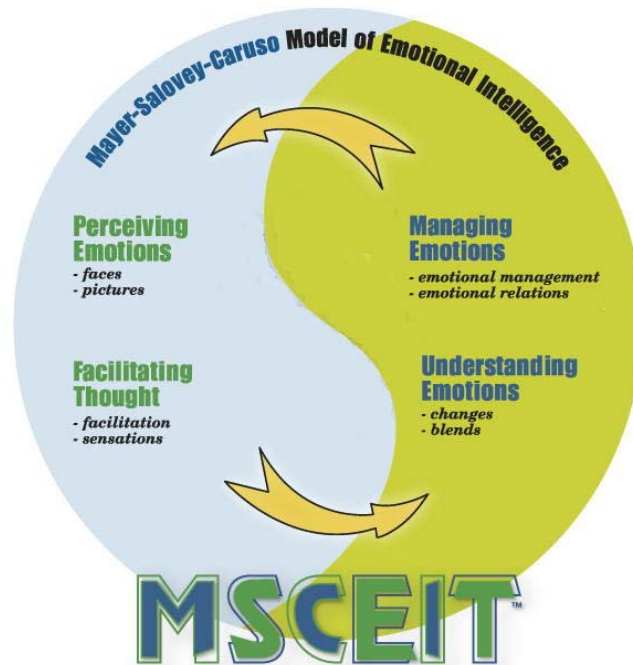


MAYER - SALOVEY - CARUSO EMOTIONAL INTELLIGENCE TEST

MSCEIT Development Report Version 1.4

Client: MARIANNE SMITH



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ABOUT THE MSCEIT

What the MSCEIT Measures

Emotional intelligence is “*the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth* (Mayer & Salovey, 1997).

This is an *ability* model of emotional intelligence. John (Jack) Mayer and Peter Salovey define emotional intelligence as the *ability* to reason with, and about, emotions. For them, emotional intelligence combines feelings with thinking, and thinking with feelings. This model describes four, related abilities:

Identifying Emotions – we need to be aware, but also, to be accurate in identifying how we, and others, feel. This is critical as emotions contain information about ourselves, other people and the world around us.

Using Emotions to Facilitate Thought – our emotions influence both what we think about, and how we think.

Understanding Emotions – we can figure out why we feel a certain way and how these feelings will change over time.

Managing Emotions – since emotions contain data or information, we need to stay open to this information, and use it to help us make good decisions.

The MSCEIT is an Ability Measure of Emotional Intelligence. This means that you can get a *low* score on the MSCEIT, but through hard work and effort you can behave in an emotionally intelligent manner. Conversely, you can get a *high* score on the MSCEIT but not utilize the emotional abilities, which you possess.

Your MSCEIT Scores are reported using five levels of feedback Develop This Ability, Consider Developing This Ability, A Competent Score, Skilled in this Ability Area, Expertise in this Ability Area.

Summary for Marianne Smith

The MSCEIT has a Total score, four basic, ability scores, and eight task scores. Ability scores are reported as: Develop, Consider Developing, Competent, Skilled, or Expert. Each of these four abilities is measured using two tasks, reported as: Develop, Competent, or Skilled.

Ability Scores	Develop	Consider Developing	Competent	Skilled	Expert
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Total Emotional Intelligence	Develop	Consider Developing	Competent	Skilled	Expert
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Identifying Emotions	Develop	Consider Developing	Competent	Skilled	Expert
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Task Scores	Develop	Competent	Skilled
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<i>Faces Task</i>	Develop	Competent	Skilled
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<i>Pictures Task</i>	Develop	Competent	Skilled
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Using Emotions	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Facilitation Task</i>	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Sensations Task</i>	Develop	Consider Developing	Competent	Skilled	Expert
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Understanding Emotions	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Changes Task</i>	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Blends Task</i>	Develop	Consider Developing	Competent	Skilled	Expert
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Managing Emotions	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Management</i>	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Relationships</i>	Develop	Consider Developing	Competent	Skilled	Expert
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Your total MSCEIT score was in the *Competent* range. Your score indicates that you are aware of emotions in yourself, and in others, and that your perception and understanding of emotion is often, but not always, accurate.

This report next describes the MSCEIT, how it is scored, and provides a list of suggestions and recommendations.

WHAT IS EMOTIONAL INTELLIGENCE?

Defining Emotional Intelligence

Emotional intelligence is “*the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth* (Mayer & Salovey, 1997).

This is an *ability* model of emotional intelligence. John (Jack) Mayer and Peter Salovey define emotional intelligence as the *ability* to reason with, and about, emotions. For them, emotional intelligence combines feelings with thinking, and thinking with feelings.

This model describes four, related abilities:

Identifying Emotions – the ability to correctly identify how people are feeling.

Using Emotions to Facilitate Thought - the ability to create emotions and to integrate your feelings into the way you think.

Understanding Emotions - the ability to understand the causes of emotions.

Managing Emotions - the ability to figure out effective strategies that use your emotions to help you achieve a goal, rather than being used by your emotions.

A Closer Look At the Four Abilities

Identifying Emotions

What Is Perceiving Emotions? Other people, as well as yourself, feel a certain way. Even the world around you communicates and sends emotional messages. Emotions contain valuable information about relationships and the world. This ability starts with being aware of these clues, and then, accurately identifying what these clues mean.

How is this ability used? You need to be aware of your own feelings and emotions so that you have accurate data and information about the world around you. Being aware of other's emotions is a key to working with people.

Using Emotions to Facilitate Thought

What Is Using Emotions? How we feel influences how we think. If you are feeling sad, you may view the world one way, while if you feel happy, you interpret the same events differently. People in a sad, or negative mood, tend to focus on details and search for errors. Those in a more positive mood are better at generating new ideas and novel solutions to problems. Knowing which moods are best for which situations, and “getting in the right mood” is an ability.

How is this ability used? Creative ideas can come from your ability to generate a mood or an emotion. Feeling for other people, having emotional empathy may be based in part upon your ability to generate the same feeling that another person is experiencing.

Understanding Emotions

What Is Understanding Emotions? Emotions contain information, and our ability to understand this information and think about it plays an important role in our day-to-day life. This ability answers questions such as: *Why* are we feeling happy; If I say this to my friend, *how* will he feel; *What* will happen if I say that to her?

How is this ability used? Insight into ourselves, and others, may require emotional knowledge. This knowledge helps us to understand people better.

Managing Emotions

What Is Managing Emotions? If emotions contain information, then ignoring this information means that we can end up making a poor decision. At times, we need to stay open to our feelings, learn from these feelings, and use this information to make decisions and to take appropriate action. At times, though, it may be best to disengage from an emotion and to return to it later in order to be effective.

How is this ability used? If you stay aware of your emotions, which contain valuable information, and then use them to solve problems, the outcome may be more positive.

WHAT IS THE MSCEIT?

MSCEIT Scoring

The MSCEIT is an ability test. This means that there are better, and worse, answers on the MSCEIT. Consider the part of the MSCEIT where you were asked to identify the emotions expressed in a photo of a person. That person is feeling a certain way, and the MSCEIT gauges your ability to accurately identify that person's emotions. In some cases, there is a single correct answer. The idea of there being right and wrong answers when it comes to emotions is an odd one for some people. However, it is very important to state that not all emotion-based problems have right or wrong answers! The MSCEIT questions are measuring a certain set of emotional skills, where there is a way to rate the quality of the response.

The MSCEIT Questions

The MSCEIT is in some ways like a standard intelligence test. Many intelligence tests ask you to solve puzzles, build with blocks, or remember numbers. Yet, these tests tend to yield accurate measures of one's ability to learn.

As an ability test, some of the MSCEIT questions were quite different from questions on other tests you have taken. Parts of the test may not appear to be directly relevant to the work that you do. There are test items that may seem strange and unusual, especially those involving pictures and relating feelings to other senses.

These different components of the test were chosen because they provide a stable measure of emotional abilities. The MSCEIT measures abilities in direct as well as in indirect ways. Several published research studies indicate that the MSCEIT provides a reliable measure of emotional skills that are related to various aspects of performance in work, school, and home settings.

The Skills the MSCEIT Measures

The MSCEIT measures a person's emotional intelligence. It divides emotional intelligence into four, related abilities or skills.

Ability	Question Types	How the Ability May Be Used	Test Sections
Accurately identify emotions in people and objects	Identify emotions in faces, landscapes, and designs.	"Read" people's moods for feedback.	Faces, Pictures
Generate an emotion and solve problems with that emotion	How moods impact thinking; relating feelings to thoughts	Creating the right feeling to assist in problem solving, communicating a vision, and leading people.	Facilitation, Sensations
Understand the causes of emotions	Multiple choice emotion vocabulary questions.	Being able to predict how people will emotionally react.	Changes, Blends
Stay open to emotions and blend with thinking.	Indicate effectiveness of various solutions to problems.	Integrate emotion and thought to make effective decisions.	Emotion Management, Emotional Relations

The MSCEIT yields several test scores.

Ability Scores

- Perceiving (Identifying) Emotions
- Using Emotions
- Understanding Emotions
- Managing Emotions

Specific Task Scores

Each of these four abilities is measured in two different ways by the MSCEIT. These sub-sections of the MSCEIT are called tasks. There are eight such tasks:

- Identifying Emotions - Faces and Pictures
- Using Emotions - Facilitation and Sensations
- Understanding Emotions - Changes and Blends
- Managing Emotions - Emotion Management and Emotional Relations

How To Interpret Your MSCEIT Results

In developing the MSCEIT, we examined several different ways to score the answers. We can compare your answers to those of experts on emotions, to other people's ratings and also to the person involved in the situation you read about. Your scores are the result of comparing your test answers to those of emotions experts.

You may wonder how we can score emotions. You may also wonder if there is one best, or correct, way to feel. The answer is that there is not a single way to feel. What this means is that, in general, there is no single, best answer for these test items. Instead, your responses are compared to a range of possible answers. In other words, you might get points towards a higher score whether you rated a face as a “5” or a “4” on happiness.

Once we have a score for each part of the MSCEIT, we need a way to indicate what your level of skill is in each area, compared to other people. The MSCEIT was standardized on a very large sample of people (5,000), with the results being statistically weighted to be representative of the adult population of the United States (in terms of age, gender, and ethnicity).

Your MSCEIT scores are reported using the following scale:

Ability / Task	Develop	Consider Developing	Competent	Skilled	Expert
<i>Develop This Ability</i>					
<i>Consider Developing This Ability</i>					
<i>A Competent Score</i>					
<i>Skilled in this Ability Area</i>					
<i>Expertise in this Ability Area</i>					

We provide you with a score range in order to help you interpret your test results. This score range is an estimate of your actual ability.

<i>Develop This Ability</i>	You may have some difficulty in this area. It would be helpful to enhance your skills and knowledge.
<i>Consider Developing This Ability</i>	While this is not a strength, you can consider enhancing this skill area if it is important part of your daily life.
<i>A Competent Score</i>	You have sufficient skill to perform in this area with some degree of success.
<i>Skilled in this Ability Area</i>	This is an area of strength for you.
<i>Expertise in this Ability Area</i>	This may be a highly developed area of expertise, and suggests that you have great potential in this area.

Your Scores In Context

It is critical to remember that every psychological test has error associated with their results. Always remember: No test is perfect! Test scores reflect the person's ability as well as many other factors. Emotional intelligence is one of hundreds of parts of our personality. Is it the most *important* predictor of success in life or work? Research conducted using the MSCEIT indicates that emotional intelligence does play a role in certain areas of life, but not in all areas (nor does it predict anywhere near 80% of the variance in life outcomes, as some have claimed).

We believe that you can acquire new skills and new knowledge. Therefore, if you want to improve one of your emotional intelligence abilities, you may be able to do so. We urge you to use this report in an emotionally intelligent manner. Try to remain open to this information and feedback and use it as a helpful, productive and positive growth experience.

YOUR OVERALL MSCEIT SCORE

An overall MSCEIT score is a handy summary of your results. Here is how you scored on the MSCEIT.

<i>YOUR OVERALL SCORE</i>	Develop	Consider Developing	Competent	Skilled	Expert
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<i>Emotional Intelligence</i>					
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Your total score was in the *Competent* range. Your score indicates that you are aware of emotions in yourself, and in others, and that your perception and understanding of emotion is often, but not always, accurate.

Remember that all test scores are *approximations* of your actual ability. Let's next take a closer look at your MSCEIT ability scores.

MSCEIT ABILITY SCORES FOR MARIANNE SMITH

The most meaningful MSCEIT scores are the four ability scores. Here are your MSCEIT results for these four scores:

<i>YOUR ABILITY SCORES</i>	Develop	Consider Developing	Competent	Skilled	Expert
Identifying Emotions					
Using Emotions					
Understanding Emotions					
Managing Emotions					

Your score for **Identifying Emotions** was in the *Competent* range. You are generally accurate when you try to gauge how people feel. You may, or may not, miss certain emotions at certain times.

Your score for **Using Emotions** was in the *Competent* range. You can often feel for others, but that you may also block out certain feelings, or have trouble having empathy for certain sorts of emotions or people.

Your score for **Understanding Emotions** was in the *Skilled* range. You might want to find ways to employ this ability to understand the causes of people’s feelings and to be able to express your emotional thinking clearly.

Your score for **Managing Emotions** was in the *Competent* range. You can stay open to your feelings and use them in combination with your thinking.

Next, we’ll discuss each of your four ability scores in greater depth.

IDENTIFYING EMOTIONS RESULT

<i>YOUR ABILITY SCORE</i>	Develop	Consider Developing	Competent	Skilled	Expert
Identifying Emotions					

You scored in the *Competent* range. Some possible interpretations of your score include:

- Generally, your read of people is accurate.
- You may, at times, overanalyze situations, or you may not pay enough attention.
- At times, you may resist making judgments about people.

Another way to help you further understand your results is to review the following questions:

- Are you always aware of your emotions?
- Do you pay attention to other's moods?
- Are you surprised when people say how they feel?
- Do you over-analyze situations? Do you sometimes read too much into people?
- Do you sometimes give people the benefit of the doubt and not ascribe negative feelings to them?
- Ever wonder how people feel?
- Do you have trouble gauging whether a person is kidding you?

Your accuracy could increase if you try to attend to emotion more consistently. Consider the emotions that a person is *likely* to feel, and don't just consider the range of emotions that are possible to feel, or express. Lastly, try not to impose your own feelings on those of others.

More About Identifying Emotions: The ability to accurately recognize emotions is the most basic emotional intelligence skill. This basic aspect of emotional intelligence involves recognizing and correctly identifying emotion in people and the world around you. Identifying emotions is important because the better the emotional read you have on a situation, the more appropriately you can respond.

Performance on this ability involves attention to, and awareness of, emotions. But, simple awareness is not enough: you must also have the ability to discern between sadness and fear, anger and disgust. Beyond that, the degree to which fear, anger or happiness is present must be determined.

USING EMOTIONS

<i>YOUR ABILITY SCORE</i>	Develop	Consider Developing	Competent	Skilled	Expert
Using Emotions					

You scored in the *Competent* range. Some possible interpretations of your score include:

- You can feel what other people feel.
- You may be flexible or somewhat open-minded, and switch points of view and feelings.
- There are certain feelings, or certain people, that you relate to well. There are other feelings that you may defend against, or block out.

One way to help you further understand your results is to review the following questions:

- Do you easily change your feelings?
- Are you able to *feel* what the other person was feeling? (Not understand them or their feelings, but to get into the same mood as them?)
- Do you psych yourself up?
- Do you bring yourself down?
- Do you excite a group of people?
- Do you get into other people's head and heart?
- Do you grab people's attention?
- Does your thinking reflect your feelings?

You may be able to encourage open-minded decision making, planning and idea generation by considering multiple points of view. You can generate enthusiasm for a project, and energize, direct and motivate the group, and yourself. To enhance these skills, consider the people, and/or the feelings, that you don't relate to or process easily.

More About Using Emotions (to Facilitate Thought)

Your Using Emotions score is the ability which allows you to employ your feelings to enhance the cognitive system (thinking) and, as such, can be harnessed for more effective problem solving, reasoning, decision-making, and creative endeavors. Of course, cognition can be *disrupted* by emotions, such as anxiety and fear, but emotions also can prioritize the cognitive system to attend to what is important and even focus on what it does best in a given mood.

Emotions also change the way we think, creating positive thoughts when a person is happy, and negative when the person is sad. These changes in viewpoint force us to view things from different perspectives. Such shifting viewpoints may foster creative thinking.

UNDERSTANDING EMOTIONS

<i>YOUR ABILITY SCORE</i>	Develop	Consider Developing	Competent	Skilled	Expert
Understanding Emotions					

You scored in the *Skilled* range. Some possible interpretations of your score include:

- You have a rich emotional vocabulary.
- You have complex emotional knowledge.
- You may impress others as being emotionally aware and insightful.

One way to help you further understand your results is to review the following questions:

- Do you correctly answer *emotional* what-if questions?
- Are your analyses of people usually on-target?
- Do you employ your emotional knowledge to help you figure people out?
- Do you describe emotions in a rich manner?
- Are you a good judge of others?

Your score on Understanding Emotion suggests that you have a good understanding of emotional transitions. You are emotionally insightful and deeply understand others.

Your opinion on how someone will take a certain piece of news may be more valid than someone else's who does not have your level of emotional knowledge. You have a rich emotional vocabulary and may be able to predict how people's feelings change as they experience different events.

More About Understanding Emotion

Understanding emotions means being able to think accurately about emotions. It involves being able to connect situations with certain emotions. It also involves knowing that it is possible to feel several, possibly conflicting feelings in certain situations. Understanding what *leads* to various emotions is a critical component of emotional intelligence. For instance, annoyance and irritation can lead to rage if the cause of the irritation continues and intensifies. Knowledge of how emotions combine and change over time is important in our dealings with other people and in enhancing our self-understanding.

MANAGING WITH EMOTIONS

<i>YOUR ABILITY SCORE</i>	Develop	Consider Developing	Competent	Skilled	Expert
Managing Emotions					

You scored in the *Competent* range. Some possible interpretations of your score include:

- You have potential for optimal decision making.
- Your decisions often will include both thinking and feeling.
- You may have a long-term focus.

One way to help you further understand your results is to review the following questions:

- Do you go with your gut?
- Do you use your feelings as a guide?
- Are you good at influencing others?
- Do your decisions end well?
- Do you provide sound, psychologically-minded advice to others?

Your score in this area means that you can resolve conflict and you can process emotions, rather than be scared by them. You have the basis for an important technical skill that you can apply to working and relating to others, and managing your own emotions to enhance the quality of your life.

It's possible that you are uncomfortable with certain emotions, such as joy or anger. When you are feeling one of these strong emotions, perhaps you try to disengage from that feeling. One way to enhance this area is for you to become aware of the degree to which you are engaging various emotions, and whether there is indeed a difference between your openness to various emotions.

More About Managing With Emotion

Managing with emotions means you feel your feelings, and then use them in a judicious way, rather than acting on them without thinking.

For instance, anger, like many emotions, is a misunderstood emotion. Anger is not necessarily a bad thing to feel. In fact, it is anger, which helps us to overcome adversity, bias and injustice. Anger arises when we feel frustrated, cheated or taken advantage of. Yet, anger, if left to itself, can blind us and cause us to act in negative, or antisocial ways.

Managing With Emotions measures your ability to feel the emotion, no matter what the emotion may be, but to then combine thinking with this emotion in order to make the best possible decisions and take the most effective actions. This ability works with the emotion of anger, but also with all other emotions.

SPECIFIC MSCEIT TASK SCORES FOR MARIANNE SMITH

Task scores sometimes are helpful in better understanding your test results. This section of your report describes the nature of each of these tasks, the basis for designing the task items, and then lists your score.

As task scores are subject to much more variability than are the four ability scores, we report task scores using just three feedback levels. A *Possibly Develop* score indicates that you might evidence lower ability in this area than others. (Similar to the Develop and Consider Developing scores.) The next level of scores is a *Competent Score*, suggesting that you likely possess enough of this ability to perform the task. (Similar to the Competent score.) Finally, a score in the *Skilled* range indicates that this might be an area of expertise for you. (Similar to the Skilled and Expert scores.)

<i>Score</i>	Develop	Competent	Skilled
<i>Possibly Develop</i>	■	■	
<i>Competent</i>	■	■	
<i>Skilled</i>	■	■	■

Identifying Emotions Task Score Results

Faces Task: In this task, you are asked to indicate how *likely* it is that each emotion listed is present in a photograph of a person's face. It measures your ability to accurately identify how people feel based upon facial expression alone.

Basis for Task: Social communications requires accurate perception of content, as well as tone and non-verbal signals such as posture and facial expression. This task measures a person's ability to decode emotion when only facial expression information is available. It is a very basic-level process.

Your Faces Task Score

<i>Score</i>	Develop	Competent	Skilled
<i>Faces Task Score</i>	■	■	

What Your Score Suggests: You scored in the *Competent* range on this task. Do you read people well when you have some context, such as tone of voice, background information, or posture? This task only gives you very limited visual information, and so, you may have tried to read more into these faces than was really there!

Pictures Task: There is emotion in art - whether it is a movie, a piece of music, a poem, or a scene. The ability to correctly identify emotions in others is related to the ability to identify emotion in objects as well. This task asks you to identify the emotions that are

conveyed by various pictures and designs. It is not asking about your own, unique reaction to them.

Basis for Task: Some people wonder how landscapes or pictures convey emotion. Yet, most people are aware that different textures, colors and designs move us in different ways. Landscape photographs likewise have textures, patterns, and colors.

Do objects have emotions? No, but they can communicate emotions. This is in part what the science of aesthetics tries to determine. Aesthetics is the study of art and objects.

Considered to be a philosophical science, aesthetics tries to understand and evaluate objects and to make structured decisions and judgments about these objects. One approach to aesthetics, called emotionalism, views art objects as conveying ideas, but also moods and *feelings*.

Your Pictures Task Score

<i>Score</i>	Develop	Competent	Skilled		
<i>Pictures Task Score</i>					

What Your Score Suggests: You scored in the *Competent* range on this task. Like music, designs, or visual art, also communicate emotion. This task may have seemed somewhat difficult to you, but you were generally accurate when you indicated what emotions the designs expressed.

Using Emotions Task Score Results

Sensations Task: In this task you were asked to indicate how various emotions *feel* by identifying and describing the direction and degree of various physical sensations or feelings that accompany that emotion. (For example, “Does *happiness* feel warm, cold, sharp, or soft?”) Although it may seem unusual, one of the best ways to describe your internal feelings is to compare them to other sensations.

Basis for Task: Published research suggests that this task is related to the ability to feel what others feel. That’s because primary emotions are accompanied by a set of physiological changes and reactions. Anger has a very different set of physiological changes associated with it than does happiness. If you are able to actually generate an emotion you should be able to also generate some of these same physiological reactions.

Your Sensations Task Score

<i>Score</i>	Develop	Competent	Skilled		
<i>Sensations Task Score</i>					

What Your Score Suggests: You scored in the *Competent* range on this task. You can feel what others feel, although you may be better at relating to others when they are in a certain sort of mood than others. Consider whether you are more, or less, comfortable with certain situations or emotions.

Facilitation Task: How people feel influences how they think and make decisions. This set of questions measures your ability to determine how different moods impact thinking and decision-making. You were asked to indicate how effective different emotions are in helping you to solve a specific problem. (For example, “How helpful are *each* of the following moods when you are making plans for a picnic: a) happiness; b) frustration; c) surprise; d) fear”.)

Basis for Task: There is a large body of emotions research on how emotions influence perception and judgment. People in different moods see and decide in part based upon that mood. Emotion and thought are intertwined, and decision-making does not, and cannot, occur in the absence of emotion.

Your Facilitation Task Score

<i>Score</i>	Develop	Competent	Skilled		
<i>Facilitation Score</i>					

What Your Score Suggests: You scored in the *Possible Strength* range on this task. You recognize that moods and thought are linked. This ability may help you to focus on

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what's really important, or to get others to do the same. You have expert knowledge in this area, and you should use it to help you and others perform their best.

Understanding Emotions Task Score Results

Changes Task: This section measures your ability to understand how emotions change and alter over time. These test items are multiple-choice questions. (For example, “When anger intensifies, it turns into: a) rage; b) frustration; c) sadness; d) joy”.)

Basis for Task: Emotions have their own moves just like pieces on a chessboard. Emotions arise from certain causes, and they develop and change in a set way. This task measures your knowledge of emotions and how they change and develop.

Your Changes Task Score

Score	Develop	Competent	Skilled
Changes Task Score	■	■	■

What Your Score Suggests: You scored in the *Possible Strength* range on this task. You have a good understanding of emotions and their causes. You probably have insight into people and can figure out what will happen next in terms of how people will feel. Your emotional what-if analyses are usually correct.

Blends Task: Emotions are complex, and people can experience a combination of different emotions. This multiple-choice section taps your knowledge of complex emotions people may experience. (For example, “Optimism is a combination of: a) happiness and anticipation; b) fear and sadness; c) happiness and joy; d) sadness and happiness”.)

Basis for Task: Just as emotions follow a set of moves, there are simple and complex emotions. Emotions theory might not specify combinations of emotions with the accuracy of chemistry, but we know a lot about how simple emotions combine to form more complex and sometimes subtle emotions.

Your Blends Task Score

Score	Develop	Competent	Skilled
Blends Task Score	■	■	■


What Your Score Suggests: You scored in the *Competent* range on this task. You seem to be able to grasp and *describe* emotional information. You have some emotional insight. Your emotional vocabulary is fairly well-developed.

Managing With Emotions Task Score Results

Emotion Management Task: There are different ways to cope with situations, and some coping strategies are more effective than others. This task presented you with a hypothetical situation involving a personal emotional situation (an intra-personal, or emotion self-management situation). You were asked to indicate the effectiveness of various emotional strategies in achieving a specific outcome. (For example, “Debbie returned from vacation feeling happy and content. How effective would each of the following actions be in maintaining this mood? a) start to think about her next, fun vacation; b) review her monthly expenses; c) unpack and do the laundry”.)

Basis for Task: There is a good deal of research on emotion management and regulation. Some actions, while common or popular, simply don't work that well.

Your Emotion Management Task Score

<i>Score</i>	Develop	Competent	Skilled			
<i>Emtl Management</i>						

What Your Score Suggests: You scored in the *Possible Strength* range on this task. You are open to emotions, even those that may be unwanted or uncomfortable. You are able to choose effective strategies that include all of the information available to you.

Emotional Relationships Task: Emotional Relationships tests your ability to get to a certain emotional outcome in inter-personal situations (involving two or more people). Effective strategies are those that result in the desired outcome, for both individuals. (For example, “Jane was asked to lead a new project team that Joe wanted to be in charge of. How effective would each of the following actions be in getting Joe to cooperate with Jill: a) Jill recognizes Joe’s feelings but requests his help; b) Jill threatens to fire Joe if he does not help the team; c) Jill points out Joe’s many weaknesses to the team”.)

Basis for Task: There are better and worse ways to handle other people. We have a good knowledge base of what is effective in determining certain outcomes, and what doesn't work that well.

Your Emotional Relationships Task Score

<i>Score</i>	Develop	Competent	Skilled			
<i>Emtl Relationships</i>						

What Your Score Suggests: You scored in the *Competent* range on this task. You generally stay open to feelings and encourage others to do the same. You use these feelings as information to help you make reasonably effective decisions for others.

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CONCLUSIONS

How To Use Your MSCEIT Results

Emotional intelligence can be defined and measured as an intelligence, or as a set of abilities. The MSCEIT provides you with an estimate of these emotional skills. Tests like the MSCEIT are designed to help people learn more about themselves and to better understand their strengths.

Remember that emotional intelligence is just one part of who you are, and that there are many other parts of your personality that are perhaps just as important, or more important, than emotional intelligence.

Thank you!