

# Advanced Interpretation Report AIR for Development & Coaching

## AIR-Develop

Based on results obtained from an EQ-i® standard report

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## Value of this Advanced Interpretation Report

Corporations increasingly recognize the importance of intellectual and psychological health of employees. The status of emotional and social functioning is placed on par with other aspects of performance management and given a prominent place on the agenda of decision makers. The reporting of this issue to shareholders has become a matter of good governance.

Emotional intelligence is now endorsed as a business asset, because it makes economic sense. Country estimates point to the annual loss of billions of dollars in production due to psychological health problems. It requires maturity to become superior in one's thoughts and especially emotions.

There is no perfect formula for becoming an effective leader, a top performer. Those who have stewardship and governance responsibility must use a variety of resources in order to produce the desired results. One of the most powerful resources available is knowledge of one's personal behavioral traits. Through an understanding of one's personal style and emotional intelligence, developing star performers and leaders can more positively impact their work environment, as well as their personal and social relationships.

Emotional intelligence (EI) predisposes individuals to different dimensions of performance and leadership behavior. The strength of this Advanced Interpretation Report, also referred to as the AIR-Develop, lies in its bundling or clustering of the BarOn EQ-i<sup>®</sup> scales to highlight an individual's competence in various dimensions of top performance, leadership and healthy functioning. EQ, the measure of EI, is explored through three broad performance sections:

- A. **Emotional management:** The presentation of an individual's well-being and emotional alertness and control via three receptors in life – the self, core others, and those in the broader environment.
- B. **Leadership smarts:** Propensity to drive business towards results, to facilitate a team in a supportive manner, and/or have motivational impact on others, reflecting leadership style dominance or versatility.
- C. **Sustainability:** Overall self-fulfillment and resilience in the midst of daily demands that affect the individual.

## Diversity of the AIR Series

The report options in the Advanced Interpretation Report (AIR) series can be employed in many ways and in a variety of settings. For example, seasoned users can rely on the EQ-i results and the exponential value of clustered EQ attributes in the AIR-Develop for individual counseling, coaching, and therapy. The clusters underscore the importance of effective relationships for well-being, leadership, and top performance. Personal, leadership, and career development get a further boost from insights gained in this report. Initiatives around team building, organizational culture, and corporate restructuring or change may also benefit by leveraging the strengths of individuals as revealed by the AIR-Develop.

While the cluster results are very suitable to individuals within a business setting, it also provides advanced insights with regards to one-on-one and one-to-small group relationships, such as within the context of couples, families, clubs, and associations. Also included are other relationships such as teacher-pupil interactions occurring on different educational levels, and coach-sports team scenarios playing out in a recreational, competitive, or military context.

The AIR-Social in particular may shed valuable light on individuals' competence with regards to social intelligence. Customer satisfaction and the corporate climate can be monitored by cluster performance using the AIR-Social. In addition, the AIR-Track can function as a gauge of the success of intervention programs and the tracking of business or employee growth. Incentives targeted at medical problems, such as how to deal with chronic pain, side effects of radiation treatment, or obesity, will benefit from the



AIR-Health. For researchers and post-graduate students, the results serve as excellent external criteria against which other psychometric measures can be validated.

The AIR-Select, AIR-Match and AIR-Track form strong supplements to other sources of information for selection and recruitment, or benchmarking and competency targeting. Candidates can be screened or ranked on the basis of pre-selected EQ attributes or clusters, or else by setting cut-off scores for specific cluster performance using the AIR-Select or AIR-Match. The cluster results can strategically guide candidate placement and succession planning, whether upwards, or laterally.

In addition, candidates can be grouped according to cluster strength for training and educational purposes. Facilitators can use the AIR-Develop alongside other supplementary information available in advance of a team meeting to accommodate work and learning styles, or workshop to optimize learning. Clearly the application possibilities of the AIR are as wide as the user's creativity!

## Important Considerations

The advanced interpretation provided in this report is based on the EQ-i profile described in any of the standard reports, which enables individuals to explore and develop their competence in different areas. The AIR-Develop can only be generated once the standardized scores based on the individual's EQ-i responses are made available by MHS. It is highly recommended that the individual has prior insight into a standard report with a registered EQ-i counselor and is familiar with the scale descriptions and validity of the EQ-i profile before reading this report.

The AIR-Develop is intended as a follow-up on any of the standard EQ-i reports produced by Multi-Health Systems Inc (MHS). The BarOn EQ-i<sup>®</sup> is a registered trademark of MHS. The standard EQ-i reports of MHS include the Individual Summary Report, the Development, Resource and Business Reports (with Counselor's Section), the Group Report and the Comparative Reports. The standard reports provide an individual or group's EQ-i performance against vital scale descriptions, and may include technical detail to gain full understanding of the validity of the results. The AIR-Develop cannot be used as a replacement for any of the MHS reports.

The AIR-Develop was not developed for the direct purpose of detecting pathology or disease, nor should it be used as the only means for diagnostic purposes. Any such interpretations made from the findings in this report should be verified with other means of identification. The user is encouraged to use this report in combination with other sources of comparative information. The report provides an advanced description of individuals' emotional and social functioning in accordance with the responses provided by them.

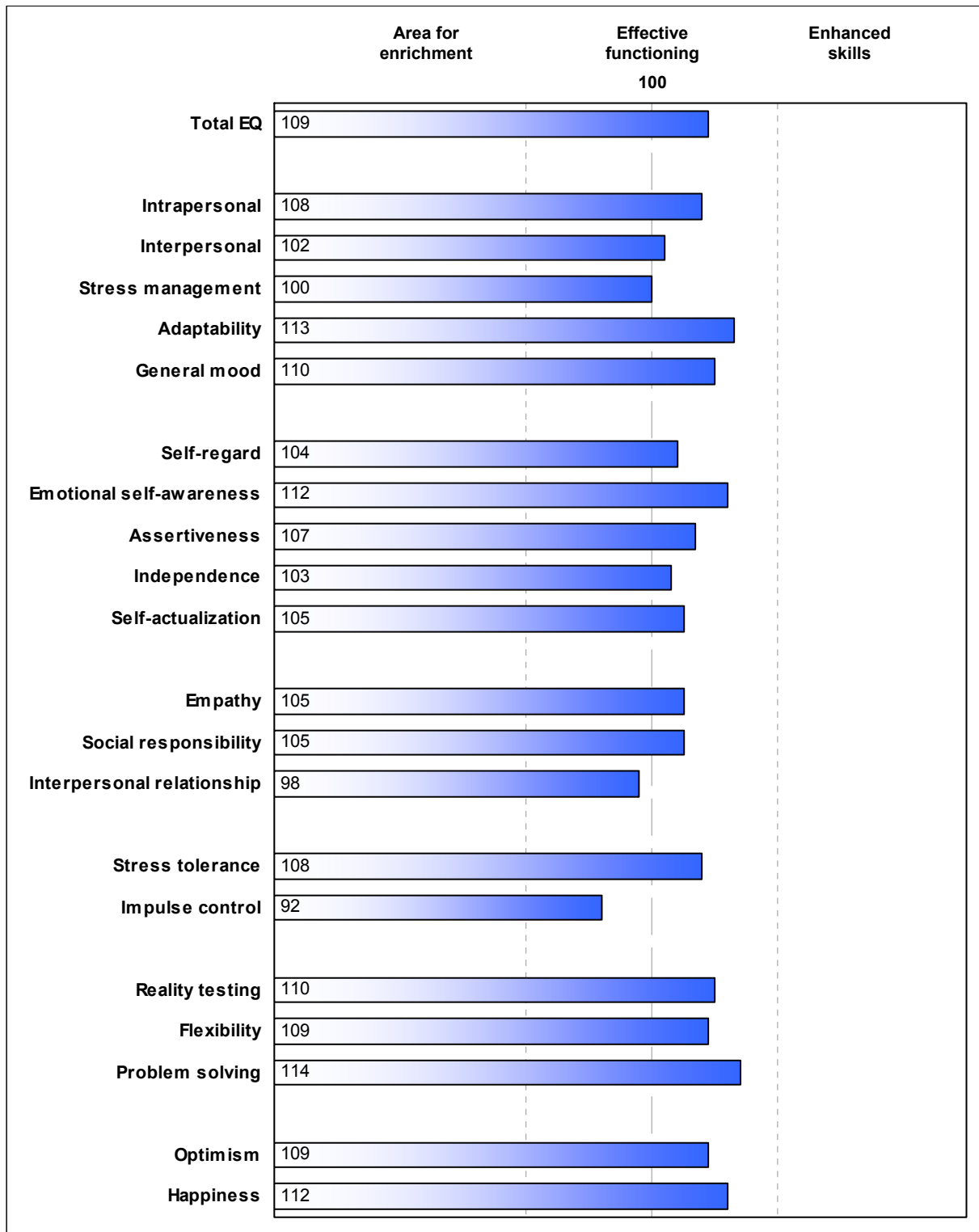
## Best Use of the AIR-Develop

The AIR-Develop is generated and published by ePsy Consultancy. It contains two main sections. The report begins with a graphical display of the EQ-i scale performance as derived from a standard report, picking up where the standard report left off. As the AIR-Develop does not provide EQ-i scale descriptions and technical detail, please keep the standard report on hand for reference as needed. The remainder of the report is devoted to insights derived from your measured EQ competence.

Emotional intelligence (EI) encompasses a number of different attributes. These attributes all depend on psychological theory and are supported by a growing body of empirical research. For example, Peter Salovey and John (Jack) Mayer framed EI within a *model of intelligence*, while Reuven Bar-On, author of the EQ-i, placed EI in the context of *personality theory*, specifically a model of well-being. Daniel Goleman referred to others who formulate EI in terms of a *theory of performance*. Six Seconds endorses an *action model* of EI. The AIR reflects on the EI attributes measured by the EQ-i from the perspective of *competence*.



### EQ-i Profile as Created for the Standard Report



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## Interpretation Guide

The measurement of your total EQ, the five EQ composite scales and the 15 EQ sub-scales mirrors that of most IQ tests available in the market today. In particular, the perforated (dotted) lines on your EQ-i profile should be read as follows:

- A score of 100 is considered average.
- Scores may deviate from the average in standard units of 15 to either side
- Scores generally between 80 and 120 (roughly three-quarters of the population) denote effective functioning.
- Scores below 80 indicate EQ attributes that may benefit from development.
- Scores above 120 point to enhanced EQ capability, with possible watch-out for over-development.

## Putting Cluster Performance in Perspective

After analyzing your EQ-i profile with professional guidance in a personal interview, you may have come to realize that your objective is not to develop high scores in each of the 15 scales in order to be emotionally intelligent. Rather, the *combination* of EQ attributes is what matters in your everyday functioning – on personal, social, and work terrains. Your EQ competence depends on how effectively you combine different EQ attributes for specific purposes of performance.

Seven specific EQ-i scale combinations, grouped into three broad performance sections, were found to be especially relevant. In summary, cluster performances are specifically provided in the areas of:

### A. Emotional management

1. Self-presentation
2. Emotional alertness

### B. Leadership smarts

3. Resoluteness
4. Supportiveness
5. Motivational impact

### C. Sustainability

6. Self-fulfillment
7. Resilience

These sections and EQ clusters are described in greater detail next.



## Cluster Descriptions

### A. Emotional Management

When we perform, our intellectual and emotional health shines through in the way we present ourselves and what we are alerted to. The little imbalances, which we all have, tend to be the grips whereby we are described and remembered, and help define what we stand for and who we represent. Our selective attunement to certain receptors in life determines how we habitually regulate our emotions. Competent emotional management of this broad section involves the larger half of the EQ-i scales, notably from the intrapersonal, interpersonal, and general mood domains.

#### 1. Self-Presentation

Scales SR, SA, OP and HA

Performance on this cluster portrays to what extent you make a powerful impression. It indicates to what extent you successfully present your general well-being and brand yourself as being composed; it is about your appearance of feeling balanced and secure. It sheds light on the positive self-image and uplifting spirits you manage to radiate to the outside world. Your competence in displaying a desirable persona may help build a strong organizational climate and culture. The individual scale RT may shed further light on the forward thinking component of this cluster.

#### 2. Emotional Alertness

Scales IC, ES, EM and RT

Three key receptors in life are considered: you, core others, and those in your broader environment. This cluster addresses how in tune you are with each of the three life receptors and how you regulate imbalances between them. This cluster also indicates how your emotional control over, for example, anger or impulsiveness, will likely play out with regards to intrapersonal, interpersonal and communal demands placed on your daily functioning and interaction. The individual scale PS may shed further light on the creativity component of this cluster.

### B. Leadership Smarts

Leadership is an area of interest that is receiving renewed attention in scientific publications and through various business applications. Leader attributes are sharply distinguished from that of managers, while specific leader characteristics are associated with different leadership styles. Generally, we consider versatility in different leadership styles, all to be well developed, as smart and desirable to foster intellectual and emotional health. When one of our leadership styles dominates above others, we may want to build on this strength by seeking to ensure the other leadership styles are strongly present in the team around us. Competent management of this broad section involves two-thirds of the EQ-i scales, notably from the intrapersonal, stress management, and adaptability domains, with support from the interpersonal domain.

#### 3. Resoluteness

Scales IN, AS, SR and RT

This cluster is about your determination to achieve explicit results and solutions. Strength in this cluster may manifest in the form of high deliverables and strong output, which are often measurable or tangible. A high score on this cluster portrays a focus on business management, which you likely perform in a directive, task-oriented fashion. This leadership style is about pace setting, and is often commanding and monitoring in nature. It helps create enhanced visibility for an organization. Individual scales that may shed further light on the innovative side of this cluster are PS (to add innovation to this leadership smart) and ST (for long-term impact).



#### 4. Supportiveness

Scales SR, ST, IC and FL

This manifestation of leadership often draws from strong people skills. Your performance on this cluster indicates your natural capability to facilitate people to cohesively make a success of the task at hand. This leadership style is about collaboration and harmony; it is morale-boosting and anti-conflictive. It is indispensable in situations where projects rely heavily on teamwork. Your communication skills may be an asset in this cluster, while the individual scales EM and IR may also shed further light on the interpersonal dimension of this cluster.

#### 5. Motivational Impact

Scales RE, RT, FL and AS

This style of leadership lies in the degree to which you influence and inspire others effectively. While a strong influencing capability is often associated with selling, it is just as powerful in situations where negotiation is required or where a swaying argument must be made. Your performance on this cluster indicates to what extent you lead through inspiration and gain follower-ship. This leadership style fosters commitment, strong affiliation and connection, and loyalty. The individual scale PS may shed further light on creative strategising built into this cluster.

### C. Sustainability

The manner in which we deal with adversity and use different resources to draw our strength and energy from are important indicators of intellectual and emotional health. An intrinsic sense of accomplishment and worthiness, coupled with a belief that we will prevail and can overcome most challenges are necessary for desirable performance. Competent management of this broad section involves the larger half of the EQ-i scales, notably from the intrapersonal, stress management and general mood domains.

#### 6. Self-Fulfillment

Scales SA, HA, IR and ES

Your demeanor is reflected by an overall feel of success in your career, personal, and relational life. This would include a sense of accomplishment and satisfaction at work, with oneself, in marriage, etc. Your performance on this cluster indicates the degree to which you act by example and naturally lead from known inner strength and contentment. Competence in this cluster helps you shine in your area of specialization and gives you a backdrop for when times are tough. The scale RE may shed further light on your involvement and sense of belonging to further round out this cluster.

#### 7. Resilience

Scales OP, HA, SR, ST and IC

An important foundation of a healthy demeanor is your ability to be resilient in the face of daily pressures and demands in life. Your toughness and buoyancy may be developed qualities in coping with stress. Your performance on this cluster indicates to what extent you can bounce back in spirit after having to deal with tension or conflict. Competence in this cluster helps you overcome resistance experienced from others and be unreceptive to harmful ambiance. The individual scale FL may shed further light on durability within this cluster.

Your competence in these seven EQ clusters is presented in this report. The metrics and interpretation guidelines applied in the AIR-Develop are similar to those in the standard report, facilitating comparative interpretation.



## Assessing the EQ Clusters

When combining different EQ attributes to reveal your competence in a cluster, we can view this from different perspectives to deepen our understanding and opportunities for taking action on them. The best known and most used viewpoint is to look at their central point, often calculated as the average performance in the specified EQ attributes. We will look at this viewpoint first.

Three less used, but equally important viewpoints include looking at how the different EQ attributes might be scattered around the cluster average, and how the EQ attributes together compare against two different, set performance targets. These three viewpoints provide specific pointers when the objective is to further develop your EQ competence in one or more of the seven clusters. Hence these three viewpoints are only offered in the AIR-Develop, and not in the other AIR options.

The most advanced viewpoint combines all the above. This perspective offers an aerial view on the status of your EQ cluster performance, which we will look at in depth.

### From the Viewpoint of Central Cluster Performance

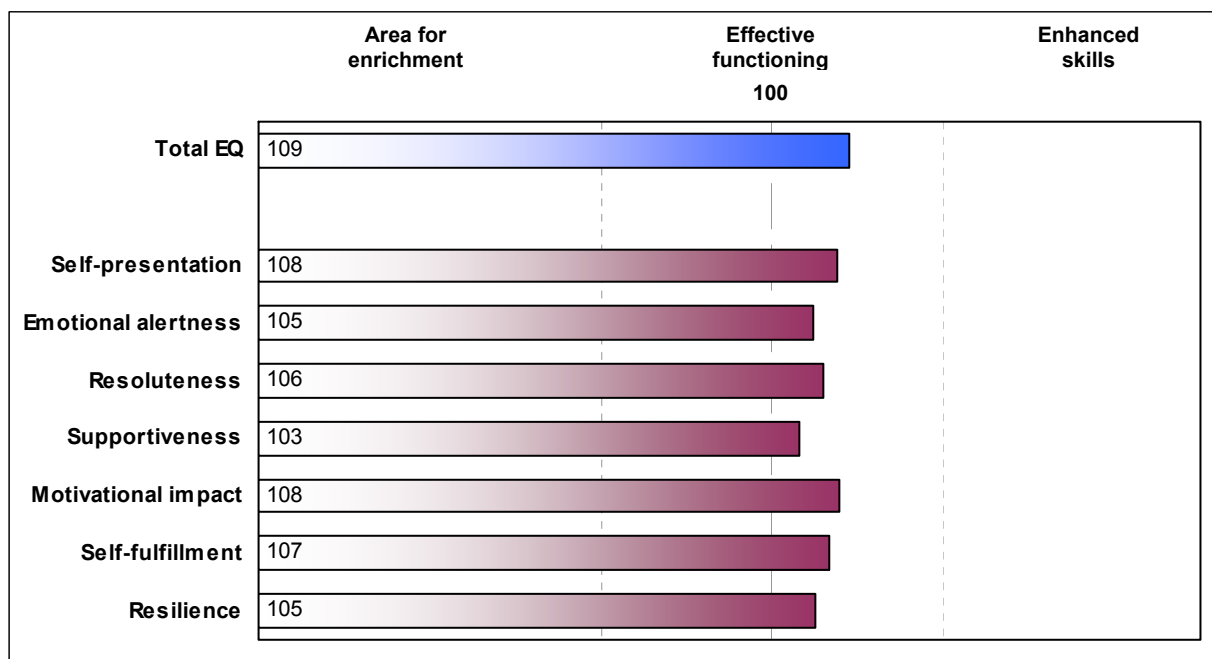
A cluster is a culmination of typically four or five EQ-i scales that together provide an added perspective on specific EQ competence. This value is expressed in similar fashion to that of individual scale scores, with a mean score of 100 and a standard deviation score of 15. Standard interpretation guidelines may be followed as is advised for individual EQ-i scales, including:

Standard Score	Interpretive Guideline
130 +	Markedly high – atypically well developed emotional capacity
120 – 129	Very high – extremely well developed emotional capacity
110 – 119	High – well developed emotional capacity
90 – 109	Average – adequate emotional capacity
80 – 89	Low – under-developed emotional capacity, requiring improvement
70 – 79	Very low – extremely under-developed emotional capacity, requiring improvement
Under 70	Markedly low – atypically impaired emotional capacity, requiring substantial improvement

One may presume that intellectually and psychologically healthy people, who score high on selected scales, also will do well in the cluster that those scales represent. However it is probably more accurate and helpful to consider *optimal* levels and ranges. For example, impaired or atypical performance in a cluster under certain circumstances should be flagged and followed up.



## Overview of Central Cluster Performance



Bear in mind that while roughly three-quarters (77.32%) of all EQ-i scale scores lie within the 80-120 range, the expected range of cluster scores naturally shrinks when several scale scores are averaged. (The same tendency is found when looking at group profiles.) This requires skillful interpretation of subtle differences between cluster performances, and further necessitates a good look at the dispersion of scale scores. This is conveniently done when we consider the Cluster Status.

### From the Viewpoint of Cluster Status

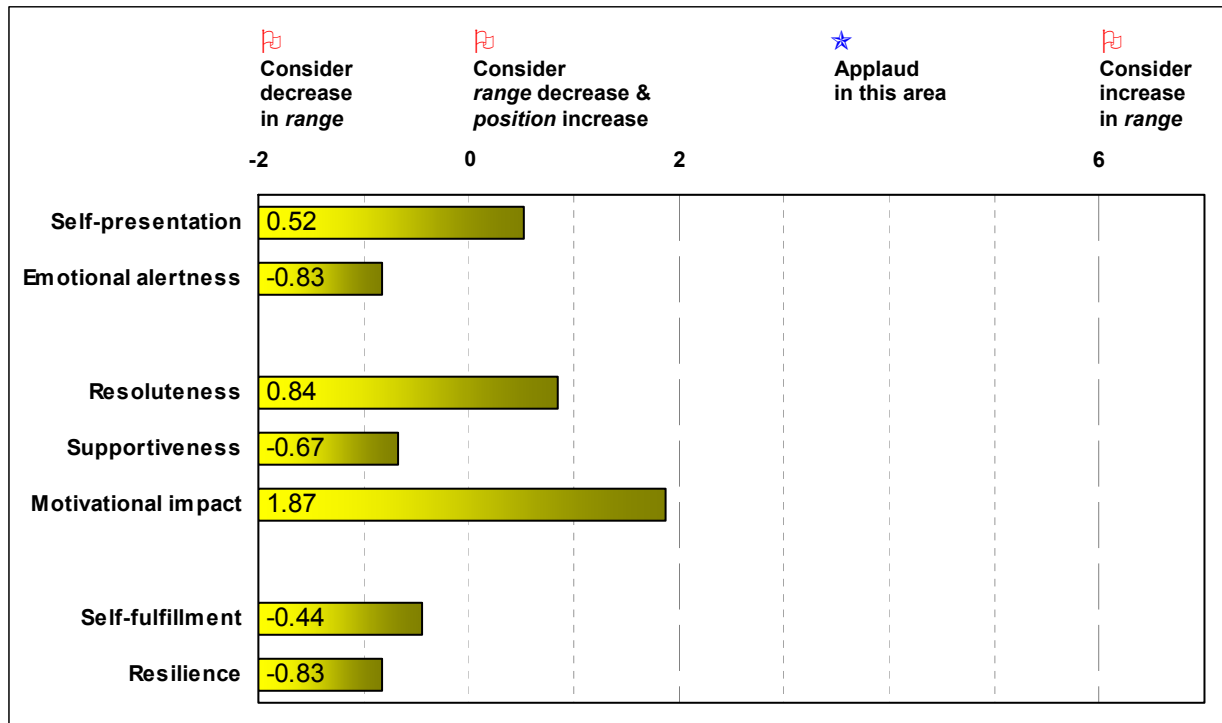
Competence in a cluster depends not only on its central positioning on the EQ scale range, but also on the degree to which the contributing EQ-i scales work together (or not) to achieve a desirable cluster performance score. Cluster Status can be interpreted in three categories. Because the contributing EQ-i scales can lie on either side of the Central Cluster Performance score, the status value can either be a positive, or a negative value. Recognizing that the Cluster Status values lie on a continuum, we use 0 and +2 as the dividing lines for interpreting the categories.

#### Cluster Status in the area below 0

Firstly, a negative status value is telling in any cluster. Should the value creep away from 0 to approach -1 or even lower, you should pay attention to the *range* of EQ-i scale scores that contribute to the specific cluster. One (or two) of the scales may not be in alignment, this scale score being either considerably lower, or considerably higher than the others. This means that those particular EQ attributes may hamper your competence in that EQ cluster. You can focus your further development in this identified attribute(s) to optimize your performance in that cluster, which may otherwise be a strength for you.



## Overview of Cluster Status



### Cluster Status in the area of 0 to +2

Secondly, a low positive value in the area of 0 to +2 is also noteworthy. In this case, several factors are of interest:

- i. The range of scores achieved in the contributing scales of a cluster  
*A small range is desirable, meaning all contributing scale scores lie close to one another.*
- ii. Your cluster performance against that of your personal Total EQ score (graphed with your Central Cluster Performance scores on the previous page)  
*Ideally your Central Cluster Performance should be slightly higher than your Total EQ score for you to be competent in that cluster.*
- iii. Your cluster performance against the standardized Total EQ of the target population  
*Ideally your Central Cluster Performance should be markedly higher than 100 for you to be more competent than the norm population against which your EQ-i scores are standardized.*

A score inside the 0 to +2 area for a particular cluster means that it is currently not one of your particular personal strengths. Further development is best focused both on a tightening of the *range* value (i.e., focusing on the one or two EQ-i scales that are not in alignment with the others) and on comparative total EQ performance (i.e., developing all contributing EQ-i scales to this cluster). Thus in addition to a large range of contributing EQ-i scale scores, the *position* of your current cluster performance may show that it falls below your personal Total EQ, or that of the norm group against which your EQ-i profile is standardized, or both.



- Note that your Cluster Status value may be in the 0 to +2 range, even if your Central Cluster Performance signifies desirable functioning. For example, your Cluster Status value may be close to 0, while your Central Cluster Performance score is considerably above that of the norm group – even if the contributing EQ-i scale scores vary somewhat – and notably below your personal Total EQ. This means that while you are capable of performing in that cluster role, it is not your preferred role, it may not come naturally to you and you may feel strain as a result of such a role.

### **Cluster Status in the area distinctly above +2**

Thirdly, a positive value distinctly above +2 indicates the degree to which the cluster can be considered a strength. A positive value that is markedly larger than +2 indicates that you are competent in this cluster area.

- There is a limit to how high a Cluster Status value can go and still be applauded, lying at about +7 (the right extreme of the Cluster Status graph). If any Cluster Status bar stretches off the map on the right-hand-side, this should be taken as a warning signal as well. Again, let us take the above scenario, but this time your Central Cluster Performance score is far above that of the norm group, and far below your personal Total EQ, and the range of contributing EQ-i scale scores is very small.

This means that while you are competent in that cluster role and it comes naturally to you, you may be drawn to almost always perform in this particular role. You will benefit from toning down one or two EQ attributes that form part of this cluster, which will increase the range in scores and open up possibilities to bridge over to your competence in other clusters.

### **For the Mathematically Curious**

In statistics, moments can be used for computing measures that describe a distribution of EQ cluster scores. The first moment is used to calculate the mean (i.e., the Central Cluster Performance), the second, the variance; the third, skewness; and the fourth, the kurtosis of the distribution. The calculation of each Cluster Status value borrows from descriptive statistics relating to the second and fourth moments around the Central Cluster Performance. In other words, the Central Cluster Performance of each cluster is raised to particular mathematical powers to reveal the degree of your competence therein.

The specific ways in which the EQ-i scales work together to achieve cluster competence break down into three independent angles of insight, or viewpoints. These offer valuable direction for further development, which is detailed in the last section of the report.

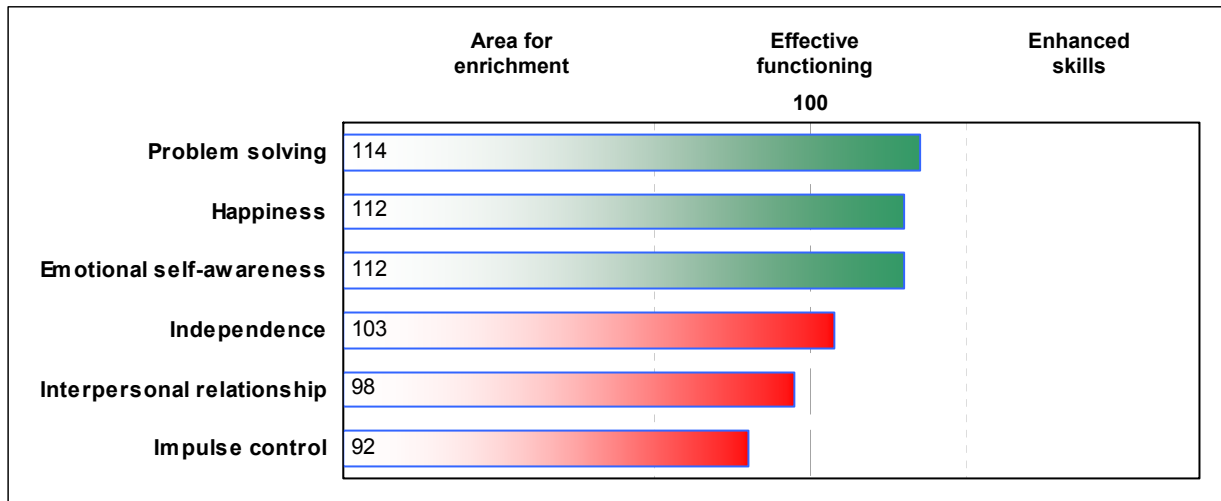
### **Putting Cluster Status in Context**

People's response style pattern is known to influence their EQ-i profile. For example, some people are comfortable with using a large number of response options 1 and 5 when completing the survey, while others use them sparingly and stay mostly within the 2 to 4 range. These are not the only patterns; many more style combinations of response options exist. In any event, these patterns can be associated with specific personalities and cultures. As a result, the range score used when calculating the Cluster Status is also slightly affected.

The graph highlights which EQ attributes currently can be considered strengths and which may currently be in need of further development with regards to your personal EQ-i profile. The visual display reveals the emotional extremes within which you function.



## EQ Extremities



It may be helpful to contrast the three highest and lowest EQ-i scale scores with one another. The graph above identifies which of the seven EQ clusters are impacted by these six identified scales. Note which of these is of particular interest: one or more might be critical to the requirements of the job, to effective group functioning, or to personal goals.

### Gap Difference

The difference between the two most extreme scales on the EQ-i profile, called the Gap Difference, is expressed as a numerical. For most people this value lies around 32, between 25 and 39. A Gap Difference score lying more than seven scale points away from 32 – to either side – warrants further investigation as to possible reasons for it. Look at the visual EQ-i profile for possible outlier scale occurrences, or for an average profile lying closely around the Total EQ score. The pie chart provided in the counselor's section of the standard EQ-i report may reveal additional insight.

**Your Gap Difference: 22**

----- 25 ----- 32 ----- 39 -----  
 ---- Expected range ----- Average ----- Expected range ----

The validity of the advanced interpretation offered in this report relies on the accuracy of the responses you provided when you completed the EQ-i.



## **From the viewpoint of Cluster Range**

Cluster performance is affected by the way in which the contributing scale scores are dispersed around it. Ideally, the EQ attributes that make up the cluster should all be similarly developed, with only a small difference between their scores. This means that because there is a balance among the scales, they all contribute reasonably equally to your competence in the specific cluster. Hence a small range value is desired. EQ-i scale scores that are in alignment also lend credibility to the accuracy of the Central Cluster Performance value.

A high range value indicates that at least one of the contributing scales has an extreme score compared to the others. This can skew the Central Cluster Performance value to one side. Identification of an outlier scale as a potential development spike may be helpful for further development of that particular EQ attribute, which will impact your competence in that cluster.

## **From the Viewpoint of Personal Total EQ**

While the range value is a comment on equilibrium within a cluster, it is valuable to compare your Central Cluster Performance with that of your personal Total EQ to get a further sense of your competence in a cluster. Your personal Total EQ score can be regarded as an average representation of your EQ-i profile. It can also be used as a benchmark, or a ballpark indicator of EQ potential.

A positive value is an encouraging sign, indicating the degree to which you are competent in that cluster compared to your personal benchmark. A negative value points to that cluster being a potential development area for you, should you want to set this as a personal goal. A value of zero means that this cluster matches your overall emotional capacity. The Central Cluster Performance value lies within six points from the personal Total EQ for roughly 70% of people.

## **From the Viewpoint of Norm Total EQ**

Whether your Central Cluster Performance looks strong or not from a personal comparative perspective, it should also be placed in a broader framework. One such framework is provided by the norm population against which your EQ-i profile is standardized to allow direct and fair comparison. Average EQ performance of the norm is set at 100, regardless of the specificity of the norm group characteristics. This provides for a second benchmark against which your competence in the clusters can be compared.

Again, a high positive value is heartening, indicating the degree to which you are competent in that cluster compared to the performance of most people in the selected norm group. A negative value means that cluster is a potential development area for you when compared with the norm. A value of zero means that this cluster matches the overall emotional capacity of the norm group chosen. The Central Cluster Performance value lies within ten points from the norm Total EQ for roughly 70% of people.

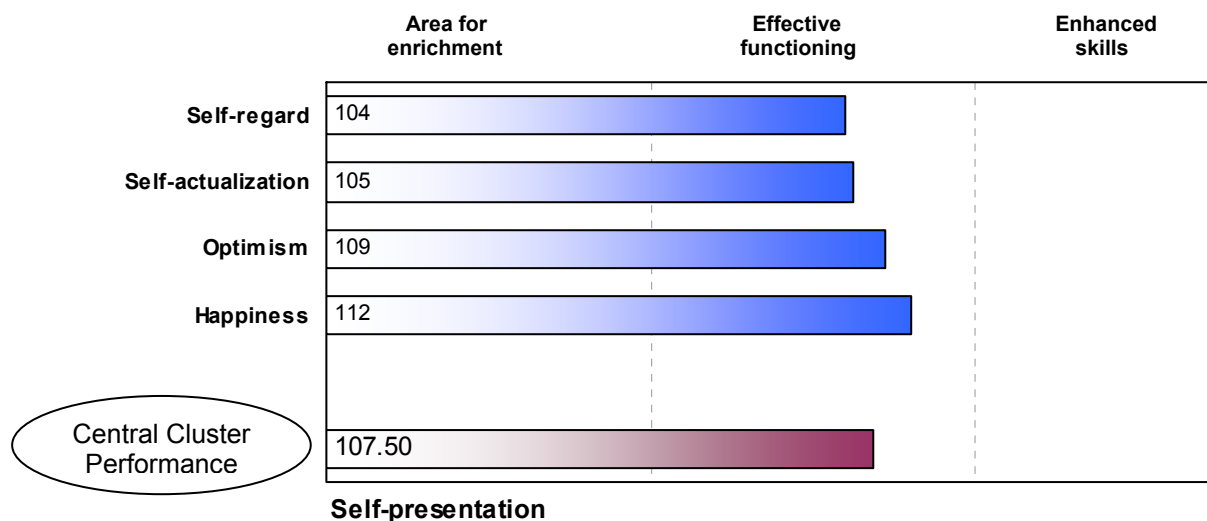
Put together, the last three viewpoints offer different combinations. All possible combinations of these viewpoints are captured in the Cluster Status value in a way that makes meaningful interpretation possible.



# 1. Self-Presentation

**Cluster Status 0.52**

Performance on this cluster portrays to what extent you make a powerful impression. It indicates to what extent you successfully present your general well-being and brand yourself as being composed; it is about your appearance of feeling balanced and secure. It sheds light on the positive self-image and uplifting spirits you manage to radiate to the outside world. Your competence in displaying a desirable persona may help build a strong organizational climate and culture. The individual scale RT may shed further light on the forward thinking component of this cluster.



**Cluster Range** **8**  
 It indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- Ⓜ A double digit (10≥) may point towards internal asymmetry or polarization.
- Ⓜ A value counted on one hand (0-5) may point towards restrictive functioning.

**Compared against Personal Total EQ** **-1.50**  
 A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳ A distinctly positive value (7≥) indicates that this cluster is a particular strength.
- Ⓜ A distinctly negative value (7≤) suggests a possible need for further development.

**Compared against Norm Total EQ** **7.50**  
 A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

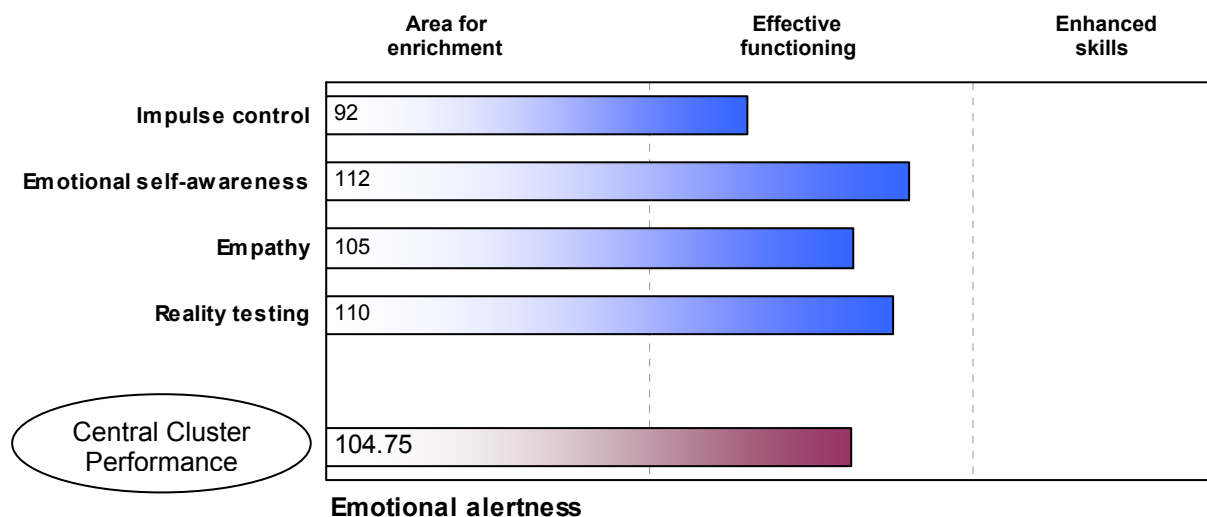
- ✳ A distinctly positive value (11≥) denotes that this cluster is a general strength.
- Ⓜ A distinctly negative value (11≤) signifies a need for further development.



## 2. Emotional Alertness

**Cluster Status -0.83**

Three key receptors in life are considered: you, core others, and those in your broader environment. This cluster addresses how in tune you are with each of the three life receptors and how you regulate imbalances between them. This cluster also indicates how your emotional control over, for example, anger or impulsiveness, will likely play out with regards to intrapersonal, interpersonal and communal demands placed on your daily functioning and interaction. The individual scale PS may shed further light on the creativity component of this cluster.



### Cluster Range

**20**

It indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- Ⓜ A double digit (10≥) may point towards internal asymmetry or polarization.
- Ⓜ A value counted on one hand (0-5) may point towards restrictive functioning.

### Compared against Personal Total EQ

**-4.25**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳ A distinctly positive value (7≥) indicates that this cluster is a particular strength.
- Ⓜ A distinctly negative value (7≤) suggests a possible need for further development.

### Compared against Total EQ of the Norm Group

**4.75**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

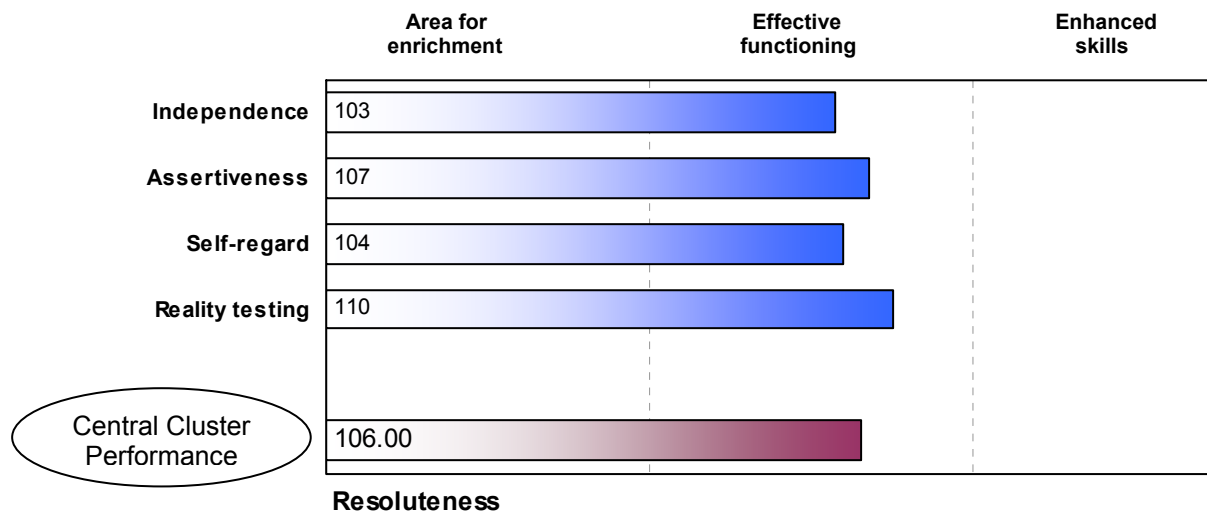
- ✳ A distinctly positive value (11≥) denotes that this cluster is a general strength.
- Ⓜ A distinctly negative value (11≤) signifies a need for further development.



### 3. Resoluteness

**Cluster Status 0.84**

This cluster is about your determination to achieve explicit results and solutions. Strength in this cluster may manifest in the form of high deliverables and strong output, which are often measurable or tangible. A high score on this cluster portrays a focus on business management, which you likely perform in a directive, task-oriented fashion. This leadership style is about pace setting, and is often commanding and monitoring in nature. It helps create enhanced visibility for an organization. Individual scales that may shed further light on the innovative side of this cluster are PS (to add innovation to this leadership smart) and ST (for long-term impact).



#### Cluster Range

**7**

It indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- Ⓜ A double digit (10≥) may point towards internal asymmetry or polarization.
- Ⓜ A value counted on one hand (0-5) may point towards restrictive functioning.

#### Compared against Personal Total EQ

**-3.00**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳ A distinctly positive value (7≥) indicates that this cluster is a particular strength.
- Ⓜ A distinctly negative value (7≤) suggests a possible need for further development.

#### Compared against Total EQ of the Norm Group

**6.00**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

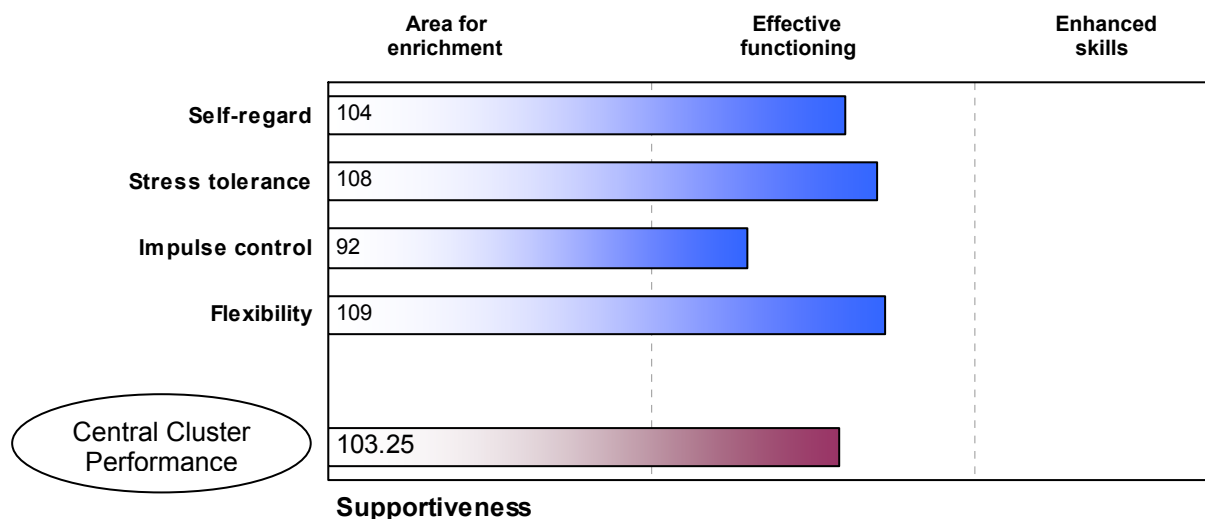
- ✳ A distinctly positive value (11≥) denotes that this cluster is a general strength.
- Ⓜ A distinctly negative value (11≤) signifies a need for further development.



## 4. Supportiveness

**Cluster Status -0.67**

This manifestation of leadership often draws from strong people skills. Your performance on this cluster indicates your natural capability to facilitate people to cohesively make a success of the task at hand. This leadership style is about collaboration and harmony; it is morale-boosting and anti-conflictive. It is indispensable in situations where projects rely heavily on teamwork. Your communication skills may be an asset in this cluster, while the individual scales EM and IR may also shed further light on the interpersonal dimension of this cluster.



### Cluster Range

**17**

It indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- 📌 A double digit ( $10 \geq$ ) may point towards internal asymmetry or polarization.
- 📌 A value counted on one hand ( $0-5$ ) may point towards restrictive functioning.

### Compared against Personal Total EQ

**-5.75**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳️ A distinctly positive value ( $7 \geq$ ) indicates that this cluster is a particular strength.
- 📌 A distinctly negative value ( $7 \leq$ ) suggests a possible need for further development.

### Compared against Total EQ of the Norm Group

**3.25**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

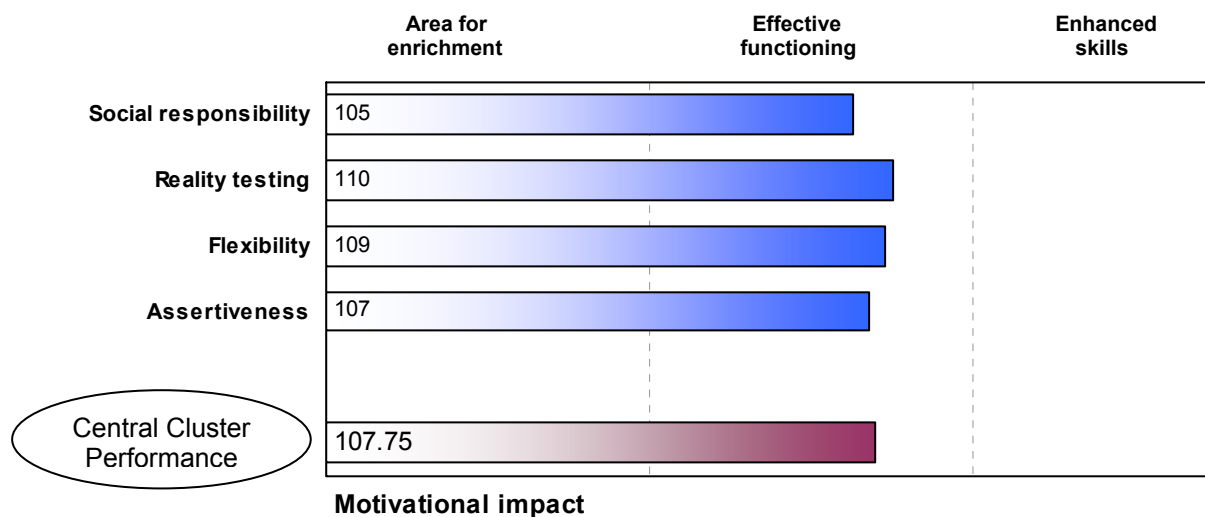
- ✳️ A distinctly positive value ( $11 \geq$ ) denotes that this cluster is a general strength.
- 📌 A distinctly negative value ( $11 \leq$ ) signifies a need for further development.



## 5. Motivational Impact

**Cluster Status 1.87**

This style of leadership lies in the degree to which you influence and inspire others effectively. While a strong influencing capability is often associated with selling, it is just as powerful in situations where negotiation is required or where a swaying argument must be made. Your performance on this cluster indicates to what extent you lead through inspiration and gain follower-ship. This leadership style is fosters commitment, strong affiliation and connection, and loyalty. The individual scale PS may shed further light on creative strategising built into this cluster.



### Cluster Range

**5**

Indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- 📌 A double digit ( $10 \geq$ ) may point towards internal asymmetry or polarization.
- 📌 A value counted on one hand (0-5) may point towards restrictive functioning.

### Compared against Personal Total EQ

**-1.25**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳️ A distinctly positive value ( $7 \geq$ ) indicates that this cluster is a particular strength.
- 📌 A distinctly negative value ( $7 \leq$ ) suggests a possible need for further development.

### Compared against Total EQ of the Norm Group

**7.75**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

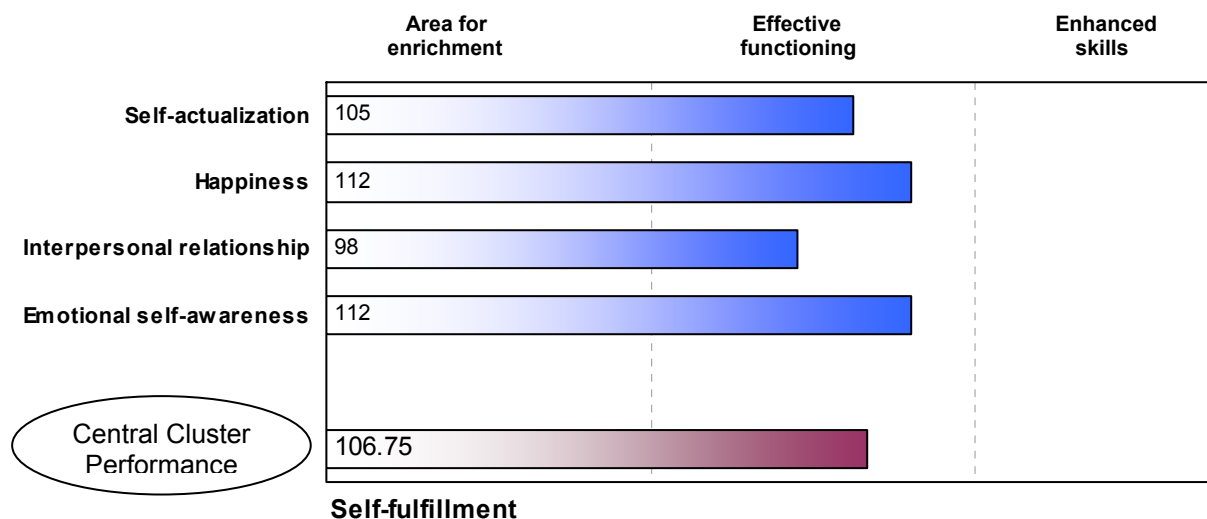
- ✳️ A distinctly positive value ( $11 \geq$ ) denotes that this cluster is a general strength.
- 📌 A distinctly negative value ( $11 \leq$ ) signifies a need for further development.



## 6. Self-Fulfillment

**Cluster Status -0.44**

Your demeanor is reflected by an overall feel of success in your career, personal, and relational life. This would include a sense of accomplishment and satisfaction at work, with oneself, in marriage, etc. Your performance on this cluster indicates the degree to which you act by example and naturally lead from known inner strength and contentment. Competence in this cluster helps you shine in your area of specialization and gives you a backdrop for when times are tough. The scale RE may shed further light on your involvement and sense of belonging to further round out this cluster.



### Cluster Range

**14**

Indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- 📌 A double digit ( $10 \geq$ ) may point towards internal asymmetry or polarization.
- 📌 A value counted on one hand ( $0-5$ ) may point towards restrictive functioning.

### Compared against Personal Total EQ

**-2.25**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳️ A distinctly positive value ( $7 \geq$ ) indicates that this cluster is a particular strength.
- 📌 A distinctly negative value ( $7 \leq$ ) suggests a possible need for further development.

### Compared against Total EQ of the Norm Group

**6.75**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

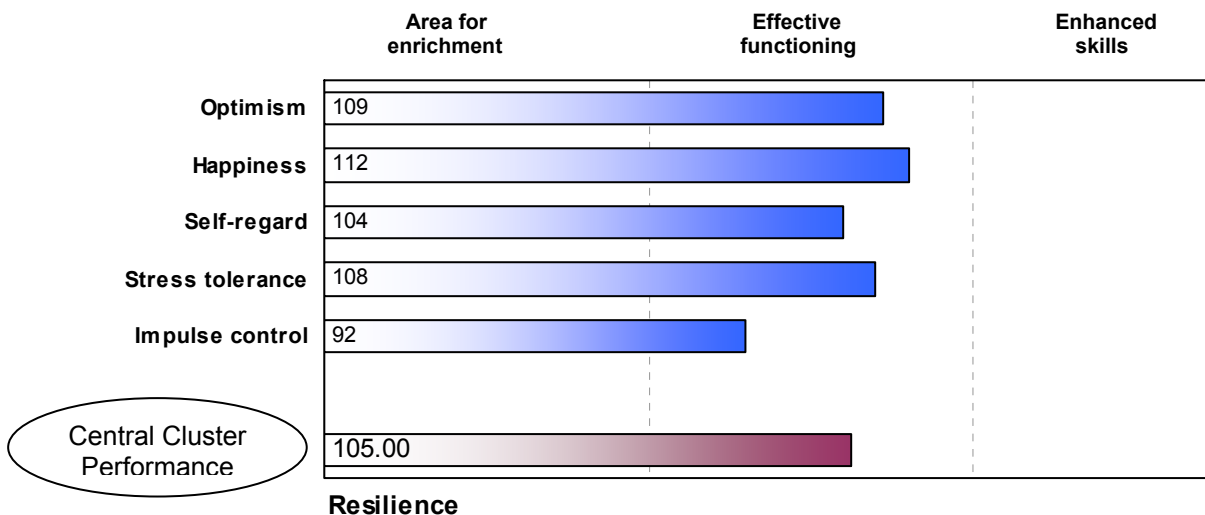
- ✳️ A distinctly positive value ( $11 \geq$ ) denotes that this cluster is a general strength.
- 📌 A distinctly negative value ( $11 \leq$ ) signifies a need for further development.



## 7. Resilience

**Cluster Status -0.83**

An important foundation of a healthy demeanor is your ability to be resilient in the face of daily pressures and demands in life. Your toughness and buoyancy may be developed qualities in coping with stress. Your performance on this cluster indicates to what extent you can bounce back in spirit after having to deal with tension or conflict. Competence in this cluster helps you overcome resistance experienced from others and be unreceptive to harmful ambiance. The individual scale FL may shed further light on durability within this cluster.



### Cluster Range

**20**

Indicates consensus of EQ attributes within this cluster, or else the presence of outlier scales.

**A smallish value between 5 and 10 is most desirable.**

- 📌 A double digit ( $10 \geq$ ) may point towards internal asymmetry or polarization.
- 📌 A value counted on one hand ( $0-5$ ) may point towards restrictive functioning.

### Compared against Personal Total EQ

**-4.00**

A value of 0 means your Central Cluster Performance matches that of your personal Total EQ.

**Interpret this value in increments (categories) of 6, using 0 as basis point.**

- ✳️ A distinctly positive value ( $7 \geq$ ) indicates that this cluster is a particular strength.
- 📌 A distinctly negative value ( $7 \leq$ ) suggests a possible need for further development.

### Compared against Total EQ of the Norm Group

**5.00**

A value of 0 means your Central Cluster Performance matches the Total EQ average of the norm group, which is set at 100.

**Read this value in increments of 10, with 0 as basis point.**

- ✳️ A distinctly positive value ( $11 \geq$ ) denotes that this cluster is a general strength.
- 📌 A distinctly negative value ( $11 \leq$ ) signifies a need for further development.



## Next Steps

- A next step for you could be to bring a specific focus to your further development by keeping in mind a suggested profile representing high social intelligence. The AIR-Social is well suited for this objective.
- You may want to retake the EQ-i assessment after set time intervals to gauge the impact of your EQ development through the AIR-Track, another report option that is available to you.
- You may also want to interpret your report within the context of recruitment, or even to benchmark your profile against a set criterion. For example, you can compare your personal EQ-i profile against an EQ profile that is thought to be ideal for your job, or against the desired EQ competencies and clusters for top performance in your organization. The AIR-Select and AIR-Match are great for these purposes.
- Alternatively, you may want to use the AIR-Health to understand and manage the connection between your emotional centers and your physical health.
- Group development, the suitability of group membership and group success can also be monitored through the Group Dynamics Report (GDR), available from ePsy Consultancy.

## In Summary

The objective of the AIR-Develop is to present a snapshot of your current competence in seven EQ clusters as it relates to your everyday functioning in the workplace and elsewhere. It is designed to highlight what works well, and where the opportunities lie should you choose to pay attention to them. The report brings with it an obligation to the user to responsibly follow up on its findings.

Bear in mind that just as some people are specialists while others are generalists, cluster performance can vary between people as well, and required competence in them may depend on personal goals, external criteria for performance, etc. Your cluster performance speaks to balance and equilibrium in your life, with pointers for new avenues to venture into. Becoming emotionally competent is a journey to enjoy.

**End of Report**

