

Vince Sample

Position: Sample Test Portfolio

Test Date: June 5, 2023

Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0



EMOTIONAL INTELLIGENCE

Emotify

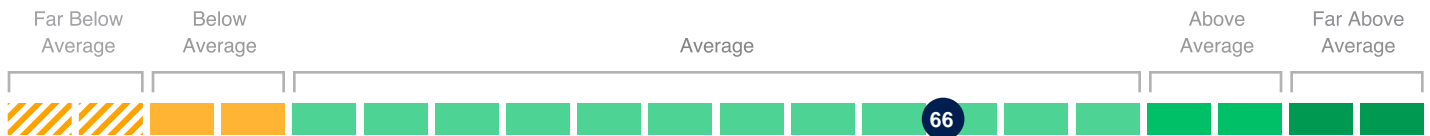
Emotify is an ability-based measure of emotional intelligence, measuring a candidate's ability to accurately identify and understand emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration and team work, decision making and success in leadership and management roles.

Results Summary

66th Percentile

Average

Results Details



Vince's overall Emotify score was higher than 66 percent of the general population, which indicates that they are likely to:

- Generally display emotional intelligence when interacting with others, working in teams, and making decisions
- Typically read and interpret emotions displayed by others with accuracy, and therefore generally respond accordingly
- In general, have a sound awareness of emotions and their impact on self and others in different situations
- Build and develop relationships with others such as colleagues, customers and clients reasonably successfully

Score Details



Perceiving Emotions Percentile

41

This candidate completed an assessment called Matching Faces, which measured their ability to quickly and accurately identify a broad range of emotions in facial expressions. Individuals who are able to accurately perceive emotions are more likely to identify a need to respond and adapt to people and situations as required.



Understanding Emotions Percentile

79

This candidate completed an assessment called Emotional Ties, which assessed their ability to recognize emotions and demonstrate awareness of how different situations and events influence emotions. Individuals with a strong understanding of emotions are better able to predict future emotions based on current events and use this knowledge to inform their approach to people and situations.

Interview Questions

The following questions are based on this candidate's scores on Emotify. They highlight areas you may choose to investigate further if the candidate progresses to an interview.

General

- What role do you think emotions play in the workplace?
- In what work situation do you think it would be important to identify how someone else is feeling, and understand that emotion?

Perceiving Emotions

Note to interviewer: Candidates with a sound ability to identify emotions are typically able to correctly determine how others are feeling. They are generally aware of subtle cues in body language, tone of voice and facial expressions that indicate how someone may be feeling.

- Can you provide an example of a time when you've been able to determine how someone else is feeling? What information did you use to determine this?
- Can you describe a time when you misread a situation and how the people involved were feeling? What happened and what did you do?

Understanding Emotions

Note to interviewer: Candidates with a sound ability to understand emotions are generally able to see the link between different emotions and how they progress and change depending on their actions.

- Can you provide an example of when you have resolved an issue with a frustrated colleague, customer or client? What steps did you take to address the situation?
- Can you describe a time when understanding someone else's perspective has helped you accomplish a task or resolve an issue?