



Full Form **Personal Assessment**

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Introduction to Your TEIQue Report

This is your Trait Emotional Intelligence Questionnaire (TEIQue – pronounced TQ) report. It is based on a new text that I have personally written and edited for the 20th anniversary of the trait emotional intelligence research program. The text reflects the culmination of 20 years of internationally leading psychological research. In this brief introduction, I cover some essential pointers concerning the interpretation of this report, but I would also like to refer you to the additional information and resources that you can find in our websites.

I have personally written these reports with the sole aim of helping you understand your personality – your strengths and weaknesses, opportunities and threats. If accepted in the right spirit and interpreted correctly (that is, in line with Trait Emotional Intelligence theory), this report will shed light on latent aspects of your personality and put you on track to overcome psychological blind spots that have been holding you back in ways of which you may not even be conscious.

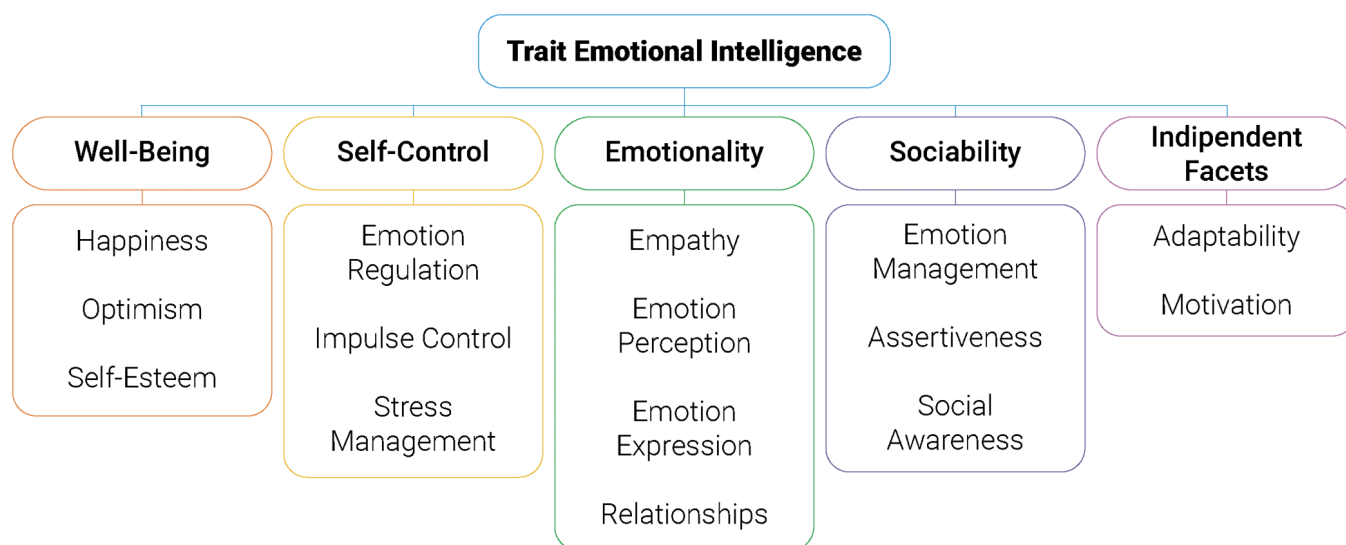
Analysis and interpretation of this report, by an established practitioner with thorough understanding of Trait Emotional Intelligence theory and adequate internalization of its principles, will be invaluable for understanding its ramifications in their full depth and profundity. Attempting to understand, interpret and internalize this report on your own will almost certainly minimize its potential benefits. This is because it is not the purpose of these reports to feed back to you what you already presume to know about yourself.

For example, some information may not ring true to you or may seem irrelevant. That may appear to be obvious in some cases (e.g., if I am making a point about performance at work when you have retired). However, even these examples contain lessons for you because through the understanding of other people and their predicaments, you can learn much about your own self – and painlessly. Vicarious learning is one of the smartest and fastest ways to learn about life, although it does require a heightened level of psychological maturity to be effective.

At other times, the feedback may appear untrue to you because your conscious mind is simply unwilling to recognize facts that have been repressed or subconsciously held at bay through psychological defense mechanisms, such as denial. If such instances do occur, they will be few in number. However, the adverse reaction of the conscious mind might be so intense that it could lead you to set aside the entire report. Again, the availability of an experienced consultant, well versed in trait emotional intelligence theory, will be essential to surmount such obstacles and start reaping the rich rewards of a more profound understanding of yourself and your immense capabilities.

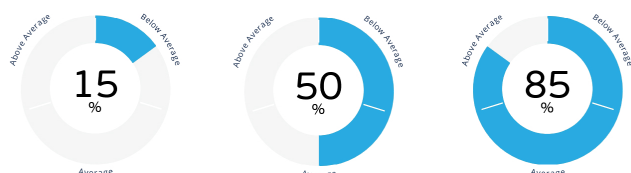
The Structure of Trait Emotional Intelligence

The 15-4-1 structure of the TEIQue is depicted in the graph below. The graph shows the hierarchical structure of the instrument, comprising 15 specific facets at the bottom, four factors in the intermediate level, and global trait EI at the apex. The full form of the TEIQue yields scores on all 20 of those domains (15 facets + 4 factors + global trait), while the short form yields five scores (4 factors and the global trait).



Scores

Your score is presented as a percentile, showing your position with reference to other people in the comparison norms. Percentile scores are banded in three tiers for ease of interpretation:



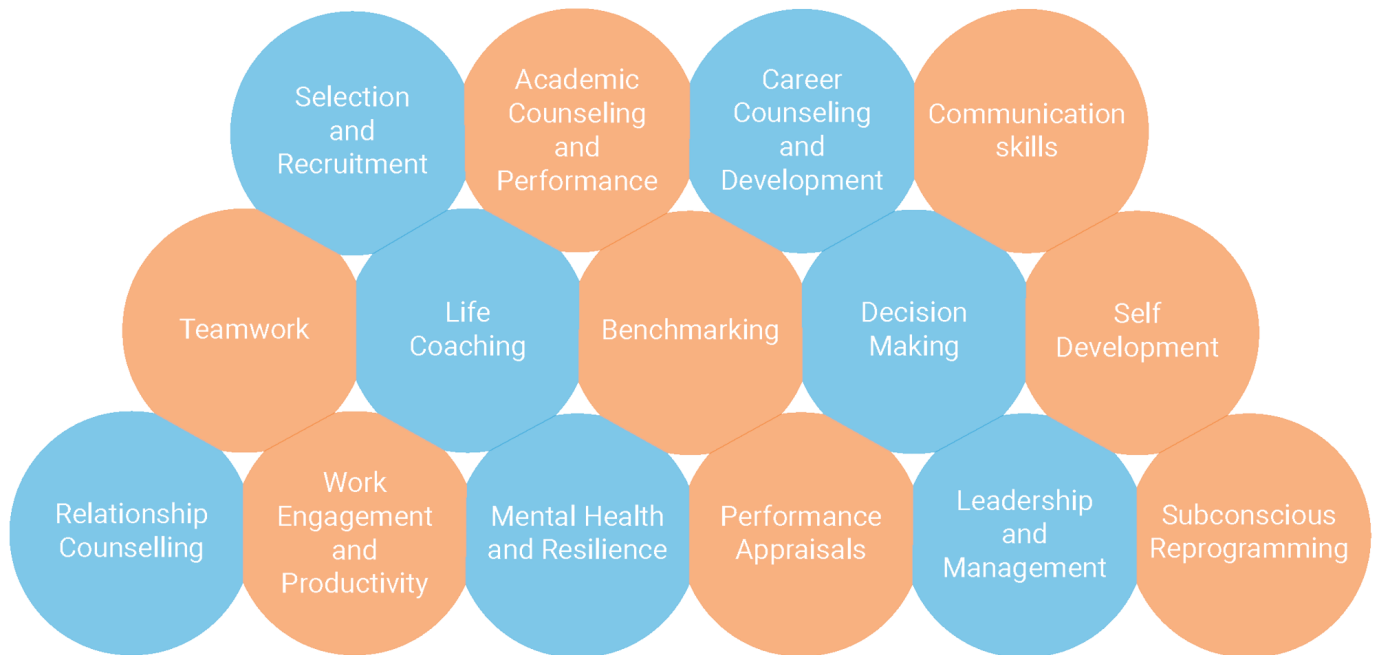
It must be understood and born in mind that higher scores are not necessarily good or desirable and lower scores are not necessarily bad or undesirable. Low, average, and high scores all have positive as well as negative implications.

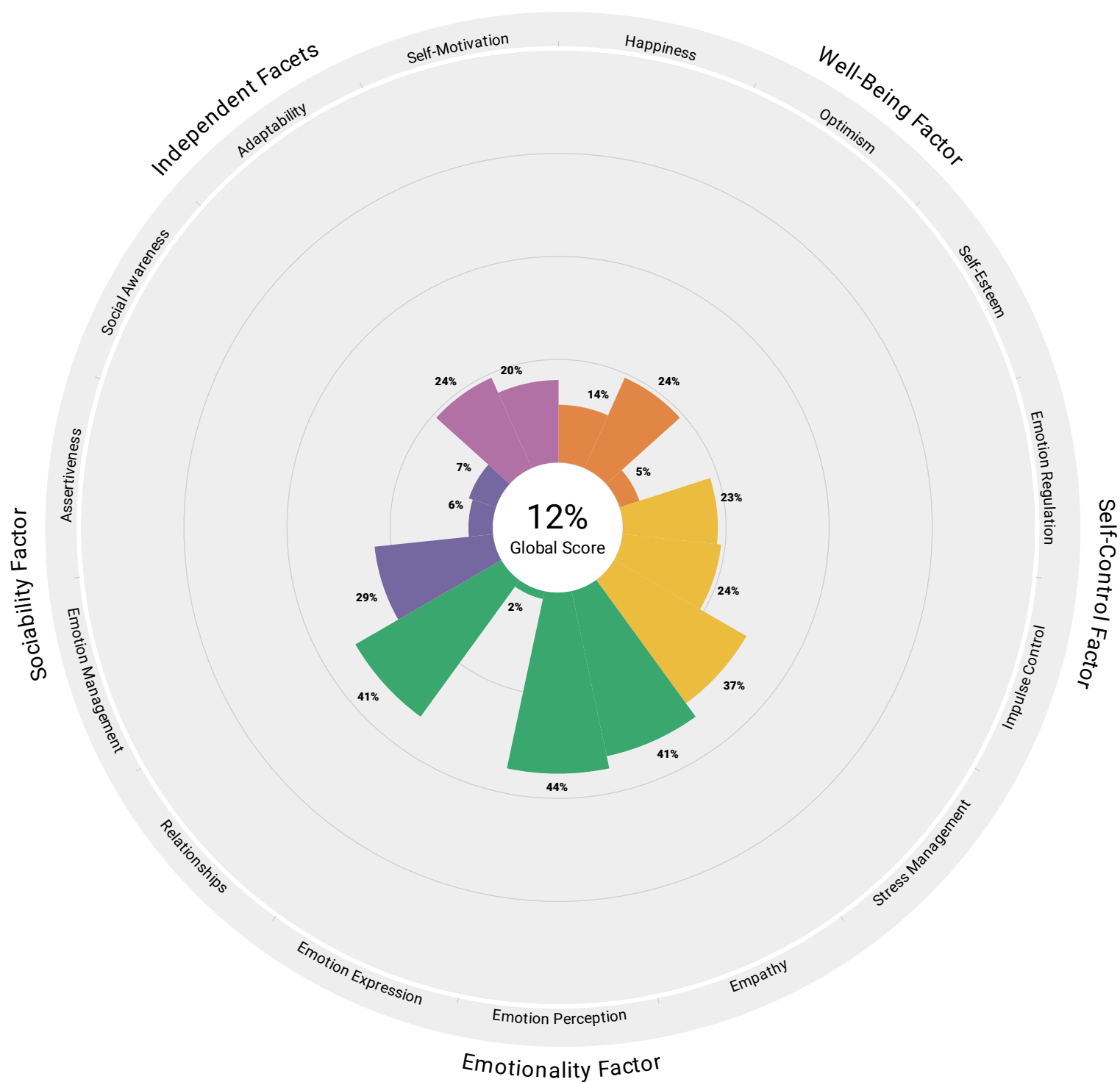
If anything, my emphasis is on the latter, since the purpose of these reports is to inspire and boost psychological growth, rather than to instill or buttress a sense of complacency and self-satisfaction within your current comfort zone. Simply put, the purpose of this report is to provide a mirror of your personality. It will then be up to you whether you choose to act on the information provided, igniting a process that can unlock the astonishing potential laying dormant in every human being or ignore it and continue as before. Contrary to what you may have been led to believe, you have complete control over your destiny in life; contrary to what may seem obvious to you, your true nature is genuinely unlimited. It is my hope that this report will prompt you to start investigating these truths and prove them conclusively to your own self.

Sincerely
Konstantinos V. Petrides

Uses of the TEIQue report

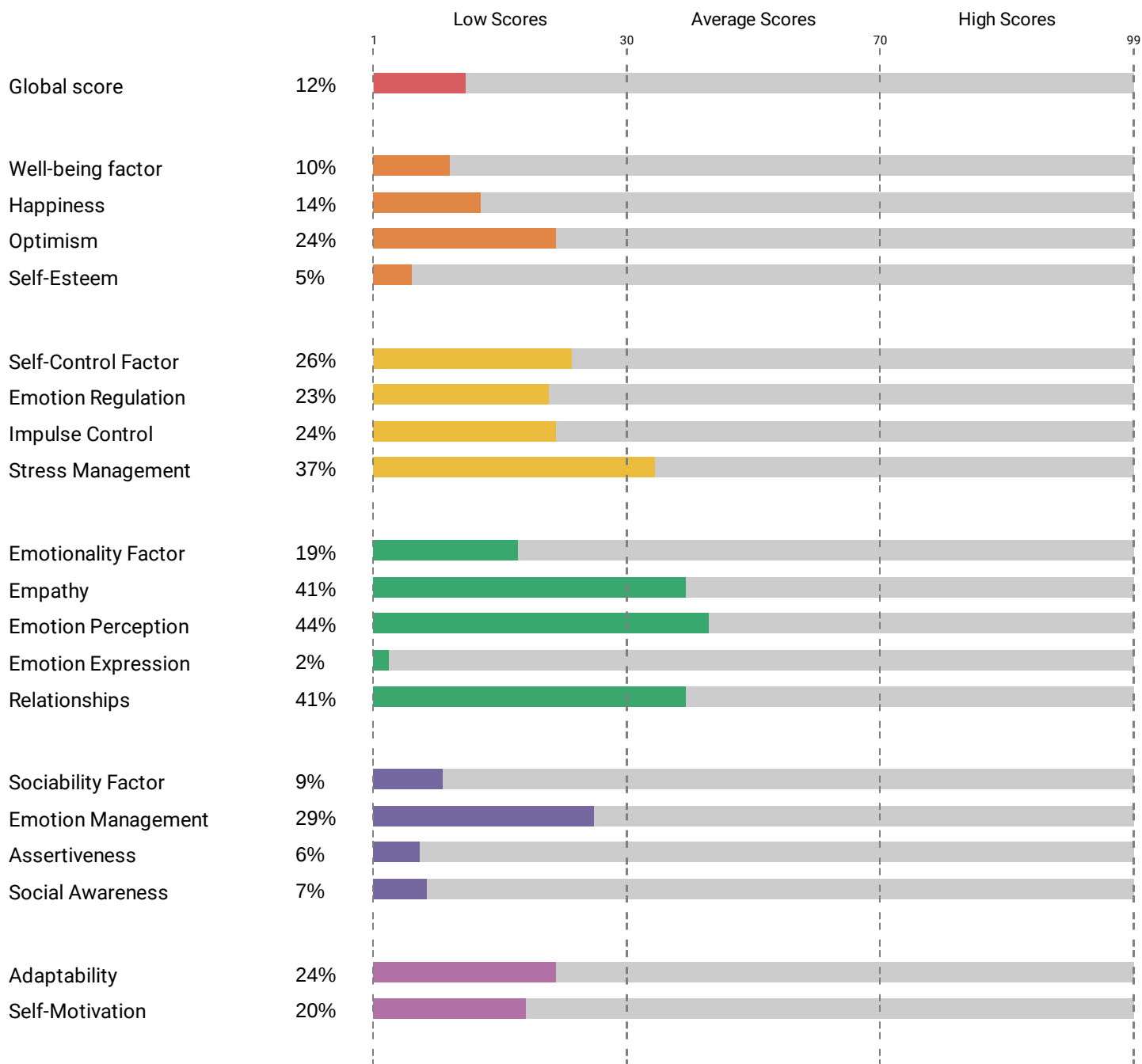
The TEIQue report can be used in all life domains in which emotions are relevant. Our research has demonstrated that this includes most areas of life experience. Examples are provided below, but it should be borne in mind that the list is indicative, rather than exhaustive:





"Your perceptions create your reality and your self-perceptions create yourself."

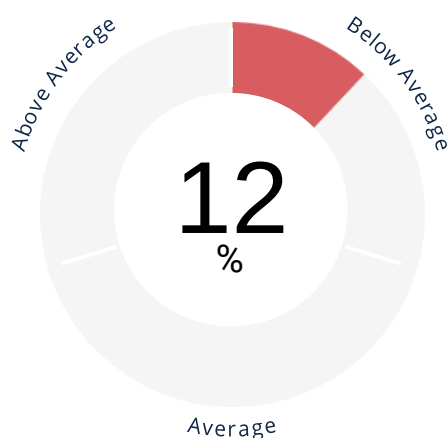
Konstantinos V. Petrides



Global Score

The Global score gives you a snapshot of your general emotional functioning.

It is an index of your perceived ability to understand, process, and utilize emotion-related information in your everyday life. According to trait emotional intelligence theory, these perceptions are completely central and vital because they have a creative influence in your life, in the specific sense that they create the reality you are experiencing. Changing your perceptions directly contributes to changing your reality.

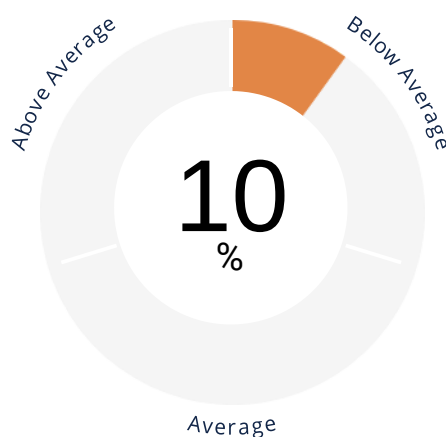


Overall, your TEIQue score indicates general dissatisfaction with your emotional functioning. You are more likely than most to experience difficulties in social contexts, to overreact in situations that you find unpleasant, and to undergo bouts of worry, gloom, and unease. The TEIQue report presents the detailed profile that yields this low global trait EI score, while the TEIQue Developmental reports describe ways in which the profile may be managed or even permanently altered. It is important to remember that a low global trait EI score has its advantages (most importantly, modesty and unpretentiousness, but also less preoccupation with feelings, greater willingness to receive feedback and to seek help, etc). The consequences of a low trait EI score can be managed, in the first instance, by addressing the specific pattern of facets and factors that give rise to it without embarking on a conscious effort to change your level on the trait itself, which is a more arduous process. Changes in the core of such a central, fundamental, and broad constellation of perceptions as those encompassed by trait EI, require equally broad methodologies, of which generalized mindfulness (unbiased awareness) is the most effective.

Well-Being Factor

The Well-being factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Happiness, Optimism, and Self-esteem.

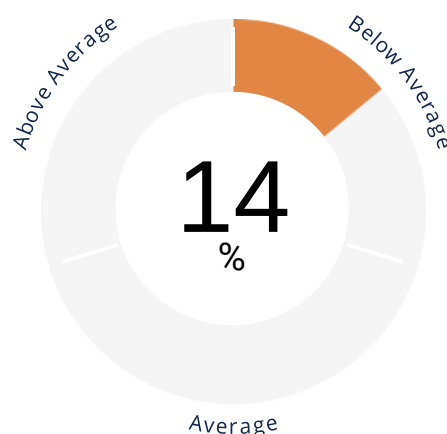
The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets, rather than the other way around. This also means that your factor score may be misaligned with some of your facet scores. For example, a low Well-being score could be coupled with, say, an average Self-esteem score. This would suggest that while the broad process underpinning Well-being is at low levels (with all the advantages and disadvantages this entails), certain narrow, identifiable issues are specifically shielding the Self-esteem score (with all the advantages and disadvantages this entails). Well-being is one of the key – some would say the key – area of life. Many people consciously view it as their main goal in life (“the pursuit of happiness”) while study after study has shown that well-being is associated with manifold benefits in the areas of health, work, family, relationships, etc. and even in macro levels, with many organizations, and even countries, utilizing well-being/‘better life’ indices. From the perspective of trait emotional intelligence theory, what matters crucially is not the Well-being score per se, but the underlying psychological mechanism through which the individual arrives at it. A low Well-being score that is reflecting a conscious struggle for self-improvement and self-understanding is more desirable than a high Well-being score reflecting a (temporary) contentment with an unexamined life.



The Well-being factor of the TEIQue comprises the facets of Happiness, Optimism, and Self-esteem. As such, it concerns a generalized sense of well-being extending from past achievements to future expectations. Your score suggests that you are not satisfied with yourself in this area. While this has certain advantages, many of which will have been mentioned under the relevant facets in this report and are further discussed in the TEIQue Developmental reports (e.g., you are quite unlikely to be haughty and self-important), a sense of dissatisfaction or concern with life is certainly something that requires attention. In many cases, that very sense itself will be what prompts you to look deep into your life experiences and act because most people tend to find it unbearable after some time. Changes in Well-being are eminently possible and, although they do require commitment and systematic application over time, they are very much worth it.

Happiness

Happiness is a major outcome in life that every one of us, consciously or unconsciously, craves. All action, if fully analyzed can be traced to some need to be happy. TEIQue happiness is generalized in that it concerns happiness with life, rather than happiness with your job, spouse, health, etc. It is also present-oriented in that it concerns your assessment of your current circumstances, rather than the past (which is “satisfaction with life”) or the future (which is “optimism”). Along with the facets of Optimism and Self-esteem, Happiness is a strong indicator of overall psychological well-being.

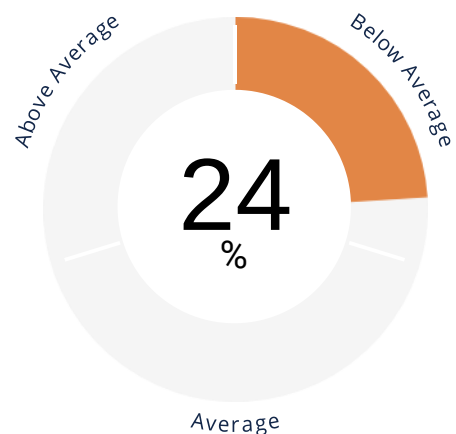


At present, you are neither very cheerful nor especially happy with yourself. This low mood interacts with – and adversely affects – many areas of your life. It is a mistake to assume that any unhappiness or negativity can be contained within a particular area of life, as it is liable to fester and contaminate other areas. On a positive note, you are unlikely to be complacent because unsatisfied individuals are often motivated to apply effort to improve their circumstances. Unhappiness is always externally caused, thus, you can be sure, based on your score on this facet, that you have gradually surrendered much of your emotional freedom to external circumstances. This must be reclaimed as a priority in your life.



Optimism

Optimism is a forward-oriented facet concerning one's perspective on the goodness of life, with special emphasis on the future. Together with Happiness and Self-esteem, Optimism defines the Well-being factor of the TEIQue. Optimism is a key facet in the construction of the TEIQue profile because, on the surface, it can reveal whether someone is positively (or negatively) oriented in their approach to life and through a deeper interpretation (which must explore the causes and mechanisms underlying a particular score), it can raise awareness about carelessness, fantastic thinking, or self-defeating patterns of cognition.

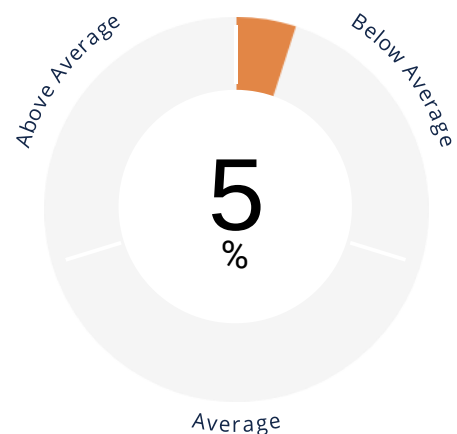


You have a tendency towards pessimism and seeing things from a negative angle. You are inclined to worry about the future and to get anxious. When positive things happen to you, you are quick to attribute them to passing circumstances and are apt to discount or forget them. You may even believe that negative events happen more often to you because of who you are. Unfortunately, negative expectations and fears have a way of manifesting into reality (e.g., through self-fulfilling prophecies), perhaps not always as expected, but with a similar intensity of miserableness. Needless to say, this is a clear area of self-improvement for you. On the positive side, you may be valued by others for your sober outlook and ability to identify potential threats and weaknesses, which they are more likely to overlook.



Self-Esteem

Self-esteem concerns your overall evaluation of yourself, including your perceived achievements, capabilities, and potential to realize your goals. Self-esteem emanates from your underlying self-image that, in most people, remains latent and unexplored. A low self-esteem can have diverse causes and – more importantly – dire consequences, if not realigned and corrected. At the other end, a high self-esteem is a tremendously powerful asset in life, but only if rooted in the right self-image. Otherwise, as is too frequently the case, it becomes the source of narcissism, hubris, and self-aggrandizement.



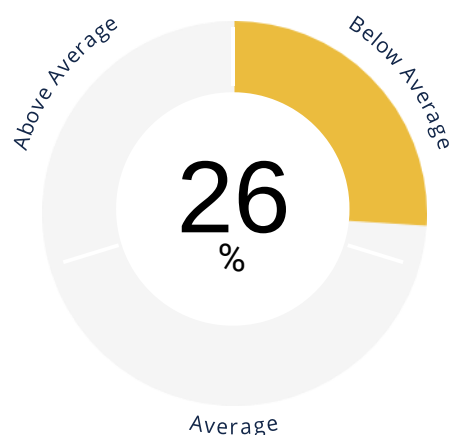
You lack confidence and do not value yourself highly enough. You tend to focus on weaknesses and are doubtful about your abilities and potential. The causes of weak self-esteem are diverse and may even stretch as far back as childhood. But the consequences are even worse. While you are unlikely to suffer from the dangerous condition of narcissism and all that it entails (arguments, conflict, alienation), you are also removing yourself from much that is good in life (prosperity, fulfilling relationships, and even physical health). Modesty is a rare and powerful virtue in today's world, but it must never be based on a deficient sense of self.



Self-Control Factor

The Self-control factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Emotion regulation, Impulse control, and Stress management.

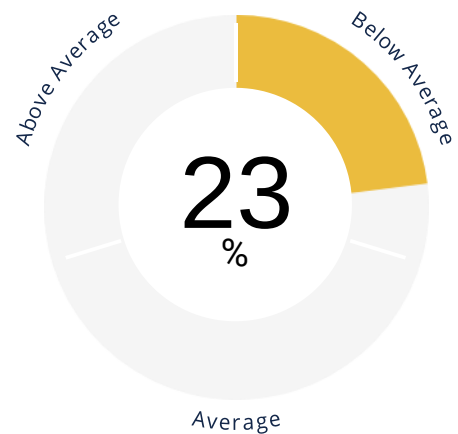
The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets, rather than the other way around. This also means that your factor score may be misaligned with some of your facet scores. For example, a high Self-control score could be coupled with an average score on, say, Emotion regulation. This would suggest that the broad Self-control process is at a high level (with all the advantages and disadvantages this entails), but certain narrow, identifiable factors are specifically diminishing the Emotion regulation score (with all the advantages and disadvantages this entails). Self-control is perhaps the TEIQue factor most readily responsive to training, although it is not necessary to change your standing on the factor in order to manage some of its consequences that may be troubling you.



Your low score on the Self-control factor suggests that you are prone to impulsive behavior and uncontrolled emotions. These challenges are not confined to a specific domain, but are generalized and could be manifested in many different areas, such as addictions of various kinds, eating behavior disorders, rules- or law-breaking, stress and temper problems, etc. It is also possible that they may interfere with your ability or willingness to be flexible in your approach to life. A low Self-control score comes with its own advantages, many of which will have been mentioned under the relevant facets in this report and are further discussed in the TEIQue Developmental reports. Weak Self-control renders you much more susceptible to your existing habits and routines, an unexpected benefit of which is that it can entrench any healthy habits that you have already firmly established in your life (exercising, fasting, meditation, etc.).

Emotion Regulation

Emotion regulation measures your perceived control of your emotions and mood states. High scorers can achieve control over their emotions through personal insight and effort. They are psychologically stable and know how to pick themselves up after emotional setbacks. Low scorers are subject to emotional seizures and periods of prolonged anxiety or even depression. They find it difficult to deal with their feelings and can become moody and irritable. However, emotion regulation can get out of hand when the individual refuses psychologically to experience the entire range of feelings, typically by trying to suppress negative emotions.

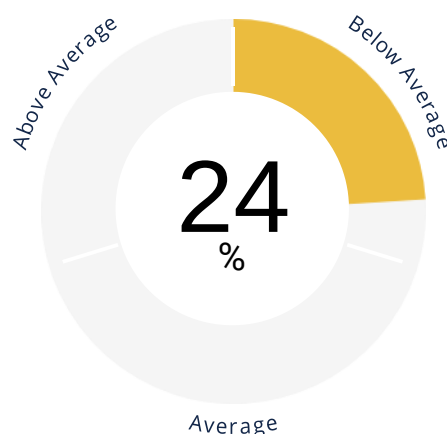


It's often a problem for you to regulate your emotions. You can become overwhelmed by them, which renders you prone to anxiety attacks or even depression. Uncontrolled emotions can have an adverse impact on all spheres of your life, including personal relationships (they may be incomprehensible or painful to your loved ones), social relationships (they may lead you to violate established display rules), and work (they may subvert planning, analysis, and decision-making). While low emotion regulation does have its advantages (e.g., you are much less likely to be perceived as aloof or uninvolved), it would be good to develop the mastery of your emotions through relevant training and techniques, some of which you can find in the TEIQue Developmental Reports.



Impulse Control

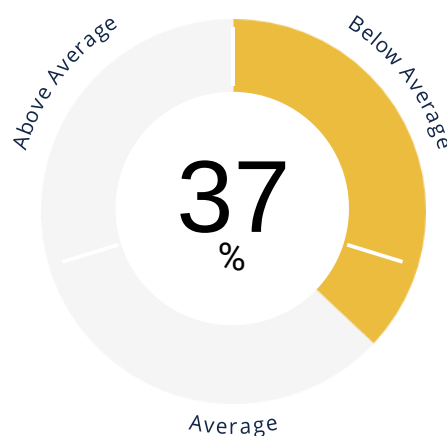
Impulse control involves thinking before acting and reflecting before making decisions. Sometimes, circumstances require us to take quick decisions based on incomplete information and limited evidence. Do you feel able you can take such decisions successfully? At other times, life demands on deliberation and strategic thinking. Do you have the patience and analytical skills for those? Impulsivity is a double-edged sword: it can help you grasp great opportunities, but it may also multiply risks and lead to harsh failures. This facet is about the art of balancing risk and reward, but also about reining in one's urges and cravings without becoming rigid and compulsive.



You have an impulsive personality and are liable to act without full consideration of facts. That means you are subject to mechanical action and reaction. The latter is especially dangerous because we are often called to react to the unconsidered actions of others and if we ourselves are not cautious and mature, situations escalate and relationships deteriorate. You are too quick to give in to your urges and perhaps also to overturn previous decisions and courses of action. When it comes to satisfying your urges, while you are aware of the risks, you find it difficult to resist the temptation of immediate gratification. Impulsivity comes with its own blessings; for example, you are able to act fast in an emergency and to grasp unexpected opportunities when they occur. You are also less likely to be a perfectionist and to suffer from “analysis paralysis”.

Stress Management

Stress is a personal response to changes in life. Since changes are inevitable, there is no avoiding stress. Neither should one attempt to because avoidance of stress eventually leads to repression and fear-driven living. It is not that one should wish or endeavor to avoid stress, but rather that they must develop ways to deal with it effectively when it occurs. These ways must pay heed to the evolutionary value of stress as a motivator. Resilience to stress should not be mistaken for complacency. Refusing to spring into action when necessary in the hope that things will pan out is a practice for those few working towards egoic surrender, but it is certainly not a technique for stress management.



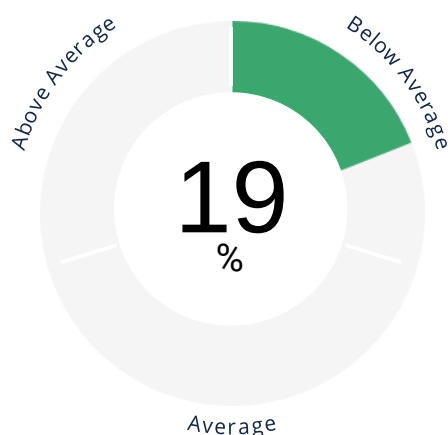
You are as effective as most people in managing stress. On most occasions, when you have to deal with pressure, you are able to rely on coping mechanisms that have proven efficacy for you. However, there are situations where you become stressed, anxious, or alarmed. These may involve challenges that are novel for you or challenges with which you may already be familiar, but which are presenting at new levels of intensity or after you had thought you had overcome them and wouldn't have to face them again. There may also be occasions where you mistake complacency for composure, which can store up trouble. Your task in stressful situations is to use your balanced profile to remain calm and equanimous, yet dynamic and vigorous at the same time.



Emotionality Factor

The Emotionality factor essentially reflects the common, overlapping core of the four facets it comprises, i.e., Emotion expression, Emotion perception, Empathy, and Relationships.

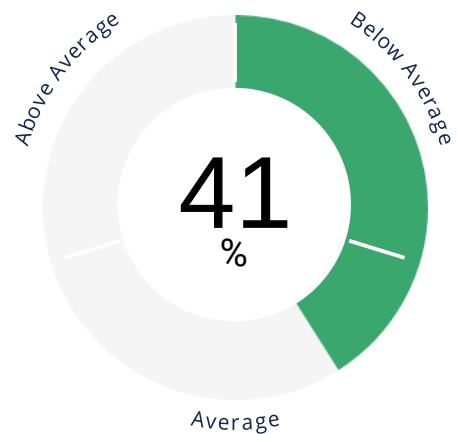
The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets, rather than the other way around. This also means that your factor score may be misaligned with some of your facet scores. For example, an average Emotionality score could be coupled with a low score on, say, Relationships. This would suggest that while the broad process underpinning Emotionality is at average levels (with all the advantages and disadvantages this entails), certain narrow, identifiable issues are specifically diminishing the Relationships facet score (with all the advantages and disadvantages this entails). Emotionality is a central factor in trait emotional intelligence and many of the advantages and disadvantages its various possible profiles involve have the potential to influence your personality more broadly.



Your score on the factor of Emotionality falls in the low end, which suggests that you are quite uncertain about your emotional world. This can be manifested in some, or indeed all, of the facets in the Emotionality factor. A low Emotionality score has certain advantages, many of which will have been mentioned under the relevant facets in this report and are further discussed in the TEIQue Developmental reports (e.g., you are less susceptible to emotional thinking). Nevertheless, as noted in the description of this factor, its centrality in trait emotional intelligence means that its disadvantages may well spill over – to various degrees – into your broader personality. Thus, even if you are not keen to change your Emotionality profile, you should take care to manage its consequences for yourself and others.

Empathy

At its core, TEIQue empathy concerns 'perspective-taking,' i. e., the willingness to see the world from someone else's point of view. Can you understand other people's opinions, needs, and desires? Empathy is the first step towards sympathy and compassion. Lack of empathy makes people self-centered and opinionated and also undermines their ability to deal effectively with others in all spheres of life. On the other hand, if empathetic thinking is left unrestrained, it may lead to a preoccupation with others' feelings and create possibilities for psychological exploitation.

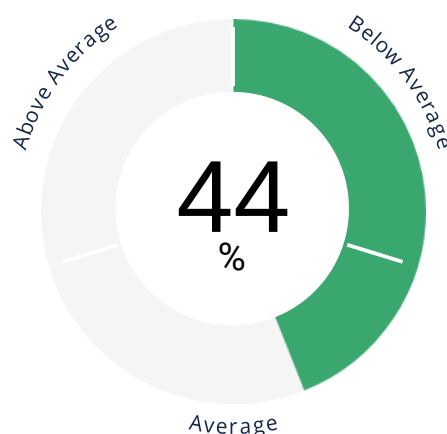


You generally understand other people, their needs and desires and what makes them tick. When you really want to, you can see the world from someone else's point of view, beyond your own concerns, and personal perspectives. However, for you, this requires an amount of effort that you are not always keen to make. At other times, your willingness to consider other people's viewpoints renders you susceptible to manipulation and this is also something of which you should remain conscious.



Emotion Perception

Emotion perception is about whether you think you can understand your own and other people's feelings and the origins of feelings. Do you know why you and other people feel the way they do or are feelings a mystery to you – some aspect of human irrationality? Emotion perception is a central part of the individual's emotional world, with problems in this facet likely to spill over into related areas (like Emotion expression, Empathy, and Emotion regulation). As with all trait emotional intelligence facets, such problems may affect high, average, and low scorers alike, although the nature of the impact will naturally vary. This facet provides broader support for one's emotional world and his or her personal and social interactions, more generally.

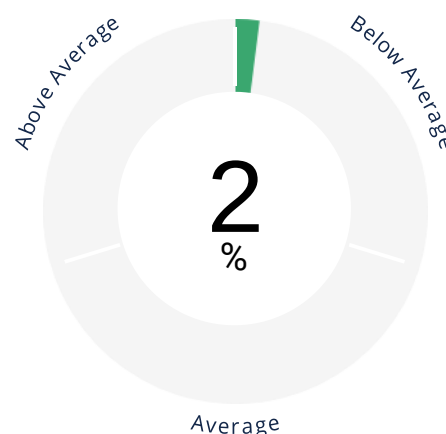


You generally feel able to understand emotions, both your own and other people's. You accomplish this through paying attention to them, watching how they develop, but also trying to read them in other people, movies, and art. Nevertheless, there are times when your own feelings confuse you or render you powerless. Your ability to read other people is also capricious, so there are times when you just can't do it or get it hopelessly wrong. This can create a hinderance in your communication with others and an obstacle to getting what you want from them. At other times, however, there is a danger that you may become too preoccupied with feelings – your own or others'. You would do well to recognize such periods and develop the ability to snap out of them.



Emotion Expression

Emotion expression concerns how fluently one can communicate one's moods and emotions to others. It is one of the facets where there are reliable gender differences, with women outscoring men. There are many ways to express emotions: verbally, using spoken and written words or non-verbally, using body language. Emotions can also be expressed intentionally, to obtain a desired response or unintentionally, as an instinctive reaction to something. Mastering emotional expression will be advantageous for personal relationships as well as for many jobs and roles. On the other hand, excessive emotional expression makes one transparent and, in extreme cases, histrionic.

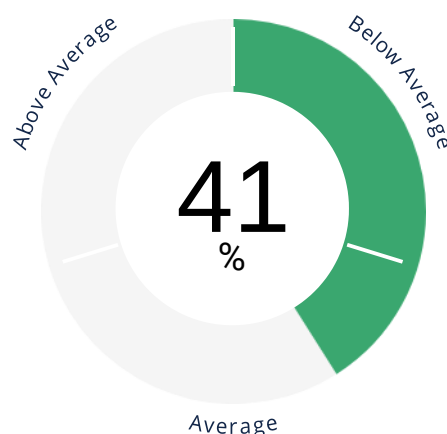


It is difficult for you to communicate your emotions and you may even find it a challenge to tell others directly how you feel about certain things. Emotion expression is an asset for many jobs and roles, especially leadership roles that require one to inspire and energize subordinates. It is also relevant in personal relationships that are generally characterized by the transmission and exchange of feelings. Of course, lack of expression does not mean lack of emotion. There are cases where you don't have the confidence or the words to convey your feelings even though you want to. Difficulties in emotional expression can be a sign of a more generalized challenge in emotional functioning, which would become apparent in the Emotionality factor of the TEIQue. On the positive side, being inexpressive and maintaining a "poker face" makes you opaque and difficult to read, which can be an advantage, especially in business or negotiation contexts.



Relationships

Emotion expression concerns how fluently one can communicate one's moods and emotions to others. It is one of the facets where there are reliable gender differences, with women outscoring men. There are many ways to express emotions: verbally, using spoken and written words or non-verbally, using body language. Emotions can also be expressed intentionally, to obtain a desired response or unintentionally, as an instinctive reaction to something. Mastering emotional expression will be advantageous for personal relationships as well as for many jobs and roles. On the other hand, excessive emotional expression makes one transparent and, in extreme cases, histrionic.



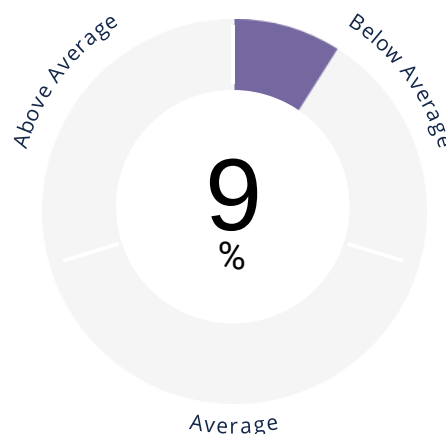
Like most people, you are interested in your personal relationships and want to maintain them in a healthy state. You make a reasonable effort to listen and be responsive to those close to you in order to nurture emotional bonds with them. Alas, these efforts do not always come to fruition and some of your relationships are a source of frustration for you. It is also possible that you may, on occasion, feel lonely or undervalued. At the other end, you may well have certain specific relationships that are deep and mutually fulfilling on which you have gradually become dependent. Such relationships may feel very pleasant for long periods of time, but they can also render you liable to suffering once they start to change or dissolve.



Sociability Factor

The Sociability factor essentially reflects the common, overlapping core of the three facets it comprises, i.e., Assertiveness, Emotion management, and Social awareness.

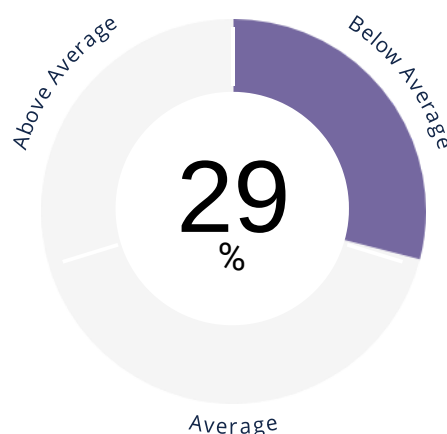
The factor is more basic than the facets it encompasses, meaning that changes in the factor are more readily fed through to the facets, rather than the other way around. This also means that your factor score may be misaligned with some of your facet scores. For example, an average Sociability score could be coupled with a high score on, say, Assertiveness. This would suggest that the broad Sociability process is at an average level (with all the advantages and disadvantages this entails), but certain narrow, identifiable factors are specifically inflating the Assertiveness score (with all the advantages and disadvantages this entails). The Sociability factor differs from the Emotionality factor in that it emphasizes social relationships and social influence. In other words, the former is intrapersonally oriented, while the latter is interpersonally oriented. That said, TEIQue Sociability touches on only a small part of the interpersonal domain, which is comprehensively covered in my cognate construct of trait social intelligence.



You have scored within the low range on the Sociability factor, which suggests that you lack confidence in your social skills. This can be manifested in many different areas and ways, some of which will have been mentioned under the relevant facets in this report and are further discussed in the TEIQue Developmental reports (e.g., small social networks and inability to influence others). These difficulties can render you introverted or otherwise force you to expend disproportional amounts of effort and energy in the interpersonal domain. Of course, there are also advantages to a low Sociability score, including, importantly, that a lack of interest in social relationships allows for a more introspective approach to life that may, potentially, prove exceptionally fruitful. Like for its sister Emotionality factor, changes in your Sociability profile are undoubtedly possible, although managing its consequences is both easier and, typically, a prerequisite for deeper and more lasting change.

Emotion Management

Where Emotion regulation is concerned with your perceived ability to manage your own feelings, Emotion management is concerned with your perceived ability to manage other people's feelings. Are you able to console others, motivate them, help them deal with their problems? Emotion management is not only about feelings per se, but also about contributing to a constructive environment in which people are encouraged to meet each other's needs, helped to feel positive, and work together towards the achievement of common goals. All this needs to be realized without being (or appearing to be) overbearing, intrusive or downright nosy.

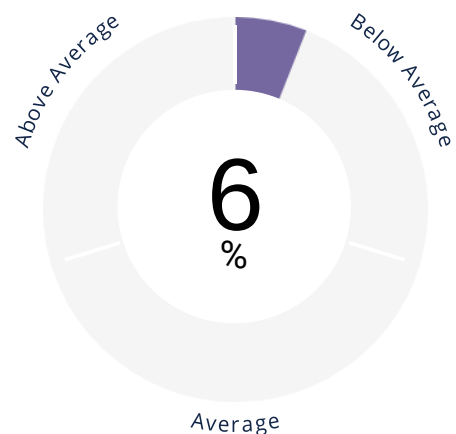


You do not feel able to influence and manage others people's emotions and moods. You are more likely to run away from emotional turmoil than to engage and help people snap out of it. Although not necessarily, this perceived inability to affect, or even handle, other people's feelings may stem from a more generalized lack of concern with others' lives. It could also stem from an inability to deal with your own emotional reactions. On the positive side, you are unlikely to be seen as manipulative or meddling. However, this is not a sufficient substitute for the joy you are missing by not being able to uplift others' spirits and help them improve their lives.

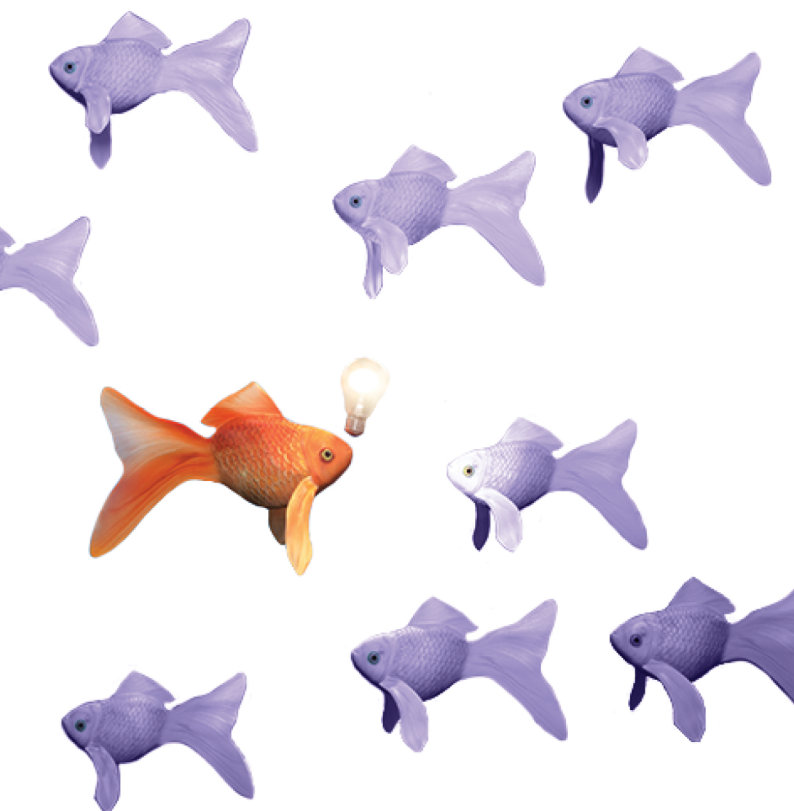


Assertiveness

Assertiveness gauges how direct and forthright you are. Under certain circumstances, it is an indicator of strength of convictions. How willing are you to stand up for what you believe to be right? Assertiveness is different from aggression, although the behavior of assertive individuals often spills over into aggression, if they are psychologically immature. All in all, assertiveness is a double-edged sword that requires wisdom and careful self-management.

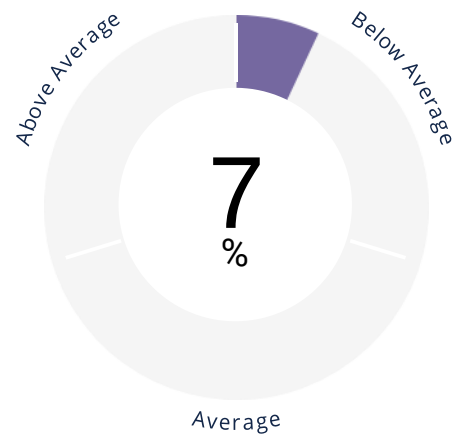


You are not as assertive as other people. It is often difficult for you to say 'no' or to reject requests even if they are beyond your capabilities or time constraints. You may back off to avoid an argument, although, in your heart, you believe you are right. It is important not to allow people to take advantage of you or ignore your opinions and wishes. That said, non-assertiveness can be an asset for teamwork and personal relationships. A willingness to compromise, reconcile and take directions is in as short supply today as it ever was, and can prove surprisingly valuable, provided it is not rooted in fear.



Social Awareness

Social awareness is about connecting with others, not necessarily deeply, but at least at a surface level. Like certain aspects of extraversion, it makes us conscious of other people and propels us towards interacting with them or seeking their company. Man (woman) is a social animal and social awareness is per se important to him (her), but it is also an effective mechanism for building a social network that can be most useful in all sorts of circumstances, especially work. Uncontrolled social awareness may, in time, render someone unable to focus or to work independently in relative isolation when this is required.

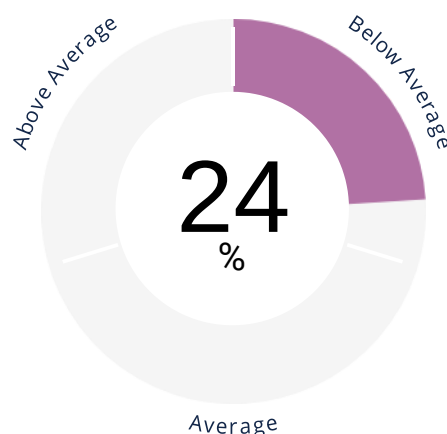


You are convincing yourself that you have limited social skills, which often makes you feel awkward or unsure in social settings. You find it difficult or pointless to engage in small talk and you are unlikely to want to mediate and broker deals between other people. It is not unusual to find yourself mulling over with regret or worry something that you said or did in the presence of acquaintances. You may prefer working by yourself or with a small number of people you know well in jobs that do not require extensive interactions with many others. If you are concerned about your social skills, the best place to look is within you. Understanding your own self is the first step towards understanding others and it is the understanding of others that removes most communication obstacles.



Adaptability

Adaptability measures the degree of flexibility in your approach to work and life. To what extent are you willing and able to adapt to new environments, conditions and people? High scores indicate openness to change, while low scores indicate resistance to change. Awareness of your score on this Facet will help you deal with changes in your personal life (marriage, children, separation), social life (aging, friendships, relocation), and work life (acquisition, merger, restructuring).

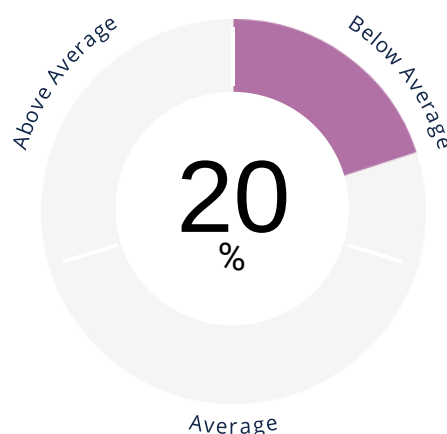


You are change-resistant. You feel at home in well-organized and predictable environments. You don't particularly like surprises, unexpected events or projects, and find it difficult to adjust to changes in your life. It is important to understand and accept that changes are inevitable in a constantly changing world and some of them might actually help you achieve your objectives. You should be mindful not to reject out of hand the possibility of change and make your best efforts to positively endorse it when it is inevitable.



Self-Motivation

Self-motivation is about inner drive – a hunger to achieve. Achievement is multifaceted and not necessarily externally-oriented, although most people practically (i.e., by means of their actions) define it as such. Even external success is multifaceted, since there are more than a few ways to be recognized by others as successful that may well vary according to gender, age, cultural norms, etc. Motivation stemming from performing an activity for its own sake is known as intrinsic motivation, whereas motivation stemming from performing an activity for external rewards (or for the avoidance of punishment) is known as extrinsic motivation. The former is based on deeply-rooted desires and is, therefore, generally more powerful than the latter, which can be useful for unpleasant tasks or for important tasks in which an individual is uninterested.



You seem to have a difficulty motivating and perhaps also disciplining yourself. Your impetus for exerting effort, in those cases where you do so, typically involves the prospect of obtaining an external reward or avoiding an external punishment. This means that you are unlikely to set ambitious goals for yourself or, if you have set such goals, that you are unlikely to be close to achieving them. If you are ready to reconcile with this state of affairs, you could be OK, otherwise you will need to work on boosting your self-discipline, persistence, and inner strength. Your score also suggests that you are unlikely to suffer from common weaknesses of highly self-motivated people, such as the need for control and disapproval, or even scorn, for those apparently less driven.



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