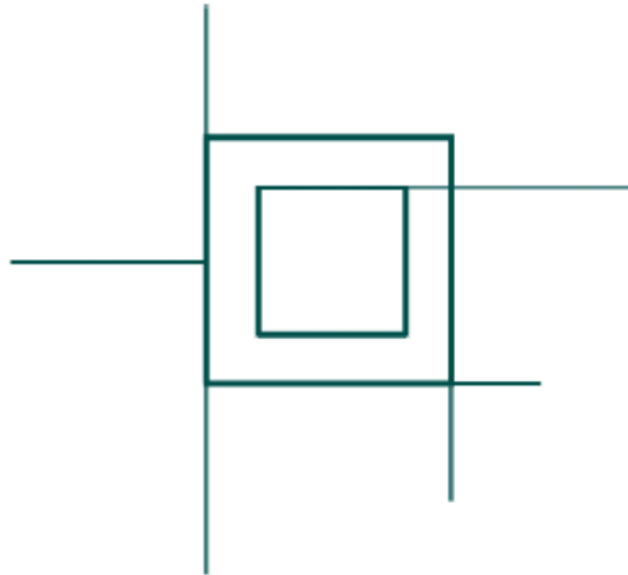


EQ In-Action Profile

A profile of you in relationship



Anonymous #2



LEARNING IN ACTION
TECHNOLOGIES, INC.

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Introduction to Your EQ In-Action Profile

This unique assessment tool provides you with a "snapshot" of your internal experience or what goes on inside of you as you participate in relationships where you are being challenged and you feel some degree of stress. It is a picture of your "relational map" when stressed.

This profile presents a graphic presentation of what you reported as you watched the eight video segments. It is important to note that this may or may not reflect your behavior. Your ability to rely on a wide range of coping strategies and your ability to reflect on your internal experience, in the moment, will impact the degree you act out your profile in relationships. What we know is, the picture you see here is most apt to be acted out in those relationships that are most important to you, both personal and professional; when those relationships become quite intense; and where you experience some degree of dependence or risk in the relationship. As you read this through, it will be useful to identify the relationships in your life that are important to you and impact your well-being. This "snapshot" will show up most often in those relationships.

***As you read through this, remember this is a snapshot of
your internal experience when stressed.
It does not measure your behavior.***

The reason this EQ profile uses difficult conversations is that the resulting data clearly demonstrates how you tend to interpret yourself and the world around you when you are challenged. The value in this approach is it gives you a picture of your developmental edges and helps you target specific areas for your development.

The scientific evidence is quite clear that Emotional Intelligence is a learned capacity that can be strengthened. You can develop EQ Fitness just as you develop physical fitness or other complex skills. Becoming your best just takes focused, disciplined practice. You received an *EQ Fitness Handbook - You in relationship - 300 daily practices to build EQ Fitness* with this report. It is organized by each dimension measured. We encourage you to select one or a few practices from this handbook and make them a part of your daily living. The easy practices can be fun and can make a powerful difference over time.

This report has four components

- A description of the emotional intelligence capacities measured by the tool..
- Graphic displays of your profile for each of the capacities measured, which include:
 - a. Self-Reflection, b. Self-Regulation, and c. Empathy.
- An interpretive narrative on each dimension measured that includes implications for your professional and personal relationships. Implications for leadership are also presented.
- Questions for your reflection. Take time to read this in its entirety and reflect on when, where, and how this shows up in your life; in what types of relationships. Then answer the questions in the back. Completing this process will help make this profile useful to you.

Emotional Intelligence and This Tool

The research and body of literature on Emotional Intelligence have exploded since the mid 1990's and continues to grow and be refined. Considerable discussion and debate have taken place about the scope of competencies, skills, or traits that make up Emotional Intelligence. Research and learning from applications are deepening our knowledge and giving the field greater focus. Three primary constructs have emerged in the literature and assessment tools are based upon each with considerable overlaps. These include:*

- Personality trait model (Daniel Goleman)
- Ability or cognitive model (Mayer, Salovey, & Caruso) and
- Developmental model (Saarni)

Several other well-developed and researched disciplines inform and validate the construct of Emotional Intelligence. Some of these include Social Competence, Alexithymia, Social Intelligence, Resilience, Psychological Mindedness, and Levels of Emotional Awareness.* This tool uses a developmental model that is based upon developmental theory and neurophysiology, including the development of the brain, emotion and cognitive development, and attachment theory.*

This tool measures several dimensions of the three core capacities that provide the foundation for developing a wider range of competencies and skills to manage our emotions. These building blocks equip us to effectively manage ourselves in the midst of complexity and chaos, build our tolerance, resilience, and adaptability, and give us the ability to relate effectively with others.

Three Core Capacities Measured

• Self-Reflection - (See your ratings on the profile circle on page 4)

Self-Reflection is the ability to access and name our experience, including our feelings, thoughts, wants, intentions, and body sensations, and the ability to observe our thoughts, feelings, and behavior in the moment as we participate in life. This is the "observing self" or the "silent watcher" that can reflect on our thoughts and actions. Having the ability to first experience and name our experience, to differentiate our experience from others, and to reflect and learn from our experience is fundamental to emotional intelligence, the very driver of our capacity to learn and grow.

• Self-Regulation - (See your ratings on the graph on page 10 or 11)

Experiencing varying levels of distress and pain is a natural part of life. This causes us to feel some degree of disequilibrium. Self-soothing is the capacity to experience our distress and manage it in ways that help us reestablish our equilibrium or balance without requiring others to change. We all soothe ourselves and our emotions daily in a variety of positive and negative ways, both alone and in relationship. This tool measures four relationship strategies we rely on to help regulate our emotions.

• Empathy - (See your ratings on the profile circle on page 4)

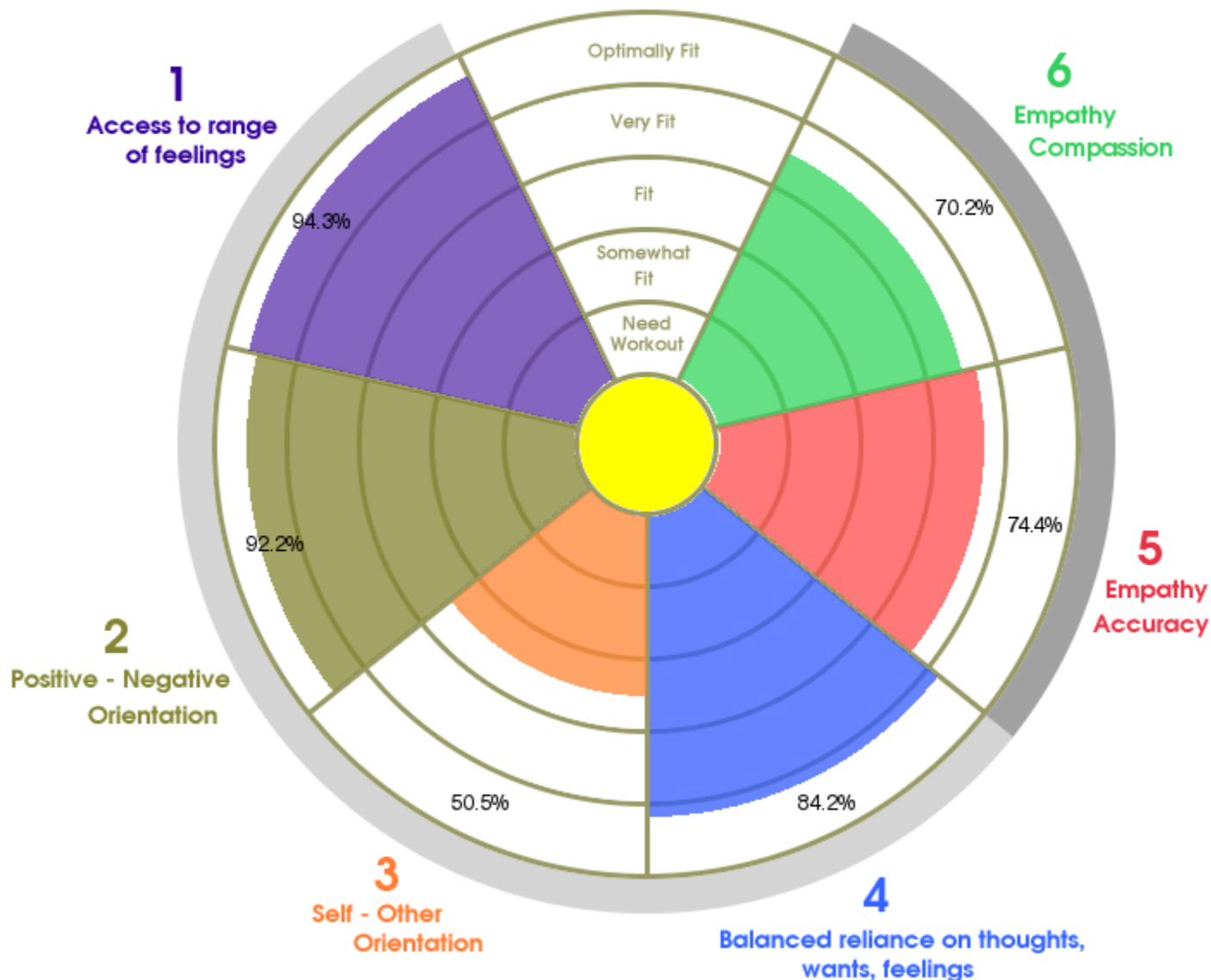
Empathy is the ability to identify what another person is experiencing and to know what that must be like; to "get into another's shoes." Empathy dimensions that are measured in this tool include accuracy and compassion.

* *The Handbook of Emotional Intelligence*, Reuven Bar-On editor, 2000, Jossey-Bass

Your EQ Profile for Self-Reflection & Empathy

Your Fitness Profile

Six Dimensions of Self-Reflection & Empathy



1 - 4 Measure Self Reflection

5 - 6 Measure Empathy

2 Positive - Negative Orientation Focus: Positive -- (74.51% Positive, 25.49% Negative)

3 Self - Other Orientation: Self -- (52.19% Self, 47.81% Other)

4 Balanced Reliance on -- Thoughts: 35.54% Wants: 33.38% Feelings: 31.07%

Your Level of Engagement/Intensity when you took this instrument: Your mean rating 2.68 ; Your percentile ranking 50.27



ACCESS TO RANGE OF FEELINGS

(A graphic display of your distribution of feelings is provided below)

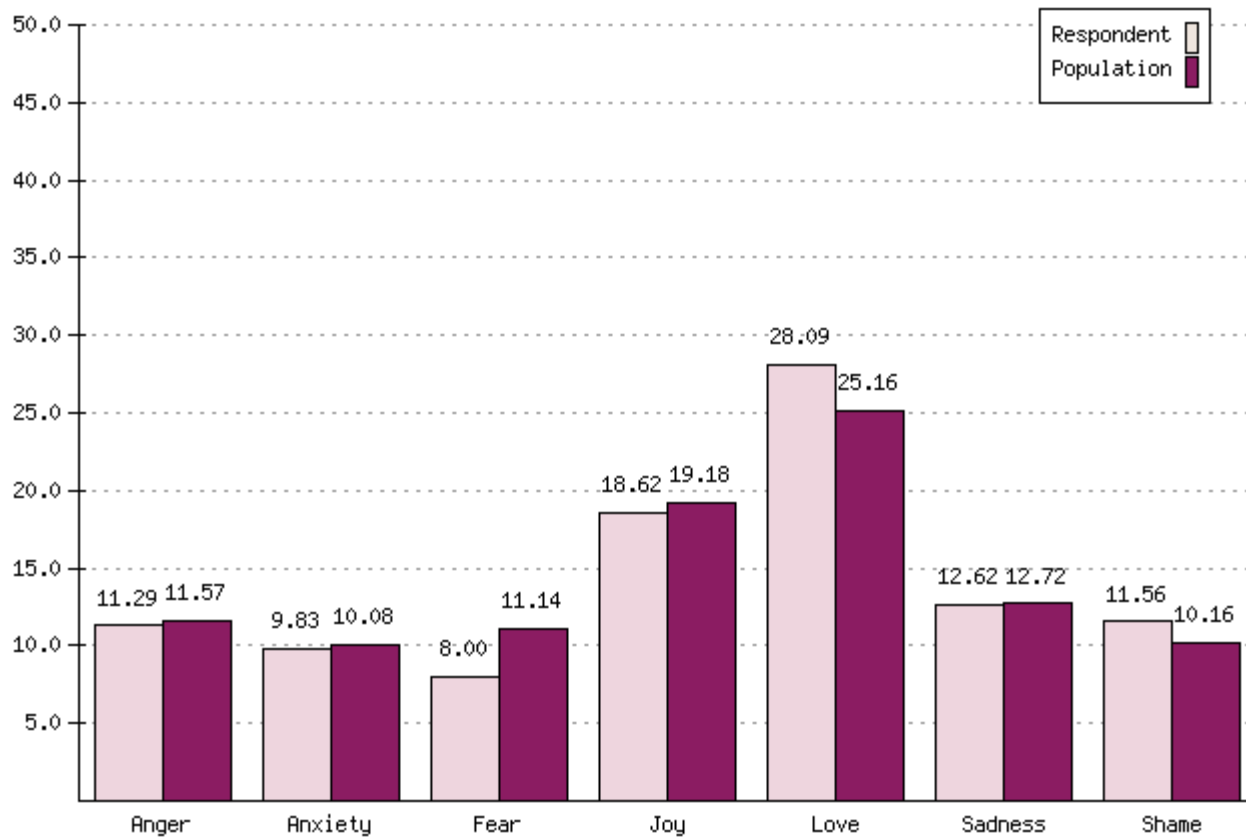
You Rate "Optimally Fit" in Accessing a Wide Range of Feelings

Your ratings suggest that you have excellent access to a wide range of your feelings. You quickly identified feelings along the entire spectrum, ranging from anger and fear to love, sadness, and joy. It is important to note that this is not a measure of the intensity of your feelings. Rather it is an indication of the breadth or wide variety of feelings that you experience. Does this description fit you?

Your ability to quickly access a full spectrum of feelings provides you with valuable information as you interact with others in various work relationships and different life situations. Feelings are the dimension of your experience that informs you about the importance of something or someone and gives your experience its meaning. They also enrich your life experience and heighten your understanding and acceptance of others' feelings.

Although organizations in our Western culture have traditionally ignored or actively dismissed feelings in the workplace, they are the primary drivers of our actions and decisions. Having access to a range of feelings can be a helpful guide to support wise decision-making, particularly in times of complexity, stress, and conflict.

Feelings Distribution



Percentile Rank

Anger	Anxiety	Fear	Joy	Love	Sadness	Shame
46.34%	45.51%	21.15%	52.65%	68.92%	45.31%	64.08%



POSITIVE AND NEGATIVE ORIENTATION

You Reported an "Optimally Fit" Positive-Negative Balance

Your ratings suggest that you bring an optimal blend of positive and negative focus to interactions in stressful, confrontational situations. Given the scenarios presented to you in this profile, the optimal blend is based on values of 75% positive and 25% negative. This means you most likely take a positive view, seeing life through a "half-full" lens, while not denying difficult information. Does this description fit you?

Most likely others experience you as a positive individual and like being around you. People count on your optimism and appreciate it along with your ability to see both the positive and negative aspects of a situation or interaction. That blend enables you to take in a broad range of information that helps you take appropriate action. Your positive focus probably allows you to see possibilities when people challenge you or ask to you do difficult tasks for them. You do not get stuck in the mud of despair.



SELF - OTHER ORIENTATION

You Reported a "Fit" Self-Other Balance

Your ratings on this EQ measure suggest that you are often able to focus both on yourself and the other person in an interpersonal exchange. You seem to be able to go within and reflect on your internal experience (thinking, feeling, wanting, & your body sensations), as well as try to understand what the other person is thinking, feeling, and wanting. Does this description fit you?

When you are able to function in a balanced manner, you take yourself and the other person seriously, trusting your own experience as well as listening to and honoring the other person's experience. Being able to easily move between clear awareness of your own experience and that of others is perhaps the most powerful underlying capacity that allows you to take in information and helps you effectively manage complexity and diversity. This capacity also allows you to take in both internal and external information. As you improve your balance in this area, your ability to see, hear, honor, and tolerate wide differences of attitudes, beliefs, values, expressions, and cultural differences will expand. Strong balance in this dimension makes it possible to seek the kernel of truth from a variety of different sources and people and use the wisdom of the whole. It gives you the balance needed to listen, learn, and explore alternative interpretations and solutions.

When others challenge or demand things from you, most likely you can usually focus on the impact of the challenge or the request, as well as learn more about the other person. This provides the foundation for acknowledging, learning, and expanding your capacity for empathy.

You Focus More on Self Than on the Other

While you rate "fit" in this dimension, you focus more on your Self than the other, meaning that you first look inside to your own experience and then to the other. Most likely you find it easy to identify what you are thinking, feeling, and wanting and have more difficulty identifying what the other person is experiencing, especially when you are being challenged and you feel like you are being dismissed or not valued. Does this description fit you?

The implication for you is that most likely you take yourself very seriously and expect a great deal of yourself. You have a high degree of self-responsibility and most likely feel discouraged and tend to blame yourself first when things go wrong in relationships and in work situations. When relationships suffer, you tend to take responsibility and feel guilty when something goes awry faster than others, thinking you must have done something wrong that you need to make right. This most likely ruptures in relationships that are painful for you and you will do what it takes to repair them. The good news is you don't let relationship ruptures fester or run too long. The difficulty with this tendency is that you may find you take more responsibility than is actually yours to take. Taking excessive responsibility is the Achilles' heel of those who are more self-oriented. Over time you may build up of resentment towards others.

Individuals who are more self-oriented also tend to struggle more with boundaries because they tend to take on more responsibility for themselves, the other, the situation, and the world around them. This tendency can be detrimental to you when it allows others to say, "Yes you created this problem, so you need to fix it." This is particularly true when a "Self" oriented person is in an important relationship with an "Other" oriented person. You most likely punish yourself when things go wrong with messages like "I should have...I could have, I will, I must..."

It will be helpful for you to practice sorting out what is your responsibility and what is not in any given interaction or situation.



BALANCED RELIANCE ON THOUGHTS, WANTS, FEELINGS

Your Balanced Reliance on Thoughts, Wants, Feelings is at the Optimally Fit Level

Your ratings suggest that you easily access your thoughts, wants, and feelings and quickly move between each dimension of experience with ease. That usually indicates an ability to easily understand and communicate with a wide variety of people. Does this description fit you?

Relying on your thoughts, feelings, and wants provides a wide range of information to help you learn from your interactions with others and to make well-informed decisions. Most likely others experience you as being stable, practical, safe, predictable, and reliable. Because you're so well balanced in this dimension, probably others also experience you as available to them, safe to be with, and easy to talk to. Perhaps others count on your stability during times of conflict and stress.

In a leadership role, the more access you have to your thoughts, feelings, and wants, the clearer you will be in your interchanges with your direct reports and your colleagues about how you experience yourself and others. Your feelings give you information about the importance and meaning of what is occurring internally; your thoughts are useful for analyzing the situation and problem-solving; and your wants provide you information about what action you want to take. Having excellent balance of your thoughts, wants, and feelings serves as a rudder that gives you and others a sense of stability when life and interactions become turbulent and challenging.

EMPATHY ACCURACY

Your Empathy Accuracy is at the "Very Fit" Level

Your ratings suggest a well-developed capacity for accurately tuning into others and reading what they are experiencing, even when you are in the middle of an interaction with another person in which the individual is challenging you or making what feel like unfair demands on you. You are able to take in people's verbal and non-verbal behavior quite easily and make accurate guesses or assumptions about what they might be experiencing. Most likely you are sensitive to reading facial expressions and body movements, and detecting the general tone of the energy in a difficult situation. Does this description fit you?

The implication of this skill at work is that you probably are often able to assess what people, either your colleagues or your direct reports, are experiencing, and you don't carry around a host of distortions about what you assume their experience is. The danger of having such a well-developed skill is that you may fail to verify your perceptions with others and simply assume that you are accurate about what is going on with another person, just at a time when inquiry of the other would yield valuable insights and make a positive contribution to the relationship.

EMPATHY COMPASSION

Your Empathy Compassion is at the "Very Fit" Level

Your ratings suggest that you have a well-developed ability to join others in knowing what their experience must be like, even when they are challenging you or making what seem to be excessive requests or demands on you. Though you may feel uncomfortable with either the challenge or the request, you seem to be able to feel compassion for what the other person is thinking, wanting, and feeling much of the time. In most difficult situations you are able to put yourself in their shoes and experience what that must be like. Does this description fit you?

The advantage of being able to retain a strong level of empathy compassion in the face of challenge, threats, and demands in the work environment, and especially as a leader, is that it reflects an ability to listen to others even when you are under stress and not necessarily feeling comfortable yourself. You can usually manage your own feelings sufficiently to lean in and listen to the other. This skill enables you to stay in contact with people even when the waters are rough and the interactions are stressful.

The skill of empathic acknowledgement helps others feel acknowledged and valued. It reduces the others' defensiveness and builds trust. A well-developed capacity for empathy is essential for creating positive work relationships and for effective leadership. It is a powerful moderator of anxiety on the part of the other individual, the group, and/or the entire organization.

Self-Management Relationship Strategies

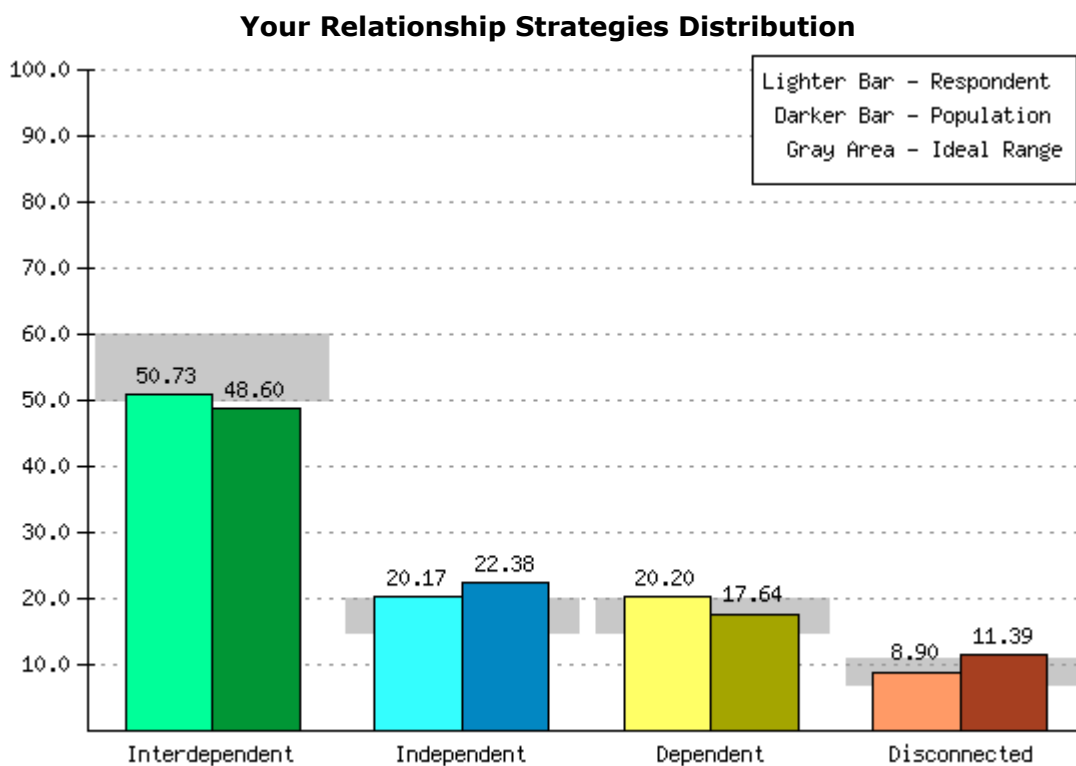
The four relationship strategies in this assessment tool measure self-regulation or how you manage yourself in challenging relationships. The following narrative provides a description of the relationship strategies you rely upon when challenged in a wide array of difficult situations and human interactions.

The strategies that are based upon your trust in yourself and others include:

- **Interdependent** - High trust in self and other (HSO)
- **Independent** - High trust in self and low trust of other (HSLO)
- **Dependent** - Low trust in self and high trust in other (LSHO)
- **Disconnected** - Low trust in self and other (LSLO)

All of the strategies have value, and all are appropriate depending upon the context and the relationship. The key is to have the flexibility to select the appropriate strategy. At times, it is desirable to function in an interdependent manner, which is highly collaborative. In other situations it is most effective to move to independence, where one works alone or to take direct authority of others. In other circumstances, it is most appropriate to give others authority, to be loyal, be dependent, and to be more vulnerable in relationships. Finally, there are times when it is right to "pull the plug" and emotionally leave a relationship whether it is a personal relationship, a job, a project, or whatever. At times, having the wisdom to know when to quit is essential for your overall ability to maintain healthy relationships.

The top of each bar, on the graph below, lists the percentage of time you relied on each of the four strategies.



Percentile Rank

Interdependent	Independent	Dependent	Disconnected
59.65%	33.15%	65.03%	35.50%

Interdependent Relationship Strategy

(HSO - High Trust of Self & Other) Relying on this strategy 50-60% of the time is the ideal

This strategy is highly interdependent, in which an individual moves towards others at times of stress in a positive, collaborative way. Individuals who rely heavily on this strategy typically enjoy people and enjoy working with others to get a job done. This strategy generally provides the greatest degree of flexibility and resilience. It requires open and direct communication, collaborative problem-solving, and decision-making. It is a strategy where individual differences are encouraged, acknowledged and accepted. It typically is related to a positive orientation, an ability to focus on self and other, empathy compassion, and well-developed listening skills, thus creating an open environment where individual contributions are intentionally used in a positive manner.

Leadership strengths are characterized by:

- A high degree of confidence in self and others
- An openness to others' ideas and input
- A high level of empathy towards others
- Valuing and enjoying working with others in a collaborative way
- Clear acknowledgment of self and others with positive regard
- Strong mentoring skills
- An ability to retain access to one's own experience in the midst of conflict
- An ability to listen to others and seek out information in conflict
- Promoting an overall positive emotional environment
- An ability to use different decision-making styles with ease

Leadership challenges are characterized by:

- When reliance on this strategy is extremely high, it may indicate an inflexibility to move to another strategy that may be more effective for the context. When this strategy is taken to excess, it may result in a deadlock, a feeling of "being stuck," and an inability to move forward. The outcome may be fatigue with a tendency to give up. Individuals may lose faith in the leader and the process.

Your Well Balanced Reliance on an Interdependent Strategy places you at the "Very Fit" to "Optimally Fit" Level

The above description of strong reliance on this interdependent strategy most likely fits your experience. Your rating indicates an ease and enjoyment in being with others and working and playing with people. You may describe yourself as a people person. The ideal is to rely on this strategy, when challenged in relationships, 50-55% of the time. Most likely you are good at working with others in situations where there is a degree of ambiguity and unknown in the eventual outcome. You may find these types of situations challenging and rewarding.

Your rating suggests that you are a good listener and have the capacity to tolerate different opinions and stay connected with others.

This strategy is characterized by shared authority. Yet your highly developed ability in this area may reflect that you have a high degree of influence with others as you work or play together.

Independent Strategy

(HSLO-High Trust in Self & Low Trust in Other) Relying on the this strategy 15-20% is the ideal

When relying on this strategy, individuals move toward being independent, trusting themselves, and "going it alone". The ability to rely on oneself and make difficult decisions is an essential strategy for leadership. Individuals with highly developed emotional intelligence can discern when to rely on this strategy and use it with ease when necessary. They also know the limits of this strategy and the negative relationship consequences it can have when it is overused.

This is a strategy to rely upon in times of crisis when someone needs to take charge, make difficult decisions, handle resistance, and move forward with confidence. When overly relied upon, this strategy can constrict and obstruct direct reports or other key relationships, reducing the overall effectiveness of the relationship and the ability to achieve important goals.

Leaders who rely heavily on this strategy are often experienced as decisive and self-confident. They may also be experienced as aloof, arrogant, and closed to input from others. They are most comfortable in an authority role and enjoy "taking charge". These individuals often enjoy the independence of being an entrepreneur, where they can enjoy the risk and the rewards gained through individual advancement.

When under stress, impatience, anger, arguing, blaming others, needing to be right, and pulling away are typical behaviors. The internal dialogue may sound like, "If you want it done right, you need to do it yourself."

"My way or the highway" often describes a person's or leader's attitude when relying on this strategy. Loyalty and trust by others is paramount to the leader and is often rewarded by taking on a "protector" role. When relying on this strategy, leaders easily gain significant power at times of crisis because the "protector" role serves as a powerful, temporary antidote to organizational anxiety. This becomes a problem when leaders stop listening, stop delegating to others to the degree needed, and stop gathering critical information. An entire organization may be placed at risk. High performers who value active participation may become disillusioned and leave.

Your Over Reliance on the Independent Strategy places you at the "Somewhat Fit" to "Fit" Level

You may maintain a degree of flexibility, but you may also err in relying on this strategy more than what is useful for you. This somewhat higher reliance includes a tendency to move towards independence that includes a pulling away from relationships and relying upon yourself.

When stress is high enough, you may pull away from relationships and "do it yourself" with the idea that you know you "can do it and do it right". Others may not be able to deliver the quality of work or the degree of perfection that you expect. It also may be challenging for you to delegate when the stakes are high and the outcome is important. In a work setting, this can result in becoming bogged down with too much work on your plate. If you are in a leadership position, others could become discouraged when they experience you as not having trust in them to expand and take on more responsibility.

The gift of this strategy for you is that you are able to be decisive, champion a cause, make difficult decisions, and get the task done. The risk is an over attention to the task and structure and a tendency to not pay attention to others and your impact on them.

Dependent Strategy

(LSHO - Low Trust of Self & High Trust of Other) Relying on this 15-20% of the time is ideal

Valuing relationships is a primary characteristic of this strategy. Individuals who rely on this strategy seek out relationships with a positive and hopeful attitude. They tend to be very loyal and supportive. At work, leaders who rely heavily on this strategy often do best in a secondary leadership position in which they provide primary support to another leader, often a leader that relies more heavily on an Independent strategy.

As a leader, this is an excellent strategy to rely upon when working with mature teams and in mentoring.

The gift of this strategy is the ability to easily give others authority, to listen, and often to be sensitive and compassionate towards others. At times of stress, the pattern is to move towards others with a strong commitment to the relationship. The challenge is one may easily fall prey to self-doubt, give away personal and/or legitimate authority, and be diminished in the process. The internal dialogue becomes "You must be right, I must be wrong". The high self-orientation, shame and anxiety that often are associated with this strategy may well contribute to giving up what one thinks and wants when under pressure. Over time, one may feel taken for granted and become resentful.

Leaders who rely heavily on this strategy may have difficulty handling resistance when they believe it jeopardizes an important relationship. These leaders tend to struggle more with setting appropriate boundaries and have a natural tendency to give away their authority. The challenge is to discern when this strategy is appropriate and when it is not.

Leaders who rely heavily on this strategy tend to go the extra mile to ensure that everyone has input and the process is inclusive and fair. However, the decision-making process may be derailed by one or two strong individuals who disagree and make their wants and judgments clearly known to others. This makes the leader more vulnerable to be diminished and even displaced by others who are competitive and who are seen by others as "bright and decisive."

In organizational contexts, this strategy tends to be more productive and rewarding in a bureaucratic or highly participative management context than in an entrepreneurial, or a competitive context.

Your Over Reliance on a Dependent Strategy places you at the "Somewhat Fit" to "Fit" Level

Your data indicates you have strength in your ability to access and rely on this strategy when challenged. You are able to easily trust others and give them authority when they have more knowledge than you. Your ratings suggest that relationships are very important to you and you have the capacity to be vulnerable with others. That gift of vulnerability allows others to get to know you and helps others trust you.

The risk for you is that you may have a tendency to give away your personal and professional power when you are challenged. Because relationships are important to you, you may give in or capitulate to others for the sake of protecting the relationship. Giving away your personal or professional authority may lead to resentment over time because you give and make room for others, not yourself.

As a leader, relying on this strategy is effective in mentoring or in leading mature teams where others can take on the leadership role or where it can be shared. If you rely on this strategy excessively or much more than is the norm in your organization and family, others may view you as weak or a "push over", because you do not take a personal stand and show your independent strength.

Disconnected Strategy

(Low Trust of Self and Other) Relying on this strategy 7-11% of the time is the ideal

A feeling of hopelessness and helplessness is characteristic of this strategy because individuals literally lose faith in themselves and the other and have difficulty identifying any healthy ways to make it better.

When reliance on this disconnected strategy is high, individuals tend to emotionally disconnect with others. Behaviorally this can mean simply leaving the relationship all together. The message is, "I'm out of here." Leaving becomes the most tolerable response.

Another behavioral response to disconnecting is to leave the relationship emotionally but physically stay. This often reflects an inability to see alternatives. When one emotionally disconnects, but chooses to stay, it often includes the tendency to withdraw from others with blame and anger. In organizations, individuals stuck in this pattern often seek out others to join them in fault-finding. Individuals go from one negative incident to the next. Positive problem-solving is next to impossible.

While this strategy is difficult, at some point in our lives most of us experience an occasional relationship in which, despite our best efforts, trust is absent. At these times, feeling the pain directly can provide valuable guidance. Those who do not allow themselves to experience this loss of hope may have a tendency to stay in relationships longer than serves them well.

Leadership challenges of this strategy:

Individuals who rely on this strategy to any significant degree will have difficulty managing people. However, they can be excellent, productive employees in stable environments where their complex interactions with others are limited. Ideally these individuals will not be put in leadership or management positions, in intensely interdependent work groups or teams, or in positions of direct customer service.

Your Well Balanced Reliance on the Disconnected Strategy places you at the "Very Fit" to "Optimally Fit" Level

Your strong rating here suggests that you have the capacity to use your internal experience and feelings of distress as an important guide in determining when it is appropriate for you to leave a relationship. This includes personal and professional relationships, initiatives or projects you may embark on, or important relationship goals that you hope to achieve.

Most relationships work out to some degree and most of us work hard to make them work. At the same time, some relationships do not work, regardless of the energy and effort dedicated to it.

Having the internal awareness and wisdom to be able to know when to stop, when to leave, or when to "pull the plug" on a given project, business, or initiative is a gift to both yourself and to "the other" as well. This says you have the wisdom and internal strength to make those difficult decisions when the situation clearly warrants it.

Your Reflections--

with implications for your development

Now you have reviewed your profile including the 7 EQ dimensions for Self-Reflection and Empathy and your Relationship Strategy profile. What does it all mean? Does it fit your experience of yourself?

This tool presented several hundred of pieces of information to you, while your life experience has presented millions of pieces of information. We encourage you to be open to explore any insights this profile has provided you. At the same time, it is your life. You are in charge of determining the degree to which this fits and how to use the information.

The questions below are intended to guide your reflection. The goal is to affirm and provide a guide for selecting "daily practices" that will build your EQ fitness.

Review your 7 EQ Fitness measures...

What stands out for you?

What is consistent with your experience?

What is your experience right now as you look this over? (Your thoughts, feelings, wants)

What fits with how others experience you? Do you know?

What do you find satisfying and affirming?

What areas would you like to strengthen?

Review your Relationship Strategy Profile...

What stands out for you?

What is consistent with your experience?

What fits with how others experience you? Do you know?

Can you identify the types of situations in which you rely on one strategy or another?

What are the "triggers" that move you from one strategy to another? (i.e. from an Interdependent strategy to an Independent or a Dependent strategy?)

Think about situations in your personal and work life that you find most satisfying and affirming. How does that fit with your relationship strategies?

What areas would you like to strengthen?

EQ Profile Feeling Words within each Category

More than 100 feeling words were included in the profile. The feeling words that were included are organized by the seven categories below; each category includes a variety of words of different intensity. No individual feeling is more heavily weighted than another. For example, rage and annoyed are weighted the same as aspects of Anger. All the words in a given category are added together and divided by the total number of words allocated to that category to find the mean score.

The feeling distribution chart in each profile represents 100% of individual's feelings. Each bar lists the percentage of feelings that was in that particular category. The percentile ranking is created by comparing an individual's feeling distribution on a given feeling category to the entire group population on that same unique dimension. For example, the entire group population's mean for Anger response may be 12% of all the feelings registered. An individual's rating may be 15% of total feelings.

Feeling Words Organized by 7 Categories: (Listed in alphabetical order)

Anger	Anxiety	Fear	Love	Joy	Sadness	Shame
Agitated	Confused	Alarmed	Attention	Alive	Crushed	Ashamed
Anger	Distant	Defensive	Caring	Bold	Disappointed	Burdened
Annoyed	Dread	Doubtful	Comforting	Brave	Discouraged	Condemned
Appalled	Dulled	Dread	Compassion	Capable	Distraught	Culpable
Disgusted	Frantic	Fearful	Concerned	Comfortable	Distressed	Despised
Frustrated	Helpless	Frightened	Encouraged	Confident	Empty	Disgrace
Irritated	Impatient	Reluctant	Engaged	Curious	Grief	Dread
Outrage	Intense	Startled	Gentle	Delighted	Lonely	Embarrassed
Rage	Nervous	Suspicious	Honored	Dynamic	Lost	Guilty
Spiteful	Numb	Tense	Open	Eager	Miserable	Harassed
Upset	Overwhelmed	Worried	Respect	Elated	Mournful	Humiliated
Vindictive	Paralyzed		Secure	Energized	Remorseful	Inept
	Perplexed		Tender	Excited	Resigned	Inadequate
	Queasy			Glad	Sadness	Regretful
	Skeptical			Gleeful	Sorry	Shame
	Stressed			Hopeful	Terrible	
	Uneasy			Joyful		
				Optimistic		
				Passionate		
				Peaceful		
				Relaxed		
				Safe		
				Self-assured		
				Surprised		
<i>Learning In Action Technologies, 2003</i>						