



THE CAREER GUIDE
SUCCESS THROUGH GUIDANCE

Report

Emotional Intelligence Test-R

██████████ DESAI

Test taken on the 22nd of July 2018 in 14 min 38 sec

powered by
CENTRAL TEST

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1 - INDICATOR(S)

Indicators specific to the test

Social Desirability

Score
5.5



Definition

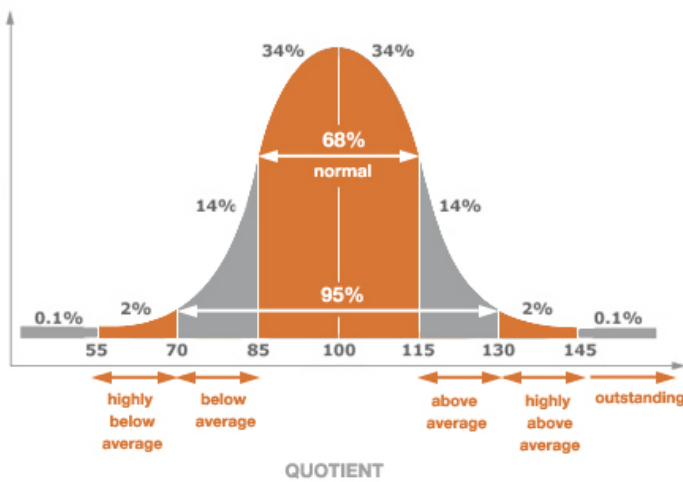
A high score (a number greater than 7) indicates a tendency to respond favourably, that is, the candidate has deliberately or unknowingly responded in such a manner so as to create a positive impression of himself/herself.

Emotional Quotient

Quotient
97

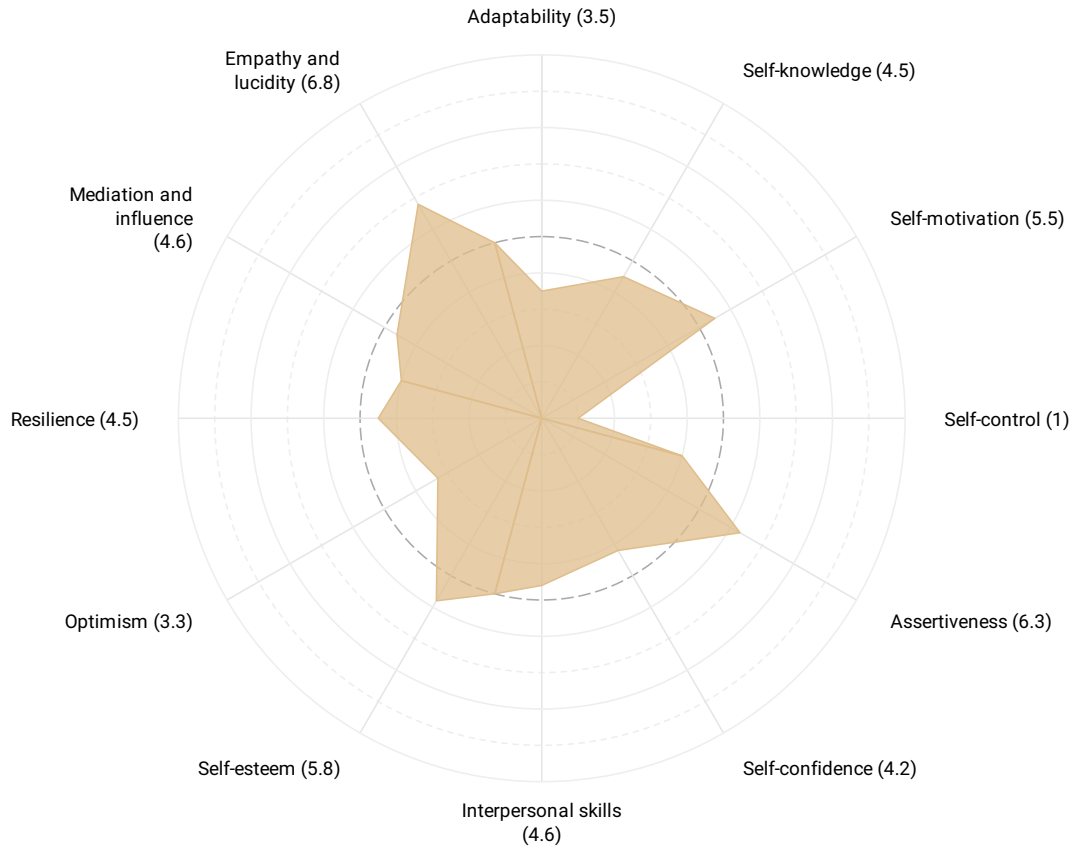
. DESAI makes fair use of his emotional intelligence. He seems to be aware of his strengths and weaknesses. This report can help him build on his strengths and work on the weaknesses.

Score distribution



2 - THE GRAPH

Results on the factors (Score out of 10)



3 - PERSONALISED ANALYSIS

Personality traits that are specific to the profile

In this section you will find the traits that stand out the most in the profile of **DESAI**.

A few precautions in interpreting the results:

- Certain traits may contradict each other, this is true for human behaviour.
- Being a self-assessment, do not forget to address the salient features with the applicant or employee.
- We recommend to look at '**The Comments**' section of this report for a more personalised description of the profile.

Strengths

No dominant trait emerges from your profile

Weak points

Being hardly able to control stress, anger or frustration, **DESAI** tends to let his emotions take over. Certain situations, which are difficult to manage, can lead him to act impulsively.

Advice

In situations of stress or conflict, **DESAI** should take some time to put what is happening and how he is feeling into words. He will then be able to analyse the situation more objectively. This will help him handle the situation appropriately.

4 - THE COMMENTS

An interpretation of the score on each factor

Self-knowledge

Score
4.5



_____ DESAI is somewhat introspective and is able to analyse his own emotions and behaviour. However he is not always completely aware of his own desires and needs and it takes time for him to understand what he wants.

📌 Definition

Being self-aware means being able to identify what emotions are being felt and what sets them off; it means listening to one's own desires, needs and motivations. People who are self-aware know how to analyse their own reactions and behaviour. This criterion requires constant introspection, but does not mean that people should be immobile. People who have good self-awareness know how to lead their lives, what they want and where they are going, whether in their personal or professional lives.

Self-control

Score
1



_____ DESAI has difficulty keeping negative emotions to himself when faced with stressful or unusual situations. These situations tend to overwhelm him and obscure his judgement. This leads him to react or even make decisions, in an impulsive manner.

📌 Definition

Self-control is an important asset for becoming socially accepted. This refers to the ability to control impulses and excessive reactions such as anger, exasperation, anxiety or melancholy—so that people can think and act calmly in any type of context. People who demonstrate good self-control give an impression of stability. They can cope with difficult situations such as conflict or stress without revealing their feelings and they are able to ease tension.

Self-motivation

Score
5.5



_____ DESAI's motivation is solid enough to get him through his projects. However at times, he may need encouragement to persevere.

📌 Definition

This trait determines the ability to find the resources within oneself in order to become and remain motivated. People who have this drive will adopt a positive attitude in any situation and will show perseverance and tenacity. They will be efficient in everything they undertake and be ready to take on challenges, even the most complex ones.

Adaptability

Score
3.5

0

10

It is not always easy for [REDACTED] DESAI to accept being wrong. He may act and react in a similar manner every time, even in situations which are different. Being someone who cannot stray much from habit, new or unusual situations can unsettle him.

Definition

Adaptability is an essential characteristic for building good social and occupational relationships and fitting in an environment. Being able to adapt means being able to let go of habits and to easily change points of reference. Adaptable people are able to share opinions and feelings, while taking specific situations and points of view into account. On the other hand, people who cannot stray from their opinions and habits are considered to be less flexible.

Self-esteem

Score
5.8

0

10

Being aware of his good qualities and his shortcomings, [REDACTED] DESAI has a mostly accurate image of himself. In general he knows what he is worth. By raising his self-esteem he could better showcase his strengths.

Definition

Self-esteem corresponds to how much one values oneself. By recognising their own strengths and weaknesses, people understand what they are worth and they are not dependent on what others think; they thrive more easily. The feeling of being loved and appreciated is closely related to self-esteem.

Optimism

Score
3.3

0

10

[REDACTED] DESAI has a weak level of optimism. He tends to see the dark side of things and this can prevent him from fully seizing certain opportunities.

Definition

Optimism is one facet of emotional intelligence and also a result of emotional intelligence: feeling good about oneself and one's relationships leads to more confidence in the future. Being optimistic means being generally happy with life, seeing the positive side of things and thinking that the best is yet to come. It means knowing that failure is part of life and will pass and that failing is a learning experience.

Resilience

Score
4.5

0

10

_____. DESAI does not throw in the towel after failing badly at something, but he does need time before getting back on his feet. He does his best to avoid feeling regret and dwelling on the past.

Definition

Resilience is the ability to get back on one's feet after disappointment or failure. By learning from mistakes, people are better able to cope with failure and struggle. High resilience allows people to move forward and not be burdened with regret.

Self-confidence

Score
4.2

0

10

Sometimes _____ . DESAI has confidence in himself and sometimes he does not. While he is comfortable in certain situations, he can be anxious in other, more delicate situations. Very often a few words of encouragement are enough to take away his doubts.

Definition

Being self-confident is, above all, having a strong belief in oneself and in one's abilities. Self-confidence can manifest itself in personal skills allowing us to surpass our own objectives and gain autonomy. It also enables us to tackle challenges and unexpected events more serenely.

Interpersonal skills

Score
4.6

0

10

In order to feel comfortable with others, _____ . DESAI needs time to get to know them well. He will then show more interest in the discussions and enjoy sharing ideas. However if he thinks that a conversation is of little interest, he will not necessarily make an effort to pay attention.

Definition

Having good interpersonal skills means being good at forming and maintaining relationships with others. Being authentic is a must! People who have good relationship skills can easily share their emotions and feelings and they feel comfortable in groups and communicate without difficulty.

Assertiveness

Score
6.3

0

10

Generally speaking _____ . DESAI finds it important to express his point of view even when others do not agree. However, he may avoid confrontation or cut a debate short if he thinks it might hurt his relationships.

Definition

Being assertive is the ability to express oneself and make one's voice heard without being uselessly aggressive. Assertive people can find their place more easily in a group and share opinions and feelings more effectively. When a situation calls for confrontation, an assertive person will not turn away. This is why being excessively assertive can be seen as being arrogant.

Empathy and lucidity

Score
6.8

0

10

By paying attention to his environment [redacted]. DESAI can correctly interpret other people's emotions. Being able to decipher unspoken messages, he does not often make mistakes about people or their intentions. To sum up, [redacted]. DESAI possesses the ability to empathise with others.

Definition

Empathy is about putting oneself in another person's shoes and understanding what is on his or her mind, all while staying true to oneself. Being similar to clear-sightedness, empathy helps a person understand the big picture and read between the lines, in terms of psychology (such as figuring out the unspoken goal of someone trying to sound convincing) or facts. Empathy requires a person to listen well, be observant and be insightful—implicit messages are deciphered in this way.

Mediation and influence

Score
4.6

0

10

[redacted]. DESAI can sometimes demonstrate an ability to act as a mediator. However he is not always able to express his ideas and successfully convince those around him. When times are tense, [redacted]. DESAI will attempt to calm everyone down, more or less effectively.

Definition

This trait evaluates the ability to develop arguments, motivate others and inspire enthusiasm, thanks to a good understanding of who people are and how they react. Mediation and influence also refer to an ability to reconcile diverging points of view in situations of conflict.

5 - GENERAL PROFILE

Where you stand with respect to standard behavioural dimensions

This section analyses the extent to which the candidate's profile matches the dimensions of Emotional Intelligence.

A perfect match corresponds to 100%.

Click on '**Details**' (only in HTML version of the report) to view the candidate's graph superimposed on the ideal graph for that particular dimension.

Dimensions of Emotional Intelligence

1	Leadership		58%
2	Self-assertion		54%
3	Personal development		47%
4	Intra-personal intelligence		40%

Leadership 58%

This dimension measures the ability to gather people together to work on a project or pursue an idea. To inspire enthusiasm, a leader must be able to identify the feelings and intentions of his/her team. Empathy is an important asset when it comes to influencing others in a positive manner and resolving conflict. Leaders must listen carefully to others, be insightful, and think clearly.

Self-assertion 54%

This dimension encompasses several traits that help people stand up for themselves in their social and professional lives. Believing in one's own skills and potential has a great impact on a person's ability to make decisions and take on challenges. This self-assurance facilitates interaction with others. Assertive people can share opinions and feelings, and they can stick up for their viewpoints.

Personal development 47%

This dimension sheds light on an individual's perception of him/herself and his/her surrounding environment. Personal development takes root from how people view themselves and how optimistic they are about the future. These attitudes help people feel good about themselves and their relationships. Failure is not considered to be an obstacle, but is instead a temporary phase that leads people to bounce back and grow stronger.

Intra-personal intelligence 40%

This dimension mainly refers to the ability to adapt. Flexible and adaptable people always take into account the context they're in when expressing themselves, and they can easily change the way they do things. They are also aware of who they are and what they want. Their self-awareness helps them master their emotions and behaviour, and they can also understand what drives them forward.

