



SEI COMPARISON GROUP REPORT



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Introduction

The report can be used to prepare for training, coaching, or to enhance leadership strategy. Because the Comparison Group Report could be shared with the group, the managers or the entire company.

This is not intended as a measure of “Group EQ” – it is a snapshot of the competencies changes of group members between 2 different administrations.

The Comparison Group Report includes:

An introduction to the Six Seconds’ EQ Model

- Brief definitions of each part of the model with 12 comparison charts showing how group members score in total EQ, the three pursuits of emotional intelligence (Self Awareness, Self Management, and Self Direction), and the eight fundamental competencies between 2 different administration. Each chart shows how many people scored in each performance zone of the assessment.
- A summary table showing how many people scored in each performance zone, the mean scores of the first and second administration and the statistical significance of the score differences.

Performance Areas



Scores on the SEI are reported in five categories:

Vulnerable (0-70): This area may be an obstacle for the people to meet their goals; it may be creating personal and professional challenges for them

Emerging (71-90): This is an area where the people are showing some development of skills and awareness, and it may be helpful to continue to develop

Functional (91-110): In most situations their skills are serving you well in this area; they may wish to develop here

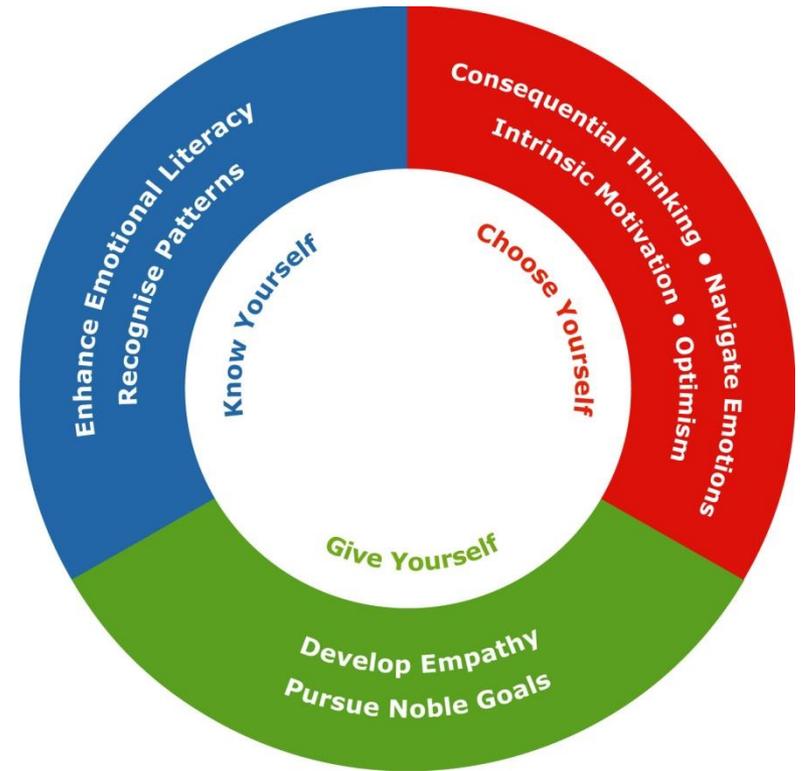
Skilled (111-130): This is probably a valuable strength for them to leverage

Expert (131-150): The people appear to have unique ability in this area

The Six Seconds Model



The Six Seconds Emotional Profile (SEI) is based on Six Seconds' Model of emotional intelligence; a model designed to help people put EQ into action in their leadership and lives. The model consists of eight fundamental skills divided into three pillars – Know Yourself, Choose Yourself, and Give Yourself. We have found that by committing to these three pillars, people are better able to develop and use their emotional intelligence to create more positive, healthy, and meaningful lives.





Emotional Intelligence (EI)

Six Seconds defines emotional intelligence as the capacity to integrate thinking and feeling to make optimal decisions. The Six Seconds model is drawn from the leading research on emotional intelligence, including the pioneering work of Six Seconds' Advisory Board member Peter Salovey (Dean, Yale College) and his colleague, John Mayer (Professor of Psychology, University of New Hampshire).

Their 1999 definition is:

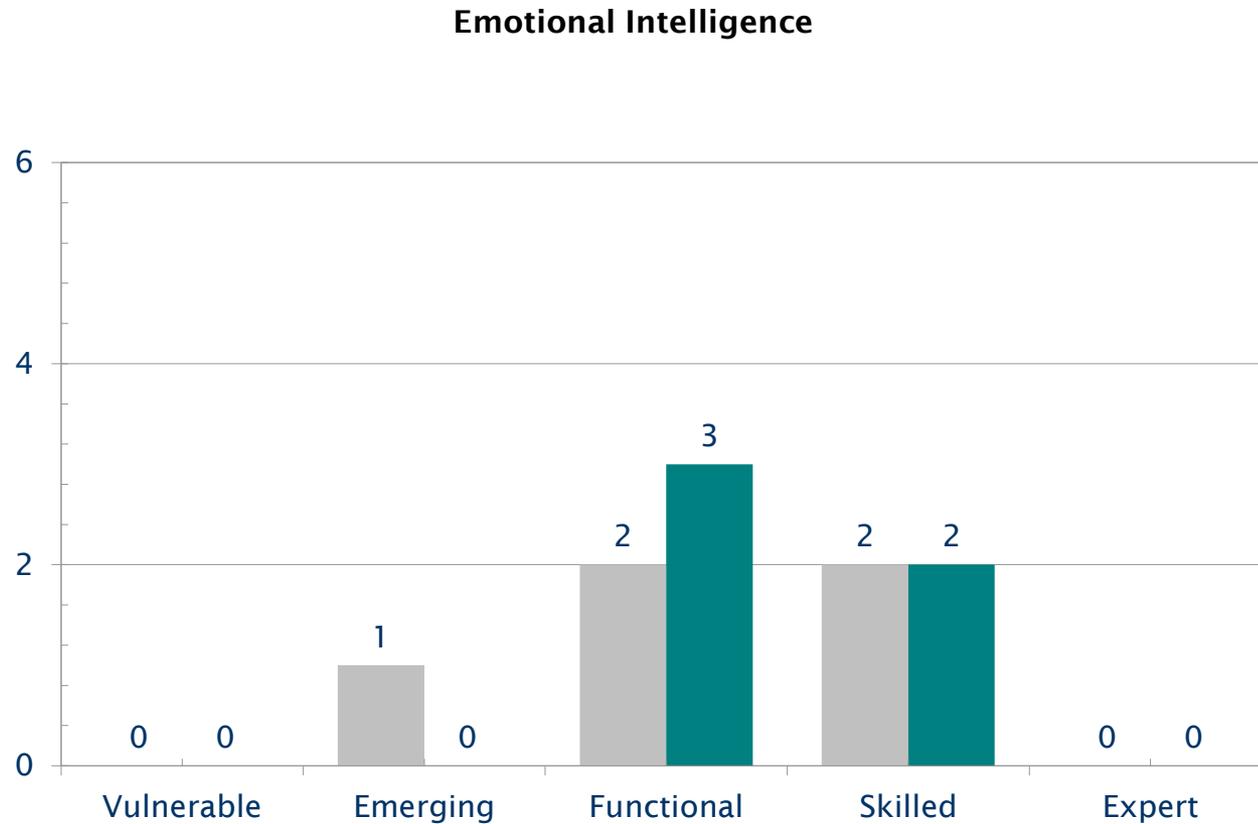
“Emotional intelligence refers to an ability to recognize the meanings of emotion and their relationships, and to reason and problem-solve on the basis of them. Emotional intelligence is involved in the capacity to perceive emotions, assimilate emotion-related feelings, understand the information of those emotions, and manage them”

Mayer, J. D., Caruso, D., & Salovey, P. (1999)

Emotional Intelligence



This chart shows how many people in the group scored in each performance zone on total emotional intelligence. The white columns refer to the first administration and the colored ones to the second administration:



Know Yourself (KY)

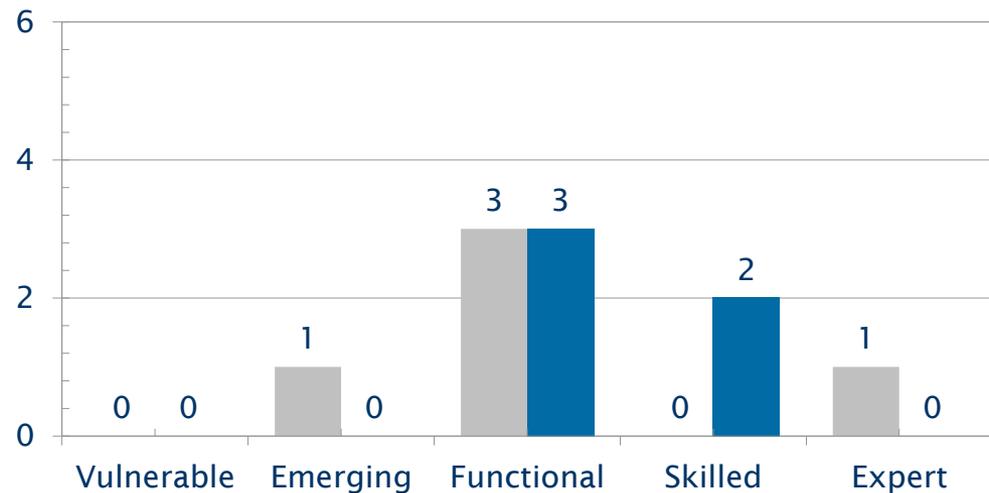


Know Yourself focuses on self-awareness. In order to use your Emotional Intelligence to its best effect, a person needs to become more aware of his/her emotions and reactions. Know Yourself includes two fundamentals:

- ***Enhance Emotional Literacy***
- ***Recognize Patterns***

These charts shows how many people in the group scored in each performance zone on Know Yourself and of the competencies in this pillar. The white columns refer to the first administration and the colored ones to the second administration:

Know Yourself

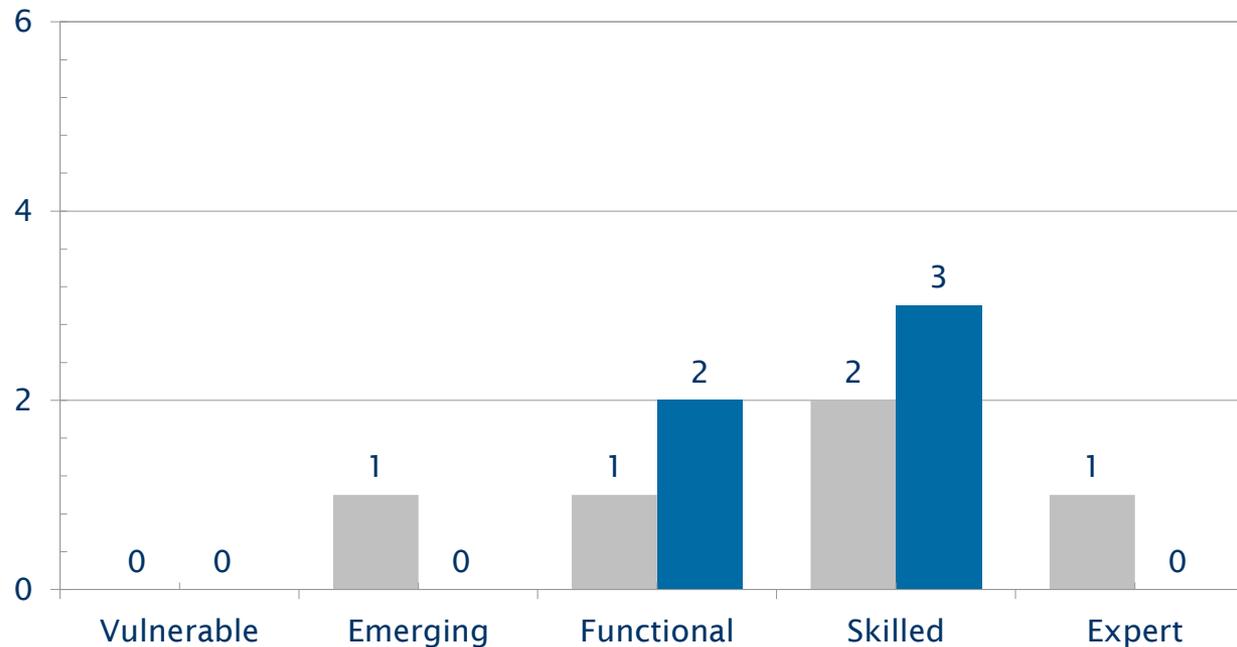


1. Enhance Emotional Intelligence (EEL)



Self-awareness helps us identify and label our feelings and recognize the varying levels of intensity. It also helps us begin understand the origins of feelings and the resulting effects.

Enhance Emotional Literacy

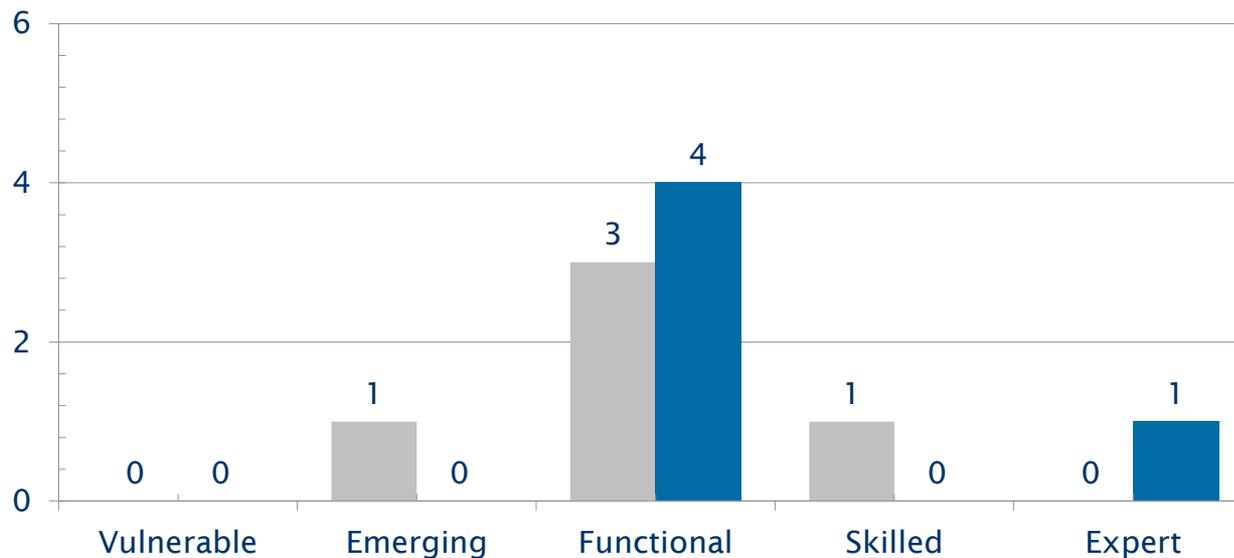




2. Recognize Patterns (RP)

Sometimes we assess new situations and respond carefully and thoughtfully, but frequently we run on autopilot reacting unconsciously based on habit. Left unconscious, these patterns can inhibit optimal performance because we are reacting with a generalized response rather than one carefully tailored to the current situation.

Recognize Patterns



Choose Yourself (CY)

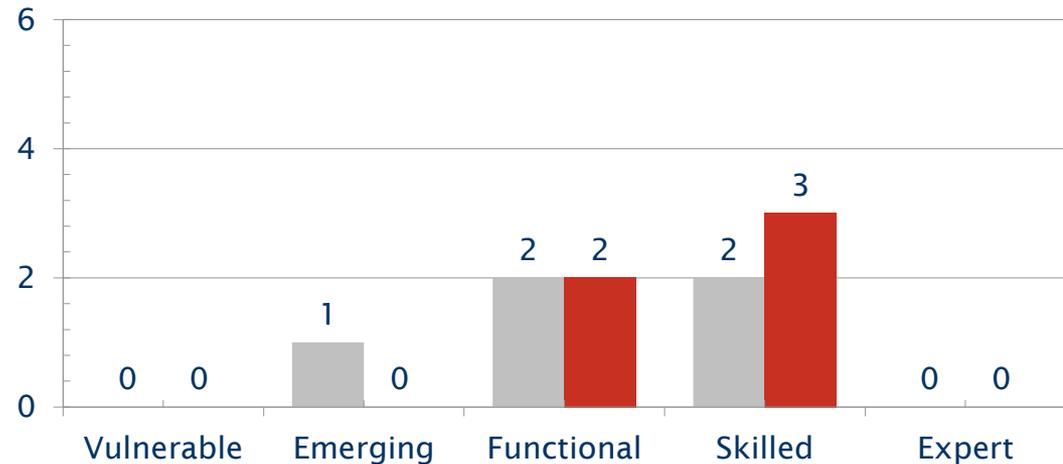


Choose Yourself is about consciously directing your daily life by shifting out of reaction (old patterns/habits) and into action (new patterns/habits) that support your goals and intentions. Choose Yourself includes four fundamental skills:

- ***Apply Consequential Thinking***
- ***Navigate Emotions***
- ***Engage Intrinsic Motivation***
- ***Exercise Optimism***

These charts shows how many people in the group scored in each performance zone on Choose Yourself and of the competencies in this pillar. The white columns refer to the first administration and the colored ones to the second:

Choose Yourself

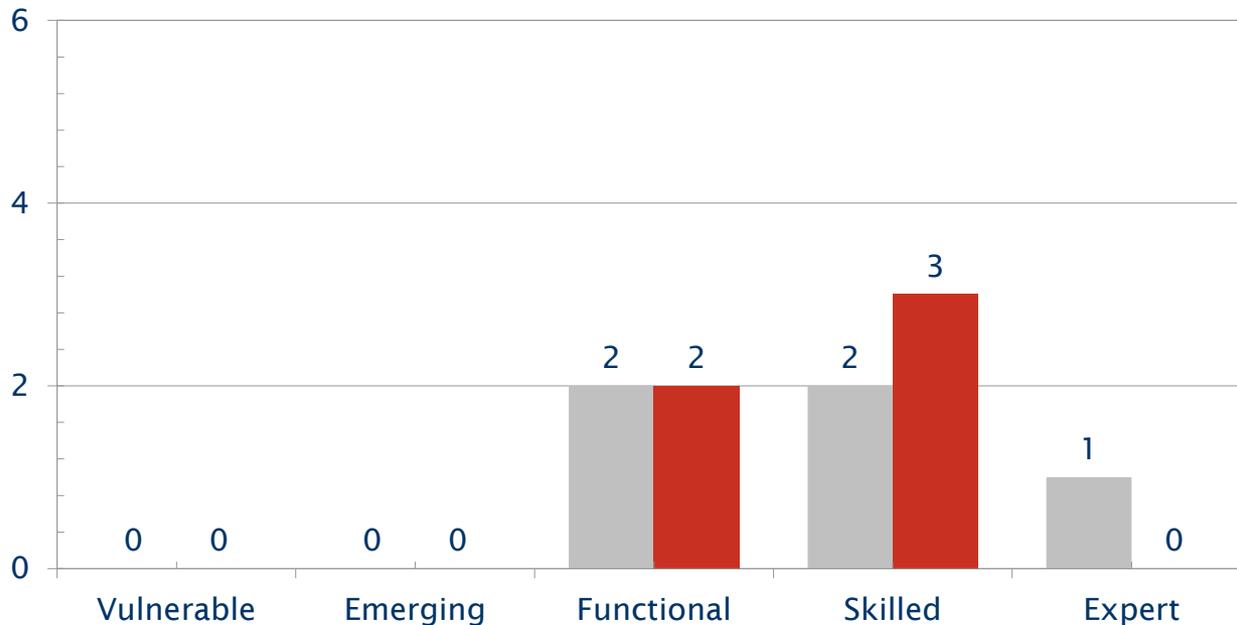


3. Apply Consequential Thinking (ACT)



This skill lets us examine the consequences of our choices and to analyze the interaction between cause and effect. It is key to managing our impulses and acting intentionally (rather than reacting). Consequential Thinking employs both our emotional and cognitive intelligences.

Apply Consequential Thinking

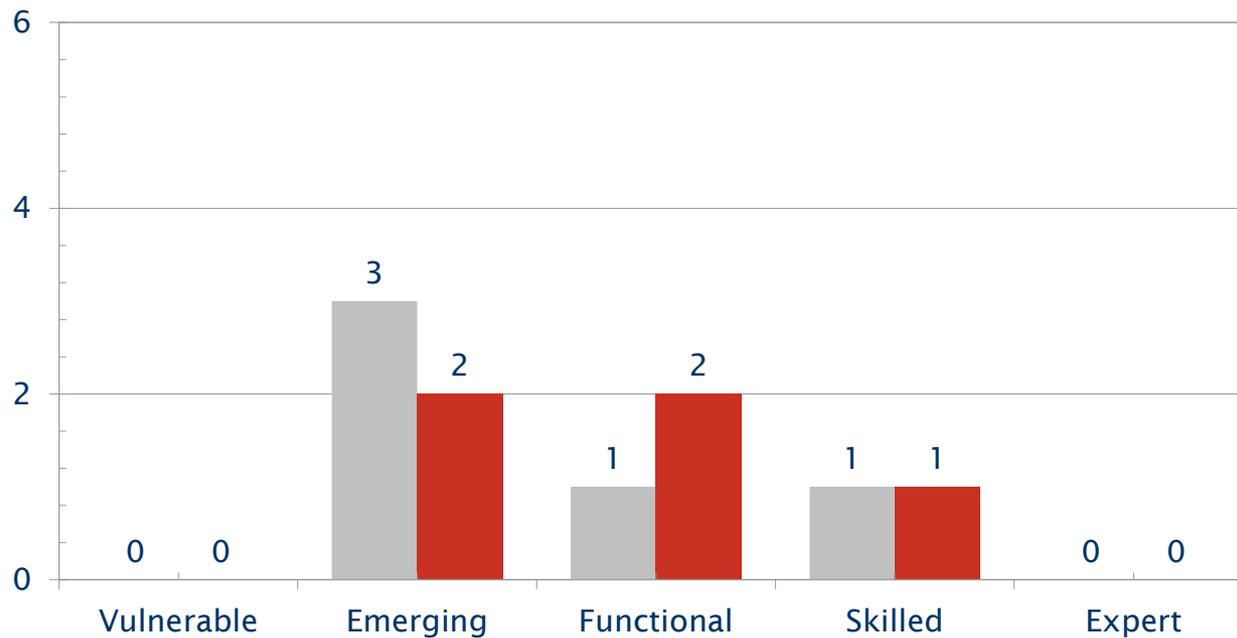




4. Navigate Emotions (NE)

People are often expected to control their emotions, to suppress feelings like anger, joy, or fear, and cut them off from the decision-making process. However, feelings provide insight, energy, and are the real basis for almost every decision

Navigate Emotions

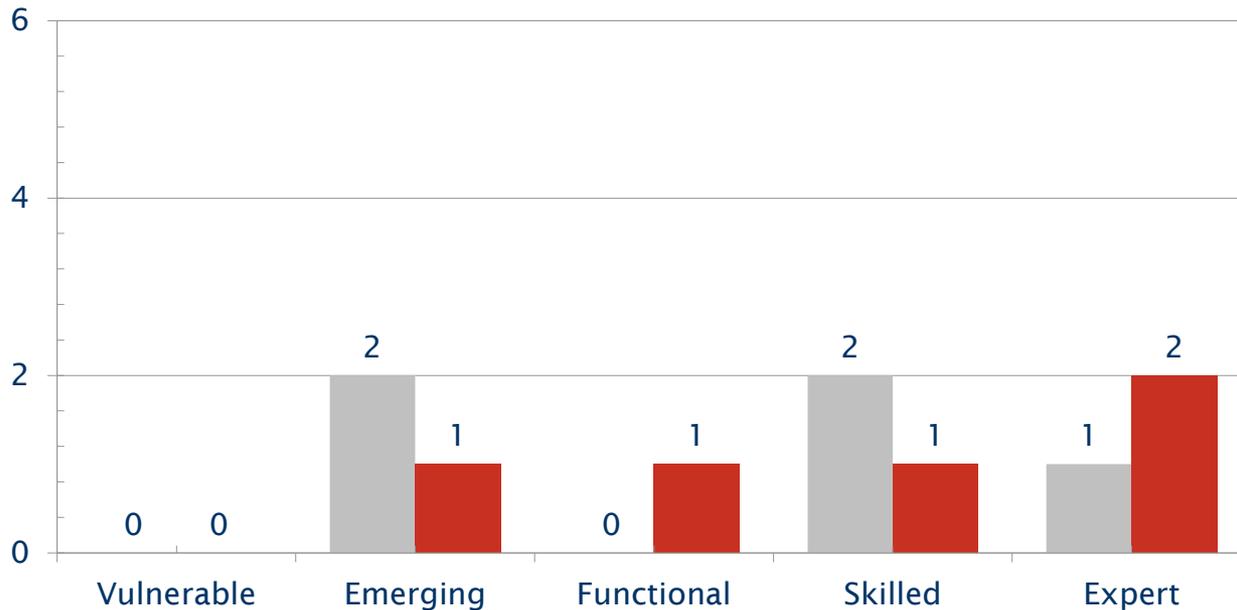


5. Engage Intrinsic Motivation (EIM)



Intrinsic motivation is a drive that comes from within (such as a personal commitment) in contrast to extrinsic motivation that comes from another person or outside source (such as praise or money). Emotions can reveal our inner motivations.

Engage Intrinsic Motivation

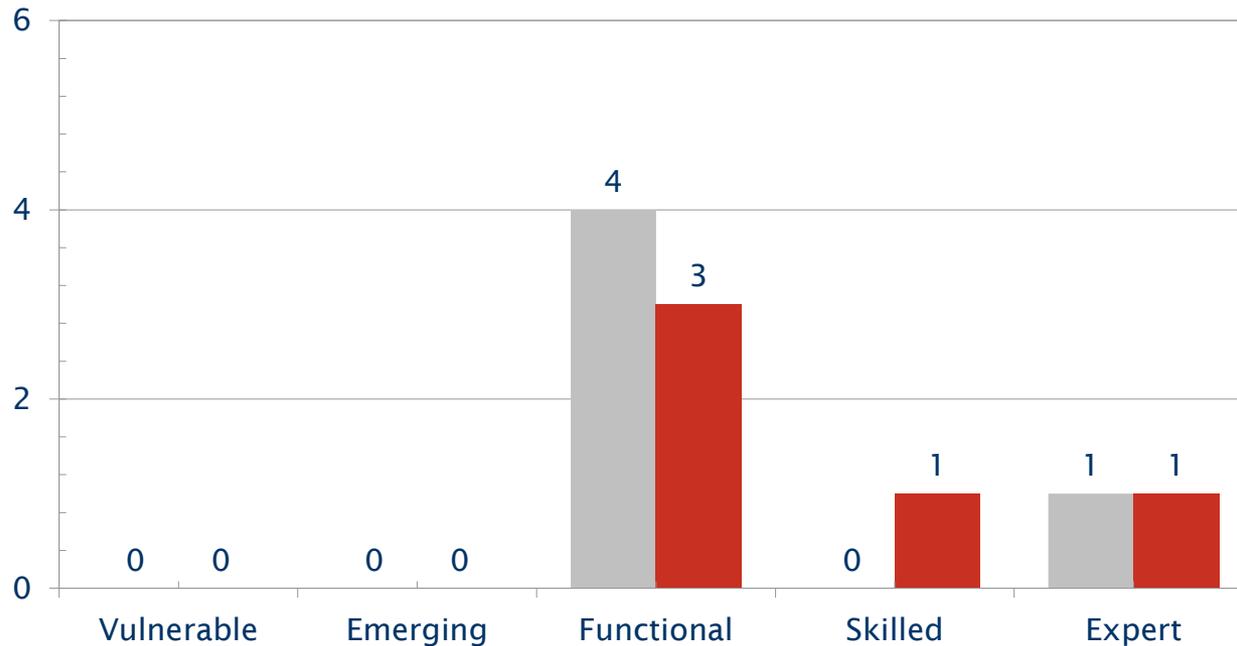




6. Exercise Optimism (EO)

Optimism allows us to see beyond the present and take ownership of the future. This skill blends thinking and feeling to shift our beliefs and attitudes to a more proactive stance.

Exercise Optimism



Give Yourself (GY)

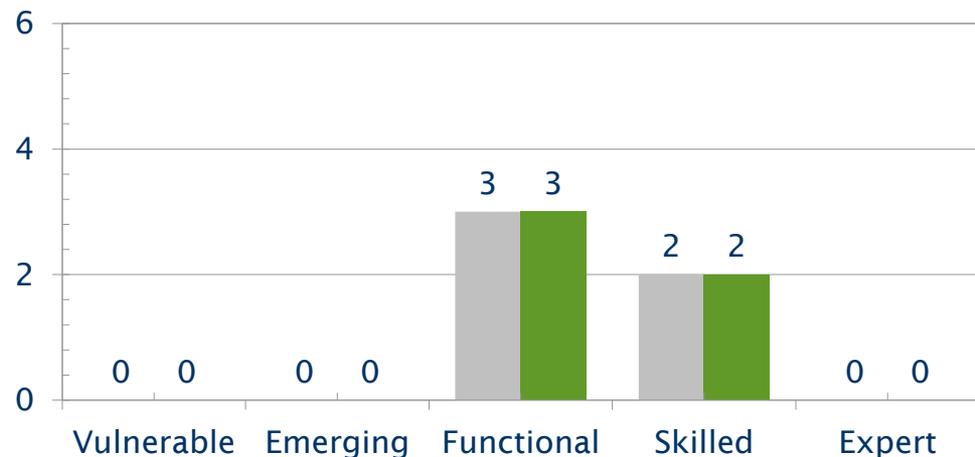


Give Yourself is about applying your emotional intelligence to develop emotional wisdom. It is about aligning your daily choices with your larger sense of purpose. Simply being smart about emotions is not enough. In order to live a full, healthy, meaningful, and successful life, we need our feelings to help us make wise decisions in regards to our relationships with others. It includes two fundamentals:

- ***Increase Empathy***
- ***Pursue Noble Goal***

These charts shows how many people in the group scored in each performance zone on Give Yourself and of the competencies in this pillar. The white columns refer to the first administration and the colored ones to the second administration

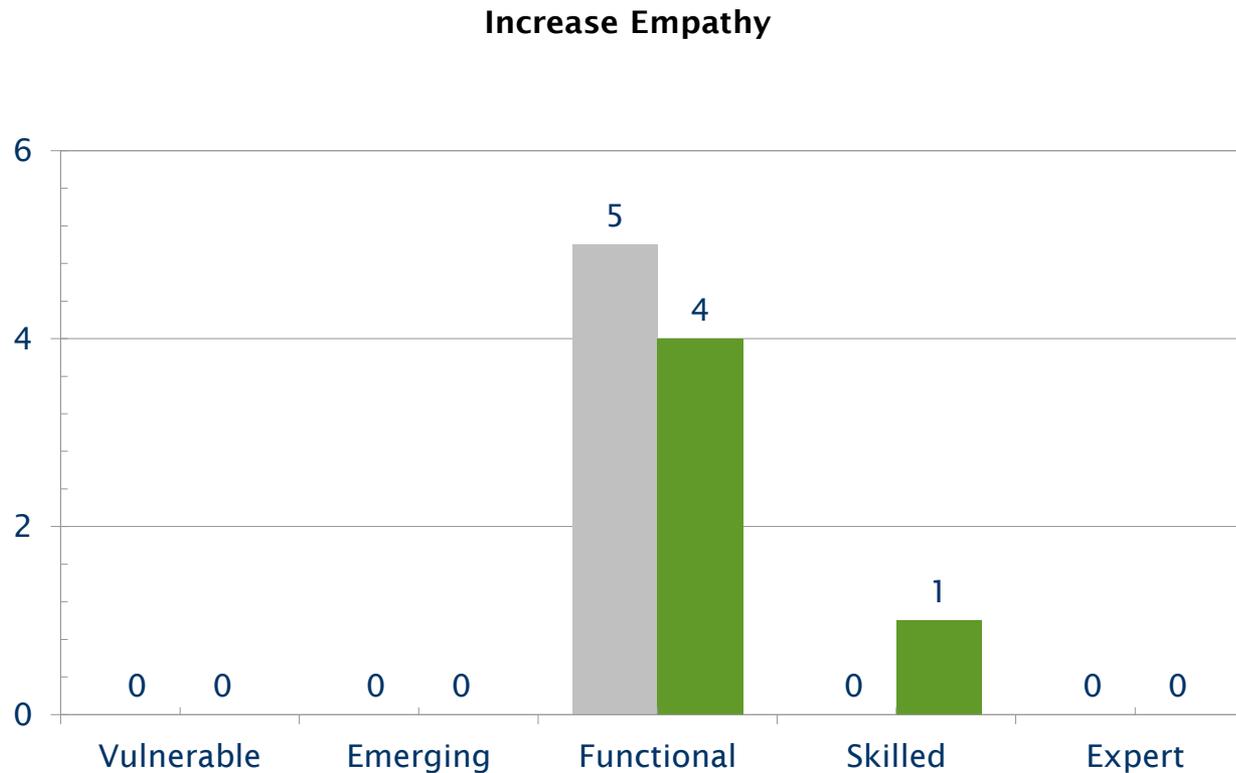
Give Yourself





7. Increase Empathy (IE)

Empathy is the ability to recognize and appropriately respond to other people's emotions. Empathy is fundamentally an emotional (versus analytical) recognition and response.

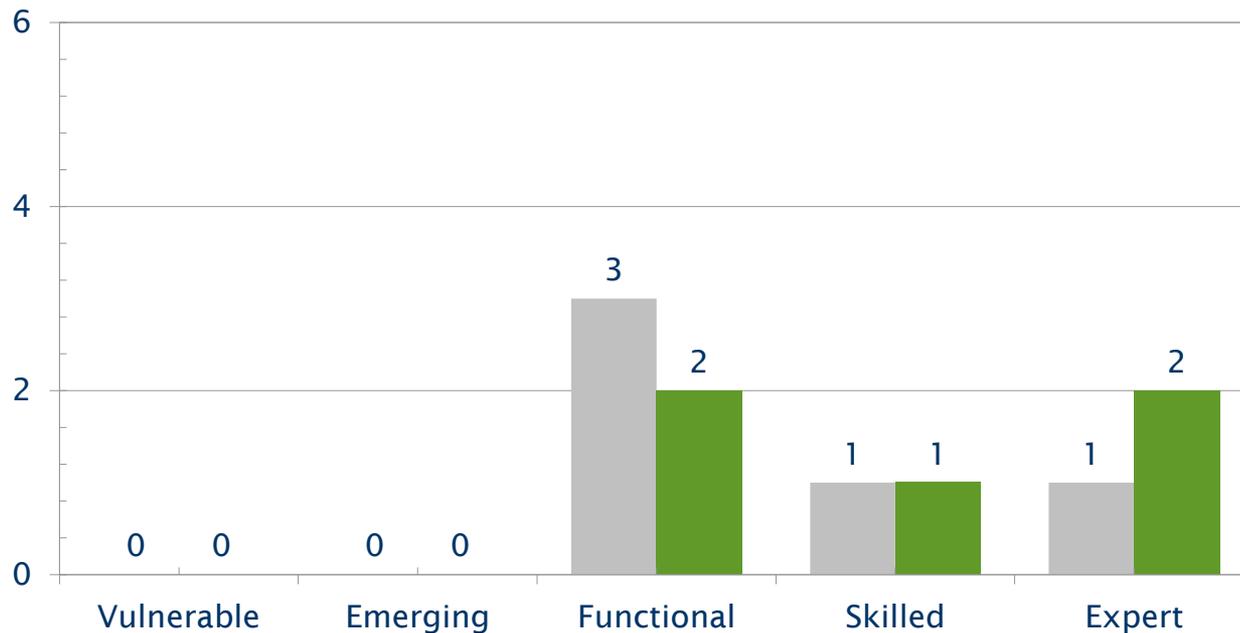


8. Pursue Noble Goal (PNG)



Noble goals activate all of the other elements of EQ. Emotional intelligence gains relevance and power when it is in service of our deepest commitments. Just as our personal priorities shape our daily choices, our noble goals shape our long-term choices.

Pursue Noble Goals



Summary Table



Area	Vulnerable		Emerging		Functional		Skilled		Expert	
	1st Adm.	2st Adm.	1st Adm.	2st Adm.	1st Adm.	2st Adm.	1st Adm.	2st Adm.	1st Adm.	2st Adm.
EI	0	0	1	0	2	3	2	2	0	0
KY	0	0	1	0	3	3	0	2	1	0
EEL	0	0	1	0	1	2	2	3	1	0
RP	0	0	1	0	3	4	1	0	0	1
CY	0	0	1	0	2	2	2	3	0	0
ACT	0	0	0	0	2	2	2	3	1	0
NE	0	0	3	2	1	2	1	1	0	0
EIM	0	0	2	1	0	1	2	1	1	2
EO	0	0	0	0	4	3	0	1	1	1
GY	0	0	0	0	3	3	2	2	0	0
IE	0	0	0	0	5	4	0	1	0	0
PNG	0	0	0	0	3	2	1	1	1	2

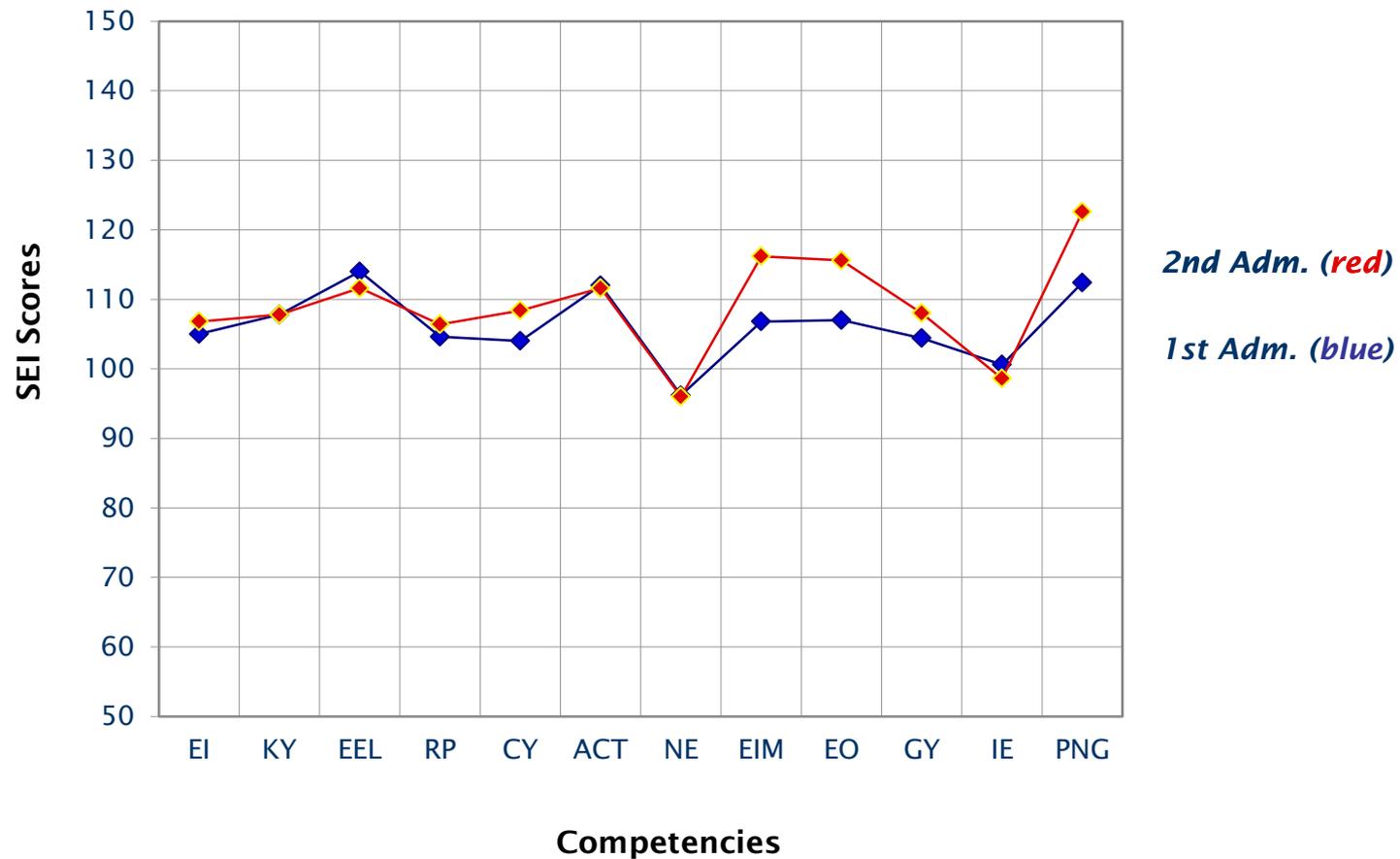
Summary of Mean Scores



Area	Group Mean 1 st Adm.	Group Mean 2 st Adm.	% change
Emotional Intelligence	105.0	106.8	1.7
Know Yourself	107.8	107.8	0.0
Enhance Emotional Literacy	114.0	111.6	-2.1
Recognize Patterns	104.6	106.4	1.7
Choose Yourself	104.0	108.4	4.2
Apply Consequential Thinking	112.0	111.6	-0.4
Navigate Emotions	96.2	96.0	-0.2
Engage Intrinsic Motivation	106.8	116.2	8.8
Exercise Optimism	107.0	115.6	8.0
Give Yourself	104.4	108.0	3.4
Increase Empathy	100.6	98.6	-2.0
Pursue Noble Goals	112.4	122.6	9.1

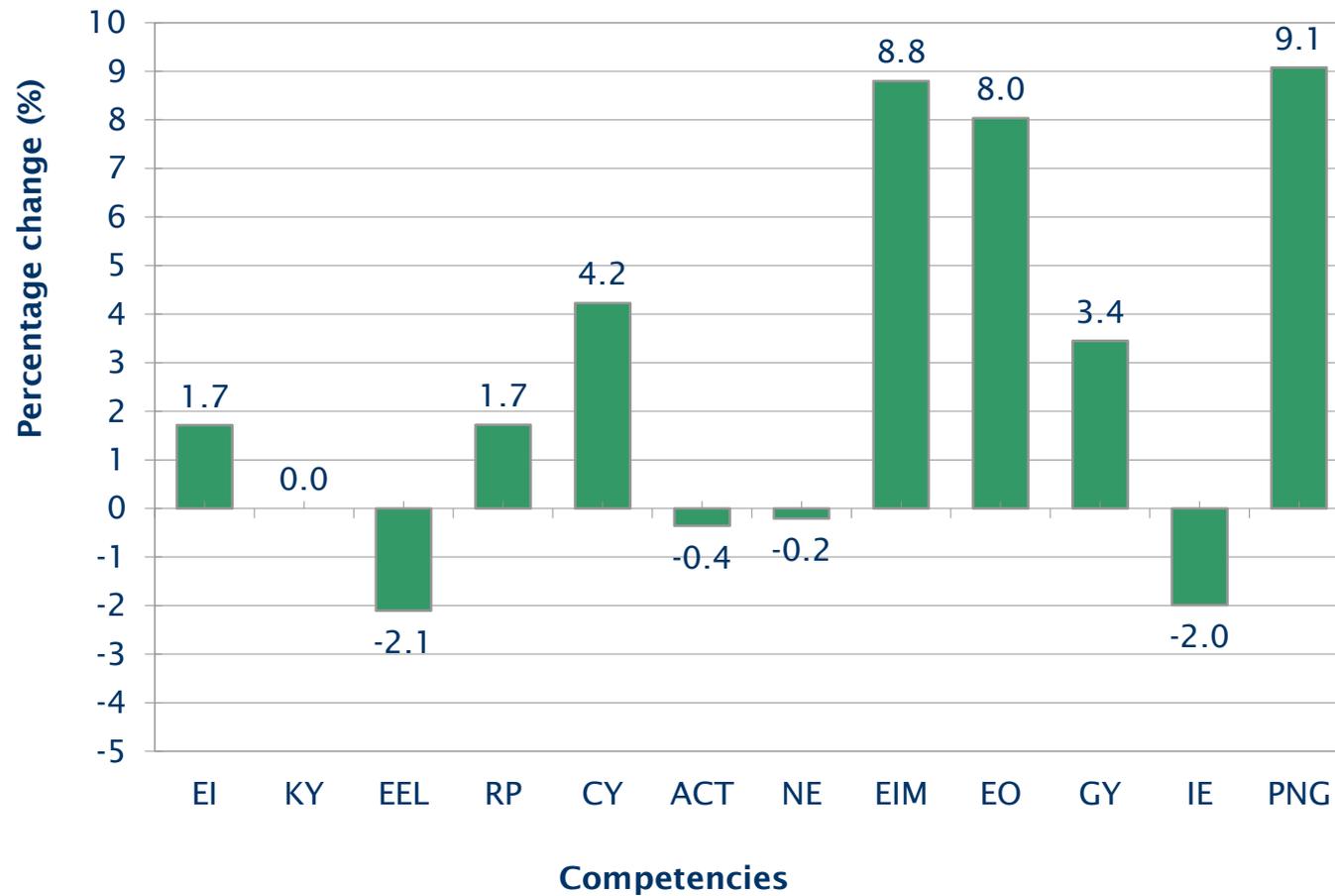


The chart below shows the score differences between the 2 administrations in each one of the SEI competencies:





This chart shows the percentage increase (or decrease) in each one of the SEI competencies:





We hope that this report will help you better understand your group. Thank you for using the Six Seconds Emotional Intelligence Assessment!



Six Seconds Team
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