



# **Emotional Intelligence Appraisal®**

BOOK EDITION

Results Report For  
**Rick Shaddock**

Date Completed:  
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**TalentSmartEQ**  
talentsmarteq.com

### About My Feedback

Thank you for completing the Emotional Intelligence Appraisal®. Your assessment results contain feedback on your emotional intelligence (EQ) skills. EQ skills can be developed with practice and the following resources in your online assessment portal are designed to help you get started.

#### About Your Assessment

You answered questions about what you perceive yourself doing on a regular basis. Rather than evaluating yourself, you answered questions about how often you demonstrate high or low EQ behaviors.

#### About This PDF Results Report

In this report you will discover what your current EQ skill levels are. Read through what you said about how you perceive your EQ skills and behaviors.

This results report includes:

- Overall EQ score and 4 core EQ skill scores
- EQ strategies to practice from *Emotional Intelligence 2.0*

#### About Your Online Dashboard

Log in to your online results portal (My Dashboard) for access to additional learning resources and tools.

**Access Learning Resources** - View your results report online, download the report again, and view the following learning resource documents:

- **My EQ Next Steps and Retest:** This tip sheet provides recommendations for practicing EQ behaviors for 6 months before taking the retest to measure your progress.
- **4 Common Low EQ Moments and What to Do About Them:** Four Hollywood movie clips illustrate each of the four core EQ skills. Review the analysis of each EQ scene for tips about low EQ moments.

#### Need Help Logging In?

Email [assessments@talentsmart.com](mailto:assessments@talentsmart.com) for assistance.

What is Emotional Intelligence?

Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships. The four parts of the emotional intelligence model are based on the connection between what you see and what you do with yourself and others.

| The 4 EQ Skills   |  |  |
|---|--|--|
|   | What I See   | What I Do  |
| <div><div><div><div><div><b>Personal Competence</b></div><div>Personal competence is the collective power of your self-awareness and self-management skills. It's how you use emotional intelligence in situations that are more about you privately.</div></div></div><div>➔</div></div></div> | <div><div><div><b>Self-Awareness</b></div><div>Your ability to accurately perceive your emotions and stay aware of them as they happen. This includes keeping on top of how you tend to respond to specific situations and certain people.</div></div></div>                       | <div><div><div><b>Self-Management</b></div><div>Your ability to use awareness of your emotions to stay flexible and positively direct your behavior. This means managing your emotional reactions to all situations and people.</div></div></div>                                  |
| <div><div><div><div><div><b>Social Competence</b></div><div>Social competence is the combination of your social awareness and relationship management skills. It's about how you are with other people.</div></div></div><div>➔</div></div></div>   | <div><div><div><b>Social Awareness</b></div><div>Your ability to accurately pick up on emotions in other people and get what is really going on. This often means understanding what other people are thinking and feeling, even if you don't feel the same way.</div></div></div> | <div><div><div><b>Relationship Management</b></div><div>Your ability to use awareness of your emotions and the emotions of others to manage interactions successfully. Letting emotional awareness guide clear communication and effective handling of conflict.</div></div></div> |

What the Scores Mean

Scores on the Emotional Intelligence Appraisal® come from a "normed" sample. That means your scores are based on a comparison to the global population to discover where you fall in each skill area. Read the following descriptions to better understand what your scores mean about your current skill level.

| Score Range  | Meaning   |
|--------------|---|
| 90-100       | <p><b>A SKILL TO MAXIMIZE</b></p> <p>These scores are much higher than average and indicate a noteworthy skill. These behaviors may come naturally to you or show up because you have worked hard to develop them. Seize every opportunity to use these emotionally intelligent behaviors to maximize your success and expand your impact.</p>  |
| 80-89        | <p><b>A SKILL TO BUILD ON</b></p> <p>This score is above average and likely has contributed to success at or outside of work. There may be situations where you have an opportunity to demonstrate emotionally intelligent behavior to help you further enhance your effectiveness and impact. Study the behaviors for which you received this score and consider how you might polish your skills.</p> |
| 70-79        | <p><b>A SKILL TO STRENGTHEN</b></p> <p>You are aware of some of the behaviors for which you received this score, and they are likely contributing to your success. Other emotionally intelligent behaviors in this area may be impacting your effectiveness. Use this opportunity to discover behaviors that may allow you to enhance your performance or positively impact your relationships.</p>     |
| 60-69        | <p><b>A SKILL TO DEVELOP</b></p> <p>This is an area where you may have an opportunity to develop more emotionally intelligent behavior. Perhaps this is a skill area that doesn't always come naturally for you, or you may not see it as critical to your success. This area may be a development opportunity to put some time, energy, and attention towards to enhance your results.</p>             |
| 59 and below | <p><b>A SKILL TO FOCUS ON</b></p> <p>It is possible your effectiveness is being impacted due in part to this skill area. Awareness of these behaviors can be an important first step in determining how best to act in this area to strengthen your capabilities. Even small gains or tweaks to behaviors in this area may allow you to enhance your impact.</p>  |

94

Your *Overall* Emotional Intelligence Score

Personal Competence

92

Personal competence is the collective power of your self-awareness and self-management skills. It's how you use emotional intelligence in situations that are more about you privately.

My EQ Skill Scores

Self-Awareness



Your ability to accurately perceive your emotions and stay aware of them as they happen. This includes keeping on top of how you tend to respond to specific situations and certain people.

Self-Management



Your ability to use awareness of your emotions to stay flexible and positively direct your behavior. This means managing your emotional reactions to all situations and people.

Social Competence

95

Social competence is the combination of your social awareness and relationship management skills. It's about how you are with other people.

My EQ Skill Scores

Social Awareness



Your ability to accurately pick up on emotions in other people and get what is really going on. This often means understanding what other people are thinking and feeling, even if you don't feel the same way.

Relationship Management



Your ability to use awareness of your emotions and the emotions of others to manage interactions successfully. Letting emotional awareness guide clear communication and effective handling of conflict.

## Next Steps

### Next Steps Based on Score Profile:

If your lowest score is in **Self-Awareness**, see Chapter 5 for Self-Awareness Strategies.

If your lowest score is in **Self-Management**, see Chapter 6 for Self-Management Strategies.

If your lowest score is in **Social Awareness**, see Chapter 7 for Social Awareness Strategies.

If your lowest score is in **Relationship Management**, see Chapter 8 for Relationship Management Strategies.

If 2 or more categories tied for your lowest score, prioritize the category that could provide the biggest return on investment. Here are some questions to help you decide where to focus:

- What strategies could make the biggest difference?
- What skill tends to get in my way the most?
- What might be the easiest strategies to incorporate into my day-to-day life?

## Accessing Your Online Portal

### Thank you for completing the Emotional Intelligence Appraisal.

Visit your online portal for directions on how to take your assessment again after focusing on your skills and a resource to help you understand how best to apply EQ, as seen in video clips.

### Upgrade

Get the extended version of the Emotional Intelligence Appraisal report to get detail on specific behaviors you can focus on to develop and maximize your EQ skills. Your upgraded report will include:

1. Your three lowest rated EQ behaviors and EQ strategies to practice
2. Your three highest rated EQ behaviors and strengths strategies to maximize skills
3. 16 EQ lessons which include movie clips illustrating each of the 4 core EQ skills
4. Reflection questions
5. Guidance about how to talk with people about your report
6. An online development plan to help you turn EQ into habits

### Accessing Your Online Portal:

1. Visit: <https://www.talentsmarteq.com/test/>
2. "View Report"
3. Enter book code and email
4. Interested in upgrading? Scroll to the bottom of your online report

*Having trouble getting into your online portal?*

Contact by email: [assessments@talentsmart.com](mailto:assessments@talentsmart.com) or phone: 858-509-0582 ext 3.