

Sam Sample February 10, 2019

## MEIA Report

This report summarizes the above named individual's responses to the Multidimensional Emotional Intelligence Assessment (MEIA).

Emotional Intelligence (EI) has been widely recognized in research and applied settings as a potentially important contributor to personal well-being and effectiveness in the workplace.

## MEIA Measurement of Emotional Intelligence

While EI is often treated as a raw ability or capacity, the MEIA takes a personality based approach emphasizing the willingness to engage one's emotional abilities to perceive, understand, express, and regulate emotions in the self and other people. It is not enough to be able to recognize a person is upset, for example, and know how to comfort that person. Actual helping requires, in addition, the willingness to engage those capacities.

The MEIA targets six core dimensions of EI (e.g., Regulation of Emotion in the Self) and four proximal outcomes (e.g., Creative Thinking), providing a detailed snapshot of strengths and development opportunities on 10 distinct aspects of EI.

## Situationally Dependent

It is important to understand that the value of a given level of EI often depends on the situation. High Creative Thinking, for example, may be desirable for solving unique problems, but undesirable in more routine tasks demanding close adherence to prescribed procedures.

As a result, it is important to be aware of the optimal level of EI to apply in a given situation, and the implications of underutilization or overutilization. These implications are described in the interpretive aids on page 3.

## Consider General Accuracy

Although the MEIA is a reliable and valid assessment, it is important to recognize that no measure is one hundred percent accurate.

## One of Several Potential Sources of Information

The information in this report should be considered within the context of other assessment information (e.g., personality attributes, behavioral assessments, clinical interviews, etc.) to enhance decision making and planning.

## Performance is Relative

MEIA scores are expressed in terms of percentiles, which indicate an individual's relative standing compared to other people. A score falling at the 73rd percentile, for example, indicates that 73 percent of other people scored lower on that scale (suggesting a moderately high relative standing). Men and women tend to differ on EI, so percentiles are presented separately for those groups along with the combined percentiles.



## Infrequency Score

1.33

An infrequency score greater than 2.50 is considered problematic. A high infrequency score is usually a sign of careless responding. Such cases should be handled by either gathering further data to clarify the respondent's purposefulness, or, by nullifying the results.

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The chart below presents the above named individual's results on the 10 dimensions that comprise the MEIA. Dimensions are grouped by core EI dimensions and proximal outcomes, and brief dimension descriptions are provided. Depending on the percentile, the best advice for the individual could be development, enhancement, or refinement, as described below.

**Develop** Weak to low tendency. Develop awareness and understanding of behaviors related to the dimension. Begin practicing behaviors or increase utilization of behaviors. Observe impact of behaviors on positive or desired outcomes.

**Enhance** Moderate tendency. Strengthen tendency and develop more consistency of behaviors. Stay vigilant for situations and opportunities to apply behaviors.

**Refine** Strong to high tendency. Refine behaviors to achieve desired outcomes. Monitor and adjust tendency to match situation. Work on refining or optimizing behaviors according to context. Influence others' appreciation and application of EI.

	Percentile	Scale	Description	Range
CORE EI	COMBINED Male Female <b>85</b> 83 86	Recognition of Emotion in the Self	Being in touch with one's own feelings and describing those feelings in words	Refine
	<b>82</b> 49 87	Regulation of Emotion in the Self	Controlling one's own emotional states, especially in emotionally arousing situations	Refine
	<b>60</b> 65 55	Recognition of Emotion in Others	Attending to others' nonverbal emotional cues (e.g., facial expressions, tone of voice)	Enhance
	<b>75</b> 76 74	Regulation of Emotion in Others	Managing others' emotional states, especially in emotionally arousing situations	Refine
	<b>13</b> 17 10	Nonverbal Emotional Expression	Communicating one's feelings to others through bodily (i.e., nonverbal) expression	Develop
	<b>26</b> 32 23	Empathy	Understanding others' emotions by relating them to one's own experiences	Develop
PROXIMAL OUTCOMES	<b>36</b> 40 33	Intuition versus Reason	Using emotions in making important decisions	Enhance
	<b>97</b> 97 98	Creative Thinking	Using emotions to facilitate divergent thinking	Refine
	<b>84</b> 84 84	Mood Redirected Attention	Interpreting strong (usually negative) emotions in a positive light	Refine
	<b>77</b> 75 78	Motivating Emotions	Pursuing one's goals with drive, perseverance, and optimism	Refine

The table below provides additional information about MEIA dimensions to assist in interpreting MEIA results.

CORE EI Fundamental building blocks of EI		Importance	Underutilization	Overutilization
<b>PROXIMAL OUTCOMES</b> Impacted by Core EI  <b>Applications of EI</b> Influence Longer-Range Outcomes Applying emotional intelligence to facilitate decision making, problem solving, and the pursuit of important life goals.	<b>Self Orientation</b> Inwardly focused aspects of EI Being in touch with and in control of one's own emotions.	<b>Rec SIf</b> Basis for effective communication and control of emotional states, critical in managing relationships	Can obscure the impact feelings may be having on one's thoughts and behaviors	Suggests an introspective nature; in the extreme, others might see this as self-centered/egotistical
	<b>Other Orientation</b> Outwardly focused aspects of EI Being perceptive and willing to alter others' feelings.	<b>Reg SIf</b> Strong emotions can overpower rational thinking, leading to errors in judgment that can jeopardize relationships and goal attainment	Increases chance of engaging in regrettable behaviors that can damage relationships and one's reputation as a trusted person	Keeping feelings "bottled up" can be detrimental to one's health; there are times when everyone needs to emotionally "let go"
	<b>Emotional Sharing</b> Communal aspects of EI Being receptive to how others are feeling; authentically expressing one's own emotions.	<b>Rec Oth</b> Behaving appropriately in social situations requires awareness of others' feelings; attending to others' nonverbal reactions facilitates productive exchanges	Missing nonverbal cues can make others feel misunderstood; missed opportunity to foster more productive relationships by fine-tuning one's behavior to others' needs	Focusing too closely on others may lead them to feel they always need to be "on guard"; increases risk of emotional escalations in interpersonal interactions
		<b>Req Oth</b> Helping to manage others' feelings can mitigate the negative impact of stressful situations on performance and promote better outcomes on key objectives	Failure to manage others' emotional states creates missed opportunities to manage the motivation of individuals and groups	Overt or excessive attempts to control others' emotional states can be seen as manipulative or self-serving
	<b>Emp</b> Sharing others' feelings by actively relating them to one's own experiences is one way to connect with others and engender trust and cohesiveness in relationships	<b>Nv Exp</b> When situationally appropriate, openly expressing one's true feelings builds trust and limits misunderstandings in relationships and collaborative efforts	Keeping one's emotions hidden limits clarity of communication (e.g., for others looking for signs of approval that they are on the right path)	Being overly expressive can reveal feelings in situations where they may be better concealed; in some cases, emotional transparency may be interpreted as a weakness
		<b>IvR</b> Gut feelings can contribute to decisions beyond facts and logic; aligning intuitions-facts is optimal; misalignment should prompt deliberations and fact-finding	Lack of empathy tends to undermine interpersonal relationships as others come to feel underappreciated and disrespected as individuals	Being highly empathic can interfere with making the right decisions (e.g., giving more weight to others' emotions over key outcomes)
	<b>Cr Th</b> Emotions feed creativity by altering organization and use of information in memory; creativity expands one's options in making good life and work decisions	<b>MR A</b> Strong emotions can improve self-awareness and reveal latent priorities; bad experiences offer opportunities for personal development (e.g., growing from failure)	Ignoring intuitions and relying solely on facts and logic can make one appear cold or unfeeling to others (i.e., "robotic"); ignoring one's emotional compass is risky	Decisions are judged by how well they deal with external realities (i.e., reacting solely to "gut feelings" can lead to ineffective decisions inconsistent with facts)
		<b>Mot Em</b> Performance means achieving goals; positive thinking and "stick-to-it-ness" are important assets in driving the motivation to achieve anything worthwhile to pursue	Emotions offer a rich source of ideas and information serving creative problem-solving; failure to tap into this limits availability of potentially viable solutions	Sometimes the best solutions are the most obvious ones; engaging too much creative thinking can distract one from the path with the highest potential for success
		Everyone makes mistakes and at times faces challenging life situations; focusing on their negative effects can be demoralizing and constraining	Seeing silver linings in every cloud can inspire positive growth, but can also be a sign of over-rationalization and a pattern of putting oneself in the same bad situations	