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TEIQue

Corporate Report

Jimmy Jhonson

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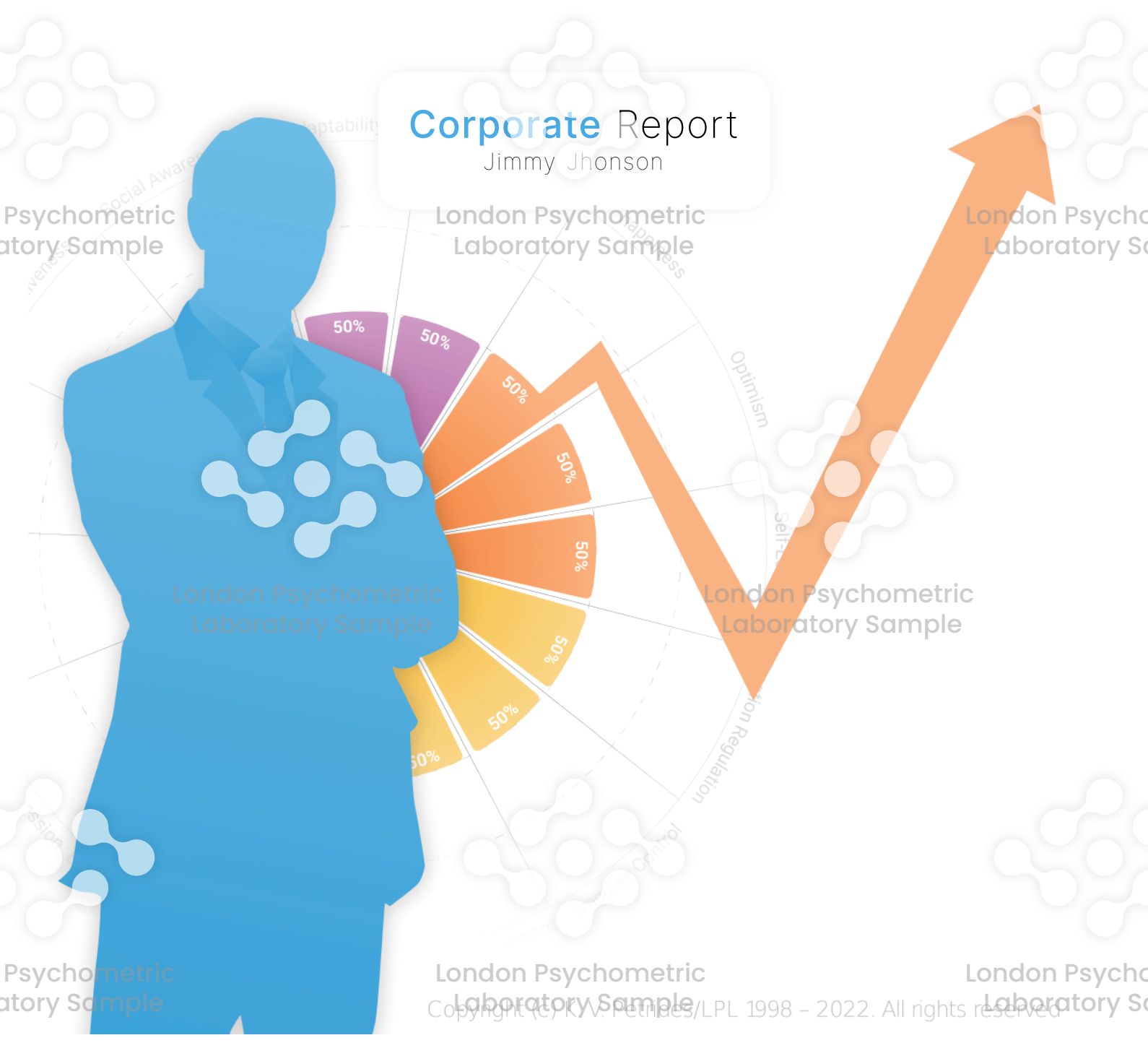
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Introduction to Your TEIQue Report

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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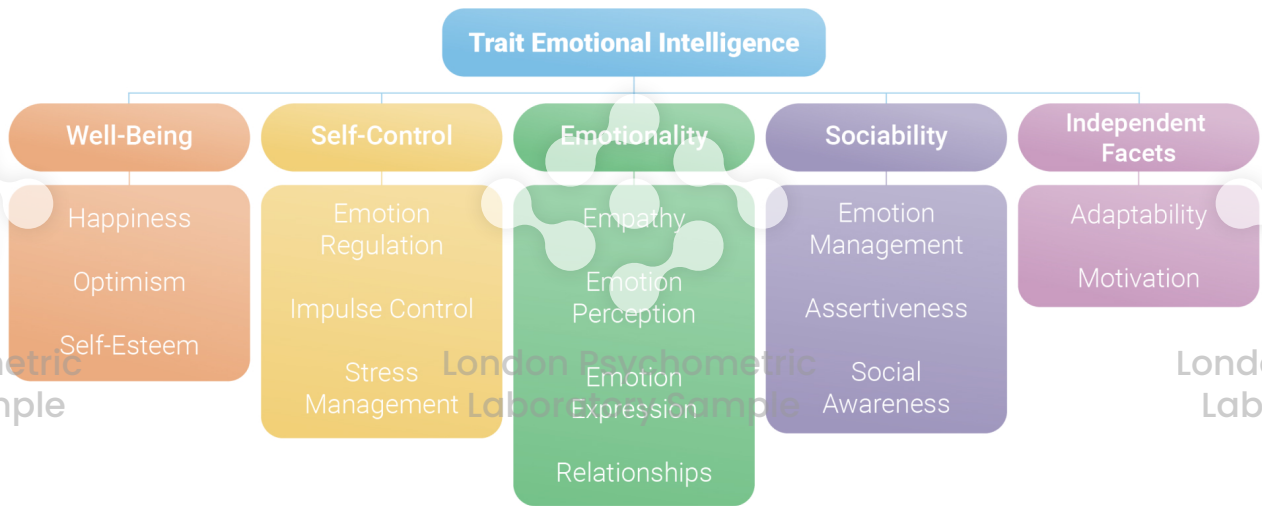
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Structure of the TEIQue

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).



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.





Factor and Facets

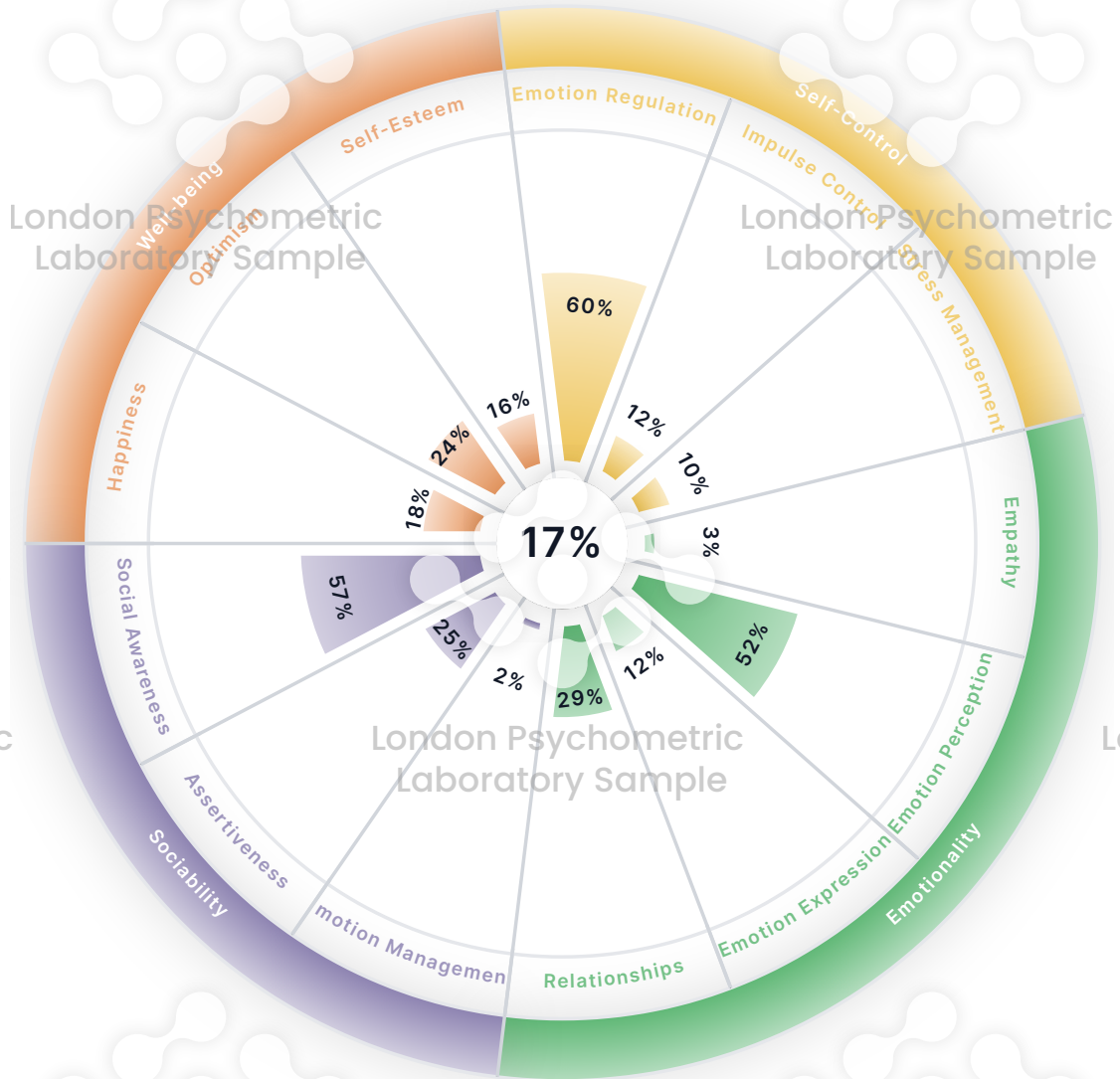
Trait Emotional Intelligence comprises four broad emotional categories and 15 more specific emotional characteristics. These broad categories, or factor scores, are Well-Being, Self-Control, Emotionality, and Sociability. Together, they provide a general summary of the specific emotional characteristics 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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"Your perceptions create your reality and your self-perceptions create yourself."

Konstantinos V. Petrides

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1 Low 30 Average 70 High 99

Global score



Well-being

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Happiness

Optimism

Self-Esteem

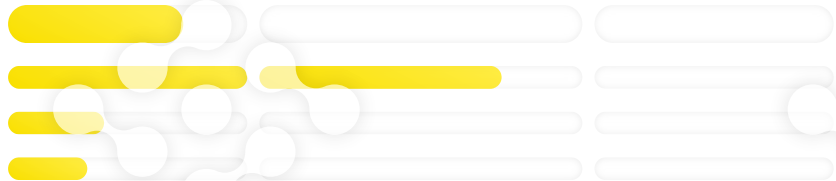


Self-Control

Emotion Regulation

Impulse Control

Stress Management



Emotionality

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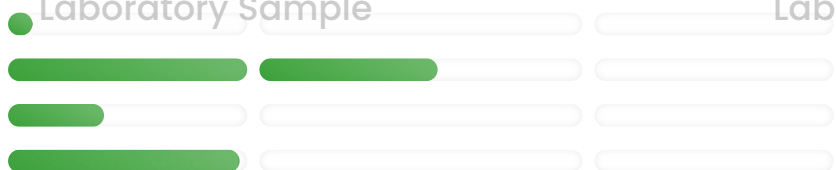
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Empathy

Emotion Perception

Emotion Expression

Relationships

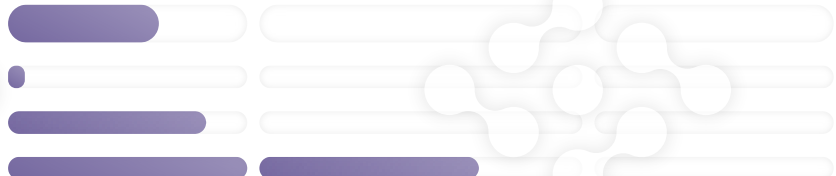


Sociability

Emotion Management

Assertiveness

Social Awareness



Adaptability

Self-Motivation

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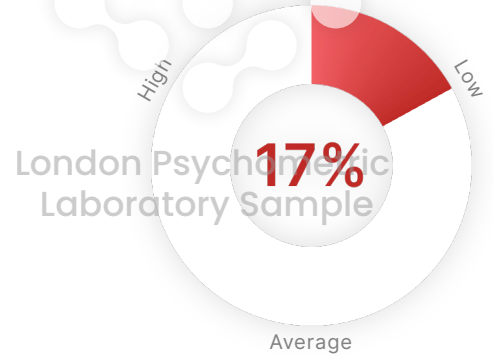


Global Score

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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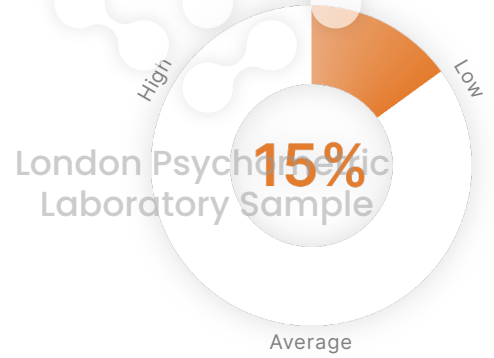
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Well-Being Factor

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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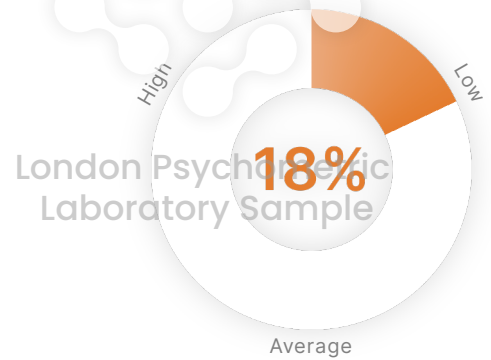


Happiness

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

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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.



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Your responses suggest that at present, you are neither very cheerful nor especially happy with life. There are aspects with which you may be frustrated or disappointed and which you may have difficulty containing. Understanding fully the reasons behind negative thoughts and unhappy feelings can help you overcome challenges. Try to identify what causes are impacting your mood and reach out to your support network during tough times – friends and loved ones can often help you through difficulty. On the plus side, you are unlikely to be complacent because you suspect that there is room for improvement; when we are unsatisfied, we are often more motivated to apply effort to improve our circumstances. Also be mindful that unhappiness is often externally caused, and you might feel that your mood is a reasonable response to the current situation.

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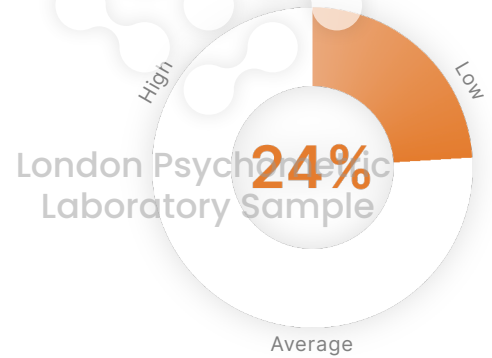
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Optimism

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.



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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.

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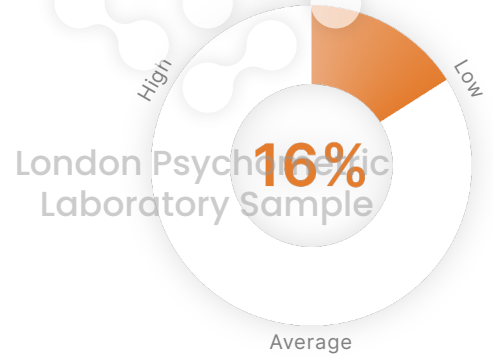
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Self-Esteem

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.



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Your responses suggest that you may perhaps lack confidence or not value yourself highly enough. You may be less positive about yourself and your achievements, and doubtful of your abilities and potential. The causes of lower than desired self-esteem are diverse and may include early life-events, strenuous relationships and negative thinking patterns. On the other hand, you tend to perceive that there is room for self-improvement and it is unlikely for you to be complacent. Modesty is a rare and powerful virtue in today's world, but it must never be based on a deficient sense of self.

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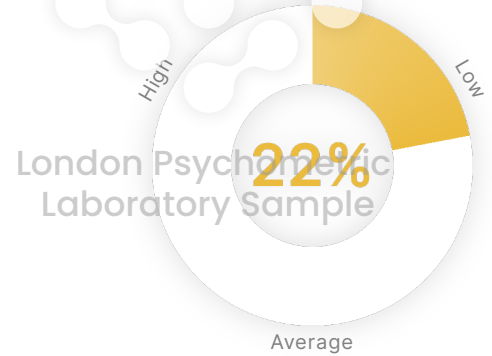
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Self-Control Factor

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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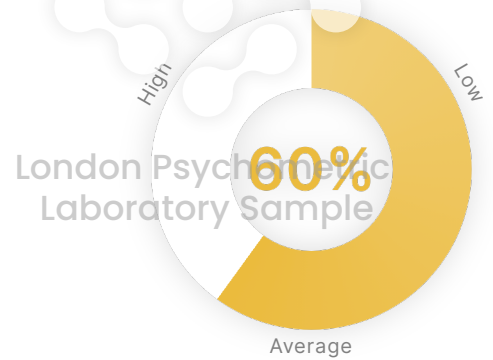
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Emotion Regulation

Emotion regulation is about controlling your internal states in order to remain calm and focused in upsetting situations.



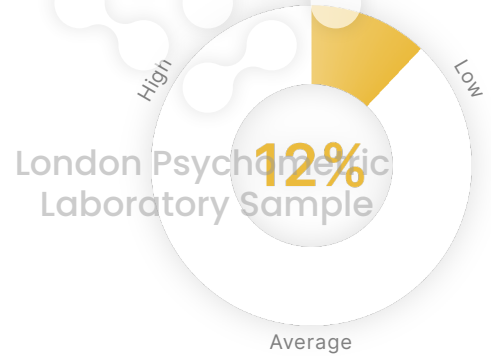
High scorers can achieve control over their emotions through personal insight and effort. They are more likely to know how to pick themselves up after setbacks. Low scorers may find it difficult to deal with their feelings and to stay cool during challenging periods. They have a tendency to experience fluctuating moods and may become unpredictable and irritable. However, they may also appear passionate about certain aspects of their work or personal life, which can inspire and motivate others. Emotion regulation is very different from suppressing or ignoring your emotions.

Your responses suggest that you generally know how to handle your emotions and what triggers them. You can remain calm and focused, and when you occasionally slip into negative moods, you can snap out of them, perhaps with some effort. However, your ability to manage your emotional reactions may fluctuate at times, and your usual coping skills and techniques may not always serve you as you would like. It would be helpful to build up the awareness that will enable you to recognise early signs of emotional turmoil, so you can prepare to deal with it in good time.



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.

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Your responses suggest that you are more impulsive than most people and may act without full consideration of facts and implications. You likely prefer immediate actions and quick results. In some situations, you find it hard to resist temptations or might crave immediate gratification. However, acting in the spur of the moment can lead to regret, especially when your actions have the potential to undermine relationships or adversely affect you. Impulsivity also has its own benefits; for example, you can act fast in an emergency and grasp unexpected opportunities when they occur. You are also less likely to be a perfectionist and to get caught up in "analysis paralysis". In work environments and team settings, try not to overturn previous decisions too quickly, and consider asking others for their opinions. Making quick decisions can be a strength in business, and is often expected in leadership positions. However, when it comes to high-risk situations try to hold back until you have consulted with others.

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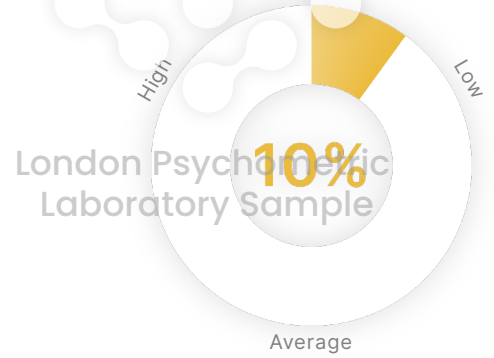


Stress Management

Stress is a personal response to changes in life.

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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.



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Your responses suggest that you feel uncomfortable with stress and might be more vulnerable to it than others. You tend to face difficulties when trying to handle pressure and may prefer to altogether avoid challenging situations, rather than deal with the associated tension. You would likely benefit from developing more effective coping strategies because what you are currently doing is not sufficiently effective in helping you deal with stress. Suboptimal stress management can have an adverse impact on our physical and mental well-being. In a work environment, it can negatively impact performance and job satisfaction. On the positive side, your sensitivity to pressure means that you are unlikely to ignore external challenges or to remain complacent in their midst.

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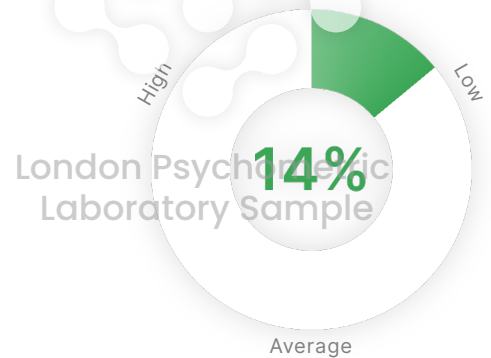
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Emotionality Factor

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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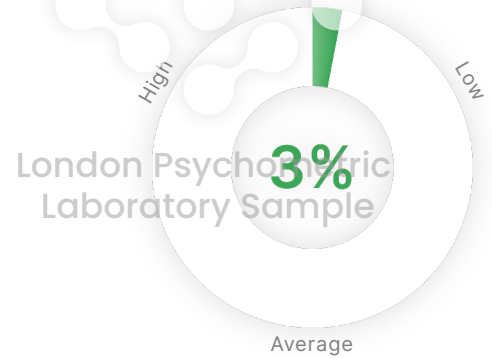
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Empathy

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.



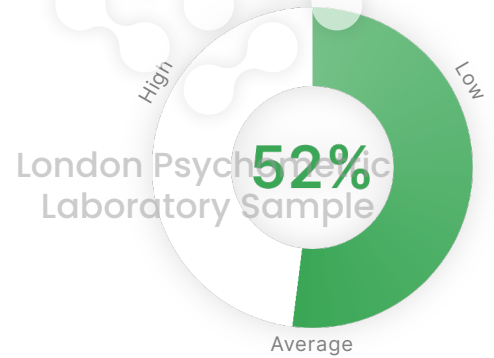
Your responses suggest that you may find it difficult to understand the feelings and moods of others. This may be because of some level of indifference or because you wish to protect yourself by creating psychological distance between "you" and "them". You may be more suitable for roles that are data-driven and involve working with systems, because you have a preference for being logical and factual or because you find roles that involve dealing with people's feelings draining. A limited understanding for others' points of view might challenge you in aspects of your work that involve teamwork or collaboration. In a leadership role, for example, you may be disadvantaged, as this usually involves responsibility for other people's growth and development. By not taking the time to understand people's emotions, views and needs, you might miss out on critical information or misjudge a situation. On the plus side, you might find it easier than others to make tough people-related decisions and to remain focused on the end objective.



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.



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.

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Emotion Expression

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

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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.



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Your responses suggest that it can be hard for you to communicate your feelings. 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. Of course, lack of expression does not mean lack of emotion. There are cases where you may not have the confidence or the words to convey your feelings or perhaps you just prefer not to show them. Because emotions are vital for getting our points across, you may sometimes feel misunderstood, especially in charged situations. Remember emotions can motivate people and it is difficult to create enthusiasm and excitement with limited expression. On the positive side, having low Emotion expression and maintaining somewhat of a "poker face" makes you difficult to read, which can be an advantage, especially in business or negotiations.

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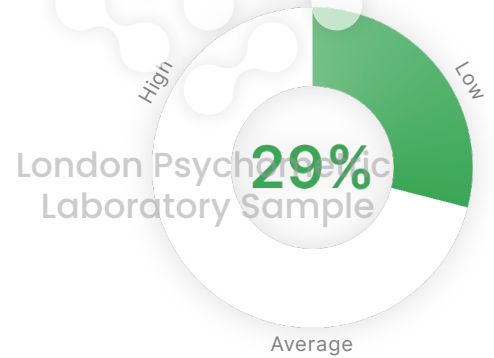
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Relationships

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.



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Your responses suggest that you may find it difficult to bond with others. It might be that you are not particularly interested in forming personal relationships or feel less skilled at the processes involved. Other possible reasons can be an excessive preoccupation with digital communications (virtual and long-distance connections, video gaming, social media, etc.) or undue focus on the attainment of your personal goals to the exclusion of most everything else. On the positive side, a low score on Relationships means you are less likely to become dependent on others and may have extra time available for activities like work and leisure.

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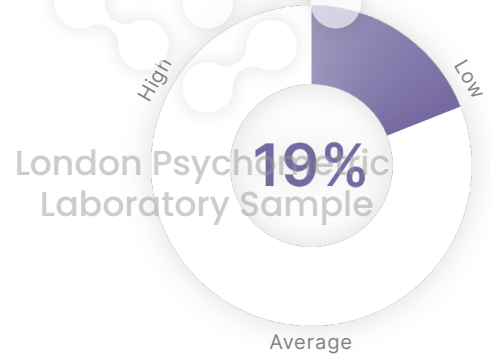
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Sociability Factor

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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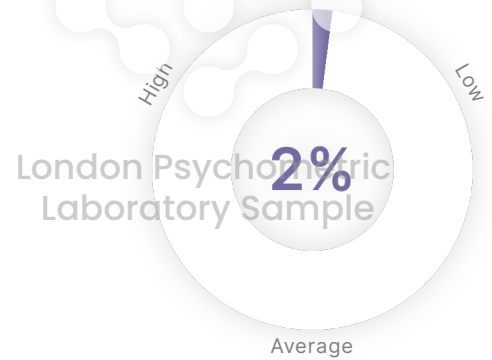
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Emotion Management

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.



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Your responses suggest that you feel less effective than most at influencing and managing other people's emotions and moods.

You are more likely to avoid emotional turmoil rather than engage or console people, because you believe you cannot affect their mood or may lack the ability to deal with it. On the positive side, you are unlikely to be emotionally intrusive or meddling. You are also less likely to get sidetracked by people's emotions, staying focused on the task at hand. However, Emotion management is important in personal and professional relationships. Reflect on how often you feel the need to influence the feelings of others. You might find it useful to learn some techniques on how to influence other people's emotions.

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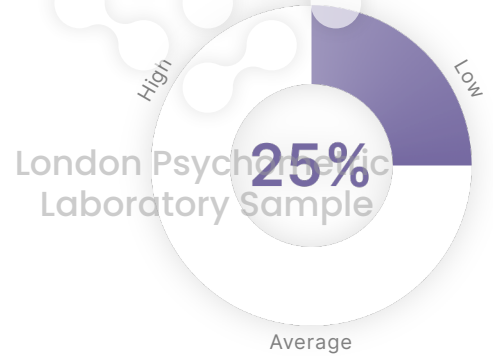
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Assertiveness

Assertiveness gauges how direct and forthright you are. London Psychometric Laboratory Sample

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.



Your responses suggest that you are not as assertive as other people. It is often difficult for you to say 'no' or to reject requests, even if they are beyond your capabilities or time constraints. You may back off to avoid an argument, although, in your heart, you believe you are right. It is important not to allow people to take advantage of you or ignore your opinions and wishes. That said, non-assertiveness can be an asset for teamwork and personal relationships because it can defuse difficult situations. A willingness to compromise, reconcile and take directions is in as short supply today as it ever was, and can prove surprisingly valuable. If everyone in an organisation, team or relationship were assertive, then constant debate and argument would ensure little would get done.

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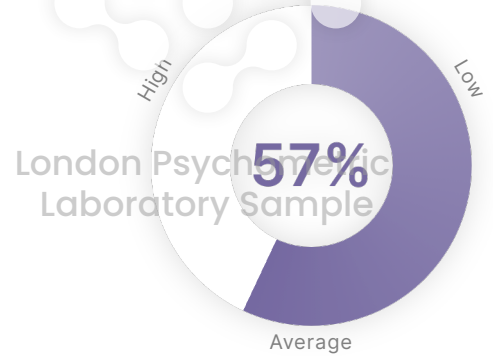


Social Awareness

Social awareness is about connecting with others.

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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.



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Your responses suggest that you are as confident about your social skills and interactions as most others. This means that you can deal with people individually and, occasionally and with some effort, act as mediator or broker between them. You have worked towards some awareness of the cultural norms, display rules, and social dynamics that prevail in your environment, but there are times when you feel uncomfortable in your surroundings and unable to communicate with others as smoothly as you might like. There may be occasions when you misjudge situations and people because you feel ill-equipped or perhaps downright uninterested in them. If you are concerned about your social skills, the first place to look is within you. Understanding your own self is the first step towards understanding others and it is the understanding of others that removes most communication obstacles.

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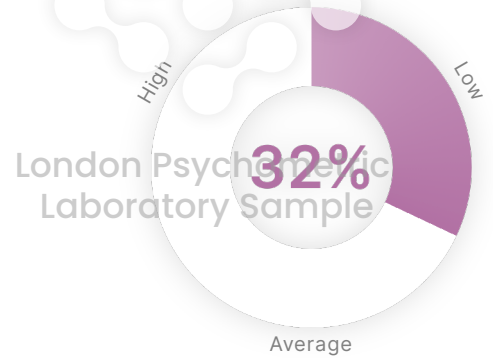


Adaptability

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

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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).



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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.

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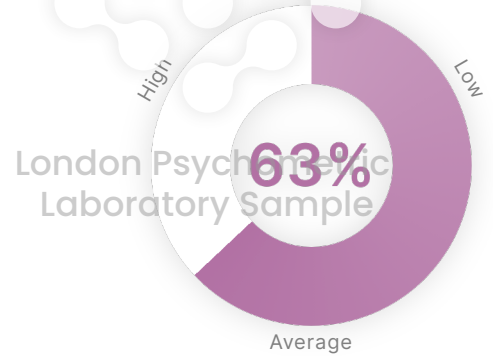
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Self-Motivation

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.



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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.

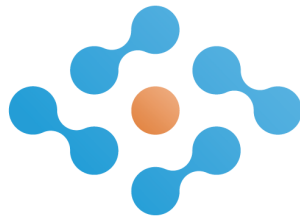
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Reflection of your essence



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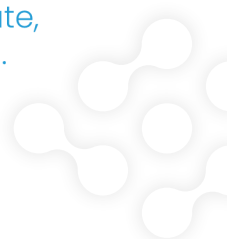
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Understand the
fundamental forces
guiding your
decisions.

Contrast your
present to your
expectations.

Commit to a path
through deliberate,
mindful action.



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