

# Lisa Sample

Position: Sample Test Portfolio  
Test Date: July 8, 2020  
Test Event ID: ABC-1234-EFGH



## EMOTIONAL INTELLIGENCE

### Emotify

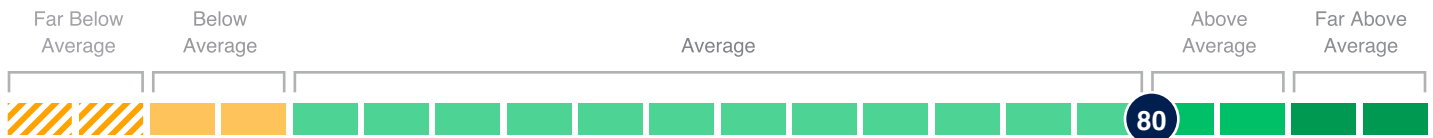
Emotify is an ability-based measure of emotional intelligence, measuring a candidate's ability to accurately identify and understand emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration and team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

**Results Summary**

**80th Percentile**

Above Average

## Results Details



Lisa's overall Emotify score was higher than 80% of the general population, which indicates that they are likely to:

- Display high levels of emotional intelligence when interacting with others, working in teams, and making decisions
- Be able to accurately read and interpret emotions displayed by others, and therefore respond accordingly
- Have a strong awareness of emotions and their impact on self and others in different situations
- Have the capacity to successfully build and develop relationships with others, such as colleagues, customers and clients

## Score Details



### Perceiving Emotions Percentile

**78**

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

**81**

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

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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 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 describe a time when you misread a situation and how the people involved were feeling? What happened and what did you do?
- What information do you use when interacting with someone to determine how they may be feeling? Can you provide an example of when you've used this information at work?

### 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?
- How do you use your understanding of emotions and their role in the workplace to guide your interactions with others? Can you provide an example?