

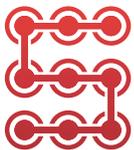


YOUTH EMOTIONAL INTELLIGENCE
INVENTORY (YEII)TM

INDIVIDUAL INTERPRETIVE REPORT

14
MAY
2018

SAMPLE
CANDIDATE



iAssess

CANDIDATE

AGENCY : Sample Inc.

NRIC : S12345678X

CANDIDATE : Sample Candidate

DATE : 14 May 2018

INTRODUCTION

The Youth Emotional Intelligence Inventory (YEII) is a questionnaire that describes a person on four main factors of Emotional Intelligence (EI) - Self Awareness, Self Management, Social Awareness and Social Management. This way of describing Emotional Intelligence is widely accepted and commonly used around the world.

This report provides information about your EI qualities that are relevant in your family, in school or with friends. You can use this report for self-development, improve the way you relate to others, and to guide you to become a better leader.

USE OF REPORT

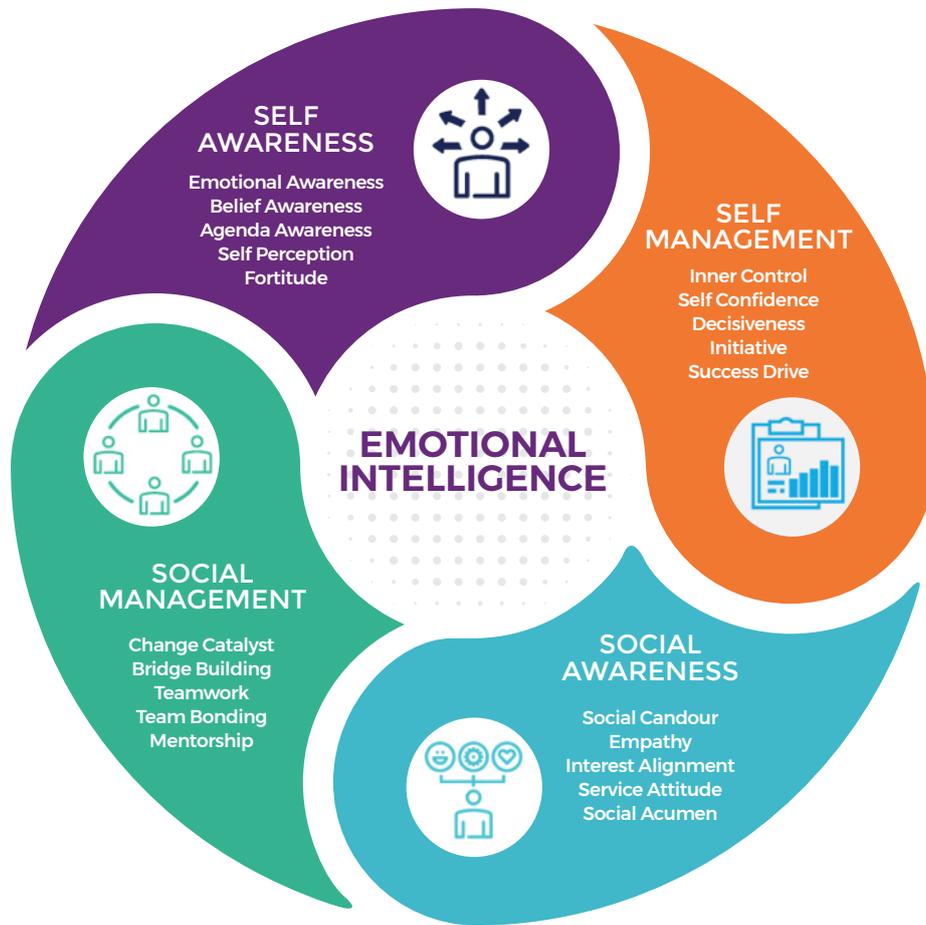
The YEII Report outlines your EI qualities on four main factors and twenty sub-factors. To make the best use of this report, we suggest doing the following steps:

- Review your strengths and areas for improvement that has been identified in the report
- Discuss with people you trust about how well you are doing on each EI quality
- Use the suggestions in the report to improve yourself

BENCHMARK

The reference group selected for this report are youth aged 12 to 20 years old. Your responses are compared to this group to make meaningful comparisons. The results are shown in a format similar to the table below.

Very Low	Low	Moderately Low	Average	Moderately High	High	Very High
Very likely to be a concern	Likely to be a concern	Somewhat likely to be a concern	Neither a strength nor a concern	Somewhat likely to be a strength	Likely to be a strength	Very likely to be a strength



Four main emotional intelligence factors

SELF AWARENESS

How you understand your emotions, beliefs, agendas, strengths and weaknesses, as well as how you deal with failures and obstacles.

SELF MANAGEMENT

How you control your thoughts, emotions and impulses, while taking action to improve your life situation.

SOCIAL AWARENESS

How you understand the social situation you are in, what others are thinking, your impact on others, and what you can do to change things.

SOCIAL MANAGEMENT

How you manage relationships with others, develop their potential and get them to work together to achieve common goals.

Detailed descriptions of the sub-factors can be found in the glossary at the back of this report.

INTERPRETATION

Emotional Intelligence questionnaires can provide a useful source of information. Such profiles help to point out strengths and areas for improvement. Different people have different profiles, and the YEI report reflects the unique profile of each individual.

The report is valid for 12 months from date of assessment.

CONFIDENTIALITY

This report is confidential and is meant for viewing by the candidate or by those appropriately authorised. It should not be distributed without permission or proper security controls.

EMOTIONAL AWARENESS

Being aware of one's own emotions, and their impact on one's life



You score moderately low on Emotional Awareness. It seems that you:

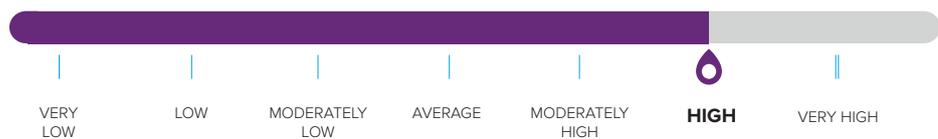
- Are able to face your fears and desires
- Are somewhat open to and aware of your emotions
- Recognise that emotions can impact your life
- Pay little attention to the role that emotions play in your life

To develop yourself further in this area, consider the following suggestions:

- Think about the last time you went through an important event in your life. Try to remember how you felt then. Did your emotions affect how you behaved then? Is there anything that you would do differently?
- The next time you have to make an important decision, take a step back and focus on how you are feeling about the situation. How much should you let this emotion affect you?

BELIEF AWARENESS

Being aware of one's own beliefs, and their impact on one's life

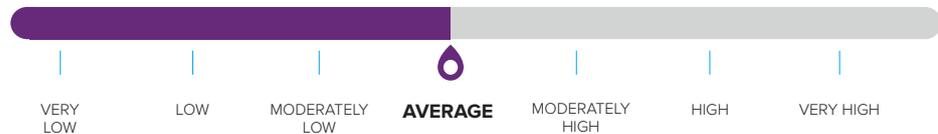


You score high on Belief Awareness. It seems that you:

- Are willing to question your existing beliefs and assumptions
- Know your existing beliefs and assumptions well
- See clearly how your beliefs and assumptions impact your life
- Track closely how your beliefs and assumptions have changed throughout your life

AGENDA AWARENESS

Being aware of one's own internal agendas, and their impact on one's life



You score average on Agenda Awareness. It seems that you:

- Are able to reflect and express some of your deeply held motives and desires
- Are generally clear about your motives and desires
- Are monitoring how your motives and desires impact your life
- Pay some attention to how your priorities and agendas have changed throughout your life

To develop yourself further in this area, consider the following suggestions:

- Think about important decisions that you have made in the past. Why did you make those decisions?
- Think about some long-term goals that you hope to achieve. Write these goals, and the steps that you can take to achieve them. Review your progress often.

SELF PERCEPTION

Being aware of one's own strengths and weaknesses, and their impact on one's life



You score low on Self Perception. It seems that you:

- Have limited awareness of your biases and weaknesses
- Seldom recognise your own successes and strengths
- Invest insufficient effort to learn more about yourself
- Do little reflection on past behaviour and decisions

To develop yourself in this area, consider the following suggestions:

- Think about your overall strengths and weaknesses as an individual. What are some things that you can do to build on your strengths or improve upon your weaknesses
- Ask someone you trust to tell you about your strengths and weaknesses. Do you agree with what they say about you? In which areas do you agree or disagree with them? Discuss what you can do to improve yourself.

FORTITUDE

Being aware and accepting that failures and obstacles are part of the journey towards success



You score very high on Fortitude. It seems that you:

- Embrace failures as part of the journey towards success
- Remain calm and effective when encountering setbacks
- Are optimistic about solving the issues confronting you
- Apply the right amount of pressure on yourself to achieve your goals

INNER CONTROL

Mastery of
one's own inner
situation



You score low on Inner Control. It seems that you:

- Tend to speak or act on impulse
- Express your emotions in a direct way with little regard for others' reactions
- Find it hard to change your behaviour and habits for the better
- Often blame external causes and circumstances for your behaviour and habits

To develop yourself further in this area, consider the following suggestions:

- Think about a time when you lost control over your emotions or actions. Did you say or do something that you regret? What can you do differently if you were to face a similar situation in the future?
- Learn to exercise emotional control. Think of some techniques that you can use when you feel yourself losing control. Let your friends and family know that you are working on this, and ask them to tell you what they think.

SELF CONFIDENCE

Believing in one's
ability to excel
and succeed



You score moderately high on Self Confidence. It seems that you:

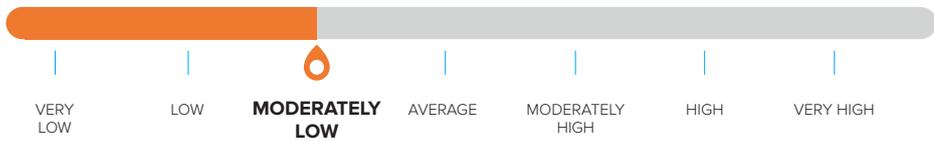
- Sometimes try new possibilities and experiences
- Are reasonably comfortable with the uncertainties in life
- Try to look at challenges in a positive light
- Occasionally worry about being able to handle the problems that you meet

To develop yourself further in this area, consider the following suggestions:

- Think about a time where you did not want to take on challenges because you didn't think you could succeed. What made you decide to accept those challenges and how did these turn out?
- Imagine yourself achieving success as clearly as you can. What does success look like? What are some steps that you can take to be successful? What are some obstacles that you may face and how can you overcome them?

DECISIVENESS

Being able to decide and act in a timely manner



You score moderately low on Decisiveness. It seems that you:

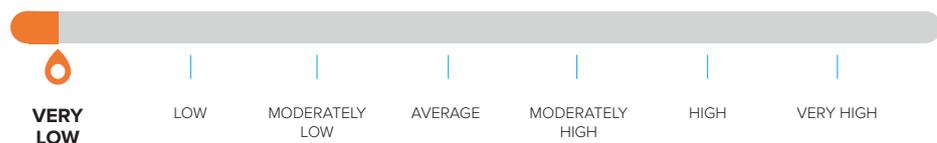
- Tend to doubt your own decisions
- Change your mind about decisions sometimes
- Worry about your own decision-making skills occasionally
- Try to filter out distractions and unnecessary information

To develop yourself further in this area, consider the following suggestions:

- Think ahead of possible problems, and decide how you can deal with them if they happen. Write down the ways that ways that you think is effective in helping you.
- Find some online resources, books and training courses that can help you make better decisions. Select some to read and use.

INITIATIVE

Taking practical action to solve problems and improve difficult situations



You score very low on Initiative. It seems that you:

- Fail to grasp or retain control of the issues that you meet
- Take no action and wait for help or for the problem to go away
- Delay or think too much when coming up with solutions
- Propose ideas which may not be practical

To develop yourself further in this area, consider the following suggestions:

- Think of a problem that you had in the past. What information could you have used to solve the problem? Pay attention to the areas that you tend to miss, and ensure that you improve on those areas in the future.
- There are many websites, books and training courses available on problem-solving. Choose a few good ones to read and use in the future.

SUCCESS DRIVE

Planning and working towards achieving goals to better one's life



You score moderately high on Success Drive. It seems that you:

- Aspire to achieve more
- Want to make some improvements to the way things are now
- Are willing to take on more responsibilities
- Make plans for achieving goals sometimes

To develop yourself further in this area, consider the following suggestions:

- Think about what it means for you to succeed in your life. For each area that is important, set some goals that you can work towards. Come up with a plan to achieve these goals. Check your progress often.
- Think about a successful person that you admire. Learn from him or her about how they achieve success, and think of how you can apply these to your own life.

SOCIAL CANDOUR

Acknowledging and expressing one's true views, agendas and values in a socially appropriate manner.

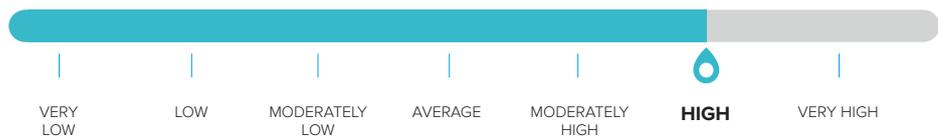


You score high on Social Candour. It seems that you:

- Believe in being honest about your true feelings
- Say what you mean, and mean what you say
- Keep your promises
- Inspire people to trust you

EMPATHY

Connecting both mentally and emotionally with others



You score high on Empathy. It seems that you:

- Make it a point to be attentive to the emotions of other people
- Find it easy to 'read between the lines' of what other people are saying
- Are generally able to see other people's real intentions
- Understand what other people are going through

INTEREST ALIGNMENT

Being aware of one's own internal agendas, and their impact on one's life



You score moderately low on Interest Alignment. It seems that you:

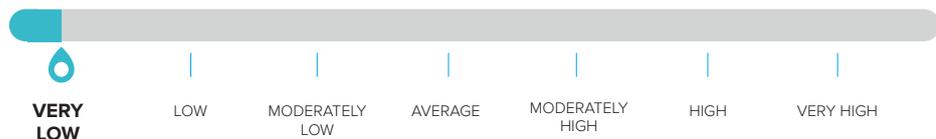
- Put in some effort to think of solutions that benefit everyone
- Are conscious that others can be negatively affected by your actions and decisions
- Make some attempts to treat other people fairly
- May be willing to work towards the common good even if it is harmful to you

To develop yourself further in this area, consider the following suggestions:

- Volunteer for opportunities to work together with colleagues who are skilled in people management. Observe how they establish common ground with their people, and ask for their advice on how you can adopt a similar mindset or strategy.
- When you work with others in a team, spend more time to understand your team members' problems and needs.

SERVICE ATTITUDE

Having the attitude of helping others to make the world a better place



You score very low on Service Attitude. It seems that you:

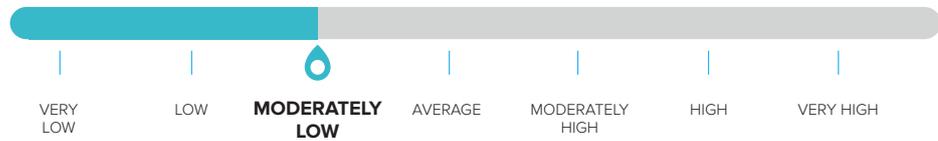
- Have little interest to help or serve others
- Tend to be impatient when dealing with others
- Find it hard to put aside your own emotions, biases and judgement while dealing with others
- Are not concerned with leaving a good impression with those who you deal with

To develop yourself further in this area, consider the following suggestions:

- Think of someone who is good at helping others. See how he or she serves others, and think of how you can apply these lessons in your own life.
- Read and learn from the stories of inspiring people who serve others well.

SOCIAL ACUMEN

Know who and how to get the support to facilitate one's goals



You score moderately low on Social Acumen. It seems that you:

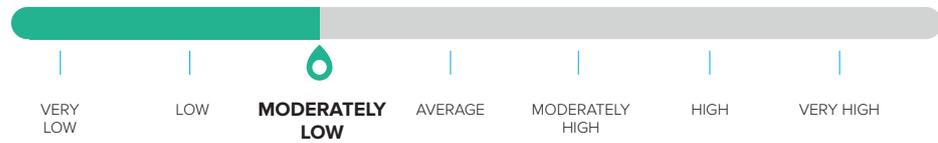
- Make some effort to keep in touch with family, friends and schoolmates
- Make some effort to follow the latest things that are happening in your school and family
- Have some understanding of what is important to others
- Work on improving your ability to persuade people

To develop yourself further in this area, consider the following suggestions:

- Find resources, books and training courses about understanding and persuading people. Use the suggestions provided and practise them whenever possible.
- Find someone who is good at understanding and persuading others. Ask him or her to share with you how you can improve the way you deal with others.

CHANGE CATALYST

Being able to adapt to and help implement new changes



You score moderately low on Change Catalyst. It seems that you:

- Are sometimes caught unprepared when changes happen
- Go along with changes when it happens
- Look out for new opportunities to changes occasionally
- Have some difficulty accepting changes

To develop yourself further in this area, consider the following suggestions:

- How do you want to change the world around you? Try to get support from other people for your ideas, and take steps to make them happen.
- Think about an important change that you had experienced and how you adjusted to it. What worked for you? What would you have done differently?

BRIDGE BUILDING

Being able to bring people together, even if they disagree on many areas



You score low on Bridge Building. It seems that you:

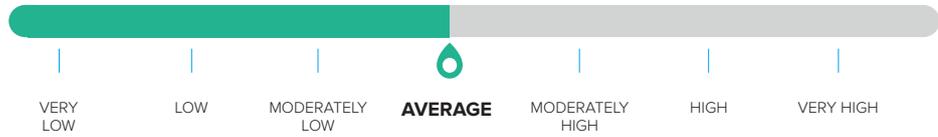
- Seldom see the need to find common ground with other people
- Seldom reach out to people who are unreasonable or disagree with you
- Stay out of disagreements which do not involve you
- Are often surprised when quarrels that happen in your team

To develop yourself further in this area, consider the following suggestions:

- Think of a time when you worked with a team of people who disagree with each other. How can you bring them together to work as a team? Ask someone whom you respect and trust to tell you what they think.
- Think about a time where you saw a quarrel being handled in a calm and helpful way. What was done to stop the situation from getting worse? What can you learn from that experience?

TEAMWORK

Being able to work with different people to achieve a common outcome



You score average on Teamwork. It seems that you:

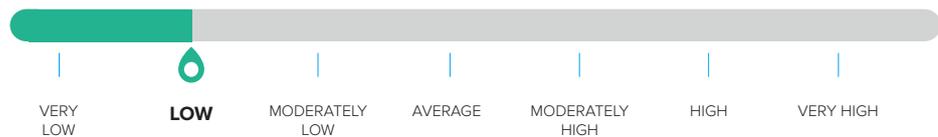
- Treat team members with respect and appreciation
- Makes some effort to work with diverse others in your team
- Care about yourself as much as that of your team members
- Are open to working together with other people

To develop yourself further in this area, consider the following suggestions:

- Think of how you can work better with others. What are some things that you can do to contribute to the team? Find ways to get to know your teammates better.
- Find someone with a different working style from yourself. Talk to this person about how you can work effectively together even if you have these differences.

TEAM BONDING

Being able to build and hold a team of people together with a common identity



You score low on Team Bonding. It seems that you:

- Feel a little sense of belonging to your team
- Hold back from fully participating in your team's activities
- Are not very bothered about how your team can work better
- Are not concerned if your team is united

To develop yourself further in this area, consider the following suggestions:

- Start activities that can help team members connect with the team goals and identity.
- Read stories of how good leaders have built strong and cohesive teams. Learn from these stories and apply the lessons to your own team.

MENTORSHIP

Being able to develop people around oneself, so that they become better



You score high on Mentorship. It seems that you:

- Have a passion for finding the hidden potential in others
- Instinctively know how to motivate people
- Are effective in communicating feedback to others in a clear and constructive manner
- Are likely to share your experiences and knowledge with others

MAIN FACTOR**SUB FACTOR****DEFINITION****SELF
AWARENESS****Emotional
Awareness**

Paying attention to your emotions so that you know how they affect your life, decisions and behaviour

**Belief
Awareness**

Paying attention to your beliefs so that you know how they affect your thoughts, views and actions.

**Agenda
Awareness**

Paying attention to your motives so that you know how they affect your emotions, behaviours and beliefs.

Self Perception

Knowing your strengths and weaknesses well so that you know what you are good at and what you are not.

Fortitude

Staying positive and calm while working towards your goals despite failures and obstacles.

**SELF
MANAGEMENT****Inner Control**

Controlling your thoughts, speech and behaviour well, even when feeling stressed.

Self Confidence

Believing that you can succeed and solve your problems no matter what happens.

Decisiveness

Deciding quickly and firmly about what to do when the situation calls for it.

Initiative

Doing your best to help improve things instead of waiting for things to worsen or someone else to help.

Success Drive

Working towards goals that make your life better instead of accepting things as they are now.

**SOCIAL
AWARENESS****Social Candour**

Speaking what you really think but in a way that does not offend people.

Empathy

Knowing how other people think and feel, and being able to see things from their point of view.

Interest Alignment

Trying to make sure that when you win, other people also win along with you.

Service Attitude

Helping others in a positive and useful way so that they feel good as a result.

Social Acumen

Knowing who to talk to and how to get them to help you achieve your goals.

**SOCIAL
MANAGEMENT****Change Catalyst**

Helping to change things and getting others to accept the new changes.

Bridge Building

Helping people to work together even if they are different from each other.

Teamwork

Getting different people to work together as a team to reach a common goal.

Team Bonding

Helping people in your team to feel that they belong together.

Mentorship

Sharing your experiences, providing feedback and guiding others on the best way forward.