



Emotional Intelligence Profiler

Assessor Report

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Introduction to the Report

MAPP-EI is a self-report questionnaire designed to measure fundamental human characteristics that are important in the occupational setting. In particular, MAPP-EI explores emotional intelligence, often abbreviated as EI or EQ (emotional quotient). EI refers to the ability to recognise, understand, and manage one's own emotions, while also being able to perceive, influence, and empathise with the emotions of others. It involves several key components:

These characteristics fall within three core personality domains and the critical fourth domain of values/motivation:

- **Self-awareness**
- **Self-management**
- **Self-direction**
- **Awareness of others**
- **Relationships with others**

This report is based solely on the respondent's answers to the MAPP-EI questions. The statements in this report are included on the basis that they are generally true for someone who has given similar answers to this respondent but CANNOT be guaranteed to be accurate in every detail. No questionnaire is infallible. Although the results are generally very reliable, either the respondent or the assessor may disagree with some of the following descriptions.

When using this report, you should also remember that the questionnaire is a self-report instrument and therefore provides an indication of how the respondent perceives their own personality and behaviour. The questionnaire has been developed to highlight typical behaviours and preferences but does not provide measures of ability. Furthermore, there are no rights or wrongs in personality. Different profiles can be linked with success and job satisfaction in particular occupational roles, but there is no such thing as a profile that is generally good or generally bad.

The scores which are indicated graphically in this report, and the statements derived from these scores, are based on comparisons of results with a very large sample of managerial and non-managerial respondents (NOT the general population).

The report contains:

Full Narrative Report

- A full narrative describing self-awareness
- A full narrative exploring awareness



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Core Traits – Inward Traits

Self-awareness

These individuals are highly attuned to their own emotions and how they affect their behaviour. They can easily recognise when they are feeling different emotions, such as frustration, excitement, or joy, and are generally able to manage their reactions accordingly. They are also sensitive to the emotional states of others and use their awareness to navigate interactions with empathy and understanding. This emotional insight allows them to make thoughtful decisions, defuse potential conflicts, and foster stronger relationships with their colleagues. While they may not be perfect in every situation, they typically respond with sensitivity and consideration, adjusting their approach based on emotional cues from others.

These individuals exhibit strong self-assurance and confidence in their abilities. They are generally comfortable in their roles and are willing to take on new challenges or leadership opportunities. Their sense of self-belief is reflected in their decision-making, communication, and willingness to engage with others. While they may still face occasional moments of self-doubt, they are typically able to push through and maintain a sense of confidence in their skills and judgment. They handle feedback well, use it constructively, and are confident in their capacity to improve and succeed. Their self-assuredness enables them to take initiative and lead others with clarity and conviction.

These individuals actively seek feedback and regularly reflect on their performance. They are open to learning from their experiences and take proactive steps to improve. They understand their strengths and weaknesses and use feedback as a tool to refine their skills and enhance their effectiveness. Their ability to self-assess allows them to make continuous improvements, adapting their approach based on what they learn from past experiences. They are committed to personal and professional growth and use self-assessment as a means to achieve ongoing development.



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Core Traits – Inward Traits

Self-management

These individuals can sometimes control their emotions, but their self-control is inconsistent. In stressful situations, they may still have difficulty staying calm, and their emotional reactions may sometimes get the better of them. While they are able to manage emotions in some cases, they might struggle with impulsivity, leading to decisions or behaviours that are more reactive than thoughtful. Their emotional instability can cause occasional issues with colleagues or peers, particularly when under pressure.

People with an average level of positivity tend to maintain a balanced outlook. They are neither overly optimistic nor overly pessimistic and can recognise both the good and bad aspects of situations. While they may see challenges or setbacks, they are generally able to remain hopeful and look for potential solutions. Their ability to bounce back from setbacks is average; they might experience some discouragement but can generally move forward with some effort. Their optimism helps them stay motivated, but they may not always see every opportunity in a positive light.

People with below-average conscientiousness can complete tasks, but they often struggle with focus and consistency. They may leave tasks incomplete or fail to finish them to the best of their ability, particularly if the work is tedious or repetitive. Their attention to detail may be inconsistent, leading to occasional mistakes or oversight. While they are reliable at times, their tendency to become distracted or lack the persistence to complete tasks means their performance is not always dependable.



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Core Traits – Inward Traits

Self-direction

Highly innovative individuals constantly look for new ways to solve problems and improve processes. They thrive on creativity and enjoy approaching challenges with fresh, unconstrained thinking. They actively seek out opportunities for innovation and are unafraid to challenge the status quo. Their ability to think outside the box is a major strength, and they are often at the forefront of new ideas, pushing boundaries and driving change. Their approach is unconventional, and they can inspire others to embrace innovation and creativity in their work.

Individuals with an average level of proactivity can sometimes anticipate needs and take initiative, but they are not always consistent in their actions. They may spot tasks that need doing but are also comfortable waiting for others to assign tasks to them. While they are capable of identifying what needs to be done and acting on it, they are not always quick to do so without some prompting. They strike a balance between being reactive and proactive, but their tendency to wait for direction can hinder their ability to anticipate future needs and opportunities.

These individuals are quite adaptable and can handle change with relative ease. They are comfortable with ambiguity and are quick to adjust to new situations or challenges. They embrace change and are open to new ideas and practices, often thriving in dynamic environments. Their flexibility allows them to pivot when needed and find solutions in uncertain or shifting circumstances. They are generally comfortable stepping outside their comfort zone and adjusting their approach as required, making them valuable assets in fast-paced, evolving work settings.

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Core Traits – Outward Traits

Awareness of others

These individuals are generally empathetic and able to deeply understand and connect with the emotions and needs of others. They are good at sensing how people feel and are responsive to others' emotional states. They tend to be sensitive and considerate in their interactions and show a genuine concern for others' well-being. Their ability to relate to people allows them to build strong, supportive relationships, though there may still be occasional moments where they need to improve in managing emotional complexity or deeply complex interpersonal dynamics.

Individuals with average team focus strike a balance between individual and group goals. They contribute to team success but may still occasionally prioritise their own work or needs. They are capable of working effectively within teams but are not always fully invested in group outcomes. While they may offer support to teammates and value collaboration, they may not consistently put the team first, sometimes focusing more on their own responsibilities. Their approach to teamwork is functional but may not always be characterised by strong collaboration or collective focus.

Individuals with average collaboration are capable of working well with others but might not always seek out collaboration as their first option. They participate in team efforts and can work effectively with others when needed, but they may prefer to work independently when possible. They are open to consulting colleagues and offering input but are not always proactive in fostering collaboration. Their collaborative skills are adequate, and they can contribute to teamwork but may not always engage in the most effective or frequent collaboration.

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Core Traits – Outward Traits

Relationships with others

Highly politically aware individuals have a deep understanding of organisational dynamics and the power structures that shape decisions. They can quickly read situations, identify key players, and understand the motivations behind others' actions. They use this knowledge strategically, building relationships and aligning themselves with influential individuals to achieve goals. Their ability to navigate the complexities of organisational politics makes them effective in managing relationships, influencing decisions, and driving success within their organization.

These individuals are fairly convincing and skilled at persuading others. They can clearly present their ideas, make strong arguments, and generally influence others to support their point of view. They are persistent and know when to push harder to convince others, tailoring their approach based on the audience and situation. While they may not always achieve perfect persuasion, their ability to communicate persuasively and influence decisions is a significant strength.

These individuals are fairly assertive and comfortable taking the lead when necessary. They confidently express their opinions and advocate for their ideas. They can set an example for others and are comfortable making decisions and directing efforts when required. While they may not always dominate situations, they are proactive in taking charge and making their presence felt. Their assertiveness enables them to lead and influence others effectively, inspiring respect and cooperation.