

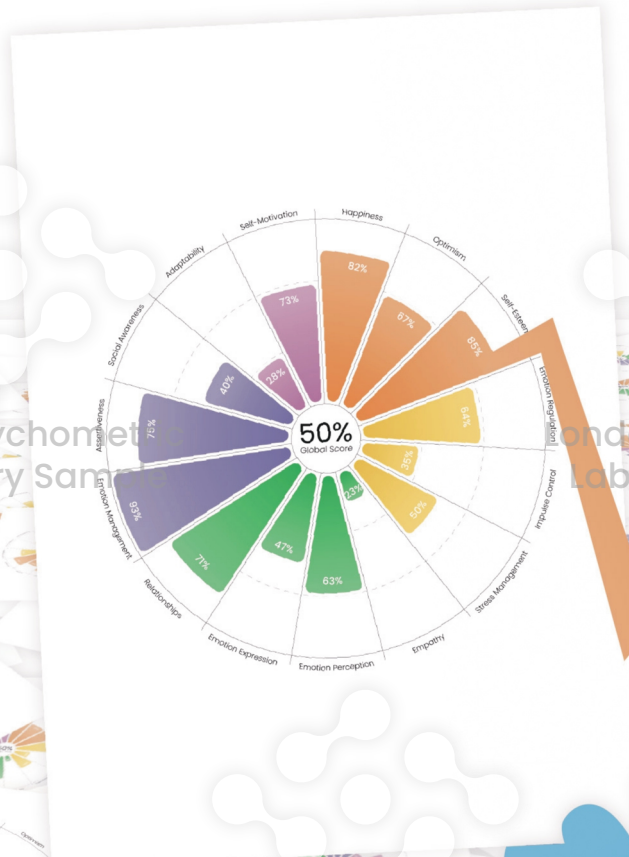
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TEIQue Team Report™ Admin Test

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Introduction to Your Trait Emotional Intelligence Team Report™

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Thank you for choosing an LPL Ltd. product. Our team trait emotional intelligence (team trait EI) reports leverage research in group dynamics to enhance team processes and outcomes. Currently available for teams ranging from 3 to 20 members, these reports present four distinct indices detailing a team's emotional cohesiveness. Each index is thoroughly explained in its respective section.

Cohesiveness is key for optimal team performance, functionality, and effectiveness. The emotional attributes and diversity of team members fundamentally influence these aspects. Those who have observed issues such as team conflicts or lacklustre performance understand the profound influence of emotions, whether it's erecting motivational barriers or inciting personality clashes.

Certainly, the cohesiveness of a team is influenced by a multitude of factors beyond the emotional makeup of its members. From resources available to organizational culture, innumerable factors can undermine or promote team function. It is also the case that greater cohesiveness does not automatically equate to better performance. Nevertheless, emotional compatibility remains a pivotal factor that organizations can influence more readily than others. It would be prudent, therefore, for organizations to start focusing on one of the few parameters that they have control over. While we anticipate most users will apply these reports in business environments, they're versatile enough for any team context, such as kitchen brigades, film crews, or surgical teams. Use them in any setting to refine team selection, placement strategies, and to boost team cohesion, efficiency, and performance.

Thank you again for your trust in LPL Ltd., and we look forward to contributing to your team's growth and success.

Sincerely,

Konstantinos V. Petrides

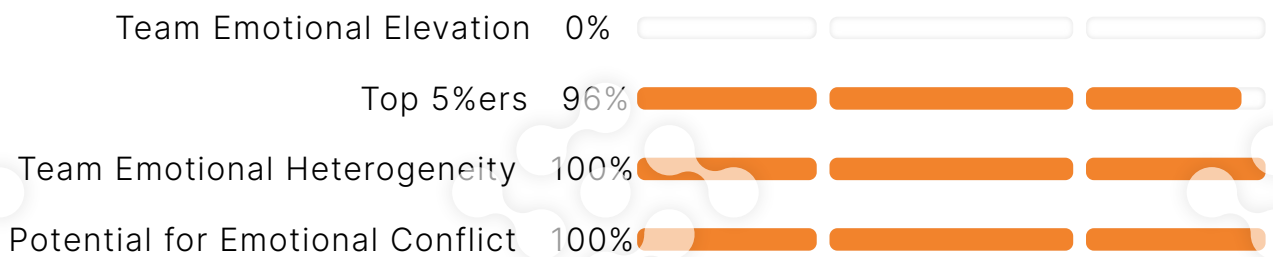
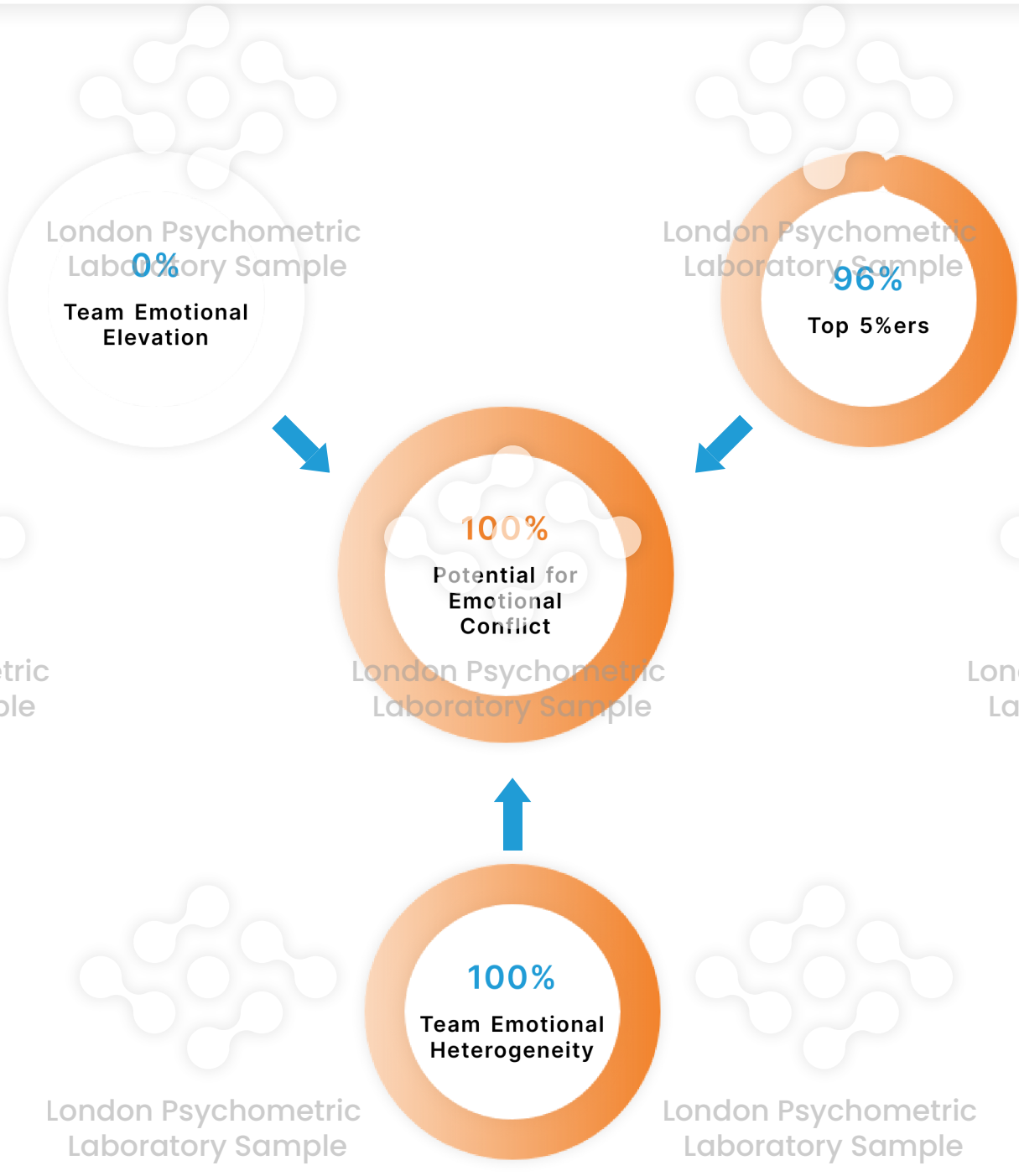
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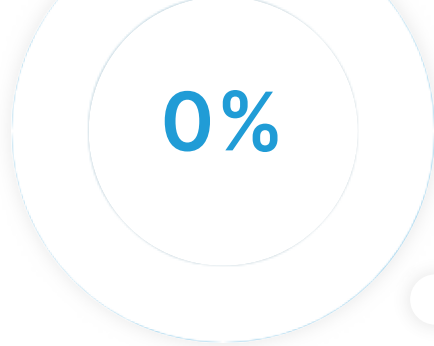
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Team Emotional Elevation

High
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Low



Average

This index is represented as a percentage, ranging from 1% to 100%. A higher score signifies higher team trait emotional intelligence. The fundamental principle of trait emotional intelligence theory that high scores are not necessarily good or desirable, and low scores are not necessarily bad or undesirable also holds true for teams. However, within a team setting, the context significantly moderates potential negative effects of high scores, such as narcissistic tendencies, hyper-assertiveness, and a sense of entitlement. Consequently, higher scores on this index typically indicate increased group cohesiveness.

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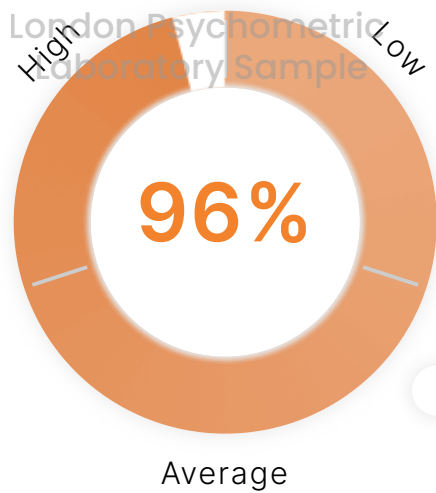
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Top 5%ers

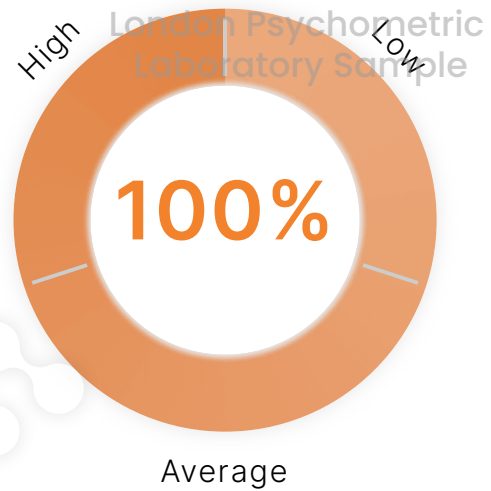


This index is represented as a percentage, ranging between 1% and 100%. It is based on the percentage of the team that falls within the top 5% of global trait EI scores in our general norms. Higher percentages indicate a greater proportion of team members with extremely high trait EI scores. Individuals with these scores are much more likely to exhibit narcissistic and related tendencies, which undermines the functioning and cohesiveness of teams. Consequently, higher scores on this index typically indicate decreased group cohesiveness.



Team Emotional Heterogeneity

This index is represented as a percentage, ranging between 1% and 100%. A higher score signifies greater team diversity. This diversity in team trait EI stems from the cumulative emotional discrepancies among team members. People are concerned about how their personalities align with others', so much so that they might camouflage their true traits to blend in. Psychologically, individuals favor those who resemble them. This preference is accounted for in both these team reports and our trailblazing partner compatibility reports. Higher scores on this index typically indicate decreased group cohesiveness.



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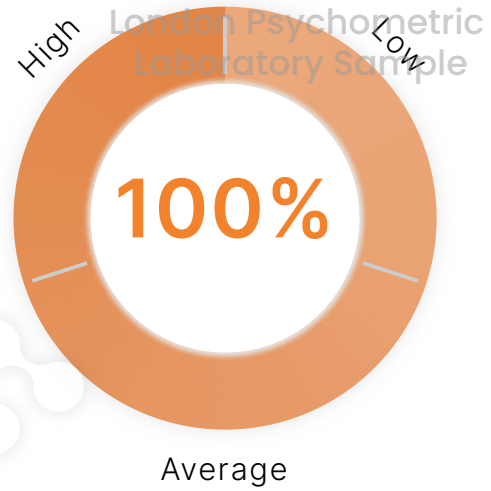
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Potential for Emotional Conflict

This index is expressed as a percentage, ranging from 1% to 100%. It serves as the primary metric of this report and is derived from a proprietary algorithm based on a weighted sum of various indicators. A higher percentage suggests a heightened potential for emotional conflict.



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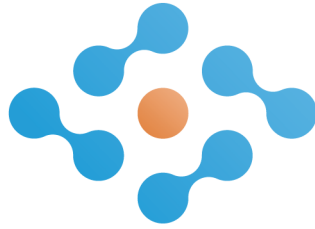
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Reflection of your essence



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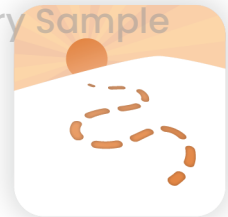


Understand the fundamental forces guiding your decisions.



Contrast your present to your expectations.

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Commit to a path through deliberate, mindful action.



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