



Talent Insights®

Behavioural Intelligence® Leadership Version

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30/9/2025

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Introduction

Where Opportunity Meets Talent



The Behavioural Intelligence® report was designed to increase the understanding of an individual's talents. The report provides insight to two distinct areas: behaviours and emotional intelligence. Understanding strengths and weaknesses in both of these areas will lead to personal and professional development and a higher level of satisfaction.

The following is an in-depth look at your personal talents in the two main sections:

Behaviours

This section of the report is designed to help you attain a greater knowledge of yourself as well as others. The ability to interact effectively with people may be the difference between success and failure in your work and personal life. Effective interaction starts with an accurate perception of oneself.

Emotional Intelligence (EQ)

This section of the report provides information on your emotional intelligence, which with application and coaching, can impact the way you respond to emotionally charged situations. In turn you will increase your performance and decision making.

Is the report 100% true? Yes, no and maybe. We are only measuring emotional intelligence. We only report statements from areas in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

Introduction

Behaviours



Behavioural research suggests that the most effective people are those who understand their strengths and weaknesses, because they can best develop strategies to meet the demands of their environment.

A person's behaviour is a necessary and integral part of who they are. In other words, much of our behaviour comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behaviour.

In this report we are measuring four dimensions of normal behaviour. They are:

- How you respond to problems and challenges.
- How you influence others to your point of view.
- How you respond to the pace of the environment.
- How you respond to rules and procedures set by others.

All people exhibit all four behavioural factors to varying degrees of intensity.
—W.M. Marston

Introduction

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Behavioural Characteristics



This section explores John's behavioural style with each paragraph taking a different focus. The first paragraph provides a general behavioural description. The second paragraph explores John's approach to decision making and problem solving. The final paragraph explores John's approach to communication. Use this section to gain a general overview of John's natural leadership approach.

John is forward-looking, aggressive, and competitive. His vision for results is one of his positive strengths. He prefers an environment with variety and change. He is at his best when many projects are underway at once. He needs to learn to relax and pace himself. He may expend too much energy trying to control himself and others. He likes to be forceful and direct when dealing with others. His desire for results is readily apparent to the people he leads. John may lose interest in a project once the challenge ceases. He may then be ready for another challenging project. Many people see him as a self-starter dedicated to achieving results. He is a results-driven leader who believes in leveraging team strengths to achieve success. He wants to be seen as a winner and has an inherent dislike for losing or failing. He tends to work hard and long to be successful. John is deadline conscious and becomes irritated if deadlines are delayed or missed. He is often viewed as a bold and daring leader who is willing to take risks to succeed.

John will work long hours until a tough problem is solved. After it is solved, John may become bored with any routine work that follows. He is known for tackling difficult situations with persistence, driving them toward an outcome. Sometimes he becomes emotionally involved in the decision-making process. He finds it easy to share his opinions on solving work-related problems. John embraces innovative solutions to long-standing problems, often looking for new approaches. Sometimes he may be so opinionated about a particular problem that he has difficulty letting others participate in the process. As a leader, John values decisiveness and prefers working with a team that can make quick decisions. He leads with an emphasis on speed in decision making, preferring a team that acts decisively.

John should exhibit more patience and ask questions to make sure that others have understood what he has said. He may sometimes mask his feelings in friendly terms. If pressured, John's true feelings may emerge. He challenges people who volunteer their opinions. He likes people who present their case effectively. When they do, he can then make a quicker assessment or decision. His creative and active mind may hinder his ability to communicate to others effectively. He may present the

Behavioural Characteristics

Continued



information in a form that cannot be easily understood by some people. He tends to influence people by being direct, friendly, and results-oriented. He likes people who give him options as compared to their opinions. The options may help him make decisions, and he values his own opinion over that of others! He may lose interest in what others are saying if they ramble and fail to speak to the point. His active mind is already moving ahead.

Value to the Organisation



This section explores the valuable traits John might bring to an organisation, group or team. Use this section to help John better understand the inherent strengths in his leadership approach and how he might apply them.

- ✓ 1. Challenges the status quo.
- ✓ 2. Motivates others towards goals.
- ✓ 3. Tenacious.
- ✓ 4. Self-starter.
- ✓ 5. Innovative.
- ✓ 6. People-oriented.
- ✓ 7. Creative in his approach to solving problems.

Checklist for Communicating



This section outlines how others can communicate effectively with John. It highlights key approaches to consider when interacting with him. Use this section to help John develop and share a personalised set of communication guidelines with others.

Ways to communicate with John:

- ✓ 1. Provide facts and figures about probability of success or effectiveness of options.
- ✓ 2. Read the body language for approval or disapproval.
- ✓ 3. Plan interaction that supports his dreams and intentions.
- ✓ 4. Stick to business—let him decide if he wants to talk socially.
- ✓ 5. Leave time for relating and socialising.
- ✓ 6. Talk about him, his goals and the opinions he finds stimulating.
- ✓ 7. Ask for his opinions/ideas regarding people.
- ✓ 8. Support and maintain an environment where he can be efficient.
- ✓ 9. Motivate and persuade by referring to objectives and results.
- ✓ 10. Come prepared with all requirements, objectives, and support material in a well-organised "package."
- ✓ 11. Provide a warm and friendly environment.
- ✓ 12. Ask specific (preferably "what?") questions.
- ✓ 13. Use enough time to be stimulating, fun-loving, and fast-moving.

Checklist for Communicating

Continued



This section outlines what others should avoid when communicating with John. It identifies specific behaviours or approaches that could hinder effective communication with him. Use this section to help John establish and share guidelines on communication pitfalls, ensuring smoother interactions with others.

Ways not to communicate with John:

- ❌ 1. Ramble or waste his time.
- ❌ 2. Come with a ready-made decision or make it for him.
- ❌ 3. Be redundant.
- ❌ 4. Take credit for his ideas.
- ❌ 5. Legislate or muffle—do not overcontrol the conversation.
- ❌ 6. Dream with him or you will lose time.
- ❌ 7. Try to build personal relationships.
- ❌ 8. Leave decisions hanging in the air.
- ❌ 9. Be dictatorial.
- ❌ 10. Ask rhetorical questions or useless ones.
- ❌ 11. Let disagreement reflect on him personally.
- ❌ 12. Be curt, cold, or tight-lipped.

Communication Tips



This section explores various ways John might adapt his leadership approach to different people and situations. By recognising and aligning with the preferred communication styles of others, John may enhance his leadership effectiveness. Use this section to understand how he may need to adapt to different behavioural styles.

Compliance

When managing or interacting with a person who is dependent, neat, conservative, perfectionist, careful, and compliant:

- ✓ Prepare your "case" in advance.
- ✓ Stick to business.
- ✓ Be accurate and realistic.
- ✗ Being giddy, casual, informal, or loud.
- ✗ Pushing too hard or being unrealistic with deadlines.
- ✗ Being disorganised or messy.

Dominance

When managing or interacting with a person who is ambitious, forceful, decisive, strong-willed, independent, and goal-oriented:

- ✓ Be clear, specific, brief, and to the point.
- ✓ Stick to business.
- ✓ Be prepared with support material in a well-organised "package."
- ✗ Talking about things that are not relevant to the issue.
- ✗ Leaving loopholes or cloudy issues.
- ✗ Appearing disorganised.

Steadiness

When managing or interacting with a person who is patient, predictable, reliable, steady, relaxed, and modest:

- ✓ Begin with a personal comment—break the ice.
- ✓ Present your case softly, non-threateningly.
- ✓ Ask "how?" questions to draw their opinions.
- ✗ Rushing headlong into business.
- ✗ Being domineering or demanding.
- ✗ Forcing them to respond quickly to your objectives.

Influence

When managing or interacting with a person who is magnetic, enthusiastic, friendly, demonstrative, and political:

- ✓ Provide a warm and friendly environment.
- ✓ Do not deal with a lot of details (put them in writing).
- ✓ Ask "feeling" questions to draw their opinions or comments.
- ✗ Being curt, cold, or tight-lipped.
- ✗ Controlling the conversation.
- ✗ Driving on facts and figures or alternatives and abstractions.

Perceptions



See Yourself As Others See You

This section explores some potential perceptions and possible gaps in John's understanding of his natural leadership behaviours and how others might perceive it. Use this section to identify how John might need to adapt his approach with certain people and certain situations.



John usually sees himself as being:

- ✓ Pioneering
- ✓ Assertive
- ✓ Competitive
- ✓ Confident
- ✓ Positive
- ✓ Winner



Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Demanding
- ✓ Daring
- ✓ Egotistical
- ✓ Aggressive



Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Abrasive
- ✓ Controlling
- ✓ Arbitrary
- ✓ Opinionated

Potential Hidden Influences



This section explores John's "lowest" behavioural factor, including situations to avoid if possible, as well as suggestions on how John might adapt to his surroundings when required to operate outside his "natural" style.

Leadership situations that may create discomfort or deplete John's energy quickly include:

- Workplaces where micromanagement is the way of the organisation.
- Settings where risk taking is not rewarded or encouraged.
- Environments that require constant diplomacy and a need to hold one's tongue.

As a leader, adapting to different people, tasks, and systems is sometimes necessary. Below are ideas to consider when faced with situations that may not fully align with the preferred approach.

- Seek to recharge with activities that spark creativity when dealing with highly formal and structured environments or interactions.
- Breaking rules that others must follow will be seen as reckless and haphazard.
- The desire to be seen as a unique person may detract from the ideal outcome.

Descriptors



Based on John's responses, the report has marked those words that describe his personal behaviour. They describe how he solves problems and meets challenges, influences people, responds to the pace of the environment, and how he responds to rules and procedures set by others.

Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influence	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-willed
Cautious	Sceptical	Impatient	Obstinate
Agreeable	Logical	Pressure-oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited
Peaceful	Matter-of-Fact	Flexible	Arbitrary
Unobtrusive	Incisive	Impulsive	Unbending

Natural & Adapted Style



This section explores the four core behavioural spectrums and any shifts between John's natural and adapted approach. Use it to help John gain a deeper understanding of how he perceives the demands of his environment in relation to approaching problems, people, pace, and procedures.



Problems & Challenges

Natural

John tends to approach problems in a direct, driven manner. He is forceful and goal-oriented, thriving in leadership roles that offer authority and constant challenges, highlighting assertiveness and ambition.

Adapted

John sees no need to change his approach to tackling problems in the current environment. He likely feels comfortable that his natural approach is fairly well suited to the current environment.



People & Contacts

Natural

John naturally uses persuasion and emotion in leadership. He is positive and seeks to influence through personal charisma, demonstrating enthusiasm for projects and a persuasive leadership style.

Adapted

John projects positivity and enthusiasm when influencing others. He focuses on building trust and optimism within the team, showing a leadership style that fosters strong relationships.

Natural & Adapted Style

Continued



Pace & Consistency

Natural

John thrives in constantly changing environments, maintaining equilibrium even in fast-paced situations. He demonstrates resilience and adaptability in leadership, embracing unpredictability.

Adapted

John sees little need to drastically alter his natural approach to managing the pace and consistency of work in the current environment.



Procedures & Constraints

Natural

John dislikes constraints and may even be defiant when faced with too many. He prefers an adventurous approach and wishes to be recognised for personal independence, demonstrating a willingness to challenge boundaries.

Adapted

John sees no need to dramatically adjust his approach to rules and procedures in his current environment. He likely feels that his natural attention to detail and standards are well suited to the requirements of the current setting.

Adapted Style



This section provides feedback on John's adapted behavioural style. Use it to help John understand how his leadership approach may be perceived by others and whether those behaviours align with the needs of the team and situation.

- ✓ 1. Having the ability to see the "big picture" as well as the small pieces of the puzzle.
- ✓ 2. Being creative and unconventional in making a point.
- ✓ 3. Anticipating and solving problems.
- ✓ 4. Using a direct, forthright, and honest approach in his communications.
- ✓ 5. Being independent and innovative.
- ✓ 6. Dedicated to "going it alone" when necessary.
- ✓ 7. Quickly responding to crisis and change with a strong desire for immediate results.
- ✓ 8. Acting without precedent and able to respond to change in daily work.
- ✓ 9. Flaunting independence.
- ✓ 10. Responding well to challenges: "You say I cannot do it? Just watch me!"
- ✓ 11. Persistence in job completion.
- ✓ 12. A firm commitment to accomplishments.

Productivity Boosters



This section explores potential ways for John to enhance his productivity and effectiveness as a leader. It offers insights on strengths to leverage, limitations to mitigate, and perceptions to manage based on John's natural behavioural style. Use this section to help John identify and maximise his strengths while addressing any limitations or perceptions.

Encourage Healthy Competition

As a potential strength, John should channel his competitive nature by fostering healthy competition with others, boosting motivation while ensuring it remains aligned with collective objectives to avoid unhealthy rivalry.

Understanding his preferred approach:

1. He enjoys challenges and competition.
2. He pushes himself and others to excel.
3. He values recognition and results from competitive environments.

How he might increase his productivity:

1. Create team activities that encourage friendly competition while reinforcing teamwork to avoid rivalries.
2. Balance competition with support by acknowledging team efforts and avoiding too much pressure.
3. Allow others to take breaks or lighter tasks to prevent burnout from constant pressure to perform.

Prioritise Tasks

To challenge himself, John should focus on prioritising key tasks to ensure that his energy, and that of others, is directed towards the most critical objectives, helping to prevent overextension and improve efficiency.

Understanding his preferred approach:

1. He has a strong desire to take on multiple projects simultaneously.
2. He often dives into tasks quickly, which can slow down the process because of his need for more detail and facts.
3. He may feel compelled to be involved in every detail, spreading himself too thin.

How he might increase his productivity:

1. Allow team members to take the lead on some tasks to share responsibilities and avoid personal overload.

Productivity Boosters



Continued

2. Communicate task priorities clearly to avoid confusion about which projects require immediate attention.
3. Encourage feedback on project prioritisation to help balance workload and prevent bottlenecks.

Embrace Challenges

As a potential strength, John should use his desire for challenges to drive others' engagement by tackling complex problems, inspiring proactive attitudes, and creating an environment that thrives on overcoming difficult tasks.

Understanding his preferred approach:

1. He gets bored with routine tasks.
2. He needs constant challenges to stay motivated.
3. He feels energised by difficult tasks or complex problems.

How he might increase his productivity:

1. Regularly check in with team members to ensure support is provided and challenges are not overwhelming.
2. Rotate responsibilities to allow others to develop problem solving skills at their own pace.
3. Balance difficult tasks with smaller, achievable ones to maintain energy and avoid team fatigue.

Be Decisive

As a potential strength, John should use his decisive action to clearly communicate next steps and set deadlines, ensuring momentum is maintained, which drives others' efficiency and ability to meet targets.

Understanding his preferred approach:

1. He thrives in fast-paced environments.
2. He prefers quick decisions and direct actions.
3. He often dislikes delays or over-analysis.

How he might increase his productivity:

1. Allow time for others to process decisions, ensuring involvement and avoiding a sense of being rushed.
2. Clarify decisions by asking for input and making sure communication is fully understood.

Productivity Boosters

Continued



3. Share key deadlines with the team, making sure expectations are clear and realistic for all involved.

Collaborative Feedback

To manage perceptions, John should foster open, two-way communication by encouraging feedback loops, which can create a safe space for others to express concerns and insights, helping to strengthen collaboration and decision making.

Understanding his preferred approach:

1. He is confident in his decisions.
2. He often pushes forward without seeking feedback.
3. He might be perceived as unapproachable or uncollaborative.

How he might increase his productivity:

1. Schedule regular feedback sessions to create space for others to share input without hesitation.
2. Ensure feedback is actively requested and incorporated into future decisions to foster a collaborative environment.
3. Offer constructive feedback when necessary to encourage openness and ensure decisions are comprehensive.

Think Through Decisions

To challenge himself, John should consider slowing down his decision making process to gather critical information, helping to prevent rushed decisions that could have a negative impact or lead to mistakes.

Understanding his preferred approach:

1. He tends to make quick decisions without full data.
2. He often prefers speed over thoroughness.
3. He might overlook details in favour of fast outcomes.

How he might increase his productivity:

1. Take time to involve others in decisions by setting checkpoints for gathering critical input.
2. Ask team members for input and perspective before finalizing decisions.

Productivity Boosters

Continued



3. Set decision deadlines that allow for thoughtful consideration without causing unnecessary delays.

Areas for Improvement



This section highlights potential areas for improvement based on John's natural behavioural tendencies. Use this section to help John understand the possible limitations he may need to manage in his leadership approach.

John has a tendency to:

- ✓ 1. Be crisis-oriented.
- ✓ 2. Overstep authority and prerogatives—will override others.
- ✓ 3. Fail to complete what he starts because of adding more and more projects.
- ✓ 4. Dislike routine work or routine people—unless he sees the need to further his goals.
- ✓ 5. Have trouble delegating—cannot wait, so does it himself.
- ✓ 6. Set standards for himself and others so high that impossibility of the situation is commonplace.
- ✓ 7. Resist participation as part of the team, unless seen as a leader.

Action Plan

Professional Development



1. I learned the following behaviours contribute positively to increasing my professional effectiveness: (list 1-3)

2. My report uncovered the following behaviours I need to modify or adjust to make me more effective in my career: (list 1-3)

3. When I make changes to these behaviours, they will have the following impact on my career:

4. I will make the following changes to my behaviour, and I will implement them by _____:

Action Plan

Personal Development



1. When reviewing my report for personal development, I learned the following key behaviours contribute to reaching my goals and the quality of life I desire: (list 1-3)

2. The following behaviours were revealed, which show room for improvement to enhance the quality of my life: (list 1-3)

3. When I make changes to these behaviours, I will experience the following benefits in my quality of life:

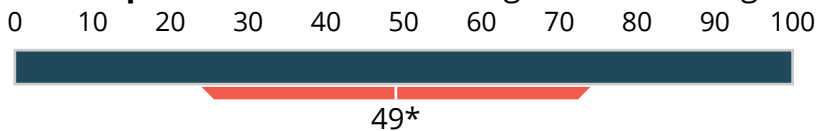
4. I will make the following changes to my behaviour, and I will implement them by _____:



Behavioural Hierarchy

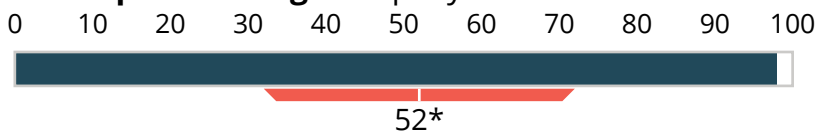
The Behavioural Hierarchy graph will display a ranking of your natural behavioural style within a total of twelve (12) areas commonly encountered in the workplace. It will help you understand in which of these areas you will naturally be most effective.

1. Competitive - Want to win or gain an advantage.



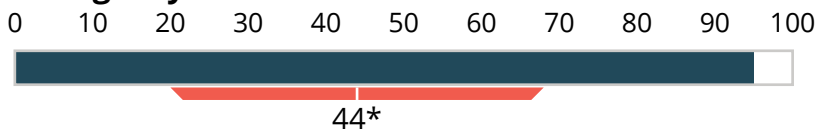
100

2. Frequent Change - Rapidly shift between tasks.



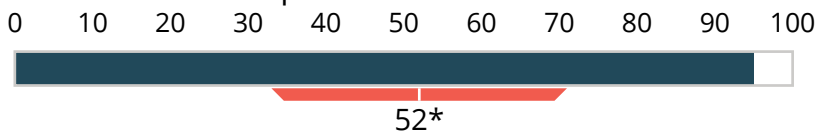
98

3. Urgency - Take immediate action.



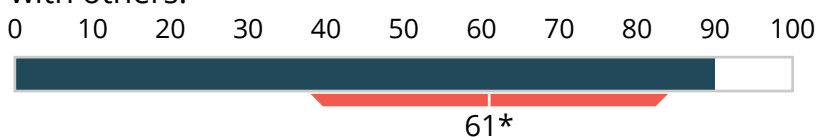
95

4. Versatile - Adapt to various situations with ease.



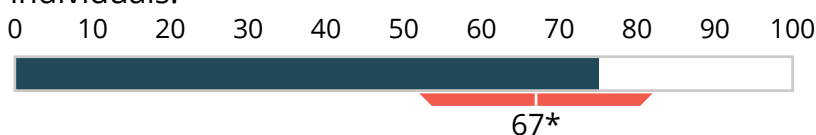
95

5. Interaction - Frequently engage and communicate with others.



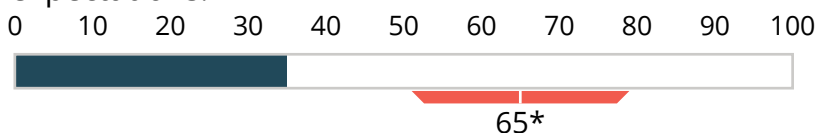
90

6. People-Oriented - Build rapport with a wide range of individuals.



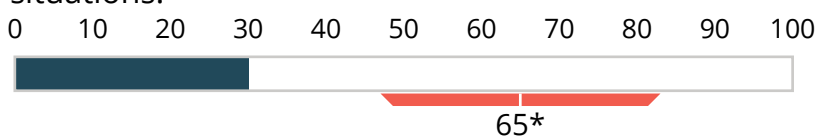
75

7. Customer-Oriented - Identify and fulfil customer expectations.



35

8. Consistent - Perform predictably in repetitive situations.



30

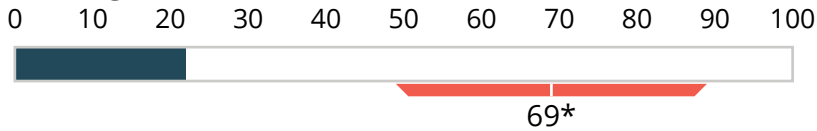
* 68% of the population falls within the shaded area.

Behavioural Hierarchy

Continued

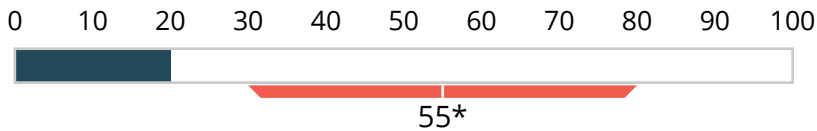


9. Following Policy - Adhere to rules, regulations, or existing methods.



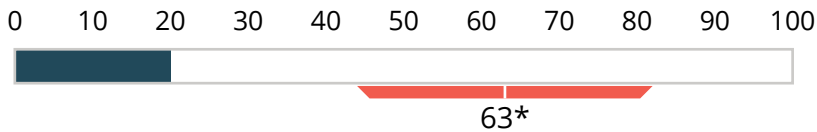
22

10. Analysis - Compile, confirm and organise information.



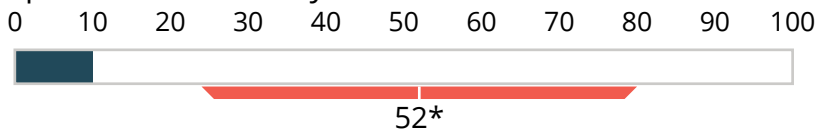
20

11. Persistence - Finish tasks despite challenges or resistance.



20

12. Organised Workplace - Establish and maintain specific order in daily activities.



10

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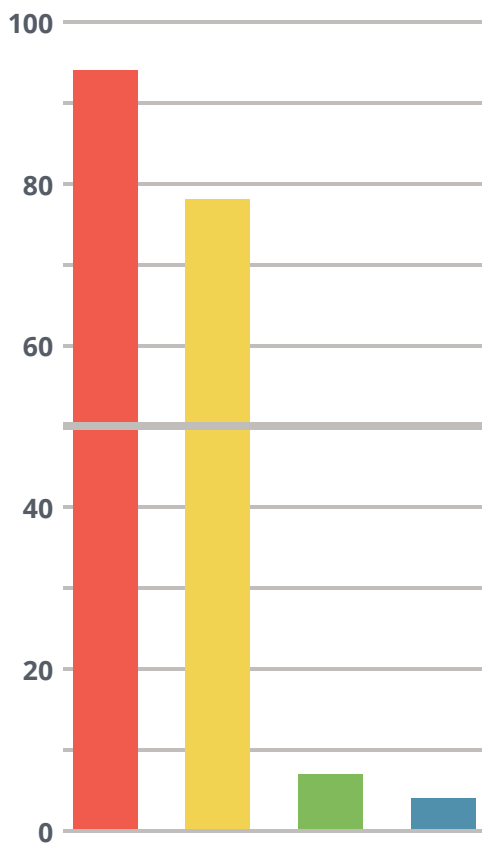
* 68% of the population falls within the shaded area.



Graph I

Adapted Style

D **I** **S** **C**

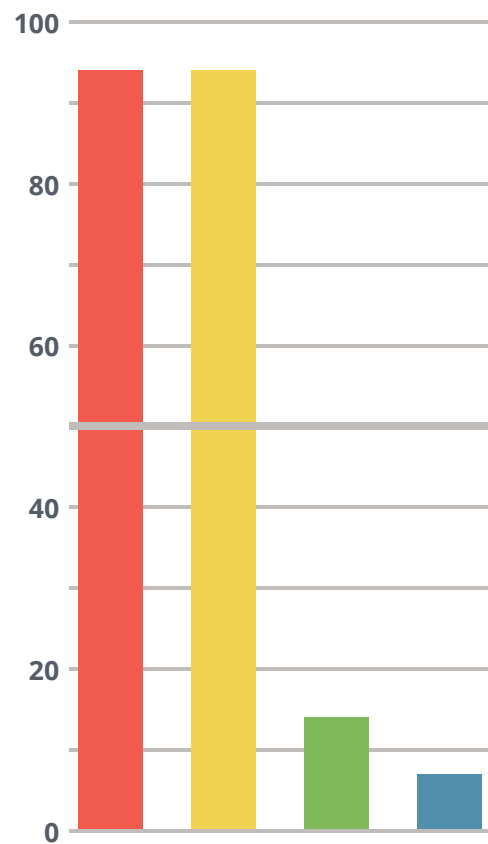


94 **78** **7** **4**

Graph II

Natural Style

D **I** **S** **C**



94 **94** **14** **7**

The TTI Success Insights® Wheel



The TTI Success Insights® Wheel is a powerful tool first popularised in Europe. In addition to the text you have received about your behavioural style, the Wheel adds a visual representation that allows you to:

- View your natural behavioural style (circle).
- View your adapted behavioural style (star).
- Note the degree to which you are adapting your behaviour.

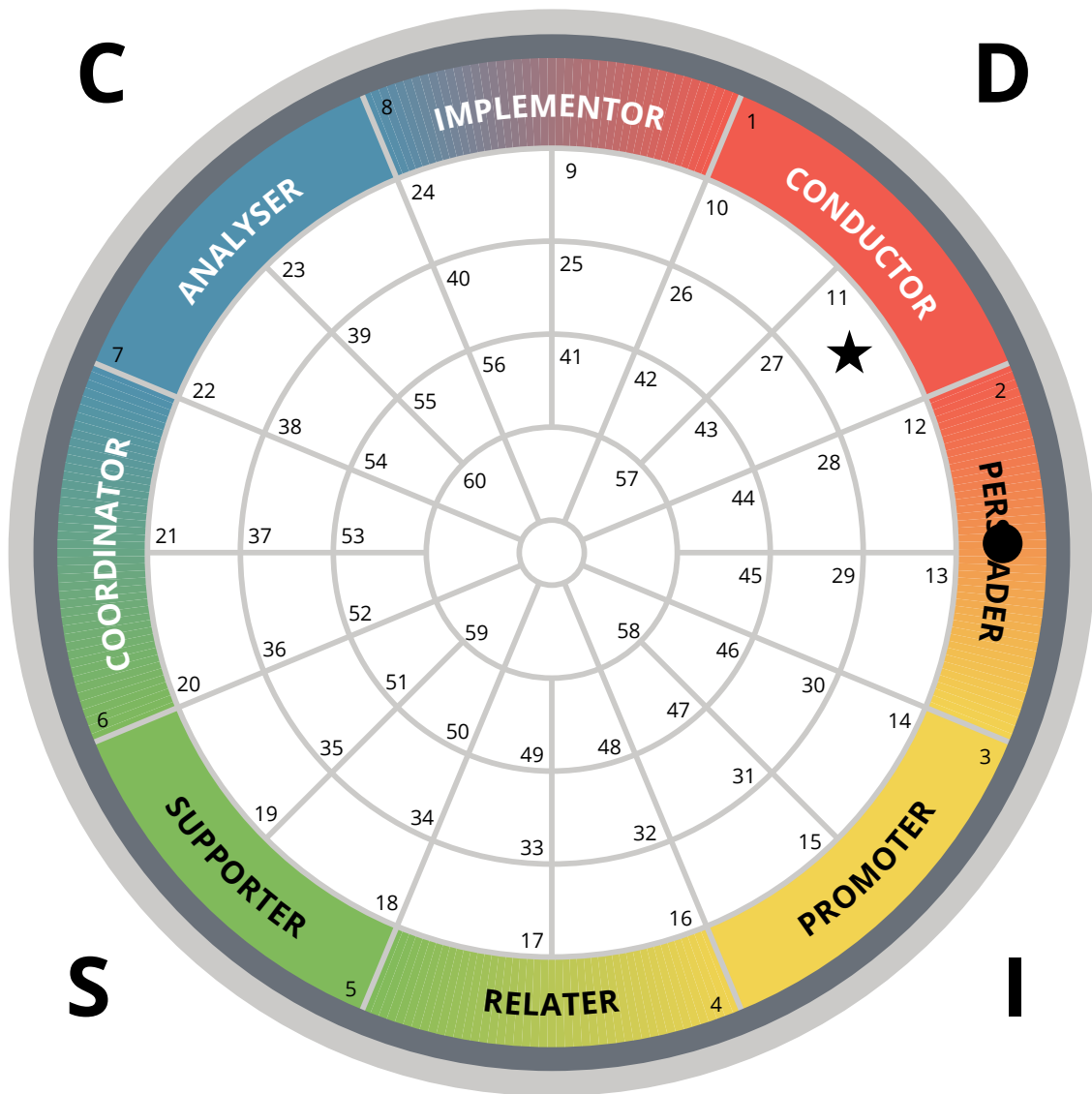
Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behaviour. The further the two plotting points are from each other, the more you are adapting your behaviour.

If you are part of a group or team who also took the behavioural assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding, and appreciation can be increased.

The TTI Success Insights® Wheel



John Doe
ABC Company
30/9/2025



Adapted: ★ (11) PERSUADING CONDUCTOR
Natural: ● (2) PERSUADER

AU/NZ Norm 2014 R4

T: 5:39

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Introduction

TTI Emotional Quotient™



The TTI Emotional Quotient Report is designed to help individuals build awareness of five interrelated areas of emotional intelligence. It provides insights into current levels of activity across these areas, highlights how each may influence actions, and offers practical ideas for development. This report does not label, judge, or prescribe; it supports growth by helping individuals reflect on how they show up and interact with the world around them.

Emotional Intelligence (EQ) describes how individuals perceive, understand, and manage emotional information, both their own and that of others. It is not fixed or static; rather, it represents a set of internal and interpersonal capabilities that can be strengthened over time through increased awareness, intentional practice, and reflection.

Use this report to:

- Understand the emotional patterns that shape thinking, decisions, and actions.
- Recognise how different dimensions of EQ influence personal and professional performance.
- Identify development opportunities tailored to individual strengths and blind spots.

This report is intended to support deeper self-awareness, encourage meaningful self-reflection, and offer accessible ways to translate insight into everyday impact.

Introduction

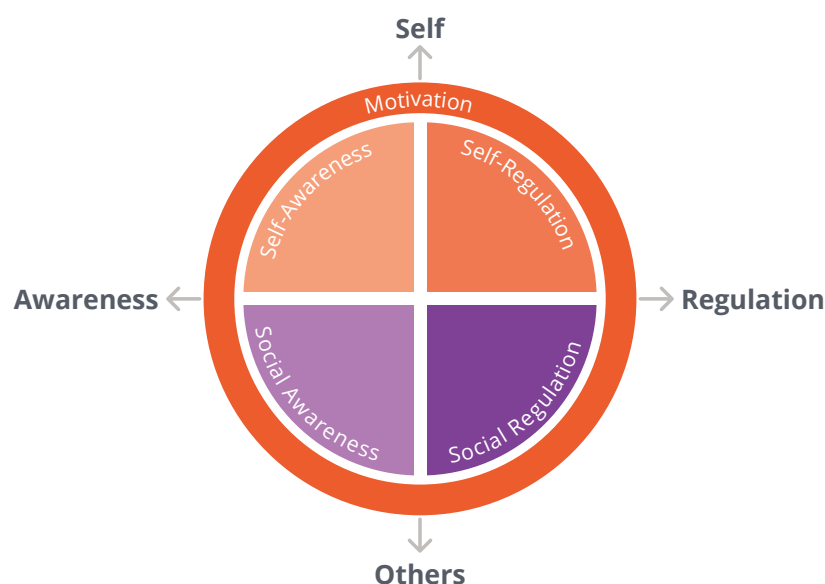


A Framework of Emotional Intelligence

This report is structured around five core dimensions of Emotional Intelligence. Each dimension reflects a distinct, yet interconnected, aspect of how emotions are perceived, processed, and applied. Together, they provide a comprehensive picture of how emotional patterns influence performance, relationships, and well-being.

- **Self-Awareness** is the ability to recognise and understand your moods, emotions, and drives. This dimension explores how actively a person notices and reflects on their emotions and the effect those emotions may have.
- **Self-Regulation** is the ability to control or redirect disruptive impulses and moods, and the tendency to suspend judgment and think before acting. This dimension explores how consistently emotional responses are managed and redirected to maintain balance and focus.
- **Motivation** is the passion to work for reasons that go beyond external drives such as knowledge, utility, surroundings, others, power, or methodology, and is based on an internal drive or tendency to pursue goals with energy and persistence. This dimension explores how purposeful emotional energy is channeled into meaningful goals and sustained effort.
- **Social Awareness** is the ability to understand the emotional makeup of other people and how your words and actions affect them. This dimension explores how attentively emotional cues in others are recognised and interpreted in social situations.
- **Social Regulation** is the ability to influence the emotional clarity of others through skill in managing relationships and building networks. This dimension explores how intentionally emotional dynamics are managed to guide interactions and support positive outcomes.

This report uses this framework to highlight current levels of activity, offer practical development strategies, and explore how each area may influence day-to-day outcomes.



General Characteristics

Self Dimension



This section provides insight into how John typically engages with internal emotional experiences. It explores general patterns in how he notices, manages, and channels emotional energy. The feedback reflects current levels of activity across the Self-Awareness, Self-Regulation, and Motivation dimensions. Use this section to understand how John's personal focus may influence self-management, goal-setting, and leadership consistency under pressure.

John is aware of how emotional states shape ambition and momentum, and calibrates accordingly. With a clear sense of his strengths and limitations, he holds a realistic perspective on his capabilities. In high-stakes moments, he frequently notices how emotion influences judgment, allowing for clear, balanced decisions. He reflects on patterns across time, recognising emotional cycles and triggers. With increasing sensitivity to tone and timing, John recognises how emotional cues affect how messages are received. Emotional expression comes naturally to him, and tends to reflect the moment without losing sincerity.

John is generally able to resist short-term urges in favour of important goals. After a rough start, he tends to reset and refocus on key tasks. He usually stays grounded and task-focused, even when experiencing internal frustration or low mood. He adjusts tone and pace to match emotional demands in the moment. In emotionally charged situations, John often maintains composure and responds with measured control. He can usually regain focus when emotional distractions arise.

John frequently leverages known strengths to maintain emotional energy and commitment. Following emotional setbacks, he often reflects, adjusts, and resumes effort. He generally sets goals that feel meaningful and reflective of personal values. He continues to take action, even when direction is unclear or evolving. John tends to rise to the occasion during challenging situations and finds purpose in navigating complexity. During difficulty, he often draws on personal values to reignite purpose.

Self-Awareness



Self-Regulation



Motivation



General Characteristics

Others Dimension



This section provides insight into how John typically engages with the emotions of others. It explores general patterns in how he interprets emotional cues and manages interpersonal dynamics. The feedback reflects current levels of activity across the Social Awareness and Social Regulation dimensions. Use this section to understand how John's awareness of others and approach to relationships may influence his team communication, ability to manage group dynamics, and leadership impact.

John picks up on changes in group mood, though the source of those shifts may not always be clear. He notices changes in others' energy, but may not always connect these shifts to the underlying emotional state. In one-on-one conversations, he focuses on what is said, but may overlook emotional cues expressed through tone or body language. He may sense when something feels off in another's tone, though the emotional meaning may not always be fully understood. John may recognise emotional changes in others, though the influence of group or environmental dynamics is not always clear. Within group settings, he detects shifts in the emotional dynamic but may not always identify who or what is shaping it.

John adjusts tone and approach with ease, flexing style to suit different relationships and settings. He regularly facilitates give-and-take conversations that can help find solutions that work for everyone. During conflict, he actively engages and supports constructive resolution. He listens in a way that makes others feel deeply seen, understood, and emotionally affirmed. Others feel encouraged by his presence, tone and authentic emotional support. In conflict, he models a calm emotional presence and guides others through the discomfort.

Social Awareness



Social Regulation



Emotional Quotient Graph

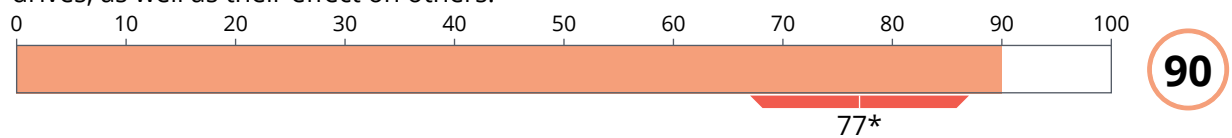


The Five Dimensions of Emotional Intelligence

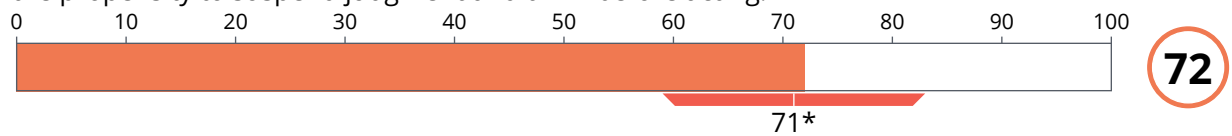
This section provides a visual summary of how actively each of the five dimensions may be reflected in John's day-to-day actions, decision-making, and interaction. Rather than labelling ability, this information is designed to support reflection, highlight his natural tendencies, and identify opportunities for growth. Use this section to reflect on what's working in leadership situations, what may feel less natural, and where focused action could support stronger influence, alignment, and connection with others.

Self Dimension

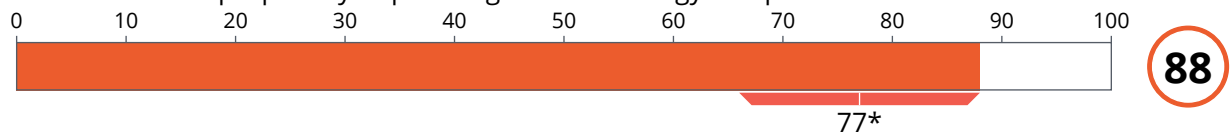
Self-Awareness - The ability to recognise and understand your moods, emotions and drives, as well as their effect on others.



Self-Regulation - The ability to control or redirect disruptive impulses and moods and the propensity to suspend judgment and think before acting.

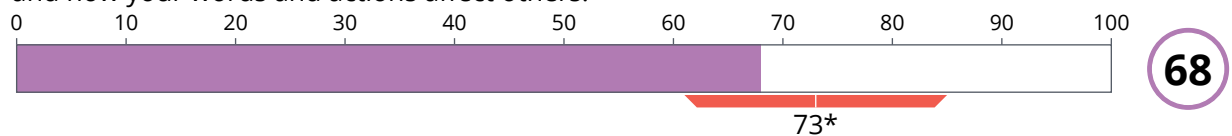


Motivation - A passion to work for reasons that go beyond the external drive for knowledge, utility, surroundings, others, power or methodology and are based on an internal drive or propensity to pursue goals with energy and persistence.

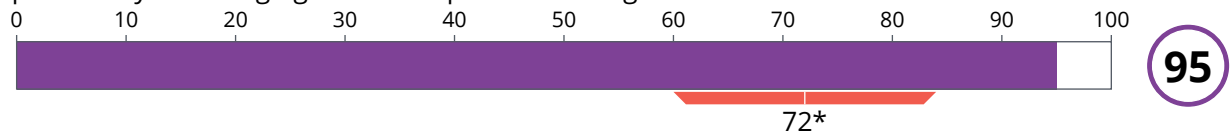


Others Dimension

Social Awareness - The ability to understand the emotional makeup of other people and how your words and actions affect others.



Social Regulation - The ability to influence the emotional clarity of others through a proficiency in managing relationships and building networks.



* 68% of the population falls within the shaded area.

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Emotional Quotient Activity Snapshot

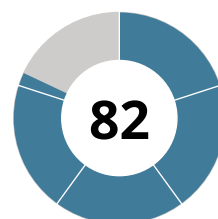


Exploring Emotional Themes & Patterns

This section provides a high-level summary of how actively the emotional dimensions explored in this report may be influencing John's actions, decision-making, and interaction. Each graph consolidates related areas of focus, offering a broader view of personal and interpersonal emotional activity. Use this section to reflect on how emotional focus and regulation may influence leadership presence, team dynamics, and day-to-day decision-making.

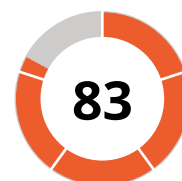
Total EQ Score

A combined view across all five dimensions, reflecting the overall level of emotional activity that may be shaping thoughts, actions, and interactions with others.



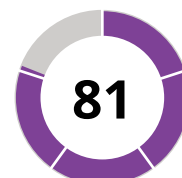
Self Dimension Score

A consolidated score drawn from Self-Awareness, Self-Regulation, and Motivation. This score reflects how consistently emotions are recognised, understood, and channeled toward meaningful outcomes.



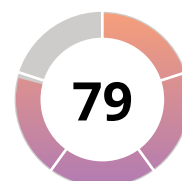
Others Dimension Score

A consolidated score based on Social Awareness and Social Regulation. This score shows how actively emotional cues are perceived in others and how relationships are managed to support effective outcomes.



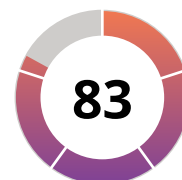
Awareness Dimension Score

A consolidated score based on Self-Awareness and Social Awareness. This score reflects how actively emotional signals are perceived, both internally and in others.



Regulation Dimension Score

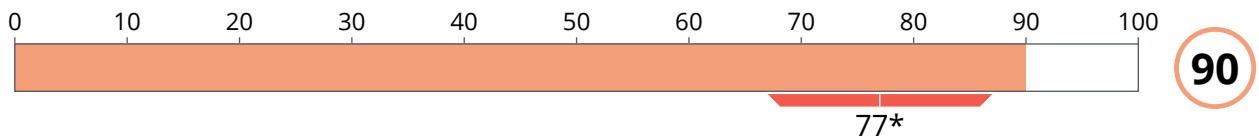
A consolidated score based on Self-Regulation and Social Regulation. This score reflects how emotions are managed in both personal and interpersonal contexts to support stability, collaboration, and results.



Self-Awareness



This section explores how actively John perceives his emotional states and patterns. Self-Awareness reflects the degree to which he is able to notice, label, and understand his emotional experiences and how those states may influence his thoughts or actions. Use this section to help him reflect on how emotional self-awareness may support sound judgment, presence, and authentic leadership.



John demonstrates insight into his internal states and how those states may impact him. Continuing to fine-tune this awareness can support better decisions, especially in fast-moving or high-pressure environments. This level of self-awareness is a potential strength that helps him stay grounded and intentional.

Growth Activities

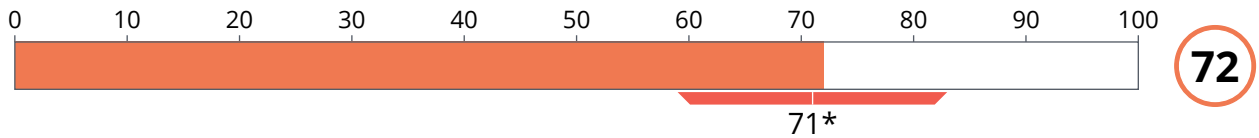
Based on John's Self-Awareness score, below is a list of potential ways for him to continue to grow and refine the ability to perceive his emotional states and patterns:

1. Review two recent emotional highs or lows and their impact on self-confidence.
2. Review three past decisions made under strong emotion. Reflect on how mood influenced outcomes.
3. Note three moments this week where personal mood noticeably influenced tone, clarity, or pace.
4. Ask a trusted peer when they notice early emotional shifts. Compare this to personal observations.
5. Revisit three decisions influenced by emotion and reflect on their outcomes.
6. Gather personal feedback from two peers. Assess alignment with self-perception.
7. Track how subtle feelings shape decisions in four high-stakes scenarios this month.

Self-Regulation



This section explores how actively John manages emotional responses in a consistent and intentional way. Self-Regulation reflects the degree to which he maintains emotional balance and redirects disruptive impulses in service of stability and focus. Use this section to help him explore how emotional steadiness may support composure, decision-making, and resilience in leadership.



John responds thoughtfully in most moments, with reliable emotional control across many settings. Expanding strategies for recovery and tone management might help him stay grounded under greater demand. This score reflects a dependable self-management approach with room to sharpen and scale.

Growth Activities

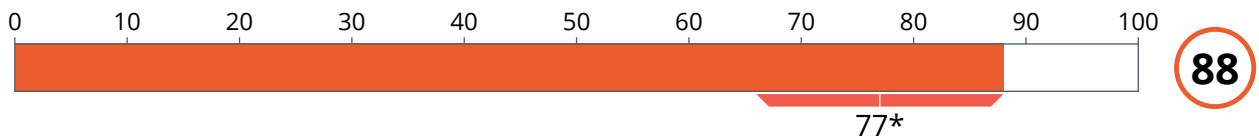
Based on John's Self-Regulation score, below is a list of potential ways for him to enhance emotional control and reactivity in order to incorporate emotional energy into productive pursuits while managing impulses and disruptions:

1. Add one breath or pause before responding in three live conversations.
2. In the next high-pressure scenario, use a centering breath to maintain tone. Reflect on what worked.
3. Reflect after two meetings on whether tone supported the goal.
4. Choose one difficult topic to discuss. Practice managing tone and word choice throughout the exchange.
5. Reflect on two difficult conversations this week, taking note of what helped and what did not.
6. Support energy balance by using clear boundary-setting and self-talk to reframe negative thought patterns.
7. Identify two early signs of strain and list planned responses for each.

Motivation



This section explores how consistently John channels emotional energy toward personally meaningful goals. Motivation reflects the degree to which he pursues objectives with purpose, energy, and persistence. Use this section to help John reflect on how personal purpose and ambition may shape his leadership impact and inspire others.



John maintains steady energy and purpose across most tasks and challenges. Continuing to connect effort to meaningful outcomes can enhance focus and persistence. This score suggests he can effectively channel emotional energy toward meaningful, purpose-driven goals.

Growth Activities

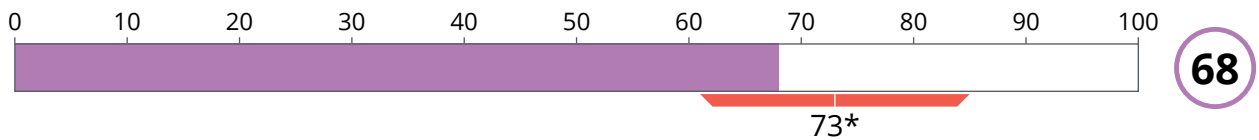
Based on John's Motivation score, below is a list of potential ways for him to connect with his internal drive and focus in order to channel emotional energy to pursue personal objectives:

1. Set one micro-goal each day to boost action through a small win.
2. Create a simple reset ritual and apply it after your next three emotionally challenging moments this month.
3. At the end of each day, reflect on one moment where mood challenged progress and note what helped shift back into action.
4. After overcoming a recent obstacle, reflect on what supported resilience. Write down three takeaways.
5. After a minor setback this week, review how quickly emotional recovery occurred.
6. Introduce an energy-check ritual (e.g. stretch, breathing exercises) during transitions. Track the effect on concentration.
7. Practice the "pause and notice" technique twice this week when energy feels misaligned.

Social Awareness



This section explores how attentively John observes emotional cues in the people around him. Social Awareness reflects the degree to which he perceives the emotions, needs, and concerns of others. Use this section to help him consider how team awareness and empathy may support trust, morale, and a culture of psychological safety.



John recognises emotional cues when they are clear or intense, but subtle signals may be missed. Practicing deeper observation and reflection can help him improve emotional attunement across interactions. This result suggests growing awareness that can become more consistent with intention.

Growth Activities

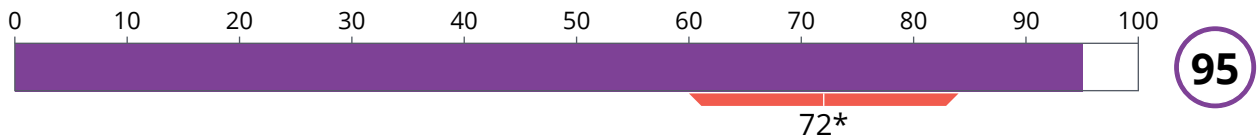
Based on John's Social Awareness score, below is a list of potential ways for him to refine interpersonal perception in order to ensure he is collecting and analysing the emotional signals from the people around him:

1. Track moments this week when someone signaled a need for support without words.
2. Choose one conversation per day to ask, "What emotional context might be shaping this interaction?"
3. In one group setting this week, scan the room and note who appears disengaged, tense, or uncomfortable. Reflect on what cues suggested this.
4. Look for subtle signals of hardship in everyday conversations. Observe tone, choice of words, or hesitations.
5. Track how three different people respond to praise or challenge and what cues they give.
6. Notice signs of emotional struggle in one interaction this week. Follow up within 24 hours.
7. Track who consistently shifts the emotional energy during key interactions.

Social Regulation



This section explores how intentionally John navigates interpersonal relationships and emotional dynamics. Social Regulation reflects the degree to which he responds to the emotions of others in ways that promote collaboration, cooperation, and positive outcomes. Use this section to help him explore how considered responses may support constructive dialogue and enable high-performing teams.



John influences emotional tone and group dynamics in ways that inspire clarity, calm, or optimism. Scaling this influence to match context, need, and relationship can make John's presence even more impactful. This strength can help him to shape the emotional tone of interactions in ways that support connection and clarity.

Growth Activities

Based on John's Social Regulation score, below is a list of potential ways for him to build interpersonal influence in order to positively impact each situation and leave it better than he found it:

1. In three different settings this week, practice translating awareness into tailored communication that fits both the relationship and the moment.
2. Record (with permission) and review tone, pace, and impact in three conversations. Identify patterns and refinements.
3. During two collaborative tasks this week, adjust delivery to uplift energy and strengthen connection around common goals.
4. Record three instances where feedback led to increased clarity or influence. Document the shift and how it was received.
5. Tailor emotional communication based on relationship type in three settings this week.
6. Role-play emotionally charged scenarios with a mentor or peer to practice staying curious and grounded in negotiation.
7. After three group interactions this week, take one intentional step to improve the tone, group cohesion, or clarity before leaving the conversation.

Emotional Intelligence Quick Tips



This section offers practical, easy-to-apply tips aligned with John's current patterns across the five key areas of emotional intelligence. Use this section to find simple ways to help John strengthen his emotional effectiveness in daily situations, both personally and in working with others.



Self-Awareness

Recognising internal states & understanding how they influence thoughts, decisions & actions.

- Track how mood influences three key decisions.
- Map three recurring emotional patterns noticed over the week.
- Journal weekly on emotional growth themes.



Self-Regulation

Managing impulses & responses to stay balanced, focused & effective under pressure.

- Adjust delivery style in one conversation daily.
- Choose a daily physical activity to reset & regulate state.
- Try two reset moments during work hours.



Motivation

Channeling internal drive into purposeful goals & consistent forward action.

- Identify one reframe moment per day.
- Track one self-motivated task each day.
- Reflect on one strength used today.



Social Awareness

Noticing & understanding the emotional signals, needs & experiences of others.

- Pause when others open up, and stay present.
- Reflect, "Would this land the same in email?"
- Notice one person's body language change.



Social Regulation

Shaping emotional tone & communication to support connection, clarity & shared outcomes.

- Adjust delivery based on who's listening.
- Intentionally inspire someone daily.
- Practice reframing tension in three tough moments.

Impact on Performance



Exploring Day-to-Day Impact

This section explores how John's current level of activity in each area may shape day-to-day actions and performance. Each insight focuses on a key theme, highlighting where emotional presence supports outcomes and where growth could unlock greater clarity, connection, or resilience. Use this section to help him consider how day-to-day actions influences team dynamics, and where increased self- or social awareness may support stronger leadership outcomes.

Impact on Thought & Action

How emotional states influence decision-making, performance, and motivation.

Leaders who integrate emotional insight into decision-making help the team make wiser, more cohesive choices.

This may shape John's performance in the following ways:

- John tracks how feelings shape actions, helping refine decisions and energy use.
- By understanding how his internal states affect outcomes, John can help influence team atmosphere and mood.

Key Takeaway: Using emotional insight in decisions helps create shared understanding and reinforces confidence in team direction.

Impulse & Intensity Management

Pausing, moderating, and regulating reactions in the moment.

Leaders who flex tone and energy intentionally help stabilise team responses and create space for a more adaptive team culture.

This may shape John's performance in the following ways:

- John typically reads social cues well and adapts his approach accordingly.
- In interactions, John is seen as attuned and responsive, which helps others feel more at ease.

Key Takeaway: Matching tone and energy to the moment can ease tension and keep team conversations on track.

Impact on Performance

Exploring Day-to-Day Impact - Continued



Resilience & Bounce Back

Rebounding from difficulty, resetting when energy drops, and re-committing after setbacks.

Leaders who model resilience support team energy and renewal through setbacks.

This may shape John's performance in the following ways:

- John generally resets effectively after challenges or fatigue.
- After setbacks, John can help sustain momentum and boost team morale by refocusing quickly.

Key Takeaway: Recovering consistently helps maintain team progress and support stability within the group.

Social Sensitivity & Attunement

Comfort with the emotional states of others, and the capacity to notice what is emotionally needed.

Leaders who track group tone and rhythm can help the team stay in sync and reduce avoidable friction.

This may shape John's performance in the following ways:

- John often notices mood shifts later in conversations or group settings.
- When tone shifts go unnoticed, he may take longer to respond to dynamics that influence the group's overall energy.

Key Takeaway: Noticing energy shifts during interactions helps reduce derailment and keep team communication purposeful.



Impact on Performance

Exploring Day-to-Day Impact - Continued

Adaptability & Influence

Flexibly adjusting emotional tone and communication to fit context, personality, or purpose.

Leaders who flex their delivery to suit the moment help others stay engaged, responsive, and aligned with evolving team needs.

This may shape John's performance in the following ways:

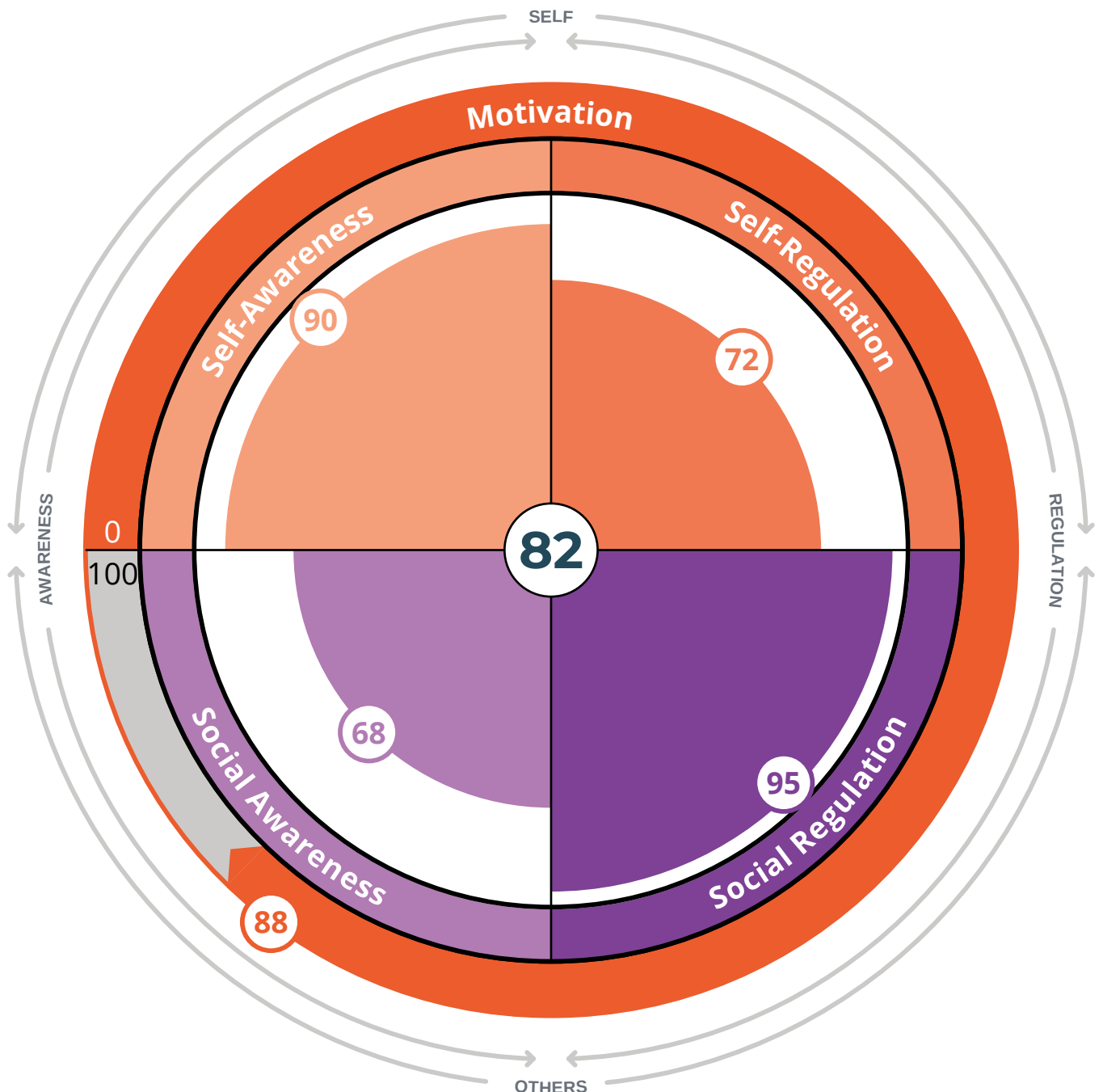
- John adapts communication to different situations, making it easier for others to follow and contribute.
- By adjusting tone and delivery, he is able to connect easier with a wider range of people.

Key Takeaway: Adapting communication to the situational needs helps maintain alignment and influence across shifting team dynamics.

Emotional Quotient™ Wheel



Use your EQ Wheel results to identify both strengths and areas for growth in emotional intelligence. Focus on your lower-scoring dimensions as key areas for development and apply strategies on the next page to enhance these skills.



EQ Development Plan

Turning Insight into Action



This TTI EQ Development Plan is designed to help translate report insights into meaningful action. Targeted attention and small, consistent practices in one area often spark growth across all dimensions of emotional intelligence. Use this plan to explore and build capacity in the EQ factor with the greatest potential impact.

Actionable Steps for Growth:

1. Select a Focus Area: Review the report to identify the EQ factor with the greatest relevance right now. This may be a lower-activity area or a strength worth deepening to support current goals.

2. Define a Meaningful Target: Clarify what growth in this area might look like. Focus on practical change, for example, a shift in action, response, or impact in day-to-day settings.

3. Commit to Small Practices: Refer to the Growth Activities in the report to identify small, repeatable actions that build capability over time. Keep practices realistic and consistent.

4. Reflect & Adjust: Pause regularly to notice shifts in awareness, confidence, or behaviour. Use these reflections to refine direction and reinforce progress.
