

Score Report Guide



Emotify

Emotional Intelligence Assessment

AT A GLANCE

Emotify

- **Emotify** is an ability-based measure of emotional intelligence.
- **Emotify** measures the ability to accurately identify emotions, effectively understand how different situations impact our emotions, and to manage our own and others' emotions effectively. 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.

Score Details

Vince Sample

Position: Sample Test Portfolio
Test Date: June 5, 2023
Event ID: ABC-D1Fg-2H3l-jklmN | Test Ver: 2.0



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EMOTIONAL INTELLIGENCE

Emotify

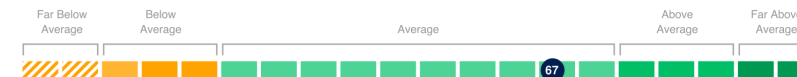
Emotify is an ability-based measure of emotional intelligence, measuring a candidate's ability to accurately identify, understand and manage emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration,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

Results Summary

67th Percentile

Average

Results Details



Vince's overall Emotify score was higher than 67 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
- Generally be able to use emotions to modify and direct behavior, and focus attention where it is required


Candidate Information and Results Summary

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EMOTIONAL INTELLIGENCE
Emotify

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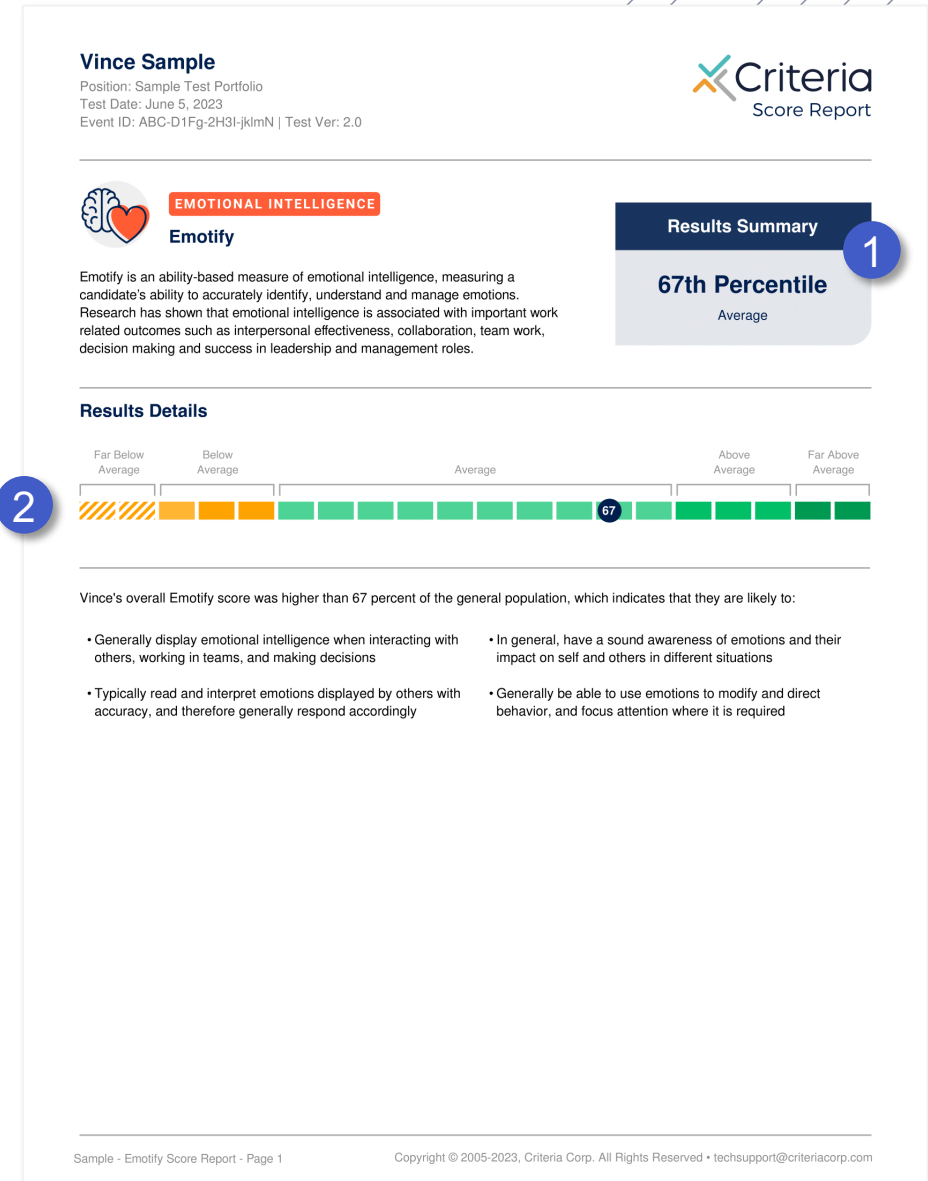
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Results Summary
67th Percentile
Average

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 67th percentile indicating that they scored higher than 67% 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.

Results Explanation

1. The **Emotify** score is produced from three separate mini assessments: *Emotional Ties*, *Matching Faces* and *Emotions in Action*. 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 7.



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.



Results Explanation

5. This area presents the results for the third mini assessment, Emotions in Action. In this assessment, the candidate reads short scenarios involving different emotions, and needs to select the best response for managing the emotion involved. The scenarios are set within a narrative and take the candidate through a series of connected events. The Managing Emotions score is calculated based on their ability to identify the appropriate course of action in each scenario. Higher scores indicate that the candidate can manage their own and other's emotions to help achieve a desired outcome, and influence emotions in ways that are likely to be helpful to a situation rather than harmful.



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.

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
BELOW AVERAGE (0-25%)	AVERAGE (26-74%)	ABOVE AVERAGE (75-100%)

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 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 (0-25%)	AVERAGE (26-74%)	ABOVE AVERAGE (75-100%)

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 all mini assessments, as well as their overall score.
- The questions provided are broken out into three categories: General, Perceiving Emotions, Understanding Emotions, and Managing 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 strong ability to identify emotions are likely to be able to distinguish between genuine and non-genuine emotion - they can determine whether someone's words match other aspects of their behavior. They are also likely to quickly identify the emotions being experienced by others and change their approach to the conversation or situation accordingly.

- Can you describe a time when you've felt that the emotion someone is experiencing doesn't match the words they are saying? What led you to this conclusion and what did you do?
- Can you describe a time when you've changed your approach to a conversation or situation based on how you've identified the people involved are feeling?

Understanding Emotions

Note to interviewer: Candidates with a strong ability to understand emotions are likely to have a comprehensive knowledge of emotions, how they change and evolve, and how their actions influence their own and others' emotions.

- Can you describe a time when you've been able to predict how someone is likely to feel about some news, and how you used this to determine your approach to that situation?
- Can you provide an example of when you've used your understanding of emotions and their role in the workplace to guide your actions or interactions?

Managing Emotions

Note to interviewer: Candidates with a sound ability to manage emotions are typically able to use emotions effectively in decision making and can generally modify their behavior to complete certain tasks. They are able to manage their own and others' emotions as well as most people.

- Can you provide an example of a time you experienced a failure or setback on a task you were completing? What steps did you take to overcome this?
- Tell me about a challenging interaction you have had in the workplace. What emotions were involved and what did you do to manage both your own and others' emotions? What was the outcome of the interaction?

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.

