

SEI EMOTIONAL INTELLIGENCE
ASSESSMENT

Measure & Develop Human Capability

SEI STRENGTHS REPORT

International Edition

Report prepared for **Sample Report**
On: **March 25, 2008**

Provided by **Six Seconds**



Section 1: Introduction

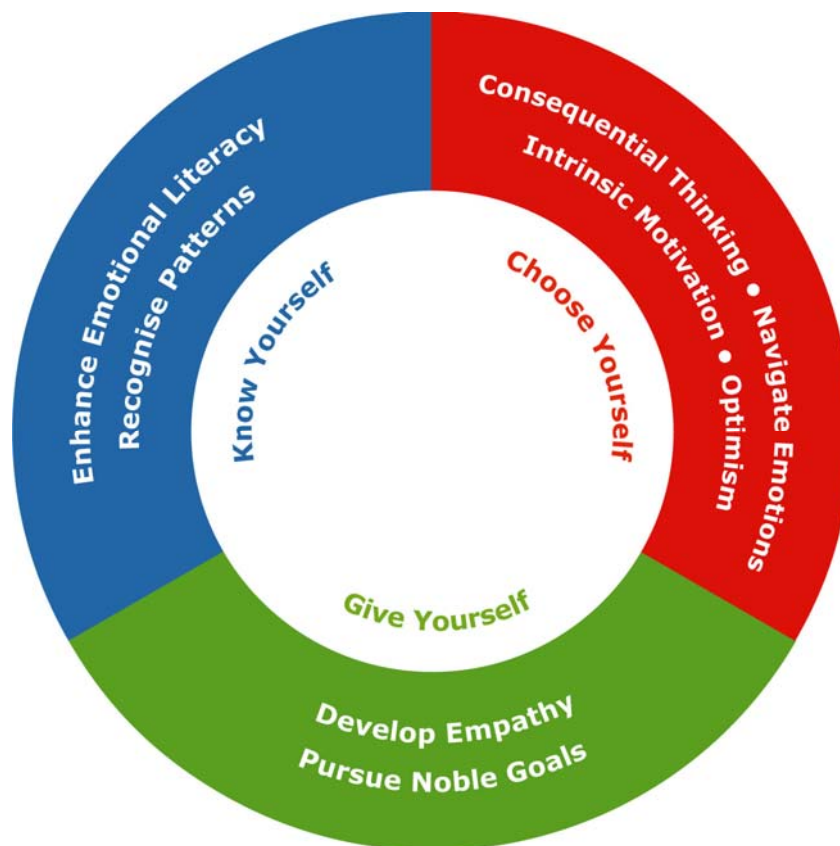
Emotional intelligence (EQ) is a set of competencies that allow you to coordinate thinking and feeling to make optimal decisions. If you use your EQ effectively, you will gain insight and energy; in essence you will be more productive. In addition, you'll be better able to communicate, to influence others, and to create stronger relationship bonds. This is why Harvard Business Review says emotional intelligence is “the key to professional success.”ⁱ

The SEI is based on the simple and practical Six Seconds Emotional Intelligence Model. To put emotional intelligence in action, you work to become more aware (noticing what you do), more intentional (doing what you mean), and more purposeful (doing it for a reason). The model (and SEI assessment) is divided into three categories (or “pursuits”):

- **Know Yourself** (be self aware),
- **Choose Yourself** (act with intention), and
- **Give Yourself** (connect your actions with your values).

If you focus on these areas, you will make better decisions, influence others more effectively, be a better problem solver, and form richer relationships.ⁱⁱ

As shown below, there are eight specific competencies divided among the three areas:



Section 2: Your SEI Strengths Profile

Often, when people take an assessment, they focus on their lowest scores. Six Seconds' orientation for growth and development is to focus on an individual's strengths. While it can be helpful to become more aware of weaknesses, strengths are the tools that assist people in making significant changes. Six Seconds suggests that you concentrate on your strengths, put them into daily action, and then notice the significant growth and achievement. For these reasons, this profile gives feedback only on your strengths, accompanied with definitions, reasons, benefits, and applications for each. In addition, you can obtain a full profile with detailed descriptions and development suggestions for all eight competencies by contacting the professional who provided this assessment, or Six Seconds (www.6seconds.org).

SEI STRENGTHS

Your three highest scoring areas are:

1. Pursue Noble Goals
2. Exercise Optimism
3. Engage Intrinsic Motivation

Consider...

- How do these strengths affect your professional life? Personal life?
- How do you share those strengths with others?
- Are there instances in which these strengths cause problems or where you are under- or over-utilizing your strengths?
- How do you draw upon these strengths to bring forth your "best self" each day?
- How do these three strengths relate to/reinforce each other?

Details about these three strengths appear on the following pages.



Top Strength : Pursue Noble Goals

Definition

Connecting your daily choices with your deep sense of purpose.

Rationale

Noble goals activate all of the other seven skills in the EQ model. It is through examination of ones vision/mission that the emotional intelligence competencies gains relevance and power. Just as personal priorities shape daily choices, noble goals shape long-term choices. Pursuing a noble goal extends beyond the scientific definition of emotional intelligence; it is about putting your EQ into action. It is, in essence, about creating not just emotional intelligence, but emotional wisdom.

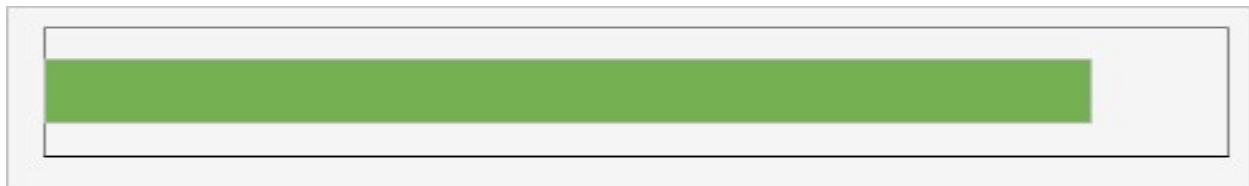
Benefits

- Shift out of ego to make optimal decisions for the team, family, group, or community.
- Strengthen the development of the other EQ competencies.
- Provide long-term purpose for life.
- Inspire and engage others.

Applications

Use this strength by continuously assessing to see if you are moving toward or away from your Noble Goal (i.e., long-term purpose/mission). Every decision you make (in your thoughts, feelings, and actions) moves you closer to or farther away from the emotional legacy you wish to leave for others. A Noble Goal makes life meaningful. Continual attention to your Noble Goal helps others to achieve theirs.

Strength Meter:



2nd Strength : Exercise Optimism

Definition

Taking a perspective of hope and perseverance.

Rationale

Optimism allows people to see beyond the present and take ownership of the future. This learned way of thinking + feeling gives people the power to exponentially increase the number of choices available. An optimistic perspective allows an analysis and a decision-making process that yields productive outcomes.

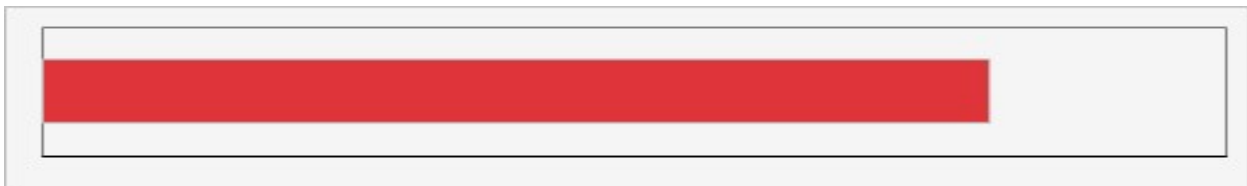
Benefits

- Form more positive relationships.
- Build stronger support networks.
- Create options and opportunities.
- Encourage innovation and creativity.

Applications

Optimism allows you to celebrate success, take responsibility for mistakes, and find solutions. Use this strength by being an idea-generator, helping yourself and others see beyond the obvious choices in order to generate myriad possibilities. Your optimism will help counterbalance the feelings of hopelessness and helplessness that often cripple others. In addition, practicing this skill helps you to recognize how you can grow as a result of challenges you may face; optimism fights adversity. Optimism contributes to health, achievement, and overall happiness. As this is a skill that is contagious, it is important to share your optimism with others.

Strength Meter:



3rd Strength : Engage Intrinsic Motivation

Definition

Gaining energy from personal values and commitments versus being driven by extrinsic rewards.

Rationale

An addiction to external reinforcement puts you at the mercy of others. Engaging Intrinsic Motivation means developing and utilizing lasting inner drivers aligned to your personal values.

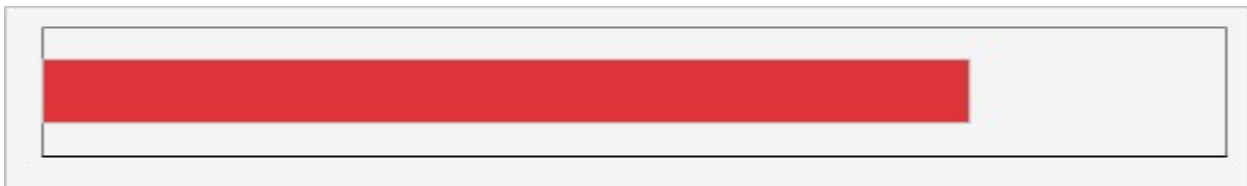
Benefits

- Make decisions based on choices combined with values.
- Listen to others without being unduly influenced.
- Create your own energy to pursue goals.
- Provide a role model for others.

Applications

This is a significant skill for building independence. Because of your commitment to your important goals, others often respect your decisions. This builds collaboration and interdependence. Strength in Intrinsic Motivation indicates that you do not need others to validate, praise, and reward you; this suggests you will meet others as equals. To use this strength most effectively, reduce the number of times you seek external reinforcement. Seek the reasons behind this craving. When you feel you are running out of internal energy, that's the time to re-connect with the fire within.

Strength Meter:



Section 3: Next Steps

The SEI is a self-assessment tool, and this data represents a snapshot of the time when you took the SEI. Reflect on this data by considering several questions:

- Is this typical of you?
- How do you see your strengths coming forward in your work, at home, and at play?
- Can you see ways to access your strengths when experiencing stress or anxiety?
- How might your strengths contribute to more effective problem solving or discussion making?
- Could your strengths help you be more flexible or creative when adversity surfaces?

You may benefit from discussing this data with a friend, colleague, or a coach. Ask them for their insights/perceptions on your strengths. How do they see you using your strengths at work, play, or with your family?

What is one challenge you're facing in your work or life right now? Is there one of your strengths that you could bring into play to help you in this situation? What is one action you could do in the next 24 hours that would let you use one of your strengths more fully?

You can apply your EQ strengths any time by asking yourself this question:

Ask yourself:

What would someone strong in Pursue Noble Goals, Exercise Optimism and Engage Intrinsic Motivation do?

Or, if you were giving advice to a friend with these same strengths, what suggestions/ideas would you ask them to consider?

To learn more about your SEI results, order the full report with a telephone or in-person debrief. The full report includes over 20 pages of detailed descriptions and interpretations for each of the eight competencies within the Six Seconds' model. It illustrates how your scores fall into performance zones from Vulnerable to Expert. Most importantly, the full report provides at least 20 practical, actionable exercises and techniques for you to develop your EQ competencies.

To order the report, contact the professional who provided this assessment:
LORENZO FARISELLI <lfariselli@6seconds.org>

Or email the staff of Six Seconds (the publisher of this tool): staff@6seconds.org



More Background

The Six Seconds' Emotional Intelligence (SEI) Assessment is based on Six Seconds Emotional Intelligence Model; a framework designed to help people put EQ into action. The model consists of eight fundamental skills divided into three areas or pursuits: **Know Yourself**, **Choose Yourself**, and **Give Yourself**. A commitment to these three pursuits will help you increase your self-knowledge, make conscious choices, and be more responsible. Putting these skills into action you will increase your energy level, make better decisions, manage your own reactions more appropriately, and increase commitment from those you lead.

Most people first heard the term “emotional intelligence” with the publication of Daniel Goleman’s best-selling book, *Emotional Intelligence: Why It Can Matter More Than IQ*. In that work, Goleman laid out a powerful argument that such factors as self-awareness, self-discipline, and empathy determine personal and professional success. He drew on the work of numerous leading scientists and authors who were working to define and measure the skills of emotional intelligence. When researching the book, he looked at Six Seconds’ approach and described it as a model for teaching EQ.ⁱⁱⁱ

To help people put the theory of emotional intelligence into practice, Six Seconds developed a three-part model in 1997. The model considers the work of Peter Salovey, Ph.D. (one of Six Seconds’ advisory board members), and John “Jack” Mayer, Ph.D. who first defined EQ as a scientific concept, as well as the research completed by Caruso, Pert, Damasio, LeDoux, and BarOn. The model’s purpose is to integrate the newest thinking and the latest research on this emerging science into a practical structure that improves decision-making, emotional management, accountability, and personal effectiveness.



Conclusion

Six Seconds hopes this report has helped you to understand you SEI results. You are also welcome to contact Six Seconds to learn more about this model and our tools: www.6seconds.org

Congratulations on your decision to explore your emotional intelligence; it will enrich your life personally and professionally.

- For the Six Seconds' Team,

Joshua Freedman, Massimiliano Ghini, Anabel Jensen

Three handwritten signatures in black ink are displayed horizontally. From left to right, they appear to be Joshua Freedman, Massimiliano Ghini, and Anabel Jensen. The signatures are fluid and cursive.

i Harvard Business Review, Breakthrough Ideas for Tomorrow's Business Agenda, April 2003

ii Freedman, Ghini, Fiedeldey-Van Dijk (2005). White Paper: Emotional Intelligence and Success, Six Seconds.

iii In Emotional Intelligence: Why it Can Matter More Than IQ, Goleman wrote about Self-Science, Six Seconds' curriculum for schools: "Self-Science is a pioneer, an early harbinger of an idea that is spreading to schools coast to coast.... A list of the contents of Self-Science is an almost point-for-point match with the ingredients of emotional intelligence.... Were he alive today, Aristotle, so concerned with emotional skillfulness, might well approve." He also calls the program "a model for the teaching of emotional intelligence."

