



Emotional Intelligence Profiler Executive Profile

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Emotional Intelligence Profiler Executive Profile

Introduction to the MAPP-EI Emotional Intelligence Profile

This profile chart provides graphical representations of:

- * Core personality traits that are associated with emotional intelligence
- * These traits are clustered into inward and outward domains:
 - * Self-awareness, self-management and self-direction
 - * Awareness of others and relationships with others

Feedback Guidelines

When exploring the profile with the respondent:

- * Emphasise that MAPP-EI is a self-report questionnaire
- * Remind them it is not about ability - there are no rights or wrongs
- * Explain that no questionnaire is infallible - it is alright to disagree
- * Encourage a full, open two-way dialogue
- * Explain that their responses have been compared with a very large sample of managers/professionals



Emotional Intelligence Profiler

Inward Traits

Self-awareness

	1	2	3	4	5	6	7	8	9	10	
Less likely to be aware of emotions at work. Overlooks impact of emotions on behaviour.	•	•	•	•	•	•	◆	•	•	•	Emotional Insight Recognises own emotions and their impact. Is in tune with emotional state. Has insight into own feelings and behaviour.
Has lower self-esteem. May need encouragement from others. Has doubts about self and own abilities.	•	•	•	•	•	•	•	◆	•	•	Self-assuredness Is self-assured. Has confidence in own abilities. Feels good about self.
May find it difficult to receive feedback. Less likely to learn from experience. May lack clarity about own performance.	•	•	•	•	•	•	◆	•	•	•	Self-assessment Learns from experience. Seeks feedback from others. Open to learning. Can laugh at self.

Self-management

	1	2	3	4	5	6	7	8	9	10	
Displays emotions freely. May be prone to expressive outbursts.	•	•	◆	•	•	•	•	•	•	•	Self-control Keeps emotions under control. Appears calm, unruffled. Hides feelings.
Pessimistic. Expects things to go wrong. Sees negatives not positives.	•	•	•	•	◆	•	•	•	•	•	Positive Optimistic, positive. Sees advantages. Can bounce back after setbacks.
Easily distracted. Leaves things unfinished. Finds repetitive work tedious. Less conscientious.	•	•	◆	•	•	•	•	•	•	•	Conscientious Perseveres with tasks. Avoids distractions. Finishes tasks off. Reliable and conscientious.

Self-direction

	1	2	3	4	5	6	7	8	9	10	
Accepts existing methods and systems. Adapts to existing practices and routines. Does things by the book.	•	•	•	•	•	•	•	•	•	◆	Innovative Looks at problems in a fresh, unconstrained manner. Avoids preconceptions. Enjoys creative innovation.
Waits for things to happen. Reacts to events rather than anticipating them. Doesn't look for things that need to be done. Prefers to be told what to do.	•	•	•	•	•	◆	•	•	•	•	Proactive Spots things that need doing and does them. Doesn't wait for things to happen. Anticipates the future. Looks for work to do.
Dislikes change and novelty. Prefers the familiar and the known. Dislikes ambiguity.	•	•	•	•	•	•	◆	•	•	•	Adaptable Comfortable with ambiguity. Embraces change. Can adapt readily to new circumstances.



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Outward Traits

Awareness of others 1 2 3 4 5 6 7 8 9 10

May appear unsympathetic. Less tolerant. Can lack interpersonal insight and empathy.	1	2	3	4	5	6	7	8	9	10	Empathetic Can stand in others' shoes. More perceptive about people. Psychologically minded.
More of an individualist than a team player. Puts own needs first. Less likely to focus on team success.	1	2	3	4	5	6	7	8	9	10	Team focused Puts the team first. Less inclined to focus on self at the expense of the group.
Prefers to resolve issues on own. Less likely to consult others. May dislike collaborative approaches.	1	2	3	4	5	6	7	8	9	10	Collaborative Draws on others for support. Is happy to communicate with others. Adopts a collaborative style.

Relationships with others 1 2 3 4 5 6 7 8 9 10

May be less politically aware. Not always tuned in to organisational needs.	1	2	3	4	5	6	7	8	9	10	Political More aware of organisational politics. Identifies key players and opinion formers. Reads situations well.
May be less comfortable influencing others. Not especially persuasive or persistent.	1	2	3	4	5	6	7	8	9	10	Convincing Enjoys persuading people to a point of view. Is persistent. Better able to convince others.
Lets others take the lead. Less assertive. More likely to follow. than to lead.	1	2	3	4	5	6	7	8	9	10	Assertive Takes the lead. Sets example. May inspire others to follow suit. Is happy to be in charge.