



COACH 360° FEEDBACK REPORT

Mariana Felicita

Rated by: Manager(1), Peers(3), Direct Reports(3)

Leadership Development Program

January 26, 2022



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Participant Response Style Explained

No validity concerns were found for this report.

PARTICIPANT SUMMARY

Name: Mariana Felicita
Age: 40
Gender: Female

Completion Date: January 26, 2022
Time to Completion: 10:58
Norm Type: General Population

INCONSISTENCY INDEX: 0

The Inconsistency Index is 0, indicating consistency in responses across pairs of items with similar content.

POSITIVE IMPRESSION: 0

NEGATIVE IMPRESSION: 0

Both the Positive and Negative Impression indices are less than 3. Responses are likely neither the result of an overly positive, nor an overly negative response style. You may want to ask:

"Tell me about your process for responding to the items. "

"What did you think of the items? Were any particularly difficult to respond to? "

ITEM 133 (My responses to the preceding sentences were open and honest): 5

Mariana's response was: Always/Almost Always.

OMITTED ITEMS:

No items were omitted.

RESPONSE DISTRIBUTION

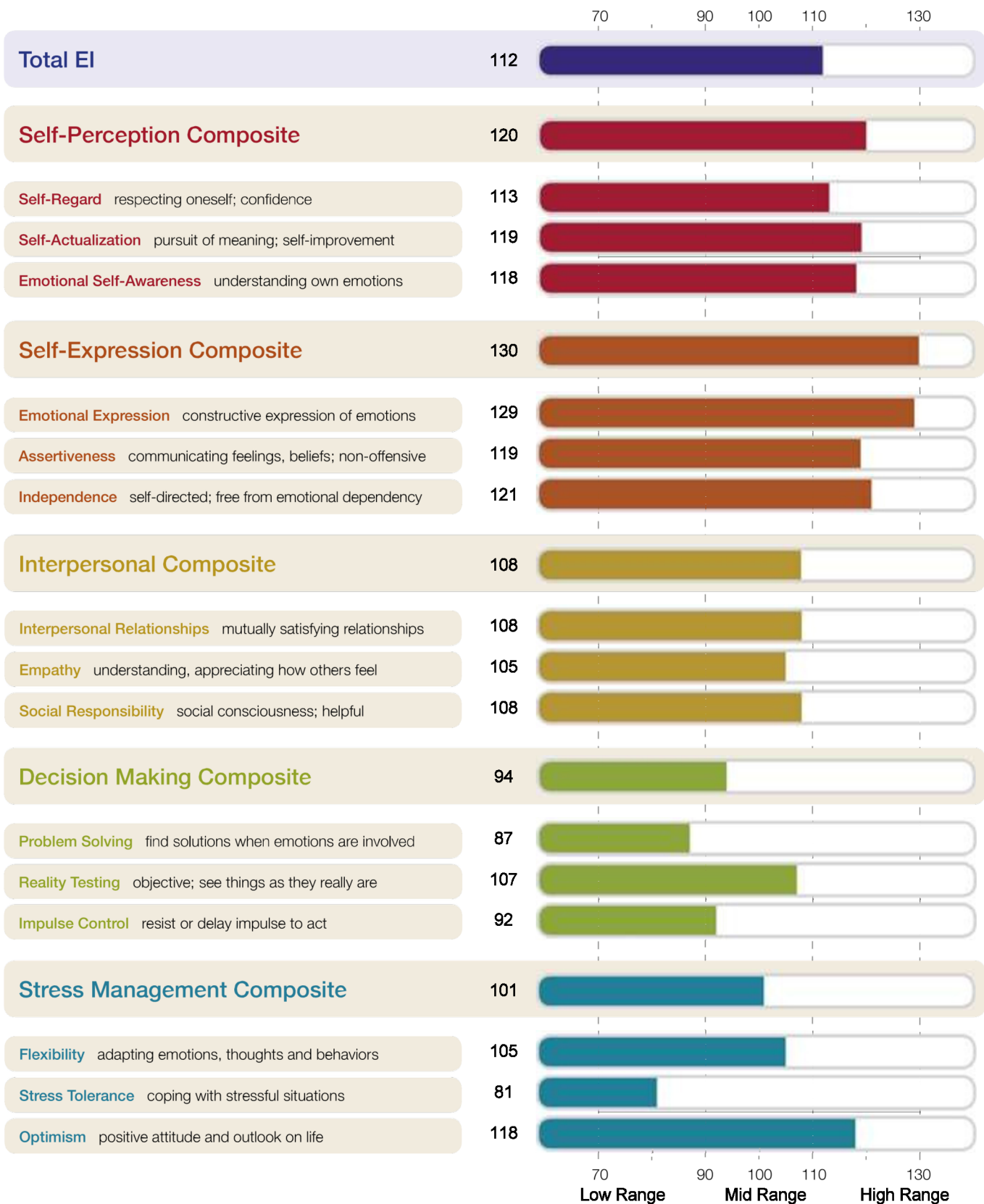
Mariana did not show a significant preference for using either the extreme ends or the middle points of the response scale.

Responses

- ? = 0%
- 1 = 15%
- 2 = 11%
- 3 = 16%
- 4 = 36%
- 5 = 22%



Overview of Results



Rater Details

	Manager(s) 	Peers 	Direct Reports 	Friends/Family 	Other 	All Raters
Number of raters per group	1	3	3			7
How long have you known the person being assessed?						
Under 1 year			1			1
1 to 5 years	1		2			3
6 to 10 years		3				3
Over 10 years						
How often do you interact with the person being assessed?						
Rarely		1				1
Occasionally		1				1
Sometimes		1				1
Often	1		3			4
How well do you know the person being assessed?						
Not very well						
Fairly well			1			1
Well	1	1	2			4
Very well		2				2

Rater Response Style Explained

M	P	DR	F	
Manager(s)	Peers	Direct Reports	Friends/Family	Other

INCONSISTENCY INDEX

These raters were consistent across the inconsistency item pairs.

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These raters were consistent across the inconsistency item pairs.

POSITIVE & NEGATIVE IMPRESSION

Raters' responses are likely neither the result of an overly positive nor an overly negative response style.

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ITEM 133 (My responses to the preceding sentences were open and honest):

Always/Almost Always=1

Always/Almost Always=3

Always/Almost Always=3

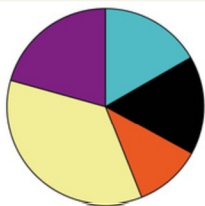
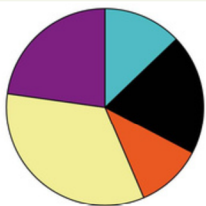
OMITTED ITEMS

None of the raters exceeded the allowed number of omitted items for any of the scales.

None of the raters exceeded the allowed number of omitted items for any of the scales.

None of the raters exceeded the allowed number of omitted items for any of the scales.

RESPONSE DISTRIBUTION



 = Never/Rarely
  = Occasionally
  = Sometimes
  = Often
  = Always/Almost Always
  = ?

Profile Gap Analysis

The figure on this page provides you with a general overview of the level of agreement between your client's self-report and how others see him or her.

- The vertical axis shows your client's self-rating. Higher scoring subscales will appear towards the top of the graph and lower scoring subscales at the bottom.
- The horizontal axis shows you how much agreement there is between your client's self score and the scores received from the rater groups, across the various subscales. Subscales appearing to the far right indicate consensus—raters agree with your client's own assessment of each behavior.
- Subscales that overlap with one another indicate a consistent experience of those particular EI behaviors.

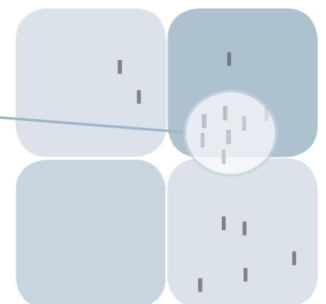


WHAT TO LOOK FOR:

Subscales falling in the left quadrants have awareness gaps, meaning your client sees him- or herself differently from the way others do. Your client may be unaware of, or “blind” to his/her own EI strengths and weaknesses.

WHAT TO LOOK FOR:

Concentration in the two right quadrants indicates a healthy level of self-awareness.



Rater Response Summary

Now that you understand your client's self-rating on the EQ-i 2.0, you can begin to discover the richness of the data collected from his/her colleagues. The two graphs below show a broad overview of the results at the Total EI level and at a Composite Scale level.

Total EI:

Total EI provides a general indication of how emotional and social skills influence the way one perceives and expresses oneself, maintains social relationships, copes with challenges, and uses emotional information in a meaningful way.

	70	90	100	110	130	Self 	Manager 	Peer 	Direct Reports 	Family/Friends 	Other 
Total EI						112	110	111	113		

Composite Areas:

The five composite areas represent broad skill areas that are important in dealing with workplace demands. Once your client understands his or her results in these broader areas, use the graph on the next page to dig deeper into your client's subscale results.

	70	90	100	110	130	Self 	Manager 	Peer 	Direct Reports 	Family/Friends 	Other 
Self-Perception						120	104*	109*	118		
Self-Expression						130	108*	110*	122		
Interpersonal						108	115	113	101		
Decision Making						94	104*	105*	106*		
Stress Management						101	114*	114*	116*		

* indicates that there is a significant difference between this rater group's score and your SELF score

Self-Perception. Subscales in this composite address the 'inner-self' and assess one's feelings of inner strength, confidence, pursuit of meaningful goals as well as one's understanding of what, when, why, and how different emotions impact your thoughts and actions.

Self-Expression. Subscales in this composite are an extension of Self-Perception as they assess the outward expression or the action part of one's internal perception. Such skills as openly expressing thoughts and feelings in a constructive way and remaining self-directed are included in this composite.

Interpersonal. The Interpersonal composite includes subscales which measure one's ability to develop and maintain relationships based on trust and compassion, articulate an

understanding of another's perspective, and act responsibly, showing concern for others, one's team or one's greater community/organization.

Decision Making. Subscales in this composite address the way in which one uses emotional information by understanding the impact emotions have on decision-making, including the ability to resist or delay impulses and remain objective so to avoid rash behaviors and ineffective problem solving.

Stress Management. This composite contains subscales which address how well one can cope with the emotions associated with change and unpredictable circumstances, while remaining hopeful about the future and resilient in the face of setbacks and obstacles.

Rater Response Summary

Name: Mariana Felicita

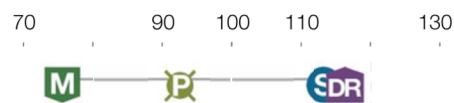


EI Subscales	70	80	90	100	110	120	130	Self S	Manager M	Peer P	Direct Reports DR	Family/ Friends F	Other O
Number of raters								1	1	3	3		
Self-Perception													
Self-Regard								113	75*	92*	116		
Self-Actualization								119	113	114	116		
Self-Expression													
Emotional Self-Awareness								118	123	118	118		
Emotional Expression								129	122	122	120		
Assertiveness								119	95*	91*	119		
Independence								121	101*	108*	113		
Interpersonal Relationships								108	110	110	106		
Empathy								105	116*	110	90*		
Social Responsibility								108	116	114	110		
Decision Making								87	105*	111*	111*		
Reality Testing								107	109	109	116		
Impulse Control								92	97	94	89		
Stress Management													
Flexibility								105	116*	115*	114		
Stress Tolerance								81	103*	111*	112*		
Optimism								118	120	111	115		

* indicates that there is a significant difference between this rater group's score and your SELF score



Self-Regard



Self-Regard respecting oneself; confidence

This person...	Self	Manager	Peers	Direct Reports	Family/Friends	Others
	4	2	3.67	4		
	4	2	3.67	4.67		
	1	3	2	1		
	1	3	2.67	1		
	1	3	2.33	1		
	4	2	3	5		
	5	3	3.67	4.67		
	5	4	3.33	4.33		

Responses: 1 Never/Rarely 2 Occasionally 3 Sometimes 4 Often 5 Always/Almost Always

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Balancing EI

This section compares Self-Regard with its related subscales: Self-Actualization, Problem Solving, and Reality Testing.

- Where a greater than (>) or less than (<) sign is shown, the subscale scores are significantly different and further investigation into these imbalances is recommended.
- When an equals sign (=) is shown the subscale scores are not significantly different from one another and therefore are well balanced. In order to maintain this balance, you may want to guide the respondent to watch for significant growth in one subscale over the other and consider ways that he/she can develop the subscales in tandem.

= Self-Actualization (119)

Self-Regard (113) > Problem Solving (87)

= Reality Testing (107)

Your Self-Regard is in balance with your Self-Actualization.

Your Self-Regard is higher than your Problem Solving. These components work effectively together when self-confidence promotes the feeling that you can and will succeed. Therefore, cultivate a feeling of resilience and perseverance to commit to finding required solutions.

Your Self-Regard is in balance with your Reality Testing.



Self-Actualization

70 90 100 110 130

Self-Actualization pursuit of meaning; self-improvement

This person...	Self	Manager	Peers	Direct Reports	Family/Friends	Others
[REDACTED]	4	5	4.67	4.67		
[REDACTED]	5	5	4.67	4.67		
[REDACTED]	5	4	4.33	4.67		
[REDACTED]	5	4	4.33	4.67		
[REDACTED]	5	4	4	4.33		
[REDACTED]	5	5	5	4.33		
[REDACTED]	5	5	4.33	4.67		
[REDACTED]	4	4	5	5		
[REDACTED]	4	4	4	4.33		

Responses: 1 Never/Rarely 2 Occasionally 3 Sometimes 4 Often 5 Always/Almost Always

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Balancing EI

This section compares Self-Actualization with its related subscales: Self-Regard, Optimism, and Reality Testing.

- Where a greater than (➤) or less than (➤) sign is shown, the subscale scores are significantly different and further investigation into these imbalances is recommended.
- When an equals sign (⚖) is shown the subscale scores are not significantly different from one another and therefore are well balanced. In order to maintain this balance, you may want to guide the respondent to watch for significant growth in one subscale over the other and consider ways that he/she can develop the subscales in tandem.

⚖ Self-Regard (113)

Your Self-Actualization is in balance with your Self-Regard.

⚖ Optimism (118)

Your Self-Actualization is in balance with your Optimism.

Self-Actualization (119)

➤ Reality Testing (107)

Your Self-Actualization is higher than your Reality Testing. To balance these components, goals and aspirations should be tempered with a sense of realism. Create both long-term and short-term goals to help you achieve your aspirations. This approach provides a sense of the short-term resources needed to be successful and thus brings a reality check into the process that also speaks to the viability of the long-term goals.



Emotional Self-Awareness

70 90 100 110 130

Emotional Self-Awareness understanding own emotions



This person...	Self	Manager	Peers	Direct Reports	Family/Friends	Others
	5	4	4	4.33		
	4	4	4.67	4		
	4	5	4	4.33		
	4	4	4.33	4.33		
	4	5	4	4		
	5	5	4	4		
	5	4	4.33	4.33		

Responses: 1 Never/Rarely 2 Occasionally 3 Sometimes 4 Often 5 Always/Almost Always

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Balancing EI

This section compares Emotional Self-Awareness with its related subscales: Reality Testing, Emotional Expression, and Stress Tolerance.

- Where a greater than (➤) or less than (➤) sign is shown, the subscale scores are significantly different and further investigation into these imbalances is recommended.
- When an equals sign (⚖) is shown the subscale scores are not significantly different from one another and therefore are well balanced. In order to maintain this balance, you may want to guide the respondent to watch for significant growth in one subscale over the other and consider ways that he/she can develop the subscales in tandem.

➤ Reality Testing (107)

Your Emotional Self-Awareness is higher than your Reality Testing. Do you have a tendency to focus more on your feelings and less on what is going on around you? Keeping a balance between these subscales means giving equal consideration to your feelings and to those of others, as well as to the situation.

Emotional
Self-Awareness
(118)➤ Emotional
Expression (129)

Your Emotional Self-Awareness is lower than your Emotional Expression. Try explaining why you are expressing an emotion. For example, provide reasons for why you are worried about an upcoming business meeting—don't just be worried. This alignment will help you manage your emotions more effectively and helps others to deal with the underlying cause.

➤ Stress Tolerance (81)

Your Emotional Self-Awareness is higher than your Stress Tolerance. When these scales are in balance, you recognize how stressful situations are affecting you on an emotional level. That is, you navigate the situation and manage the emotions created by the situation. Emotions should not be ignored but neither should they entirely dictate your behavior when under stress.



Well-Being Indicator

70 90 100 110 130

Happiness satisfied with life; content

This person...	Self	Manager	Peers	Direct Reports	Family/Friends	Others
	1	1	1	1		
	1	1	1	2.33		
	4	5	4.67	4.67		
	5	5	5	4.33		
	5	4	5	4.67		
	4	4	4.67	5		
	5	5	4	4		
	5	4	4.33	4		

Responses: 1 Never/Rarely 2 Occasionally 3 Sometimes 4 Often 5 Always/Almost Always

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Well-Being Indicator

Happiness satisfied with life; content

116

70 90 100 110 130

Low Range

Mid Range

High Range

In the EQ-i 2.0 model, Happiness is different than the other EI abilities in that it both contributes to, and is a product of, EI. As such, your client's result in Happiness can be used as a barometer of emotional health and well-being.

Although the causes and factors related to an individual's happiness extend beyond the scope of this assessment, it is important to examine your client's Happiness result in relation to the other EI subscales. For example, would strengthening

lower subscales lead to improved Happiness? Or will increased Happiness stem from working within the client's strengths and talents? In either case, the best way forward is as unique to each person as his or her own definition of Happiness.

The four subscales most often associated with Happiness are:

- **Self-Regard**
- **Optimism**
- **Self-Actualization**
- **Interpersonal Relationships**

Happiness

The result in Happiness suggests that your client almost always maintains a happy disposition towards all aspects of life. Your client enjoys the company of others and is likely on a positive life course. The client's happiness is seen and experienced as infectious. The result in Happiness is high, as are results across the four subscales most connected with Happiness. You may want to look into lower scores on other subscales (Problem Solving and Stress Tolerance) and identify ways that your client's happiness can bolster these areas. Your client may:

- exude cheerfulness at both work and play while participating in activities he/she truly enjoys.
- be seen by coworkers as motivating and resilient in the face of obstacles.

Self-Regard (113)

Happiness is a by-product of believing in oneself and living according to your own values and standards. Your client's high self-regard helps to promote positive feelings about oneself, confidence, and enhanced life satisfaction and happiness. You might ask:

- If you could improve one facet of your life, what would it be? Why?
- Aside from material things, what is it about you that makes you truly happy?

Optimism (118)

In the face of setback and disappointment, the ability to recover and claim a happy state is contingent on one's level of optimism. The results indicate that your client has a high level of optimism, adopting a positive framework during adverse conditions. This approach to life enhances and sustains pervasive feelings of happiness. You might ask:

- What thoughts help you remain optimistic during more difficult times?
- Are there any situations where you feel less optimistic? If so, how can you improve or deal better with those situations?

Interpersonal Relationships (108)

Well-developed relationships serve as a buffer from the negative effects of life's daily demands. The result suggests that your client's relationships are fulfilling for the most part, but there may be times when more encouragement and support is needed from peers. You might ask:

- What causes struggles in your relationships and what could make things better?
- What are the most desirable attributes of the people you spend time with?

Self-Actualization (119)

Happiness comes from a willingness to learn and grow on a journey aligned with personal values. Your client's level of self-motivation and feelings of an enriched life ultimately drive personal achievements and overall happiness. You might ask:

- Are there areas in your work or personal life that you would like to further develop? If so, how can these endeavors mesh with your current lifestyle?