people at ease. Many of her colleagues probably think of her as someone whom they are usually comfortable around. Moreover, she is interpersonally skilled and may convey a stronger social presence than most people.

In management or supervisory positions, Ms. Brown is likely to allow those who report to her a fair amount of autonomy and latitude. For the most part, she tries to create an upbeat atmosphere at work, possibly using humor or giving praise and compliments for good performance when warranted.

In one-on-one and group discussions, she typically gives others the sense that they have her complete attention. Consequently, she is often effective in dealing with irate employees or customers, because they feel like their grievances have been listened to. In addition, her skill in managing the feelings of others generally helps her in her attempts to energize and generate enthusiasm in those around her. As a result, Ms. Brown is probably more successful than most people in getting her colleagues excited about ideas and plans. Moreover, at times she may be able to motivate those around her without overtly appearing to do so.

Using Emotions in Problem Solving

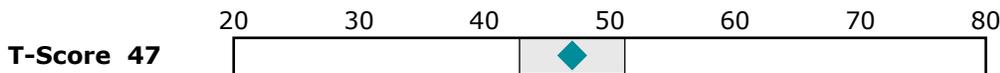


Ms. Brown scores below average on Using Emotions in Problem Solving. For the most part, she believes her feelings are not an important source of information to her. Furthermore, Ms. Brown frequently does not realize that her emotions may enhance, as well as hinder, her performance on tasks at work. Hence, on a day-to-day basis she generally does not try to use her emotions to help prioritize her work.

Ms. Brown does not tend to recognize the influence her emotions have on her judgments and decision making. Because she only occasionally endeavors to evaluate her decisions in light of different moods as she experiences them, she generally is not able to see alternative perspectives. As a result, she may frequently make rash decisions when she is feeling overly optimistic. In addition, Ms. Brown is probably not very cognizant of the effect her communication style has on other people. Consequently, she pays less attention than most people to the tone and style of her written and oral communications.

Overall, Ms. Brown feels her emotions generally do not influence her performance at work. She does not often attempt to integrate her feelings into her planning and decision making or to take them into consideration when making evaluative judgments.

Expressing Emotions Adaptively



Ms. Brown scores average on Expressing Emotions Adaptively. She tends to see emotions as being disruptive about as much as most people and, therefore, she may keep her feelings hidden when she believes she has reason to do so. She is somewhat comfortable expressing how she feels to other people, although she may be more hesitant to express emotions she finds embarrassing or unpleasant.

Because Ms. Brown is only sometimes willing to let her coworkers know how she feels, they probably only know her feelings about important issues. Accordingly, her coworkers likely feel they know her reasonably well. In addition, they are probably reasonably sure they know what to expect from Ms. Brown much of the time; however, they are sometimes surprised by her emotional reactions.

Item Summary

This page of scores is intended for qualified professionals only. Data on this page should be treated with the utmost confidentiality.

Item Responses

1	4	17	1	33	6	49	4	65	5
2	6	18	6	34	5	50	3	66	3
3	5	19	6	35	6	51	5	67	3
4	7	20	2	36	2	52	1	68	1
5	1	21	1	37	1	53	6	69	5
6	5	22	6	38	1	54	4	70	1
7	6	23	6	39	7	55	6	71	6
8	7	24	2	40	2	56	5	72	2
9	1	25	5	41	4	57	1	73	6
10	4	26	2	42	6	58	1	74	6
11	5	27	4	43	4	59	4	75	5
12	1	28	6	44	3	60	5	76	1
13	1	29	5	45	1	61	7	77	4
14	7	30	1	46	1	62	5	78	3
15	1	31	1	47	1	63	3	79	3
16	5	32	4	48	7	64	4	80	7

Summary Statistics

of 1 responses = 20 out of 80 (25%)
 # of 2 responses = 6 out of 80 (8%)
 # of 3 responses = 7 out of 80 (9%)
 # of 4 responses = 11 out of 80 (14%)

of 5 responses = 14 out of 80 (18%)
 # of 6 responses = 15 out of 80 (19%)
 # of 7 responses = 7 out of 80 (9%)
 # of missing responses = 0 out of 80 (0%)

Scales	AW	IS	IO	MS	MO	PS	EX	IM
Raw Scores	52	67	44	68	64	42	40	43
T-Scores	47	69	50	77	64	38	47	52
Missing Items	0	0	0	0	0	0	0	0

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