Score Report Guide
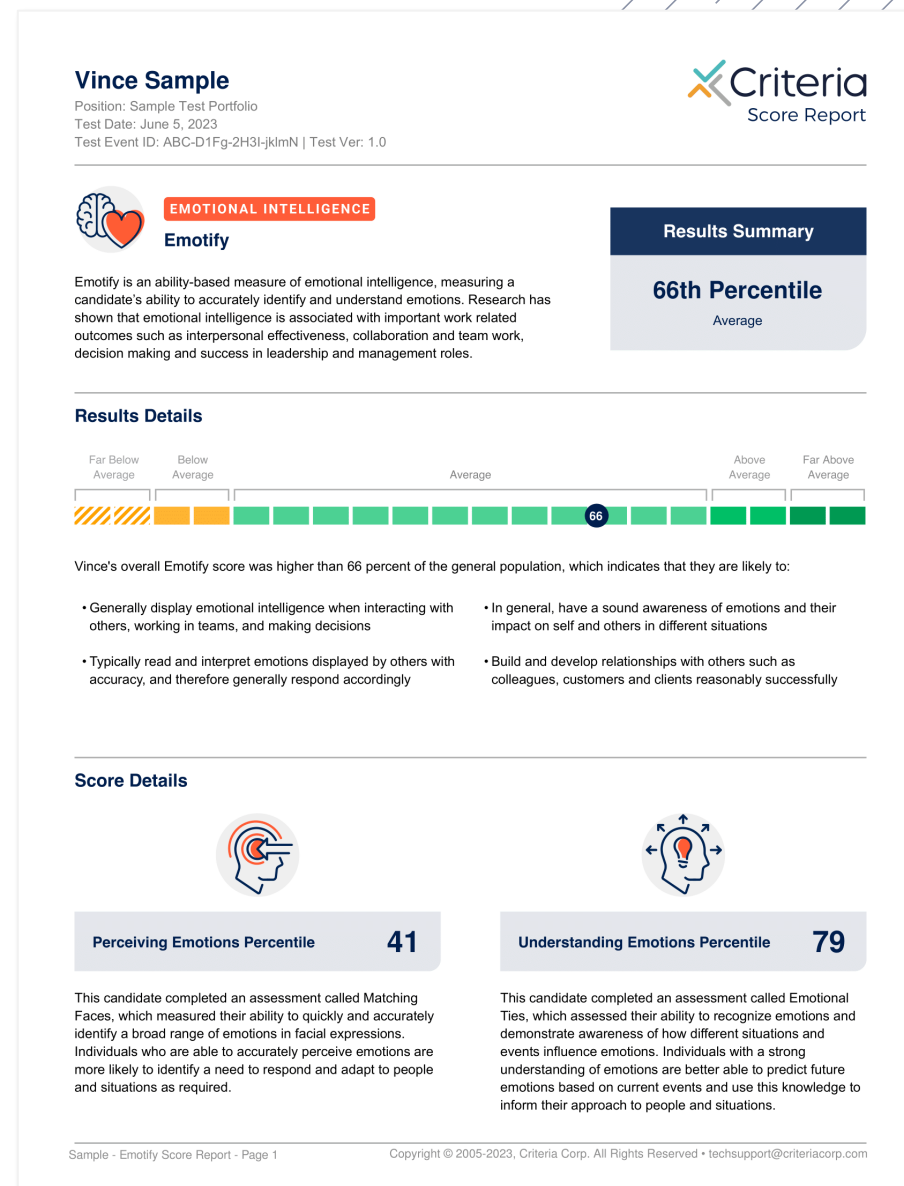
Emotify - Version 1

Emotional Intelligence Assessment

Criteria

Emotify - Version 1

- **Emotify** is an ability-based measure of emotional intelligence.

- **Emotify** measures the ability to accurately identify emotions and effectively understand how different situations impact our emotions. These skills are important for any roles that require working closely with others and where relationship building and communicating with others is important.

- It is a timed assessment and takes around 20 minutes to complete.

Vince Sample
Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

Criteria
Score Report

EMOTIONAL INTELLIGENCE
Emotify

Results Summary

66th Percentile
Average

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 Details

| Far Below Average | Below Average | | Average | | Above Average | Far Above Average |

66

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.

Criteria

Candidate Information and Results Summary

Vince Sample
Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

Criteria
Score Report

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

1. The top of the first page of every **Emotify** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.

2. The Results Summary provides the applicant's Percentile ranking compared to our global norming group. In the example above, the candidate scored in the 86th percentile indicating that they scored higher than 86% of people that have taken this assessment.

3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to www.oda1.com, enter their Event ID, and then they can continue their assessment from where they left off.

Criteria

Results Explanation

1. The **Emotify** score is produced from two separate mini assessments: *Emotional Ties* and *Matching Faces*. We provide individual scores for each of these assessments, which are then combined to create the overall percentile ranking.

2. In the Results Details your candidate's overall score will be displayed in one of five different groupings (indicated by different colors). The circled number is their percentile ranking. The text below the overall score graphic changes based on the candidate's overall percentile ranking, and will describe the degree to which this individual can perceive and understand emotions. For a more detailed breakout of this area, see page 6.
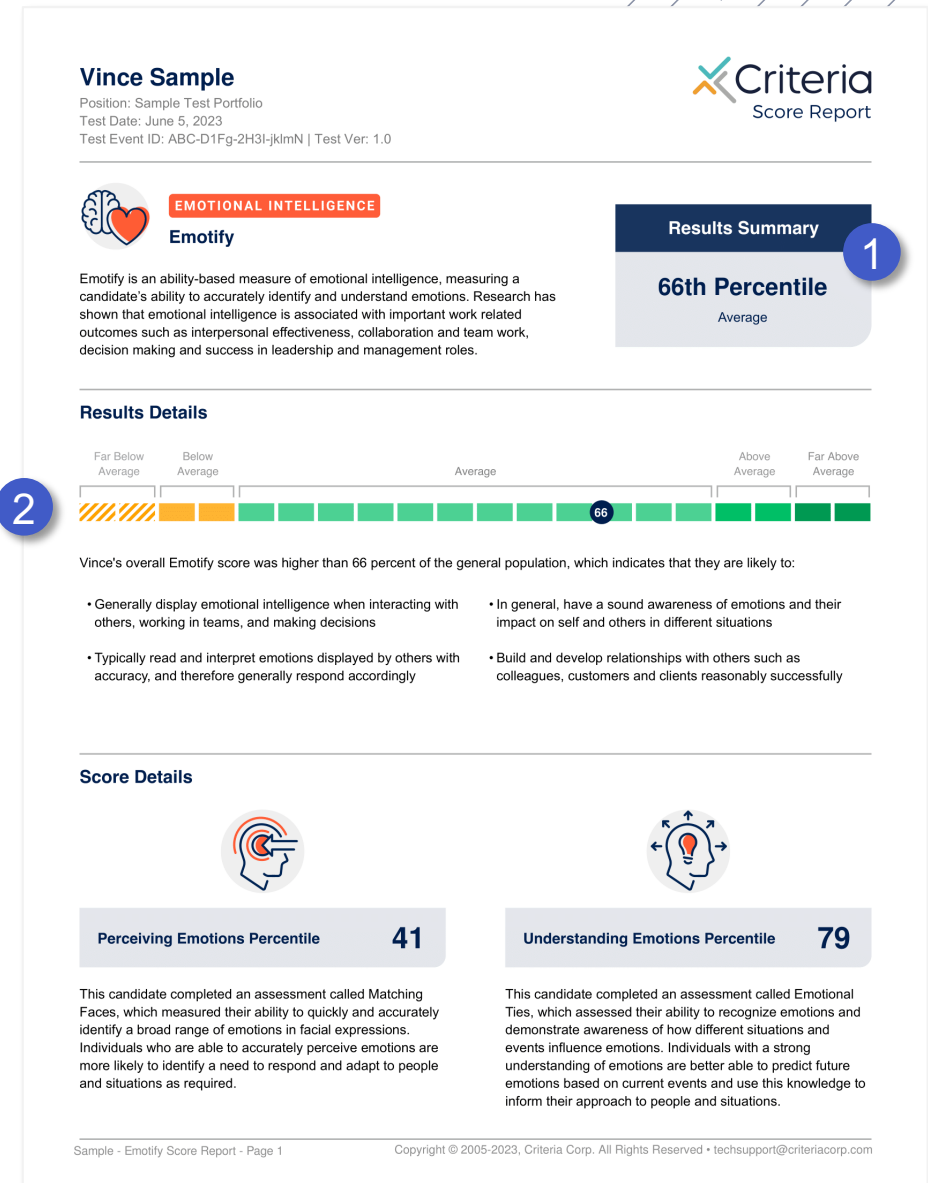
Results Explanation

3. This area presents the results of the first mini assessment, *Matching Faces*. In this assessment, the candidate is presented with pictures of faces showing an emotion and a word describing an emotion. They have to decide if the face and the word match. The number of faces they are able to match correctly with the emotion are used to calculate their Perceiving Emotions Percentile ranking. Higher scores indicate the candidate is able to correctly identify the matching emotion more readily than others.

4. This area presents the results for the second mini assessment, *Emotional Ties*. In this assessment, the candidate is presented with a number of short everyday situations and a variety of face options showing different emotions, and they have to match the emotion to the situation. The number of faces they are able to match correctly with the situation is used to calculate their Understanding Emotions Percentile ranking. Higher scores indicate the candidate is able to correctly identify how certain situations might impact a person's emotions.

Vince Sample
Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

Criteria
Score Report

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

| Far Below Average | Below Average | Average | Above Average | Far Above Average |

66

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

• In general, have a sound awareness of emotions and their impact on self and others in different situations

• Typically read and interpret emotions displayed by others with accuracy, and therefore generally respond accordingly

• Build and develop relationships with others such as colleagues, customers and clients reasonably successfully

Score Details

3

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.

4

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.

General Guide for Interpreting Percentile Rank

Table 1 below describes the meaning of the overall percentile on this report as it pertains to Emotional Intelligence more generally, while Table 2 describes the results specifically in relation to the candidate's ability to perceive and understand emotions.

Someone with below-average EI would have a low capacity to display Emotional Intelligence when interacting with others (table 1), which could stem from their inability to identify emotions in people (table 2).

TABLE 1

Have a low capacity to display emotional intelligence when interacting with others, working in teams, and making decisions	Generally, display emotional intelligence when interacting with others, working in teams and making decisions	Display high levels of emotional intelligence when interacting with others, working in teams and making decisions
At times, misread or misinterpret emotions displayed by others, and have a low awareness of how different situations can affect emotions	Typically read and interpret emotions displayed by others, and have a sound awareness of how different situations can affect emotions	Be able to accurately read and interpret emotions displayed by others, and have a strong awareness of how different situations can affect emotions
Require some support in building and developing relationships with others, such as with colleagues, customers, and clients	Have the capacity to build and develop relationships with others such as colleagues, customers and clients reasonably successfully	Have the capacity to successfully build and develop relationships with others, such as colleagues, customers and clients
0-19%	**20-79%**	**80-100%**

TABLE 2

Results indicate ability to perceive and understand emotions

People who score in the **BOTTOM** range:	People who score in the **MIDDLE** range:	People who score in the **TOP** range:
May have difficulty identifying emotions in people	Will usually identify the appropriate emotion in themselves and others	Are highly accurate in identifying different emotions
Are most likely to misinterpret emotional situations and events	Generally, interpret emotional situations and events correctly	Are highly skilled in interpreting emotional situations and events
Are most likely to be unsure how emotions are influenced by different situations	Usually understand the connection between emotions and situations and how emotions change and evolve	Accurately understand how emotions change and evolve in different situations
BELOW AVERAGE (0-19%)	**AVERAGE (20-79%)**	**ABOVE AVERAGE (80-100%)**

Criteria

Interview Questions

- The last page of the **Emotify** score report will contain interview questions to help the hiring manager gain further insight into the candidate's Emotional Intelligence.

- These questions will change based on the candidate's scores on both mini assessments, as well as their overall score.

- The questions provided are broken out into three categories: General, Perceiving Emotions, and Understanding Emotions.

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?

For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or support@criteriacorp.com.

✕ Criteria