

# Vince Sample

Position: Sample Test Portfolio

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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
- 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
- Generally be able to use emotions to modify and direct behavior, and focus attention where it is required

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## Score Details



### Perceiving Emotions Percentile

**79**

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

**88**

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.



### Managing Emotions Percentile

**48**

This candidate completed an assessment called *Emotions in Action*, which measured their capacity to effectively manage emotions. Individuals with strong emotion management skills are better able to manage their own and others' emotions to help achieve a desired outcome, and influence emotions in ways that are more likely to be helpful to a situation rather than harmful.

## Interview Questions

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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?