

genòs

My Profile Report

ENDURING IMPACT SERIES
SALLY SAMPLE

ABOUT GENOS

Genos is an international organisation dedicated to helping leaders create workplaces that are meaningful, passionate, and productive. To learn more about us, visit our global website at www.genosinternational.com.

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DESIGN AND ART DIRECTION

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Marley's Story

Nick is a middle manager at a global software development company. A good 'multi-tasker', Nick keeps a list of his current tasks on a white board in his office.

On the way to work each day, Nick runs a list in his head of all the tasks and projects that need to be completed by day's end. He is also a 'worrier.'

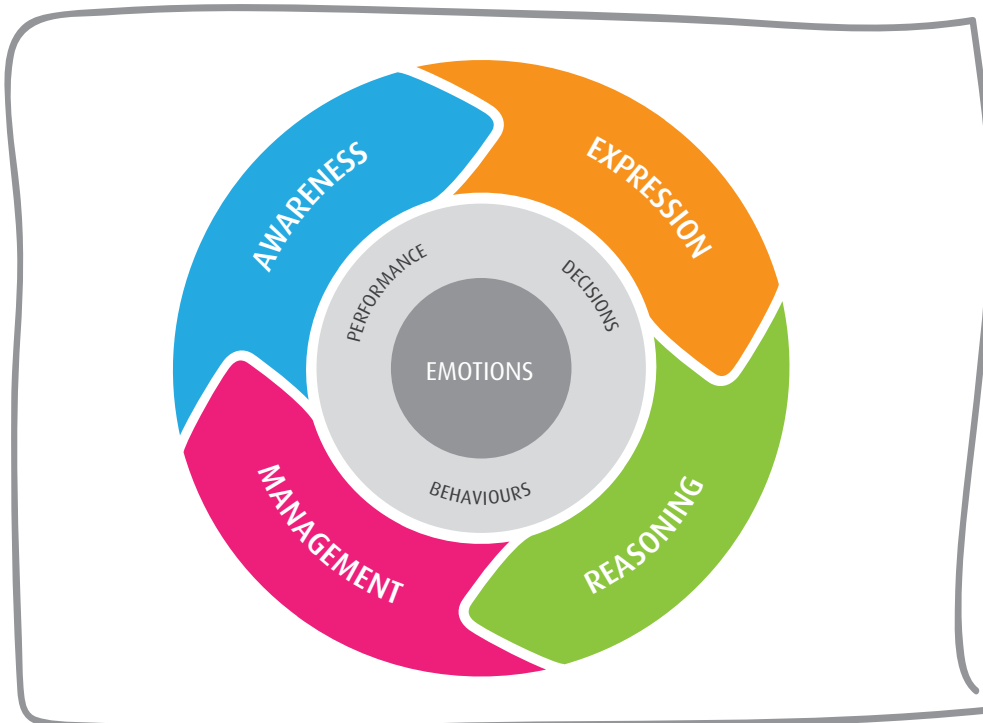
This behaviour has served Nick well. His supervisors think of him as someone who 'gets things done' and he has been promoted several times in the last few years.

A recent economic recession has resulted in a number of layoffs at Nick's company. The CEO recently informed the staff that everyone 'would need to do more with less.' As a result, Nick has been asked to take on more projects and responsibilities. The list in his office has grown longer, and Nick has found himself struggling to manage all of his tasks, and spending more time worrying about getting things done.

At work and after hours, Nick was feeling overwhelmed and found he had trouble clearing his head of work-related thoughts. As a result of longer work hours, he started skipping daily exercise at his gym, and found he had less energy during the day. Last week, Nick missed an important project deadline. His manager, concerned about a shift in Nick's usual positive mood and energy at work, has scheduled a meeting to discuss his recent performance.

The Genos Enduring Impact Emotional Intelligence Model

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AWARENESS

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EXPRESSION

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MANAGEMENT

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REASONING

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Interpreting Your Results

WHAT HAS BEEN MEASURED?

The Genos Emotional Intelligence Inventory does not measure your innate Emotional Intelligence. Rather it measures how often you demonstrate emotionally intelligent workplace behaviours. The behaviours measured have been shown in peer-reviewed research to meaningfully correlate with leadership effectiveness. The more often you display the behaviours measured the more effective your leadership should be.

HOW HAVE THE RESULTS BEEN DETERMINED?

You and your raters were asked to indicate how often you demonstrate the behaviours in question on a 5-point scale from Almost never to Almost always. These responses are compared to thousands of other leader's responses, and this report indicates whether you demonstrate the behaviours more or less often than this leadership benchmark. Scores range from 1 to 99. These scores are not your 'raw' scores, they are percentile scores. For example, if your score for a particular skill is 60, it means that your raw score is higher than 60% of benchmark sample.

AN EXAMPLE OF HOW YOUR SCORES MAY SHOW:



DISCREPANCIES

There will almost always be some discrepancies between your results and the results from your raters. Large discrepancies may indicate:

- a mismatch between your own perceptions and intentions, and the behaviours that you display to others
- different behaviours being displayed to different rater categories, or
- raters seeing different aspects of your behaviour because of different workplace situations, relationships or environments.

IMPROVING THE DEMONSTRATION OF YOUR EMOTIONAL INTELLIGENCE

Based on rater responses, for each skill of emotional intelligence behaviours you could display more frequently are presented. Use these to help determine development activities you could implement, to increase how often you display emotionally intelligent behaviour in your leadership.

Your Overall Results at a Glance

Your overall results are summarised below. To view specific percentile scores check your individual skills results in the upcoming pages.





Your Awareness Results

Emotional Awareness is the skill of perceiving and understanding one's own emotions. You are rated on how frequently you are aware of:

- your feelings, moods and emotions at work
- the causes of your feelings, and
- the impact that your feelings can have on your thoughts, decisions and behaviour.

HOW DOES THIS SKILL HELP LEADERS?

Feelings influence decisions, behaviour and performance. Leaders who are emotionally self-aware are conscious of the role their feelings can play in these areas and are better equipped to manage this influence effectively. When leaders are emotionally self-aware they are present with the role their feelings are playing in their decisions, behaviour and performance. When leaders are not, they are often disconnected from this influence. This is particularly crucial for leaders, as their decisions, behaviour and performance can have a big impact both on those they lead and their organizations success.

YOUR RESULTS FOR AWARENESS ARE SHOWN BELOW.

YOU DEMONSTRATE THIS SKILL OF AWARENESS...

	SCORE	Significantly less than others	Less than others	Typical	More than others	Significantly more than others
self	40					
others	30					

Your results suggest you demonstrate emotionally self-aware workplace behaviour [insert either of significantly less than, less than, about the same as, more than, significantly more than} other leaders.

BEHAVIOURS YOU COULD DEMONSTRATE MORE FREQUENTLY TO IMPROVE IN THIS AREA INCLUDE:

- Being aware of your negative feelings.
- Being aware of your tone of voice when communicating with people.
- Being aware of how your feelings influence your general behaviour at work.

What could you do to improve your emotional self-awareness? (when result is average or below). What could you do to leverage this strength in your leadership? (when result is more than others or higher)

Your Expression Results

Emotional Reasoning is the skill of perceiving and understanding one's own emotions. You are rated on how frequently you are aware of:

- your feelings, moods and emotions at work
- the causes of your feelings, and
- the impact that your feelings can have on your thoughts, decisions and behaviour.

HOW DOES THIS SKILL HELP LEADERS?

Feelings influence decisions, behaviour and performance. Leaders who are emotionally self-aware are conscious of the role their feelings can play in these areas and are better equipped to manage this influence effectively. When leaders are emotionally self-aware they are present with the role their feelings are playing in their decisions, behaviour and performance. When leaders are not, they are often disconnected from this influence. This is particularly crucial for leaders, as their decisions, behaviour and performance can have a big impact both on those they lead and their organizations success.

YOUR RESULTS FOR REASONING ARE SHOWN BELOW

YOU DEMONSTRATE THIS SKILL OF REASONING...

	SCORE	Significantly less than others	Less than others	Typical	More than others	Significantly more than others
self	40					
others	30					

Your results suggest you demonstrate emotionally self-aware workplace behaviour [insert either of significantly less than, less than, about the same as, more than, significantly more than} other leaders.

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- Being aware of your negative feelings.
- Being aware of your tone of voice when communicating with people.
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What could you do to improve your emotional self-awareness? (when result is average or below). What could you do to leverage this strength in your leadership? (when result is more than others or higher)



Your Reasoning Results

Emotional Reasoning is the skill of perceiving and understanding one's own emotions. You are rated on how frequently you are aware of:

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- Being aware of how your feelings influence your general behaviour at work.

What could you do to improve your emotional self-awareness? (when result is average or below). What could you do to leverage this strength in your leadership? (when result is more than others or higher)



Your Management Results

Emotional Management is the skill of perceiving and understanding one's own emotions. You are rated on how frequently you are aware of:

- your feelings, moods and emotions at work
- the causes of your feelings, and
- the impact that your feelings can have on your thoughts, decisions and behaviour.

HOW DOES THIS SKILL HELP LEADERS?

Feelings influence decisions, behaviour and performance. Leaders who are emotionally self-aware are conscious of the role their feelings can play in these areas and are better equipped to manage this influence effectively. When leaders are emotionally self-aware they are present with the role their feelings are playing in their decisions, behaviour and performance. When leaders are not, they are often disconnected from this influence. This is particularly crucial for leaders, as their decisions, behaviour and performance can have a big impact both on those they lead and their organizations success.

YOUR RESULTS FOR MANAGEMENT ARE SHOWN BELOW



Your results suggest you demonstrate emotionally self-aware workplace behaviour [insert either of significantly less than, less than, about the same as, more than, significantly more than} other leaders.

BEHAVIOURS YOU COULD DEMONSTRATE MORE FREQUENTLY TO IMPROVE IN THIS AREA INCLUDE:

- Being aware of your negative feelings.
- Being aware of your tone of voice when communicating with people.
- Being aware of how your feelings influence your general behaviour at work.

What could you do to improve your emotional self-awareness? (when result is average or below). What could you do to leverage this strength in your leadership? (when result is more than others or higher)

Results from your Raters

The following table lists the emotionally intelligent workplace behaviour your manager sees you demonstrating most often.

STRENGTH	EI SKILL
Expressing how you feel at the appropriate time.	Expression
Understanding what makes people feel valued.	Awareness
Balancing technical information with your own feelings when making decisions.	Reasoning
Helping people to overcome negative feelings and to feel more positive.	Management

How can you leverage this strength with your manager?

OPPORTUNITIES FOR DEVELOPMENT	EI SKILL
Expressing how you feel at the appropriate time.	Expression
Understanding what makes people feel valued.	Awareness
Balancing technical information with your own feelings when making decisions.	Reasoning
Helping people to overcome negative feelings and to feel more positive.	Management

What could you do to improve the demonstration of these behaviours with your manager?

Smart Goal

SPECIFIC

Describe a specific leadership goal you would like to achieve

MEASURE

Describe how you will measure the success of achieving this goal

ACTIONS

Describe specific actions you will take to reach your goal

RESULT

Describe the benefits of achieving this goal

TIME

Describe the timeframe and milestones for achieving this goal.

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