

Stephen Ede

ECR Emotional Intelligence Report
16PF Personality profile

All psychometric testing was conducted by psychologists at Davitt Corporate Partners under test conditions in Dublin. They were not self-conducted or managed online/remotely.

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Measure	Score	Development need	Development opportunity	Effective range	Strength to build on	Signature strength
Self knowing	126					
Self confidence	123					
Self reliance	107					
Self actualization	119					
Straight forwardness	120					
Relationship skills	129					
Empathy	129					
Self control	121					
Adaptability	121					
Optimism	124					
EMOTIONAL CAPITAL Total Score	128					

ECR Report

The ECR is designed to provide an indication of leadership potential based upon emotional intelligence scores. These include a global Total Emotional Capital Score; scores on 10 emotional and social competencies linked to effective leadership, and an exploration of the meaning of the scores. Please note that the Total EC Score should not be considered as the most important score on this assessment. What is critical is how the Total Score is attained because two people could have the same Total Scores but exhibit completely different behaviours because they have achieved them through very different scores on their Emotional Competencies.

Explanatory notes on the 10 competencies follow:

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Competency	Explanatory notes
Self knowing	Emotionally intelligent leaders are aware of their emotional experience and know what they are feeling most of the time. They have the capacity to recognize how their feelings and emotions impact upon their personal opinions, attitudes and judgments.
Self confidence	Emotionally intelligent leaders accept and respect themselves and essentially like the people they are. They are confident in their skills, abilities and judgments and possess the emotional resource necessary to maintain motivation and achieve challenging goals.
Self reliance	Emotionally intelligent leaders have the power to be self-reliant in developing ideas and making significant decisions. They recognize that they are a complete and self-directed person and have the power to choose between options and make decisions.
Self actualization	Emotionally intelligent leaders maintain an enthusiastic commitment to long-term goals. They have achieved a work/life balance and derive satisfaction from their accomplishments. They enjoy setting personal and professional goals.
Straight forwardness	Emotionally intelligent leaders express their feelings and points of view openly and in a straightforward way, while respecting that others may hold a different opinion or expectation. They are comfortable challenging the views of others and give clear messages.
Relationship skills	Emotionally intelligent leaders have the knack for establishing and maintaining mutually satisfying relationships characterised by positive expectations. They can gain the support and commitment of others and value working with others to achieve their goals.
Empathy	Emotionally intelligent leaders have the capacity to understand other people's feelings and thoughts. They listen well and take into account other people's feelings and circumstances before communicating their message or making a decision.
Self control	Emotionally intelligent leaders manage their emotions well and restrain their actions until they have had time to think rationally. They are able to stay calm in stressful situations and maintain productivity without losing control. They make considered decisions and project a composed, reliable presence.
Adaptability	Emotionally intelligent leaders are able to adapt their thinking, feelings and actions in response to changing circumstances. Flexible leaders are tolerant of others and receptive to new ideas and consider different points of view. They are champions of change.
Optimism	Emotionally intelligent leaders sense opportunities even in the face of adversity. They are resilient, can see the big picture and where they are going, and are able to focus on the possibilities of what can be achieved.

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Relating to Others		
Warmth	A - 8	Higher level of attentiveness to and interest in others
Liveliness	F - 6	Likely to be more energetic and exuberant than most when interacting with others
Social Boldness	H - 8	More socially confident than most
Privateness	N - 3	More willing than most to disclose information about themselves
Self Reliance	Q2 - 3	Prefers to make decisions consultatively and be part of a team

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Influence and Collaboration		
Dominance	E - 6	Likes to influence others, tending to express views more strongly than most
Social Boldness	H - 8	Likely to be intrepid in pursuing independent goals, confident in expressing opinions
Vigilance	L - 3	Accepts and trusts that people are genuine and sincere to a greater extent than most, less likely to read between the lines
Openness to change	Q1 - 8	Likely to experiment with new and different solutions to problems, orientated towards enquiry and critical thinking

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Thinking Style		
Warmth	A - 8	More likely to take other people's feelings, ideas and perspectives into account when making decisions
Sensitivity	I - 4	Prefers decisions based on logic and objectivity
Abstractedness	M - 2	Attends to details; prefers to act rather than theorise and think about things
Openness to change	Q1 - 8	More open than most to new experiences; seeks and welcomes change

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Structure and Flexibility		
Liveliness	F -6	Shows typical level of forethought before speaking or taking action
Rule consciousness	G - 8	Less likely to feel bound by rules and regulations, more expedient
Abstractedness	M - 2	Likely to remain focused and responsive to what is immediately necessary
Perfectionism	Q3 - 6	As concerned with planning as most people

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Management of Pressure		
Emotional stability	C - 9	Sees self as dealing more calmly than most with life's demands
Vigilance	L - 3	Likely to be tolerant and expect fair treatment from others
Apprehension	O - 3	Less self-critical than most
Tension	Q4 - 3	Lower level of physical tension than most