

Appendix A: Sample EI Profile

Emotional intelligence profile and feedback

Overview: This report will provide you with a summary of your emotional intelligence (EI) profile and some feedback as to how best to capitalise on your emotional strengths and make improvements where limitations have been highlighted. This report is intended to be used in conjunction with attendance at EI workshops and engagement with your EI coach. If you have any questions about any of the information that is contained in this report, please feel free to speak with your EI coach. If any of the information contained in this report causes personal distress, please contact one of your college counsellors, who provide a completely free and confidential counselling service.

Emotional intelligence: There are two primary facets of emotional intelligence; (1) recognising and dealing healthily with our own emotions and (2) recognising and dealing healthily with the emotions of others. However, there are also more specific skills that emotional intelligence entails, as follows:

Self-esteem	The belief that we are successful and self-confident
Emotion expression	Effectively communicating our feelings to others
Self-motivation	Being driven and unlikely to give up in the face of adversity
Emotion regulation	The capacity to control our emotions
Trait happiness	Being cheerful and satisfied with our lives
Trait empathy	The ability to take someone else's perspective
Social awareness	Being accomplished networkers with excellent social skills
Impulse control	Being able to be reflective and not give in to basic urges
Emotion perception	Correctly labelling own emotions and those of others
Stress management	The capacity to withstanding pressure and regulate stress
Emotion management	The ability to effectively deal with other people's feelings
Trait optimism	Being confident and likely to "look on the bright side" of life
Relationships	The capacity to have fulfilling personal relationships
Adaptability	Being able to be flexible and willing to adapt to new conditions
Assertiveness	Being forthright, frank and willing to stand up for one's rights

Below, you will find your personalised EI profile. This will include scores for each of the aspects of EI that are listed above as well as your overall level of EI. The range for all scores is between 1 and 7 with 1 being the minimum possible score and 7 being the maximum possible score that you can achieve for any given category. The average score for each category is 3.5 (NOTE: this is a 'theoretical' average, as scores can vary very slightly according to age, gender and cultural background). Lower scores indicate areas that you are advised to work towards improving and higher scores areas of strength.

Important note: We all have both strengths and limitations. This is simply what it means to be human. Therefore, everyone's profile will contain higher and lower scores. Most importantly, please remember that if you have one or more scores that are low or that you are concerned about, you can work to improve them. This is what the coaching process is all about. As per above, if you feel the need to, you can also contact the college counsellor in complete confidence about this, or indeed any other matter that is troubling you.

Why should I work towards improving my social and emotional skills?: Many research studies have demonstrated that individuals with higher levels of EI experience a wide range of benefits. Specific to educational contexts, research has demonstrated that;

- students with higher levels of EI are less likely to drop out of college (Parker et al. 2006; Carthy et al. 2013) and
- students with higher levels of EI tend to achieve higher grades (Darshn et al. 2015; Newsome, Day and Catano 2000).

Most importantly, a large number of research studies have demonstrated that, at least to some extent, EI is skill-based (Boyatzis and Saatcioglu 2008; Carthy et al. 2013). What this means is that just as with any other skills such as playing a sport, or a musical instrument, *with practise, we can improve our emotional and social skills.*

Trait emotional intelligence profile

Name:

Student number:

EI competency	Score	
Total EI		
Self-esteem		The belief that we are successful and self-confident
Emotion expression		Effectively communicating our feelings to others
Self-motivation		Being driven and unlikely to give up in the face of adversity
Emotion regulation		The capacity to control our emotions
Trait happiness		Being cheerful and satisfied with our lives
Trait empathy		The ability to take someone else's perspective
Social awareness		Being accomplished networkers with excellent social skills
Impulse control		Being able to be reflective and not give in to basic urges
Emotion perception		Correctly labelling own emotions and those of others
Stress management		The capacity to withstanding pressure and regulate stress
Emotion management		The ability to effectively deal with other people's feelings
Trait optimism		Being confident and likely to "look on the bright side" of life
Relationships		The capacity to have fulfilling personal relationships
Adaptability		Being able to be flexible and willing to adapt to new conditions
Assertiveness		Being forthright, frank and willing to stand up for one's rights