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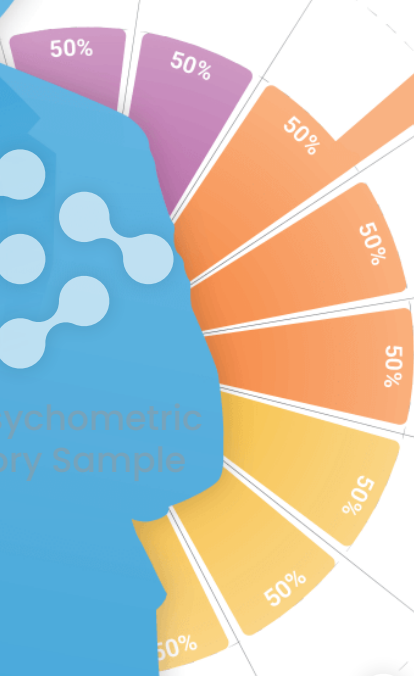
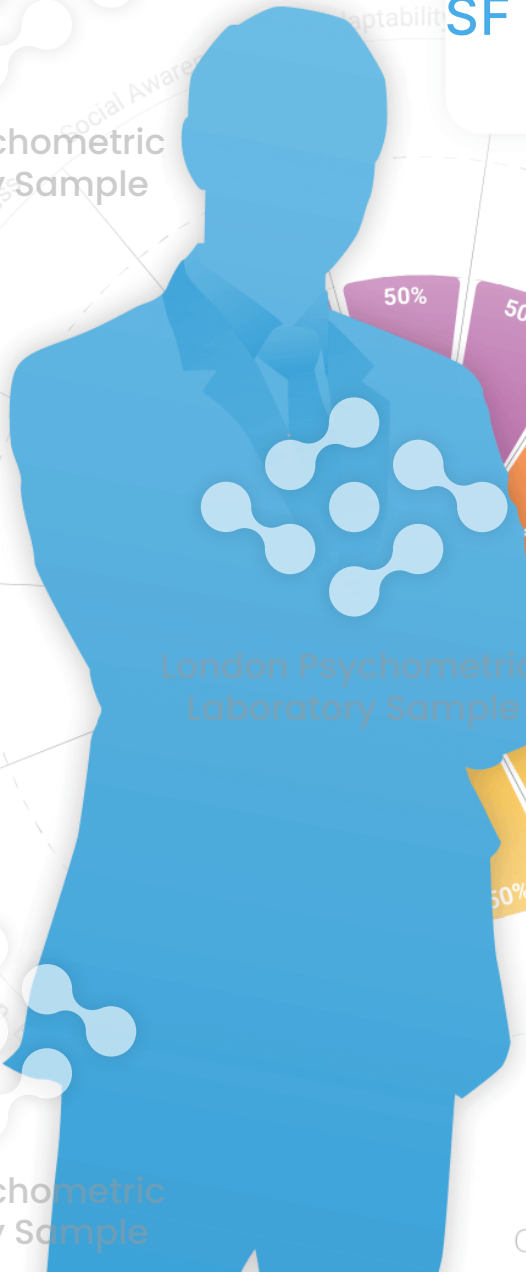
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TEIQue

SF Corporate Report

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Introduction to Your TEIQue 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.

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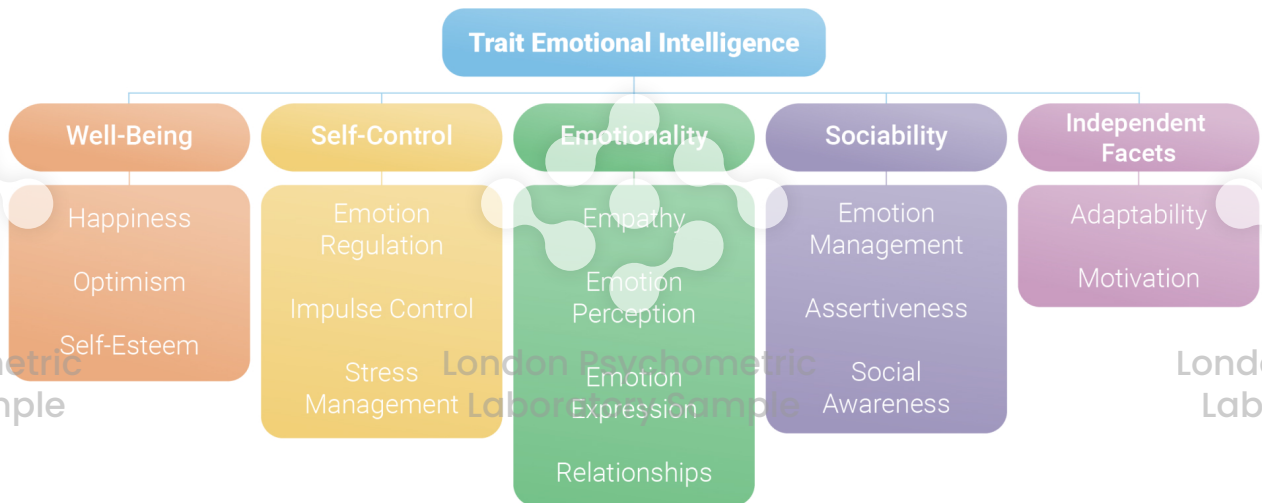
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Structure of the TEIQue

The 15-4-1 structure of the TEIQue is depicted in the graph below. The graph shows the hierarchical structure of the instrument, comprising 15 specific facets at the bottom, four factors in the intermediate level, and global trait EI at the apex. The full form of the TEIQue yields scores on all 20 of those domains (15 facets + 4 factors + global trait), while the short form yields five scores (4 factors and the global trait).



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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.

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.

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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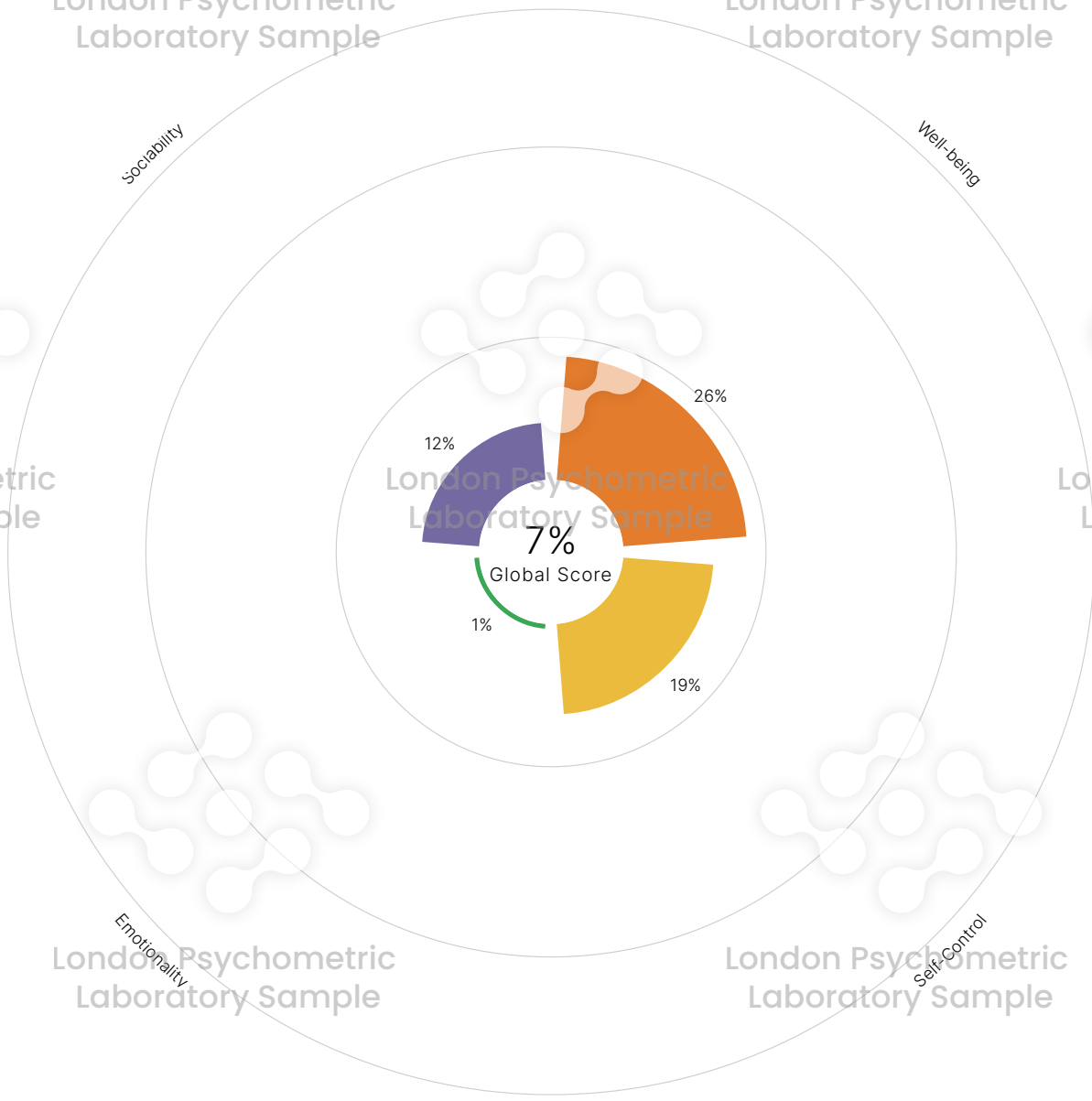
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Sociability

Well-being

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Emotionality

Self-control

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

Konstantinos V. Petrides

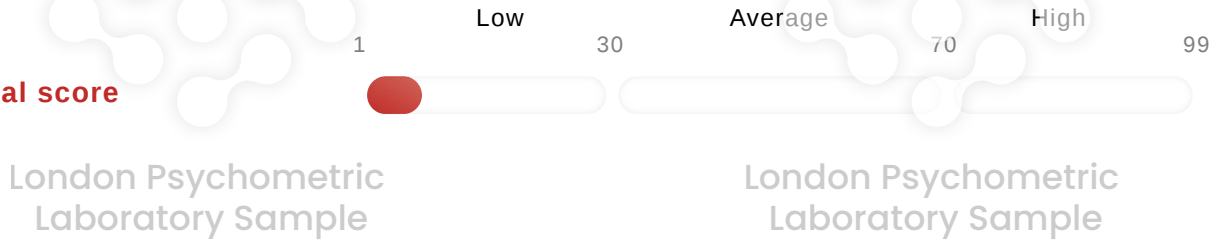
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Global score



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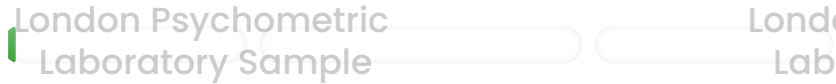
Well-being



Self-Control



Emotionality



Sociability



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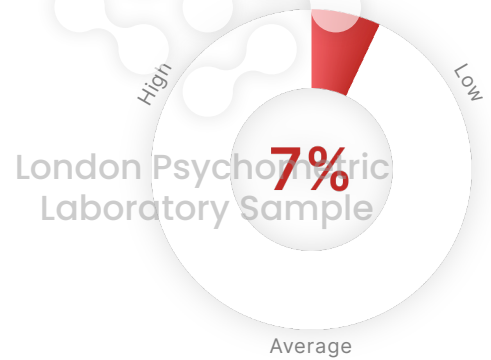


Global Score

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

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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.



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Your Global Trait EI score indicates that you may be less satisfied with your ability to understand and manage emotions, while perhaps more likely to experience difficulties in emotional and social contexts. It is important to remember that a low Global Trait EI score has its own advantages, like modesty and unpretentiousness, but also less preoccupation with feelings, and a greater willingness to receive feedback. With the support of coaching and other resources, you have excellent chances to accomplish inner development work. 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.

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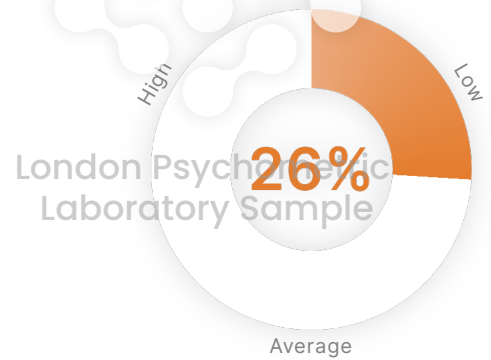
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Well-Being Factor

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.



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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.

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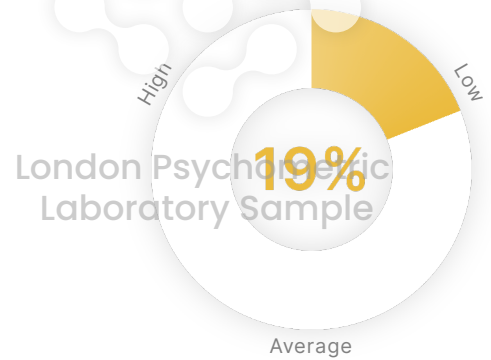
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Self-Control Factor

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.



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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.

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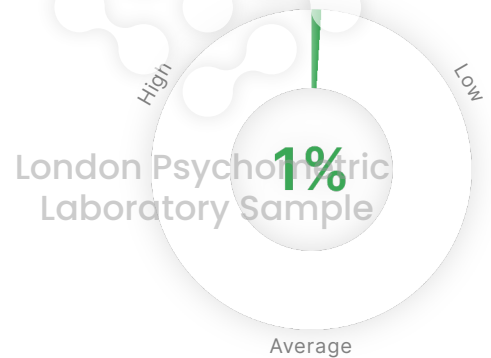
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Emotionality Factor

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.



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Your score on the factor of Emotionality falls in the lower end and suggests that you may be quite uncertain about how you handle emotions. You might find it difficult to recognise and express your feelings to others. The overall low score can be manifested in some, or all, of the facets in the Emotionality factor and you should take care to manage its consequences for yourself and others. Bear in mind that a low Emotionality score also has advantages, for example, you are unlikely to be preoccupied with feelings and moods or susceptible to emotional thinking. Other positive implications will have been mentioned under the relevant facets in this report.

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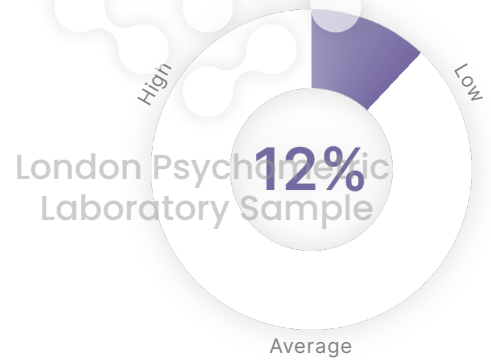
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Sociability Factor

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.



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.

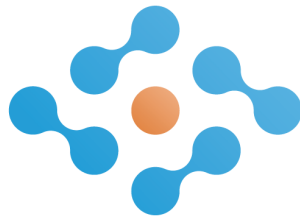
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Reflection of your essence



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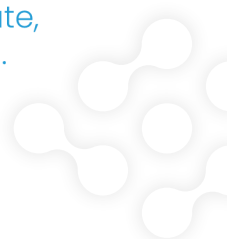
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Understand the
fundamental forces
guiding your
decisions.

Contrast your
present to your
expectations.

Commit to a path
through deliberate,
mindful action.



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