



# Emotional Judgment Inventory Report

2359628

**Jane Sample**

September 21, 2016

**CONFIDENTIAL**

## Introduction

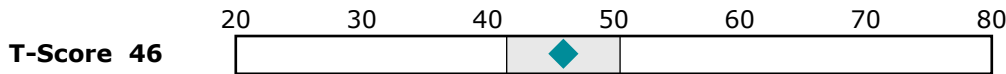
This report is for use by qualified professionals only and should be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data such as interviews, biographical data and other assessment results. All information 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. Sample'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. Sample 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. Sample'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. Sample is within the expected range.

## Being Aware of Emotions

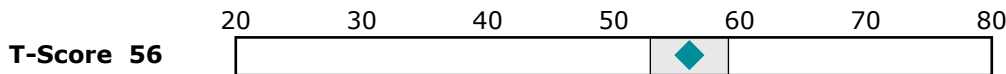


Ms. Sample scores average on Being Aware of Emotions. She tends to value emotions as much as factual information and reports that she is generally interested in how other people feel. As a result, she probably attends to her feelings and the feelings of her coworkers about as much as other people. In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

In leadership roles, Ms. Sample 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. Sample probably has as many close relationships as other people. In addition, when Ms. Sample joins new groups, she is normally able to fit in without difficulty, after spending some time getting to know the group members.

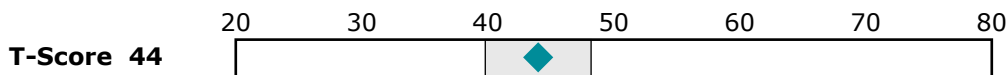
## Identifying Own Emotions



Ms. Sample scores average on Identifying Own Emotions. She admits that sometimes she does not understand what emotion she is experiencing or why she feels the way she does. Therefore, she may sometimes experience confusion about her feelings. For the most part, though, she appears to be able to distinguish between similar emotions, such as sadness and disappointment, as well as other people.

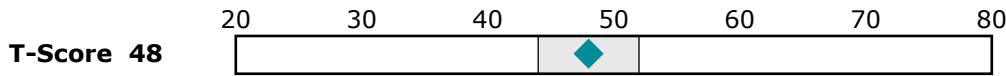
Ms. Sample may be troubled by her uncertainty on occasions when she is unclear about her feelings. While she is often fairly clear about how she feels, she may react rather intensely in situations where she is confused or off balance.

## Identifying Others' Emotions



Ms. Sample 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. Sample 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. Sample states that she does misinterpret other people's feelings from time to time.

## Managing Own Emotions

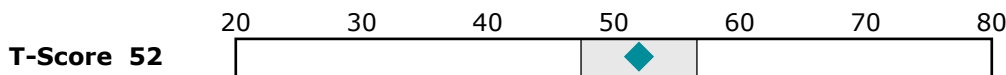


Ms. Sample scores average on Managing Own Emotions. While she occasionally does not accept how she feels, she does not dwell on her negative moods any more than other people. She probably has some strategies for improving her mood, although she may not always employ them. When Ms. Sample does make attempts to control her emotions, she appears calm and composed. However, during times of stress, her efforts may not be sufficient.

At work, Ms. Sample's coworkers normally view her as being professional. She probably is viewed as no more or less approachable than the typical person. She normally recovers from upsetting or stressful events about as quickly as other people, allowing her to focus on the issues at hand.

Ms. Sample is able to maintain her mood throughout the day about as well as most people. However, she reports that at times, she is unable to change how she is feeling. As a result, she may sometimes have trouble adjusting her mood when necessary to meet situational demands. During periods of extended bad moods, her coworkers may try to avoid her. In general, Ms. Sample appears to have as much control over her emotions as the typical person.

## Managing Others' Emotions

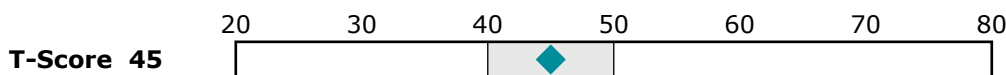


Ms. Sample scores average on Managing Others' Emotions. She is sometimes able to put other people at ease and to make them feel comfortable. Her colleagues probably think of her as someone who is about as comfortable to be around as the next person. However, at times her conversation may seem stilted or rehearsed rather than natural or spontaneous.

In management or supervisory positions, Ms. Sample likely allows those who report to her some autonomy and latitude. She probably tries to lighten the mood at work when it is apparent that her coworkers are feeling tense or nervous.

In one-on-one and group discussions, she sometimes gives others the sense that they have her complete attention. When she is successful in this endeavor, she is likely to be more effective in dealing with irate employees or customers, because they will feel like their grievances have been heard. In addition, she is somewhat able to energize and generate enthusiasm in her coworkers. As a result, Ms. Sample probably has some success in getting others excited about ideas and plans.

## Using Emotions in Problem Solving

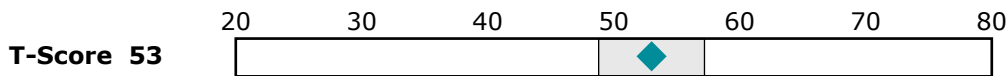


Ms. Sample scores average on Using Emotions in Problem Solving. She reports that her feelings are sometimes a source of information to her. Furthermore, Ms. Sample is aware that her emotions may enhance her performance as well as have a potentially debilitating effect. Hence, on a day-to-day basis she sometimes attempts to use her emotions to help prioritize her work.

Occasionally, Ms. Sample recognizes the influence her emotions have on her judgments and decision making. During these times, she may try to evaluate her decisions in light of different moods as she experiences them, in order to see things from multiple perspectives. This may help prevent her from making rash decisions when she is feeling overly optimistic. In addition, Ms. Sample is sometimes mindful of the effect her communication style has on others. Consequently, she probably pays some attention to the tone and style of her written and oral communications.

Overall, Ms. Sample is somewhat aware of the influence her emotions have on her performance at work. When she is aware, she often attempts to integrate her feelings into her planning and decision making.

### Expressing Emotions Adaptively



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

### Summary Statistics

# of 1 responses = 0 out of 80 (0%)

# of 2 responses = 18 out of 80 (22%)

# of 3 responses = 11 out of 80 (14%)

# of 4 responses = 4 out of 80 (5%)

# of 5 responses = 32 out of 80 (40%)

# of 6 responses = 12 out of 80 (15%)

# of 7 responses = 3 out of 80 (4%)

# of missing responses = 0 out of 80 (0%)

| Scales        | AW | IS | IO | MS | MO | PS | EX | IM |
|---------------|----|----|----|----|----|----|----|----|
| Raw Scores    | 51 | 54 | 40 | 40 | 57 | 48 | 47 | 37 |
| T-Scores      | 46 | 56 | 44 | 48 | 52 | 45 | 53 | 46 |
| Missing Items | 0  | 0  | 0  | 0  | 0  | 0  | 0  | 0  |



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