

EIQ Team Graphs

The EIQ Team Graphs report was designed for leaders specifically to bring together, in one view, a summary of the Overall EIQ scores and 4 Quotient graphs of the selected team members. This information can be very helpful and useful when working on individual development plans and examining the collective EIQ of your team to reveal areas that may pose potential challenges or offer opportunities for growth and support within the team. We know that when people engage in open, authentic discussions and great conversations, they can walk away with more effective, actionable steps and new, supportive ideas, no matter what their current level of EIQ.

There are a few VERY IMPORTANT considerations to examine:

- ***This should only be shared with the permission of EACH PERSON on the team. Because this information is so personal and the results are often quite revealing, the personal responses to this information may be very sensitive and vulnerable for some individuals.***
- ***Be sure BEFORE you consider sharing this information with a group, EACH INDIVIDUAL should be aware of the vulnerability and sensitivity of this subject matter. Take the time to discuss and set up the team interaction around the results, and how to honor and respect those around them.***
- ***You may want to remind all involved that this is a safe space and what is discussed here, stays here. Using this information with a team should only be done in a very trusting and safe environment.***
- ***Consider the usefulness of this information for the team prior to sharing it. What are the takeaways you can see that would benefit the team as a whole? Remember, people naturally will be drawn to comparing themselves with others, both in positive and negative ways. Be sure the context of the report when shared is one of growth and support, rather than comparison. This may cause a degree of unnecessary discomfort.***
- ***Remember: the numbers and graphs only tell part of the story. Each person has our own level of capability and focus in EIQ, and it can shift and change depending on a variety of circumstances and relationships. While these scores are reliable as a starting point of understanding, conversation is required to determine how the scores apply, and the benefits and challenges that arise from each. How to continue to grow and strengthen EIQ will be different for each person, depending on their own needs, their understanding, their behavioral style, and more. Don't let these graphs become too generalized. Each person has a unique and distinguishable story and process!***

How to Use the EIQ Team Graphs

Once the considerations above have been addressed, there are a number of ways you can use this information to support and strengthen Team EIQ.

- **Consider the Overall Scores of the team:**

Do you have a collective higher or lower EIQ? How does this impact individual success and group interaction? Do emotions run high? Are emotions valued and understood? Are emotions not presented, welcome, or respected on your team as a whole? How much connection and engagement can you see in your team, and what do the graphs represent? Are there ways you can support the team in becoming a stronger, more collaborative entity? Are there things that may be causing disconnect or miscommunication that need to be shared and resolved?

- **Consider the Quotient Scores of the team:**

What quotient patterns can you identify? Are there very strong scores in some areas, but not in others? What are the consequences of the scores that you see present in your team interactions?

- **Self-Recognition (SeR)**

What do the scores reveal about the team's focus and capability in self-awareness and personal understanding of their emotions?

- **Social Recognition (SoR)**

What do the scores reveal about the team's focus and capability in social awareness and understanding of the emotions of others?

- **Self-Management (SeM)**

What do the scores reveal about the team's focus and capability in self-management and personal discipline?

- **Social Management (SoM)**

What do the scores reveal about the team's focus and capability in social management and relationship management?

If there are significantly different scores, it may be useful to consider what may be influencing the scores being inconsistent across the team. You can also take it one step further and ask the team to share their individual sub-category scores, if you think there may be some opportunities to dive in further to the content and suggestions for improvement, and if the team is willing.

Remember that in each individual report there are many suggestions for improving EIQ, both at the overall quotient level and at the sub-category level as well.

Sample Report

Overall Score



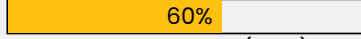
Self-Recognition (SeR)



Social Recognition (SoR)



Self Management (SeM)



Social Management (SoM)



Sample Report

Overall Score



Self-Recognition (SeR)



Social Recognition (SoR)



Self Management (SeM)



Social Management (SoM)

