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TSIQue Report
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Introduction to Your TSIQue Report

This is your report on the Trait Social Intelligence Questionnaire (TSIQue – pronounced TSQ), which can be used as a guide to optimizing your social skills and interpersonal relationships. The report covers essential pointers concerning interpretation, followed by a detailed analysis of your scores. The TSIQue is based on the theory of trait social intelligence developed by Professor K. V. Petrides.

Trait social intelligence theory, and the TSIQue as its assessment tool, provide comprehensive coverage of the interpersonal aspects of personality – how we relate to other people, how we stand out as individuals amongst them, and how we function in the myriad of social contexts we encounter in daily life. The reports cover the gamut of these aspects with an emphasis on work settings.

While trait emotional intelligence covers mainly the intrapersonal aspects of personality (relationship with own self; intra- meaning within), trait social intelligence covers mainly its interpersonal aspects (relationships with others; inter- meaning between). Ultimately, the intrapersonal and interpersonal aspects of intelligence are intertwined and inseparable, yet differentially manifested in our everyday experience hence the need for two different constructs (trait EI and trait SI) with dedicated assessment inventories (TEIQue and TSIQue) to do full justice to them.

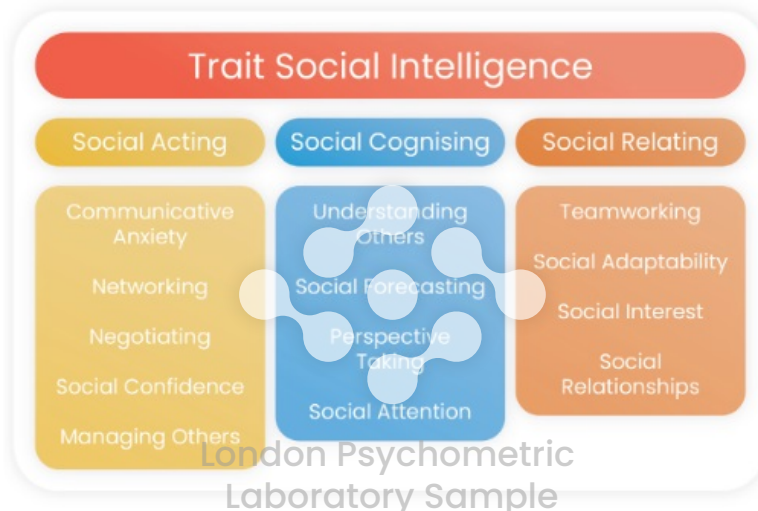
The collection of interpersonal traits encompassed by the TSIQue has been shown to affect all aspects of personal and social relationships, from the rather basic like Understanding and Communicating, to the rather complex like Negotiating and Networking, and the rather intuitive like Perspective taking and Social prediction. These detailed reports can only go a limited way towards highlighting the multifaceted influence of trait social intelligence in our life. Their main aim is to help you build the awareness that is required in order to recognize and manage the strengths, limitations, opportunities and challenges that accompany your personality profile as it currently stands.

Scores on the TSIQue 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 social intelligence theory. Attempting to understand and interpret this report on your own may minimize its potential benefits.



Structure of the TSIQue

Figure below shows the hierarchical structure of the TSIQue, comprising 13 specific facets at the bottom, three broader factors at the intermediate level, and Global Trait SI at the apex. The TSIQue yields scores on all 17 of these domains (13 facets + 3 factors + Global Trait SI).



Scores

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. In comparison to others, who also completed the questionnaire. Percentile scores are banded in three tiers for ease of interpretation: The use of the terms "Below Average", "Average" and "Above Average" 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 TSIQue. Below average, average and above average scores all have positive as well as negative implications. If, as Jean Paul Sartre opined, hell is other people, then so is heaven and it would be needlessly difficult, without access to, understanding of, and action based on your TSIQue profile to move consciously out of the former and into the latter. The Trait Social Intelligence Questionnaire was developed by K.V. Petrides, PhD at the London Psychometric Laboratory. For more information and scientific outputs, visit www.psychometriclab.com and the related Social Media.



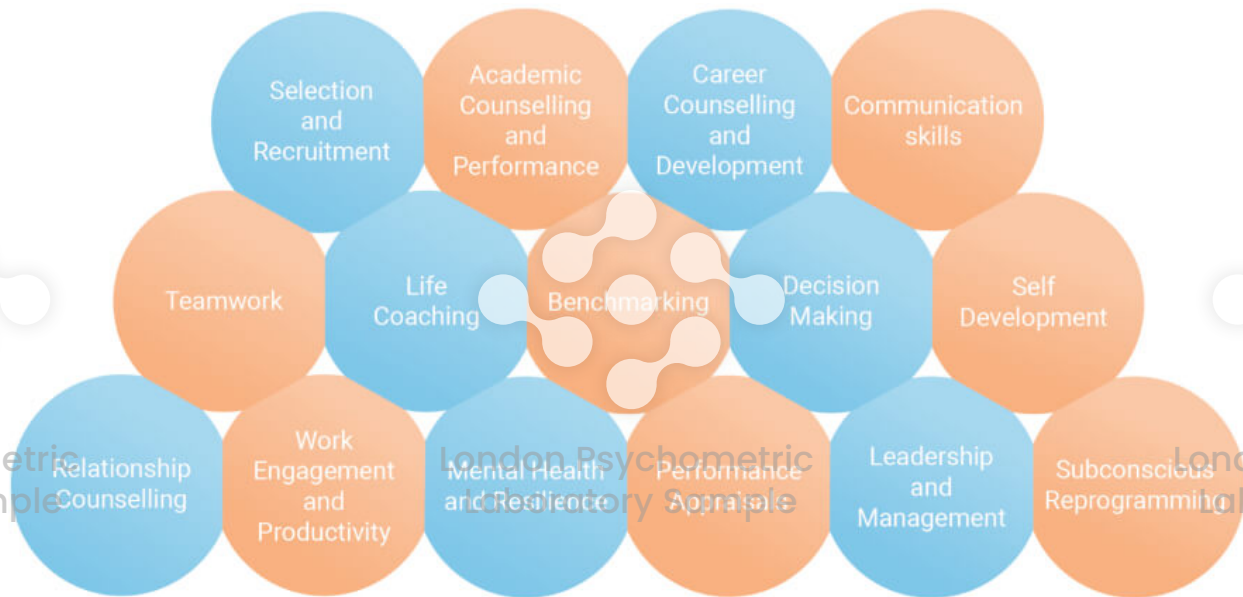
Sincerely,

Konstantinos V. Petrides



Uses of the TSIQue report

The TSIQue report can be used in all life domains in which emotions are relevant. Our research has demonstrated that this includes most areas of life experience. Examples are provided below, but it should be borne in mind that the list is indicative, rather than exhaustive:



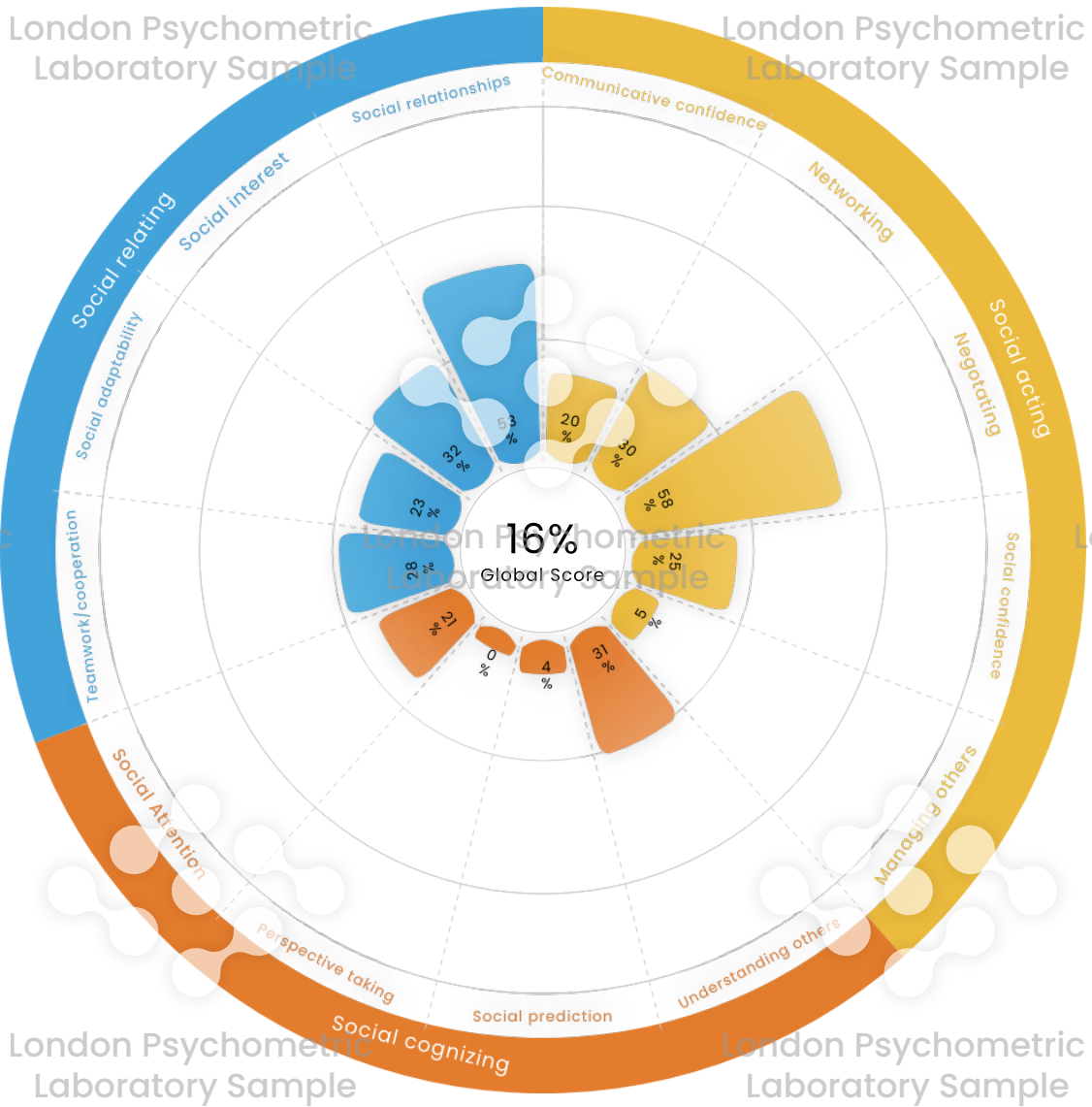
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“Your perceptions create your reality and your self-perceptions create yourself.”

Konstantinos V. Petrides



1 Low 30 Average 70 High 99

Global score



Social acting

- Communicative confidence
- Networking
- Negotiating
- Social confidence
- Managing others



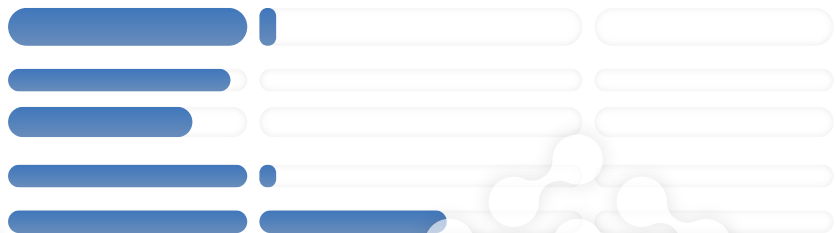
Social cognizing

- Understanding others
- Social prediction
- Perspective taking
- Social Attention



Social relating

- Teamwork/cooperation
- Social adaptability
- Social interest
- Social relationships



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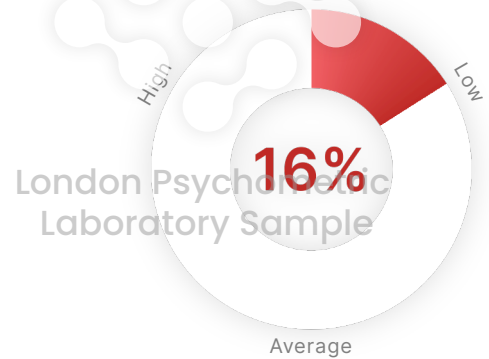


Global Score

The global trait social intelligence score provides a snapshot of your general social functioning.

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It reflects the common core of your perceptions in the areas of Social Acting, Social Cognizing, and Social Relating. According to trait social intelligence theory, these perceptions are vital because they have a creative influence in our life, in the specific sense that they contribute directly to the reality we are experiencing. Changing our perceptions directly contributes to changing our reality.



Your Global Trait SI score suggests that you may be less satisfied than most people with your interpersonal functioning and its outcomes. Accordingly, you are more likely than most to experience challenges in social contexts and interpersonal interactions. It is important to remember that a low Global Trait SI score has its own advantages. These are significant and include modesty, openness to feedback, greater willingness to engage in inner development work as well as a reduced likelihood of experiencing a whole range of potential pitfalls linked to high trait SI scores, especially a possible sense of complacency or even superiority characterizing the interpersonal world. Your TSIQue report presents the detailed profile that yields your particular score on Global Trait SI and this should be carefully considered for a complete understanding.

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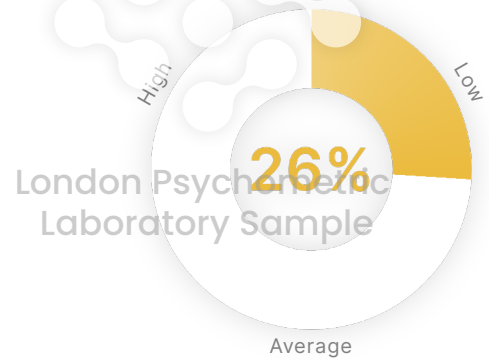
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Social acting Factor

The Social Acting factor of the TSIQue comprises the most facets (five): Communicative anxiety, Networking, Negotiating, Social confidence, and Managing others. The common core between these facets concerns socially intelligent action.



Your TSIQue score on Social Acting suggests that you are not satisfied with yourself in this area. The main drawback of a below average score on this factor is that you may feel inhibited or apprehensive in your social behavior with all the consequences this entails, which in extreme cases, can affect mental and even physical health. On the other hand, potential advantages of the low score mainly revolve around avoiding a range of pitfalls associated with high scores, such as self-promotion, idle over-socialization, and manipulation of others. Changing your Social Acting profile is certainly possible, although managing its consequences is both easier and, in fact, the first step towards deeper and more lasting change.

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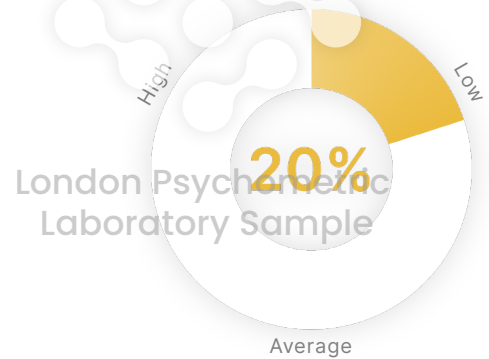
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Communicative confidence

The Communicative confidence facet in the TSIQue concerns sharing ideas, influencing, and persuading others across different contexts and through a range of media.



High scores: Outstanding communicators, likely solid persuaders, social influencers.

Advantages: Builds trust, helps express self and ideas, convey vision and motivate.

Caveats: May talk too much, could give away sensitive information, domineering or pompous style.

Low scores: The opposite.

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Your responses on Communicative confidence suggest that you may tend to avoid unnecessary interactions with others and to experience some level of communicative anxiety. You do not openly share ideas or express yourself fully, preferring to keep information to yourself. Likewise, you prefer to avoid giving feedback and motivating or criticising others.

Advantages of a below average score include that you are unlikely to appear overbearing and your reticence may work to your advantage in certain contexts (e.g., in situations where the right course of action is not immediately clear).

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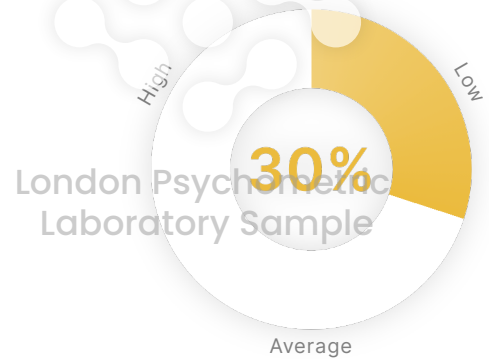
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Networking

The Networking facet in the TSIQue concerns instrumental and purposeful socializing; connecting with others in a variety of contexts and through a diversity of means.



High scores: Excellent social skills, instrumental socialising, large networks.

Advantages: Accelerates business and expands markets, creates and sustains support groups, brings information and opportunities.

Caveats: Can harm productivity, if it becomes an end in itself, compromise allegiances, veer into gossip or idle socialisation.

Low scores: The opposite.

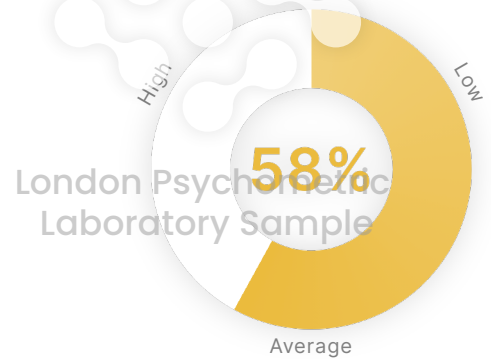
Your responses on this facet suggest that you may have weak networking skills and tend to rely on a smaller number of favourite associations. You may come across as aloof or unenthusiastic to more extroverted people. This can cause colleagues to avoid interaction with you, which is perhaps unlikely to concern you because you prefer working mainly on your own.

The advantages of a below average score on Networking are that you are not easily distracted and do not waste time on idle socialisation or gossip. You are likely dedicated to your purpose and inclined to deliver your objectives independently.



Negotiating

The Negotiating facet in the TSIQue concerns making deals, bargaining with others, settling disputes and haggling not only in the specific context of work, but in everyday life, more generally.



High scores: Good at negotiating, making deals, bargaining with others, settling disputes.

Advantages: Can contribute to business success, potential to contribute to better and more lasting associations, helps conflict resolution.

Caveats: Seeing deals where none are there, entering into bad deals, potential time-wasting, emphasis on transactional relationships.

Low scores: The opposite.

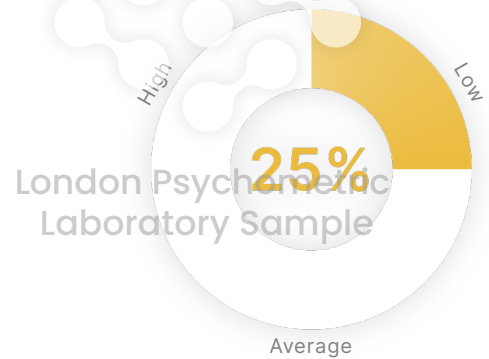
Your score falls within the average range of the Negotiating facet. This suggests that you usually feel confident bargaining with others, making deals, and possibly even settling disputes.

At other times, however, you may see haggling as a drudge and shun it, preferring to leave it to others or to wrap things up without much effort (e.g., by giving the other side what they ask for or walking away without exploring all possibilities).



Social confidence

The Social confidence facet in the TSIQue lies very much at the heart of trait social intelligence concerning, as it does, our perceptions about our social skills.



High scores: Great social skills, able to connect with people from all walks of life, good at adapting to different social contexts.

Advantages: In good position to influence, conducive to networking and meeting new people, social confidence breeds self-confidence (and vice-versa – virtuous cycle).

Caveats: May have difficulty working in isolation, seen as a self-promoter, excessive extraversion.

Low scores: The opposite.

Your responses on this facet suggest that you have low Social confidence and do not enjoy interacting with others and strangers in particular. At times, lack of confidence can lead to you shunning social situations almost completely. You may be influenced by the opinions of others, especially views that pertain to you personally, potentially leading to over-sensitivity and social withdrawal.

Potential advantages of this low score are that you are unlikely to exhibit extreme extraversion or ostentatious self-promotion and you are well-placed to function in roles that require some degree of isolation.



Managing others

The **Managing others** facet in the TSIQue is about our willingness to get actively involved in the lives of others whether superficially or personally.

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High scores: Good at influencing and persuading others, willing to get involved with them and their challenges.

Advantages: Leadership and management, motivating others, conflict resolution.

Caveats: May veer into manipulation, can appear overbearing, nosy, or controlling.

Low scores: The opposite.



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Your responses on this facet suggest that you feel weak at Managing others and might shun leadership or management roles, preferring to work on your own or as a team member. Equally, you may desire a position of authority without fully realizing the responsibilities that come along with it. Even in that case, however, you are unlikely to become controlling, overbearing, or manipulative, which is one of the main advantages of a low score on Managing others.

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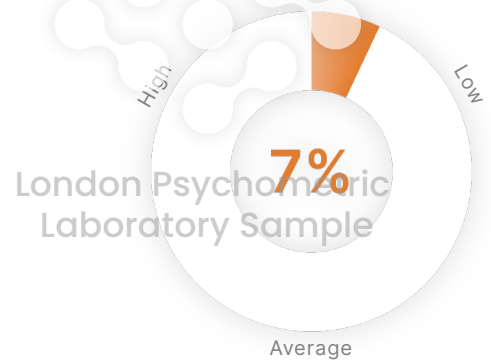
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Social cognizing

The Social Cognizing factor of the TSIQue comprises four facets: Understanding others, Social prediction, Perspective-taking, and Social attention. The common core between these facets concerns socially intelligent thinking.



Your TSIQue score on Social Cognizing suggests that you are not satisfied with yourself in this area. Social cognizing is at its most refined and effective when it operates intuitively, and a low score on this factor suggests that this intuition, which is always available to all, may currently be blocked in you. The potential advantages of the low score mainly revolve around avoiding a range of pitfalls associated with high scores, such as overemphasizing the importance of others versus self, taking other people for granted, or making presumptions as regards their motives. Changing your Social Cognizing profile is certainly possible, although managing its consequences is both easier and, in fact, the first step towards deeper and more lasting change.

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Understanding others

The Understanding others facet in the TSIQue is about feeling able to “read” other people, which is perfected in the understanding of the self.

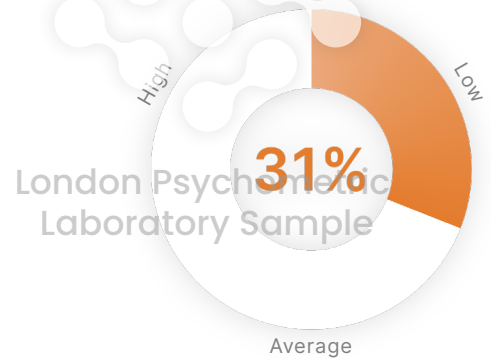
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High scores: Able to “read” other people, good (perhaps intuitive) understanding of body language, able to “read” situations.

Advantages: Aids communication, helps to connect with others, excellent for investigative work, opens new perspectives in you (“vicarious learning”).

Caveats: May lead to presumptions, can cause misunderstandings, may lead to actions based on wrong information

Low scores: The opposite.



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Your score falls within the average range of Understanding others, suggesting that with the right kind of effort, you are capable of fathoming other people. At least to some degree, you can read into their desires, intentions and needs, occasionally relying on underappreciated sources of information, such as body language.

There are also occasions, however, where you avoid making people the focus of your intention and engagement with them is more of a means to an end, rather than an attempt to understand them. As a result, you may or may not connect well with others, contingent on the situation and circumstances.

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Social prediction

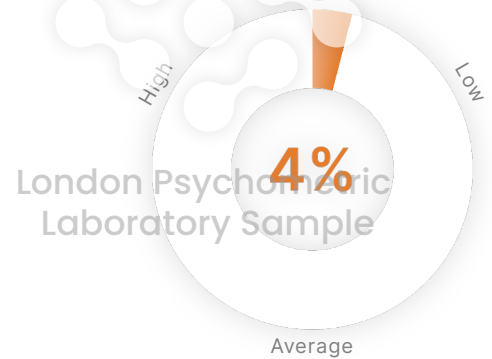
The Social prediction facet in the TSIQue is about feeling able to predict and anticipate other people's actions and reactions to events.

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High scores: Can predict other people's actions, anticipate their moods, expect their reactions.

Advantages: Helpful in leadership, good for avoiding arguments and maintaining relationships, useful in driving and delivering change.

Caveats: Can lead to presumptions and, in turn, to blunders and embarrassments, may veer into Machiavellianism and manipulation of others.



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Your responses in this facet suggest that you are not confident in your ability to read other people and situations. It is not a case of getting it wrong, but rather of the notion not occurring to you with any serious intensity.

Data and proven facts are far more critical to your decision-making process than making assumptions. This can be especially advantageous in areas like science and technology. While you might take an active interest in people, you prefer an evidence-driven environment based on confirmed realities. As a result, you can become uncooperative if surrounded by people who mainly rely on Social prediction.

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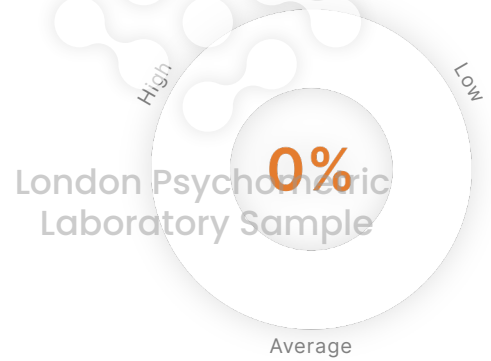
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Perspective taking

The Perspective taking facet in the TSIQue concerns the willingness to see things from someone else's perspective, to appreciate their feelings, and to adopt an inclusive understanding of situations and problems.



High scores: Can see things from another person's viewpoint, has more inclusive understanding of situations and problems, can judge and appreciate other people's feelings and moods.

Advantages: Useful in negotiations, mediation and conflict resolution as well as in sales and marketing, advantage for giving feedback.

Caveats: May lead to preoccupation with others' feelings and perspectives, interfere with leadership, distort self-perceptions (by filtering them through others' perceptions of us).

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Your responses on this facet suggest weakness in Perspective-taking and barriers to recognising the feelings and opinions of others. You may be inclined to focus on only one view to the exclusion of other possibilities. This may prevent you from building associations with others and could also lead to conflicts and disharmony.

Advantages of a below average score include that you will be unlikely to become emotionally drawn into petty disputes or disputes that do not concern you, which can protect relationships and also benefit productivity in a work environment.

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Social Attention

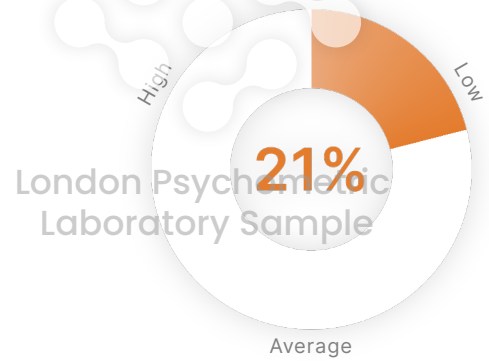
The Social attention facet in the TSIQue is ultimately about our willingness to take notice of other people and their circumstances.

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High scores: Excellent listening skills, focused and patient, good memory for social details and information.

Advantages: Communicates respect, boosts likeability, discovers useful information.

Caveats: May become engrossed in other people's actions, social attention may come at the expense of inner attention and self-awareness.



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Your responses on this facet suggest that you have weak Social attention, as a result of which, many of your interactions with others may be kept at a superficial level. There could be an inclination to assume you know or to discount what others have to say and you might even talk over them, which can come across as disrespectful. Such tendencies might lead you to miss useful cues or prevent others from divulging such in the first place.

Potential advantages of this low score include that you are unlikely to become an "agony aunt" for others and that you are in a prime position to prioritize self-awareness and inner attention in your life.

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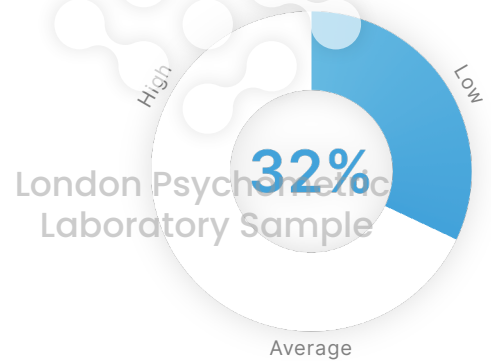
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Social relating

The Social Relating factor of the TSIQue comprises four facets: Teamwork, Social adaptability, Social interest, and Social relationships. The common core between these facets concerns connecting and co-existing with others.



You have scored within the average range on the Social Relating factor, which suggests that you are generally satisfied with yourself in this area. You are usually content with the quality of your interactions with others whether on the personal or professional front. Nevertheless, there are periods and occasions when these interactions seem to require significant effort and maintenance input from you, to the point where they might feel unrewarding or even a burden. Both conditions (i.e., content and discontent with social interactions) are potentially associated with benefits and detriments, many of which are discussed under the relevant facet entries in this report. Your task as an average scorer on this factor is to remain mindful of these benefits and detriments.

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Teamwork/cooperation

The Teamwork facet in the TSIQue concerns the tendency to cooperate with others; a preference for collaboration over competition.

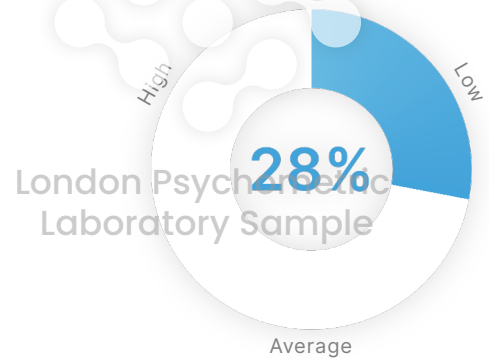
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High scores: Prefer working in teams, outstanding collaborators, dislike competition and conflict.

Advantages: Shared workloads, can get work done faster, limits risky, eccentric, or deviant decision-making.

Caveats: Possibly dependent on others, low initiative or appetite for leadership, conformity.

Low scores: The opposite.



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Your responses on this facet suggest that you may have weak Teamwork and cooperation skills and find team situations stifling unless you are the team leader. When working on projects, you may be outspoken and have distinct ideas of how things should proceed. Your ideas might be eccentric and viewed as out-of-the-box by more conventional colleagues. You may also be especially goal-focused with little interest in the people dynamics of successful teams.

Potential advantages of this low score include that you are unlikely to become dependent on others or to be dissuaded from competition and the pursuit of leadership positions due to a desire to avoid team friction.

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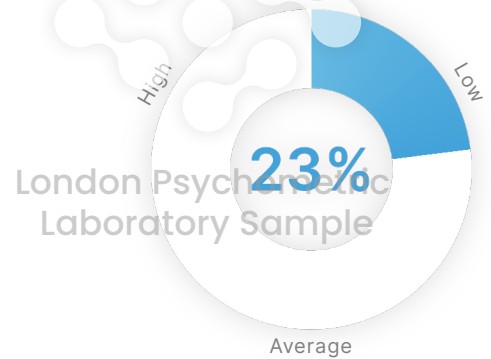
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Social adaptability

The Social adaptability facet in the TSIQue concerns the willingness to be flexible in our social relationships, to understand the commonalities of human nature and partake in different cultures and value systems.



High scores: Able to blend in, socially flexible, perceives the commonalities of human nature, interested in different traditions and value systems.

Advantages: Major advantage for cross-cultural work and collaborations, able to work internationally, ideal for management positions in multinational corporations

Caveats: May be seen by others as a slick outsider, may be seen as "floating", unattached or uncommitted, may try too hard to connect with others

Low scores: The opposite.

Your responses on this facet suggest that you have low Social adaptability and limited interest in exploring the commonalities of human nature. Diverse traditions and value systems may have little meaning to you, and it is unlikely that you will attempt to understand them. You may be tolerant of other cultures and customs, but not accept them, or you might even be inwardly judgmental.

One advantage of a low score on Social adaptability is that you have little interest in "blending in" and therefore unlikely either to try to fake it (thus potentially appearing insincere) or to find yourself in contexts that demand such attempts from you.

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Social interest

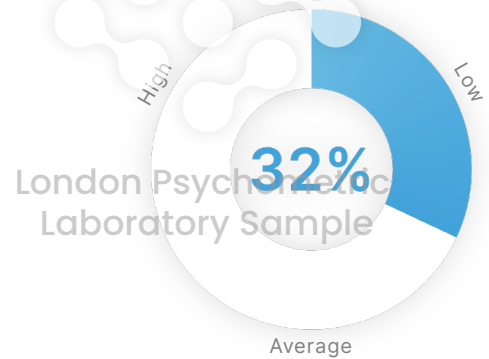
The Social interest facet in the TSIQue is about the extent to which we are interested and concerned about others, individually, but also as communities and a society as a whole.

High scores: Are sympathetic to other people, interested in – perhaps even committed to – social causes, tender-hearted and compassionate.

Advantages: Major help to others, contributes to the improvement of society, likeable.

Caveats: May become too preoccupied with other people's problems and predicaments, could find it hard to take tough decisions, may become lost in intractable social issues.

Low scores: The opposite.



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Your score falls within the average range of this facet, suggesting that you have a healthy level of interest in others. You want to help where you can, but are selective about where you place your support. You do not feel obligated to help others or to support social causes, and are more likely to become involved with issues that are closer to home. Knowing what is happening with your contributions and that they have a positive impact is more important to you than the act of giving alone. Occasionally, however, your skepticism gets the better of you.

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Social relationships

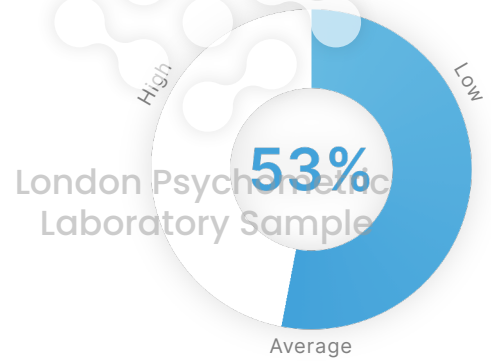
The Social relationships facet in the TSIQue is quite broad, spanning the range from personal to professional relationships and from acquaintances to friendships.

High scores: Able to build lasting relationships, likely empathetic and sympathetic, trusting

Advantages: Good for teamwork and making connections, may be first to come to new information, solid support networks.

Caveats: May prioritise relationships and friendships over objectives, may be too easy-going, could turn into agony aunt.

Low scores: The opposite.



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Your score falls within the average range of Social relationships. This suggests you can forge and maintain satisfactory connections with others under normal circumstances. You are willing to share information when appropriate and to bring people together, but only within areas of mutual interest or investment.

You probably make a clear distinction between different social networks, keeping business and personal associations separate. When under pressure or focused on a specific outcome, you are likely to find unrelated contacts and networking taxing. You may further intentionally ignore people, if you think their needs are excessive.

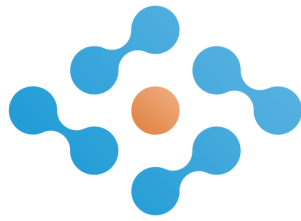
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Psychometric Laboratory

Reflection of your essence



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Understand the
fundamental forces
guiding your
decisions.



Contrast your
present to your
expectations.



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Commit to a path
through deliberate,
mindful action.

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