



TEIQue-FF Corporate Report

John Smith
08.12.2020

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Introduction to your Trait Emotional Intelligence (TEIQue – pronounced TQ) report

This report is an overview of your Trait Emotional Intelligence profile and can be used as a guide to becoming more self-aware. Its introduction covers essential pointers concerning the interpretation of the report, followed by a detailed analysis of your scores. The TEIQue assessment is grounded in the trait theory of emotional intelligence, pioneered by Professor K. V. Petrides.

Trait emotional intelligence concerns our perceptions of our emotional world. How good we believe we are in terms of understanding and managing our own and other people's emotions. It is a collection of traits that can help us to figure out and navigate emotional and social situations. Self-awareness of our emotional intelligence is critical for emotionally and socially intelligent behaviour because it facilitates our capacities for resilience, communication, and reasoning to name a few.

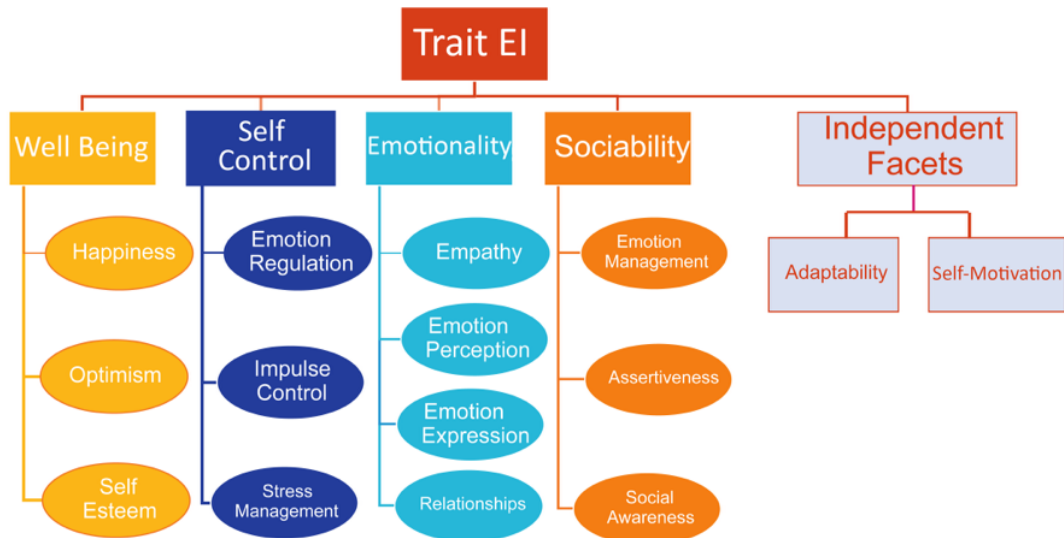
In the workplace, it is no longer enough to simply rely on our technical skills and knowledge in order to get the job done. Our work performance is also based on how well we collaborate with colleagues, resolve differences, and communicate our ideas, all of which are affected by Trait Emotional Intelligence. In our personal lives, Trait Emotional Intelligence plays a major role in fulfilling relationships with family and friends and it is a significant contributor to an overall balanced and happy life.

The Trait Emotional Intelligence Questionnaire (referred to as TEIQue and pronounced as TQ) measures a constellation of emotional perceptions and traits as part of your personality. Trait emotional intelligence and the TEIQue comprehensively capture our perceptions and beliefs about our emotional world. These perceptions and beliefs are completely central and vital because they have a creative influence in our life and impact on all our behaviours and achievements. The aim of this report is to support you with developing a higher level of self-awareness, and with achieving a conscious knowledge of your strengths and potential development areas.

Scores on the Trait Emotional Intelligence Questionnaire are relatively stable over time, however life and work events can have an impact on them. As with most psychometric assessments, scores can fluctuate and should be interpreted within the context of events and stresses in your life at the time of completing the assessment. Analysis and interpretation of this report should be done in collaboration with an established practitioner who has a thorough understanding of Trait Emotional Intelligence theory. Attempting to understand and interpret this report on your own may minimise its potential benefits.

Structure of the TEIQue

Figure 1 shows the hierarchical structure of the TEIQue, comprising 15 specific facets at the bottom, four factors in the intermediate level, and Global Trait EI at the apex. The TEIQue yields scores on all 20 of these domains (15 facets + 4 factors + Global Trait EI).



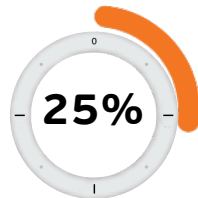
Factor and Facets

Trait Emotional Intelligence comprises four broad emotional categories and 15 more specific emotional characteristics. These broad categories, or factor scores, are Well-Being, Self-Control, Emotionality, and Sociability. Together, they provide a general summary of the specific emotional characteristics or facet scores. These are grouped as shown in Figure 1. In addition, there are two auxiliary facets called Adaptability and Motivation that feed directly into Global Trait EI. Within each factor group, sit 3 to 4 facets. Together, a total of 15 facets constitute the building blocks of the Trait Emotional Intelligence (TEIQue) profile.

The Global Trait EI score gives you a snapshot of your perceived ability to interpret, process and use information about your own and others' emotions. Note that the Global Trait EI score provides a very broad overview and most of the real value for personal and professional growth lies in interpreting and contextualising the positive and negative implications of the 4 factor and 15 facet scores comprising the TEIQue profile.

Scores

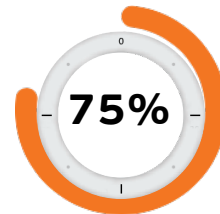
This report is based on your responses to the questionnaire. Your scores are presented as percentiles, showing your position with reference to other people in the comparison norms. A particular score is indicative of how you responded, compared to others who also completed the questionnaire. Percentile scores are banded in three tiers for ease of interpretation: 1-30% = Low, 31-70% = Average, 71-100% = High (in comparison to others). The use of the words "low", "average" and "high" does not imply that high scores are good or desirable and low scores are bad or undesirable. On a related note, there are no right or wrong answers in the TEIQue. Low, average and high scores all have positive as well as negative implications.



1-30
Low Scores



31-70
Average Scores

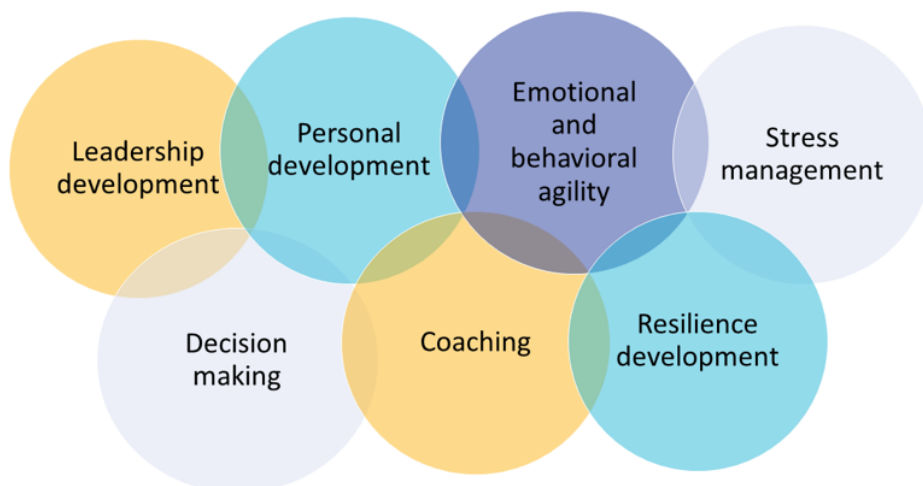


71-99
High Scores

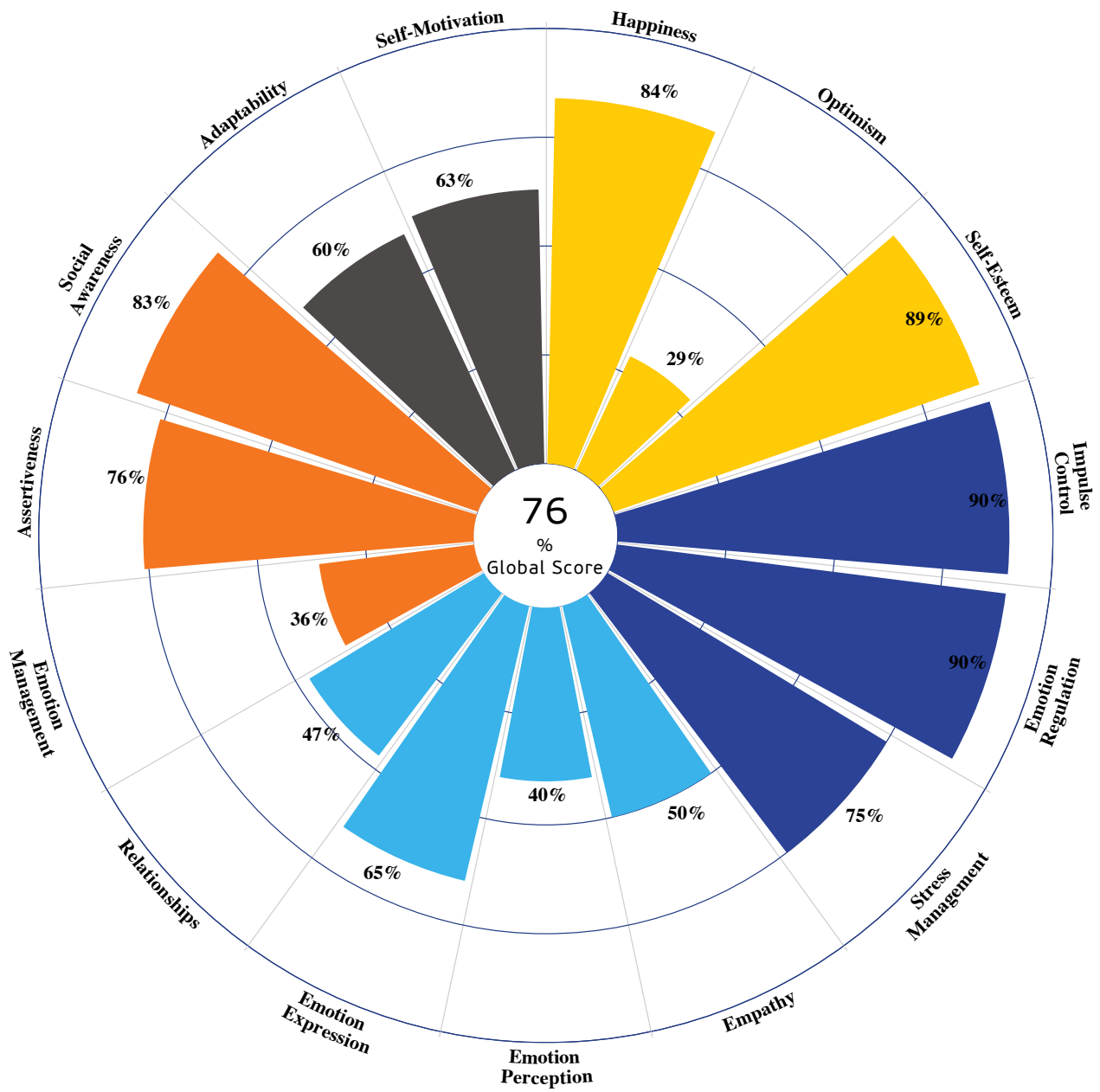
Simply put, the purpose of this report is to provide insights into your emotional perceptions and support your evolution to a higher level of self-awareness that will boost your personal and professional development. It will be up to you whether you choose to act on the information provided, igniting a process that can unlock the astonishing potential that lies dormant in you (as in every human being) or ignore it and continue as before.

Uses of the TEIQue report

The Trait Emotional Intelligence Questionnaire was developed by K.V. Petrides, PhD at the London Psychometric Laboratory. It is one of the best-researched and most widely applied psychometric instruments in the world today. For more information and scientific outputs, visit www.psychometriclab.com and the related Social Media.



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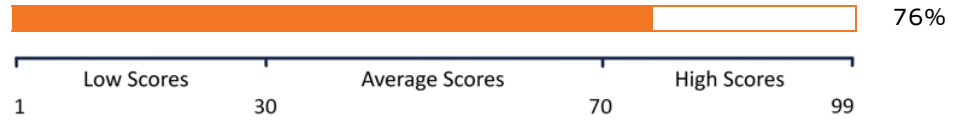
"Your perceptions create your reality and your self-perceptions create yourself."

Konstantinos V. Petrides

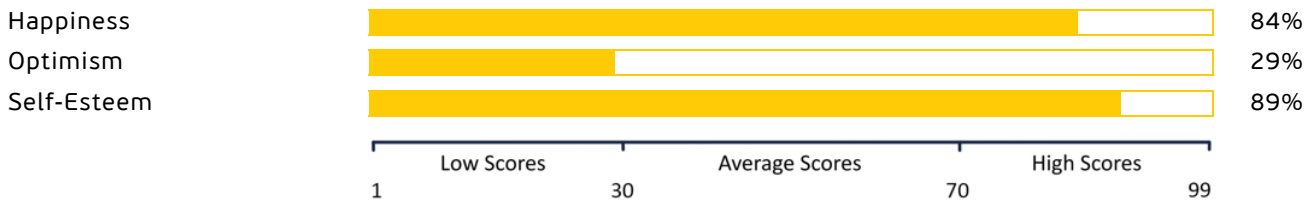
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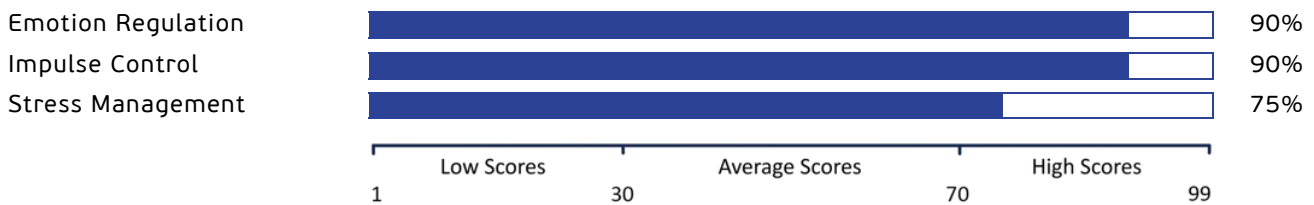
Global Score



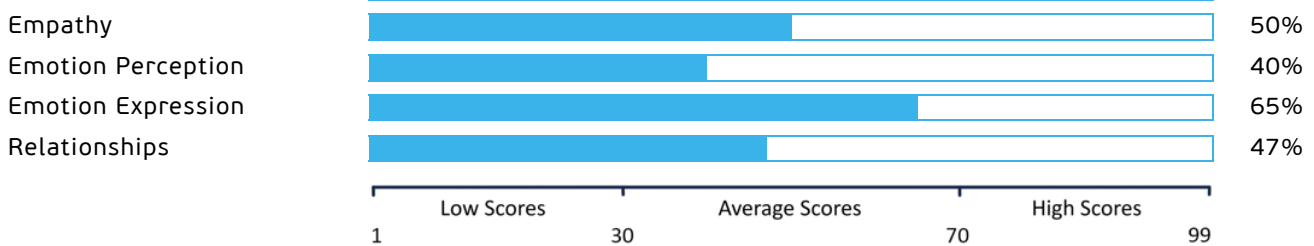
Well-Being Factor



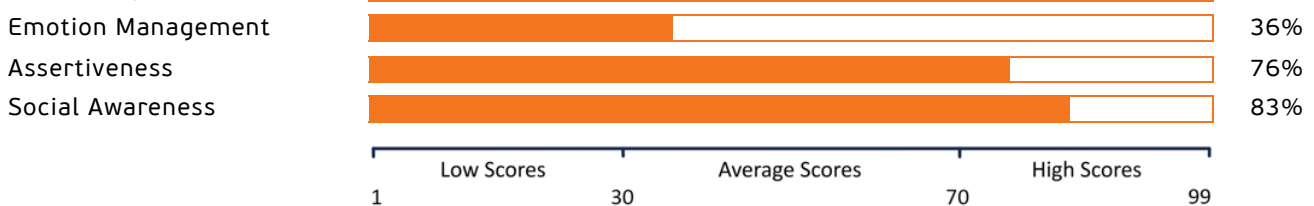
Self-Control Factor



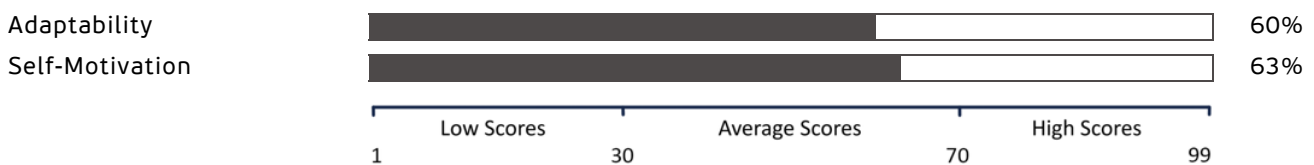
Emotionality Factor



Sociability Factor



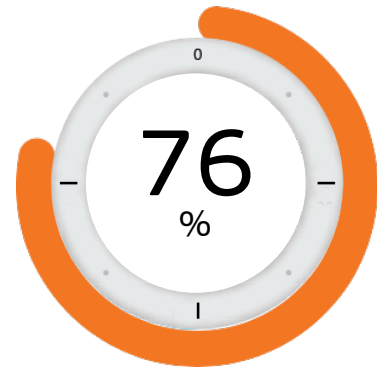
Independent Factors



Global Score

The Global Trait EI score provides a snapshot of your general emotional functioning.

It is an index of your perceptions relating to the understanding, management, and utilisation of emotion-related information in your everyday life. According to Trait Emotional Intelligence theory, these perceptions are completely central and vital because they have a creative influence on your reality and a major impact on your behaviours and achievements. Changing your emotional perceptions directly contributes to changing your life.



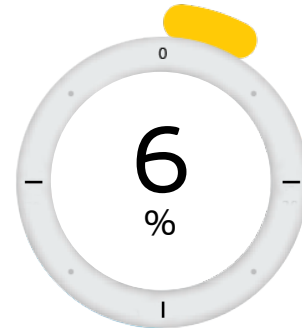
High Score

Your Global Trait EI score indicates a high level of satisfaction with your ability to understand and manage your own emotions and the emotions of others. You believe you have good emotional, social, and self-control skills that allow you to cope effectively with life's pressures and to create a positive sense of well-being. However, it is important to remember that a high Trait EI score also has disadvantages (excessive self-confidence and possible arrogance being two important ones). Your TEIQue report presents the detailed profile that yields your particular score on Global Trait EI and this should be carefully considered for a complete understanding.

Well-Being Factor

The Well-being factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Happiness, Optimism, and Self-esteem.

The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets than the other way around. Well-being is one of the most essential areas of life. Many people consciously view it as their main goal in life, with study after study showing that it is associated with manifold benefits in the domains of health, work, family, relationships, and others. Such findings are emulated at macro levels, where many organisations, and even countries, utilise 'well-being' or 'better life' indices.



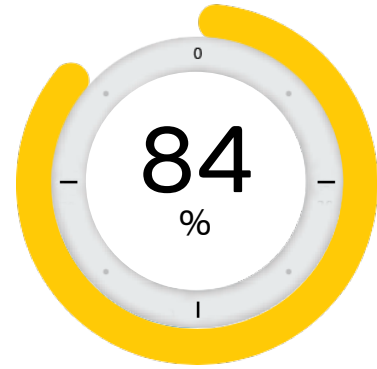
Low Score

The Well-being factor of the TEIQue comprises the facets of Happiness, Optimism, and Self-esteem. As such, it concerns a generalised sense of well-being extending from past achievements to future expectations. Your score suggests that you may be less satisfied with yourself in this area, compared to other people. While this has certain advantages, some of which will have been mentioned under the relevant facets in this report, a sense of dissatisfaction or concern with life is something that perhaps requires attention. Try to identify what reasons might be causing your particular score. Are you generally unsatisfied with life or are you experiencing something at the moment that might be impacting your overall well-being and satisfaction levels? Changes in Well-being are eminently possible and, although they require commitment and systematic application over time, they are very much worth it.

Happiness

Happiness is a major outcome in life that every one of us, consciously or unconsciously, craves.

Most of our actions can be traced to our need to be happy. TEIQue happiness is generalised in that it concerns happiness with life, rather than happiness with your job, spouse, health, etc. It is also present-oriented in that it concerns your assessment of your current circumstances, rather than the past (which is "satisfaction with life") or the future (which is "optimism"). The facet measures our current pleasant emotional state and can be affected by a range of events. However, it is worthwhile to reflect on your typical emotional state. Do you tend to be joyful and content or glum and dissatisfied? Along with the facets of Optimism and Self-esteem, Happiness is a strong indicator of general well-being.



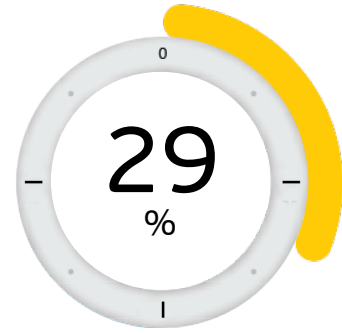
High Score

Your responses suggest that you are presently cheerful and feel good about yourself. You are content with your life and find it easy-going with little or no apprehension or undue negativity. This is a great state to be in that will also have a positive impact on your health and well-being. However, keep in mind that many people base their happiness on outside circumstances that are often in a state of flux. It will be helpful to ensure that your presently high level of happiness is based on strength of inner conviction, rather than relatively favourable external conditions. Additionally, you may need to be patient with people who are not naturally as happy as you and, if you work in a team, to consider how your behaviours are coming across to others – for example, some might view cheerfulness as taking things lightly or not really understanding what the situation entails.

Optimism

Optimism is a forward-oriented facet concerning one's perspective on the goodness of life, with special emphasis on the future.

Together with Happiness and Self-esteem, Optimism defines the Well-being factor of the TEIQue. Optimism is a key facet in the construction of the TEIQue profile because, on the surface, it can reveal whether someone is positively (or negatively) oriented in their approach to life, while through a deeper interpretation (which must explore the causes and mechanisms underlying a particular score), it can raise awareness about careless or impractical thinking.



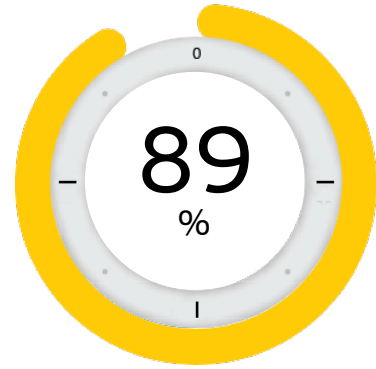
Low Score

Your responses suggest you may have a tendency to see things from a negative angle and worry about the future. When positive things happen to you, you may be quick to attribute them to passing circumstances or to discount and forget them. You may even believe that negative events happen more often to you because of who you are. Unfortunately, negative expectations and fears have a way of manifesting into reality (e.g., through self-fulfilling prophecies), perhaps not always as envisaged, but with a similar intensity of miserableness. This may be an area of self-improvement for you. On the positive side, you will most likely approach risk with caution. You may be valued by others for your sober outlook and ability to identify potential threats and challenges, which they are prone to overlook.

Self-Esteem

Self-esteem is about your overall evaluation of yourself, including your perceived achievements, capabilities, and potential to realise your goals.

The facet concerns your level of self-confidence and how you evaluate your success. Self-esteem emanates from our underlying self-image, which in most people, remains latent and unexplored. A lower than desired self-esteem can have diverse causes and impact your general well-being, personal relationships and work effectiveness. At the other end, a high self-esteem is a powerful asset in life, but may come across as egocentric, leading to alienation and mistrust.



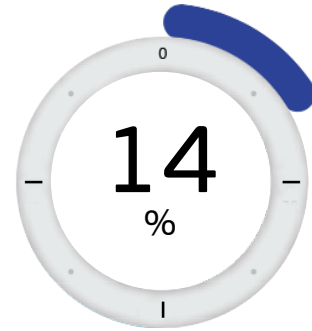
High Score

Your responses indicate that you have a positive view of yourself and your achievements. You are confident, optimistic, and satisfied with most aspects of your life. Self-esteem motivates you and helps you achieve your short-term and long-term objectives. Negative experiences typically don't have a lasting impact on you because your self-esteem is solid. You feel comfortable in situations that require you to defend your values and principles, and are less likely to experience uncontrolled worry. Self-esteem contributes to creativity and confidence in your own judgement and abilities. On the other hand, be careful that your sense of self-esteem does not manifest itself as arrogance. Remain aware of your limitations, and the areas you need to work on. Do not ignore feedback from other people that may provide useful prompts for your further development.

Self-Control Factor

The Self-control factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Emotion regulation, Impulse control, and Stress management.

The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets than the other way around. This factor has to do with regulating pressures and impulses, whether external or psychological. Self-control is perhaps the TEIQue factor most readily responsive to training, although it is not necessary to change your standing on the factor in order to manage any of its consequences that may be disturbing you.



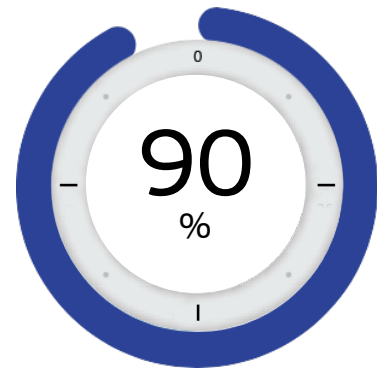
Low Score

Your score on the Self-control factor is below average, which suggests that you may be prone to impulsive behaviour and uncontrolled feelings. These challenges are not confined to a specific domain, but could be generalised and manifested in various life domains – personal as well as professional. While low Self-control can be counterproductive at work, it comes with its own advantages; for example, you may be more easy-going in team settings and less likely to be critical of others. Other advantages and disadvantages of a low score on the Self-control factor will have been mentioned under the relevant facets in this report.

Emotion Regulation

Where Emotion regulation is concerned with managing your own feelings, the facet Emotion management is concerned with managing other people's feelings.

Are you effective at influencing how other people feel? Are you able to console them, motivate them, and help them deal with their problems? Emotion management is not only about feelings per se, but also about contributing to a constructive environment in which people are encouraged to meet each other's needs, help to make others feel positive, and work together towards the achievement of common goals. However, a constant need to manage others emotionally can be overbearing, intrusive or downright nosy. It is, therefore, important that you explore your motives for wishing to influence people's emotions.



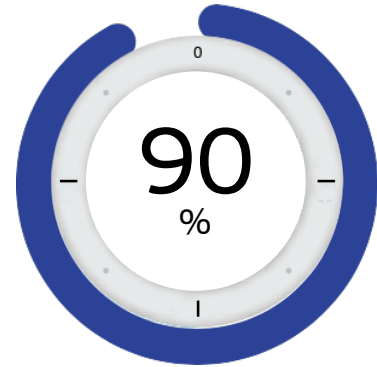
High Score

Your responses suggest that you are better than most at managing other people's feelings. You know how to make them feel better when they need it and to calm them down when they are upset. Furthermore, you are able to create a positive environment, help others handle their problems, and encourage them. Influencing how others feel is an important skill in business, especially, in leadership roles. You will be expected to enthuse and motivate as well as diffuse conflict and support your team when they are going through difficult times. This ability to influence people can help you achieve organisational goals. Just take care not to appear controlling, intrusive, or even manipulative.

Impulse Control

Impulse control is about whether one thinks before acting and reflects before making decisions or whether they tend to follow urges and impulses.

Sometimes, circumstances require us to make quick decisions based on incomplete information and limited evidence. Do you feel able to make such decisions successfully? At other times, life demands deliberation and strategic thinking. Do you have the patience and analytical skills for those? Impulsivity is a double-edged sword: it can help you grasp opportunities, but it may also multiply risks or lead to failures. This facet is about the art of balancing risk and reward, but also about reigning in one's urges and cravings without becoming rigid or compulsive.



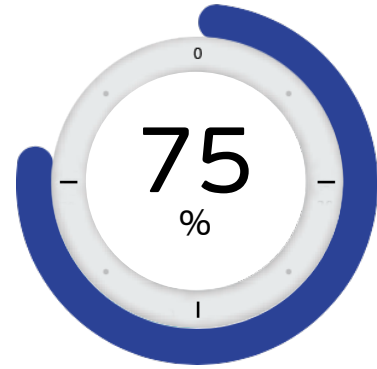
High Score

Your responses suggest that, more than most, you like to think things through before acting and to reflect carefully before making up your mind. You contemplate the pros and cons and plan in as much detail as you can. Once you have made a decision, you generally stick to it. At work, you may prefer fixed schedules, evidence, and data and may be risk averse. This, of course, has many advantages because you tend to weigh up the implications of any course of action before you embark on it. However, take care not to allow your preference for deliberation to stifle your creativity, scupper your opportunities or disintegrate into "analysis paralysis". In business, you are often called to make decisions without absolute certainty. Be mindful not to get so immersed into data that you cannot make decisions; there's often more than one correct answer.

Stress Management

Stress is a personal response to changes in life.

Since changes are inevitable, there is no avoiding stress. Neither should you attempt to because stress avoidance eventually leads to repression and fear-driven living. So it is not that you should wish or endeavour to avoid stress, but rather to develop ways to deal with it effectively when it occurs. Scores on this facet indicate your perceived ability to withstand pressure and regulate stress. A certain amount of pressure is vital for achieving our goals and enjoying various activities. Stress may also act as a motivator and catalyst for action. Therefore, excessive levels of stress management can lead to inaction and stifle success. However, past a certain point, stress becomes unhealthy and even destructive.



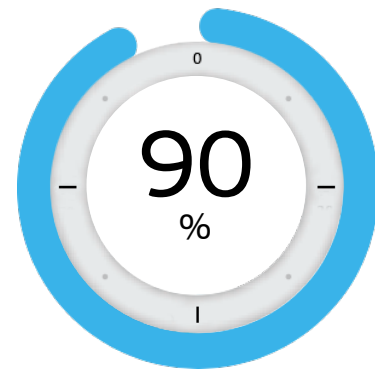
High Score

Your responses suggest that you can handle stress effectively because you have been fostering coping mechanisms that work for you. You are less likely than others to be affected by the pressures of a busy schedule. You are probably good at multitasking, able to deal with several projects at a time. You are neither against tight deadlines nor inclined to complain about excessive workloads. Part of your effectiveness comes from being aware of your personal strengths and development areas. Remember that stress may be an indication that something requires attention, so avoiding or suppressing stress can be very counterproductive in the long-term. It is also important not to look down on people who may not show the same resilience to stress.

Emotionality Factor

The Emotionality factor essentially reflects the common, overlapping core of the four facets it comprises, i.e., Emotion expression, Emotion perception, Empathy, and Relationships.

The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets than the other way around. Emotionality is a very central factor in Trait Emotional Intelligence and many of the advantages and disadvantages that its various possible profiles entail have the potential to influence your personality more broadly.



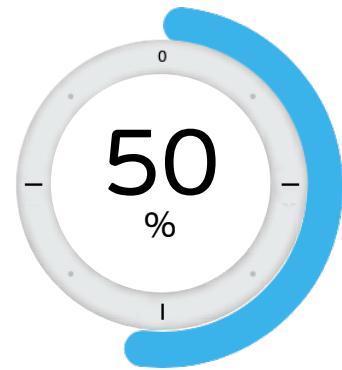
High Score

You have scored within the high range on the Emotionality factor, which suggests that you are very comfortable with how you handle emotions in yourself and in others. You tend to be good or very good with perceiving and expressing feelings, understanding (if not necessarily sharing) others' viewpoints, and maintaining personal relationships. It is, of course, possible that you feel more confident in some facets of the factor than others and that your confidence may vary a little across times and circumstances. A high Emotionality score has advantages as well as disadvantages, some of which will have been mentioned under the relevant facets in this report. Changing your Emotionality profile is certainly possible, although managing its consequences is both easier and, in fact, the first step towards deeper and more lasting change.

Empathy

At its core, TEIQue Empathy is about 'perspective-taking,' i.e., the willingness to see the world from someone else's point of view.

Can you understand other people's opinions, needs, and desires? The scale concerns how far you take others' motives and feelings into account when considering how to respond to them. Empathy is the first step towards sympathy and compassion. At work, empathy with colleagues is important. When there is little perspective-taking and understanding of others, we start making assumptions about people's motives, which can be wrong and lead to arguments. Individuals with low Empathy could be perceived as self-centred and opinionated. Low Empathy also undermines our ability to deal effectively with others in all spheres of life. On the other hand, if empathetic thinking is left unrestrained, it may lead to a preoccupation with others' feelings and viewpoints, which could cloud judgements and complicate people-related decisions.



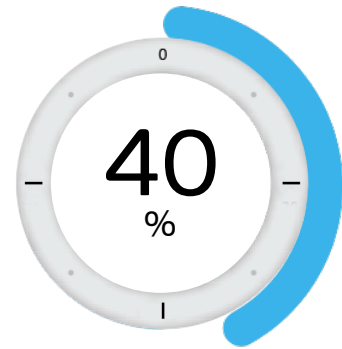
Average

Your responses suggest that you are generally aware of other people – their needs and desires and what makes them tick. When you really want to, you can see the world from someone else's point of view, beyond your own concerns and personal perspectives. However, for you, this requires an amount of effort that you are not always keen to make. You may, at times, fail to understand how and why people feel the way they do. At other times, your willingness to consider other people's viewpoints renders you susceptible to being influenced by them, which you ought to keep in mind.

Emotion Perception

Emotion perception is about recognizing your own and other people's feelings, including their origin – how well you can read emotions in different situations.

Do you know why you and other people feel the way they do or are feelings a mystery to you? Emotion perception provides broader support for our emotional world and for our personal and social interactions, more generally. As a result, scores on this facet have the potential to impact multiple other facets, especially Emotion expression, Empathy, and Emotion regulation.



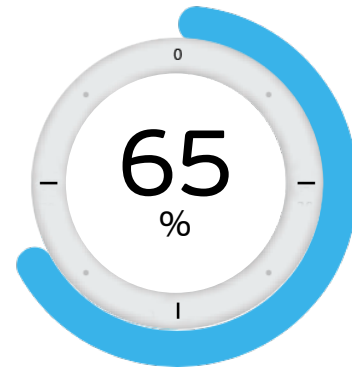
Average

Your responses suggest that you generally feel able to understand your own and other people's feelings and expressions. You accomplish this through paying attention to them, watching how they develop, but also trying to read them in people, movies, and art. Nevertheless, there are times when the feelings in yourself or in others may confuse you or simply leave you indifferent and unconcerned, which could hinder your communication and overall effectiveness. In contrast, at other times, you may become too preoccupied with feelings – your own or others' – which is also something to guard against.

Emotion Expression

Emotion expression concerns how fluently we can communicate our moods and emotions to others.

There are many ways to express emotions: verbally, using spoken and written words, or non-verbally, using body language. Emotions can also be expressed intentionally, to obtain a desired response, or unintentionally, as an instinctive reaction to something. Excessive expression makes one transparent and others may take advantage of that. Overall, mastering emotion expression will be advantageous for personal and business relationships as well as for many jobs and roles.



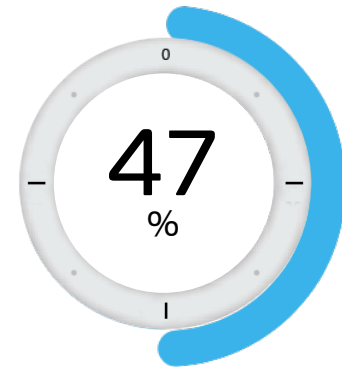
Average

Your responses suggest that when it comes to communicating your emotions, you are as effective as other people. Emotion expression is an asset for many jobs and roles, especially leadership roles that require one to inspire and energise staff and employees. It is also important in personal and business relationships, where the transmission and exchange of feelings can sometimes be a challenge. In general, you don't have problems expressing your emotions, although there are times when you feel you lack the necessary confidence or the right words. At such times, you may resist showing your emotions or find it hard to communicate what you are feeling. At other times, you may get carried away and become over-expressive. You can work to ensure that your balanced profile means you are sufficiently expressive or sufficiently guarded, in line with the requirements of the situation.

Relationships

The Relationships facet of the TEIQue is mainly concerned with personal relationships, whereas its Social awareness facet is concerned with social relationships, more broadly.

How good are you at forming and maintaining personal relationships? Relationships play a key role in our general well-being and contribute to the meaning we create for our life. Relationship management is important in the business world and can help you open doors and solve problems. Relationships are a priority for many people, who might spend a lot of time and energy on building and maintaining them, perhaps even becoming dependent on them in the process.



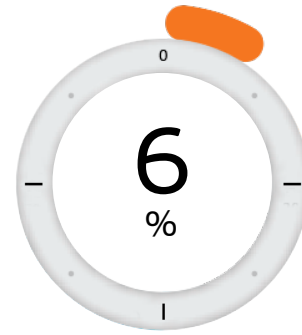
Average

Your responses suggest that, like most people, you are interested in your personal relationships and want to maintain them in a healthy state. You make a reasonable effort to listen and be responsive to those close to you in order to nurture your emotional bonds. Alas, these efforts do not always come to fruition and some of your relationships are a source of frustration for you. It is also possible that you may, on occasion, feel lonely or undervalued. At the other end, you may well have certain specific relationships that are deep and mutually fulfilling on which you have gradually become dependent. Such relationships may feel very pleasant for a long time, but can become a source of anguish once they start to change or dissolve.

Sociability Factor

The Sociability factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Assertiveness, Emotion management, and Social awareness.

The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets than the other way around. The Sociability factor differs from the Emotionality factor in that it emphasizes social relationships and social influence. In other words, the former is interpersonally oriented, while the latter is intrapersonally oriented.



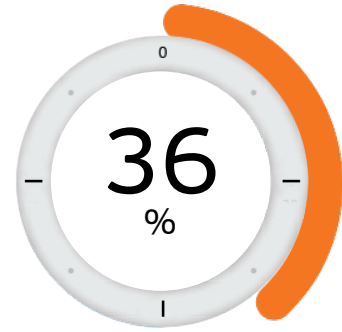
Low Score

You have scored within the low range on the Sociability factor, which suggests that you may lack confidence in your social skills. This can be manifested in different areas and ways (e.g., smaller social networks), some of which will have been mentioned under the relevant facets in this report. You might find social interactions tiring and avoid sharing your opinions and ideas, even if you feel passionate about them. There are many techniques to help you improve your interpersonal skills. Identify which parts of this domain are most important for your personal and professional development and start from there. Of course, there are also advantages to a low Sociability score like, for example, a lower interest in socializing, which allows for a more introspective approach to life that could prove exceptionally fruitful under certain circumstances.

Emotion Management

Where Emotion regulation is concerned with your perceived ability to manage your own feelings, the facet Emotion management is concerned with your perceived ability to manage other people's feelings.

How effective you believe you are at influencing how other people feel. Are you able to console others, motivate them, help them deal with their problems? Emotion management is not only about feelings per se, but also about contributing to a constructive environment in which people are encouraged to meet each other's needs, help to make others feel positive, and work together towards the achievement of common goals. However, a constant need to manage others emotionally can be overbearing, intrusive or downright nosy. Explore your motives for wishing to influence people's emotions.



Average

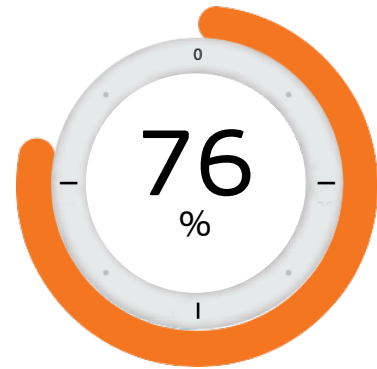
Your responses suggest that you are generally good at managing and influencing other people's moods, typically done, through listening and taking positive, helpful action.

It is not something you can do effortlessly or with everyone, but you are generally able to step up when the need arises. There are, however, times when you feel out of your depth, perhaps in trying to console someone or make them feel better or when you need to motivate and encourage others. It is likely that you will be at your most effective with people you know well. Be mindful not to overstep emotional boundaries people set-up around them especially when engaging with someone you are not well acquainted with. If you overuse emotion management, you may be perceived as intrusive.

Assertiveness

Assertiveness gauges how direct and forthright you are.

Under certain circumstances, it is an indicator of strength of convictions. How willing are you to stand up for what you believe to be right? Assertiveness is different from aggression, although the behaviour of assertive individuals (if they lack self-awareness) often spills over into aggression or might be perceived by others as hostility. All in all, assertiveness is a double-edged sword that requires self-awareness and careful self-management.



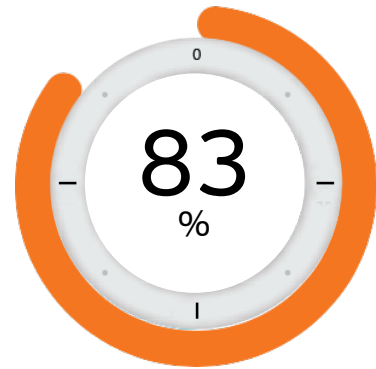
High Score

Your responses suggest that you are more direct and forthright than most. You are typically determined to speak the truth as you see it, even when it might be awkward or make others uncomfortable. It is not a problem for you to ask for things, to challenge others, to pay and receive compliments. You tend to have an unambiguous view of the world and are ready to defend your actions and opinions. These qualities, if applied appropriately, can support you in leadership. However, you should be careful not to appear argumentative. Keep in mind that it is easy for assertiveness to be misinterpreted as arrogance or even aggression. Arguing about every decision can adversely affect relationships. So make sure you know when a collaborative approach is needed for a successful outcome. Cultivate your listening skills, avoid ramming decisions down people's throats, and be ready to admit mistakes when you find yourself in the wrong.

Social Awareness

Social awareness is about connecting with others.

Are you comfortable in different social contexts and do you find it easy to establish social networks? People with higher scores on this facet believe that they are socially sensitive and can adapt their behaviour to suit the situation. Like certain aspects of extraversion, Social awareness makes us conscious of other people and moves us to interact with them or seek their company. Social awareness is a helpful trait for building networks that can be useful in all sorts of circumstances. However, a preoccupation with socialising may, in time, render someone unable to focus or, when this required, to work independently in relative isolation. It might also lead them to prioritise socialising over work.



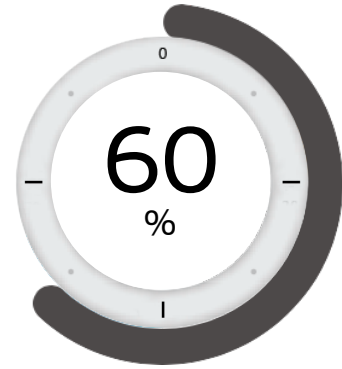
High Score

Your responses suggest that you are confident of your social skills and your ability to connect with a wide circle of people. Not only to deal with them individually, but also to act as a mediator between them. Most likely, you are good at noticing social cues and adapting to different social contexts. You see yourself as people-oriented and you enjoy networking, which can make you an effective negotiator, broker, and influencer. Being social is important, however, take care that it doesn't happen at the expense of getting work done. Also, there is a chance you may want to avoid tasks that have to be completed in relative solitude.

Adaptability

Adaptability measures the degree of flexibility in your approach to work and life.

To what extent are you willing and able to adapt to new environments, conditions and people? High scores indicate openness to change, while low scores indicate resistance to change. Awareness of your score on this facet may help you deal with changes in your personal life (marriage, children, separation), social life (aging, friendships, relocation), and work life (acquisition, merger, restructuring).



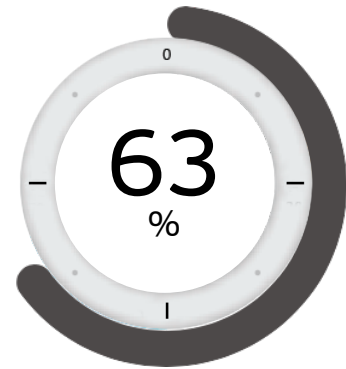
Average

Your responses suggest that you are generally adaptable, which allows you to adjust to new environments and to feel comfortable in most social contexts. However, you also require elements of stability, such as habits, routines, and schedules. This does not mean that you prefer rigid frameworks, since you are not opposed to change in principle. Because of your balanced Adaptability profile, it is important not to simply assume that you will automatically be flexible when a situation calls for flexibility and inflexible when a situation calls for firmness. Unfortunately, the opposite pattern is also possible. Try to identify what situations present challenges for you and how you can handle them because change and flexibility are important drivers of business and leadership success. You are in a good position to identify both positive and negative implications of change.

Self-Motivation

Self-motivation is about inner drive and the extent to which a person is motivated from within, rather than from external rewards.

Motivation drives success, although it is worth remembering that the latter is multifaceted and its definition may vary according to age, personal values, cultural norms, etc. We need motivation to keep going in the face of adversity and it is crucial for us to know if our motivation is mainly intrinsic or extrinsic. Motivation stemming from performing an activity for its own sake is known as intrinsic motivation. In contrast, motivation stemming from performing an activity for external rewards – financial, praise, status or for the avoidance of punishment – is known as extrinsic motivation.



Average

Your responses suggest that you are driven by your internal standards to produce good results and pursue your goals. Nevertheless, at times, you will need external incentives to keep you going. Like most people, you derive pleasure from doing some things well, especially if you find them interesting or stimulating. At other times, however, you may find it hard to maintain self-discipline in order to “seize the day” and need external rewards to keep you motivated.

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