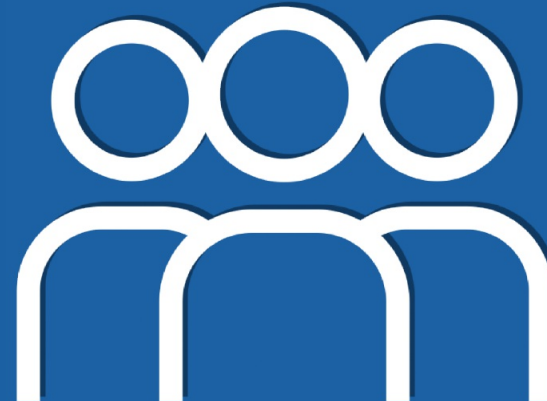


GROUP DEVELOPMENT REPORT

Sample Report

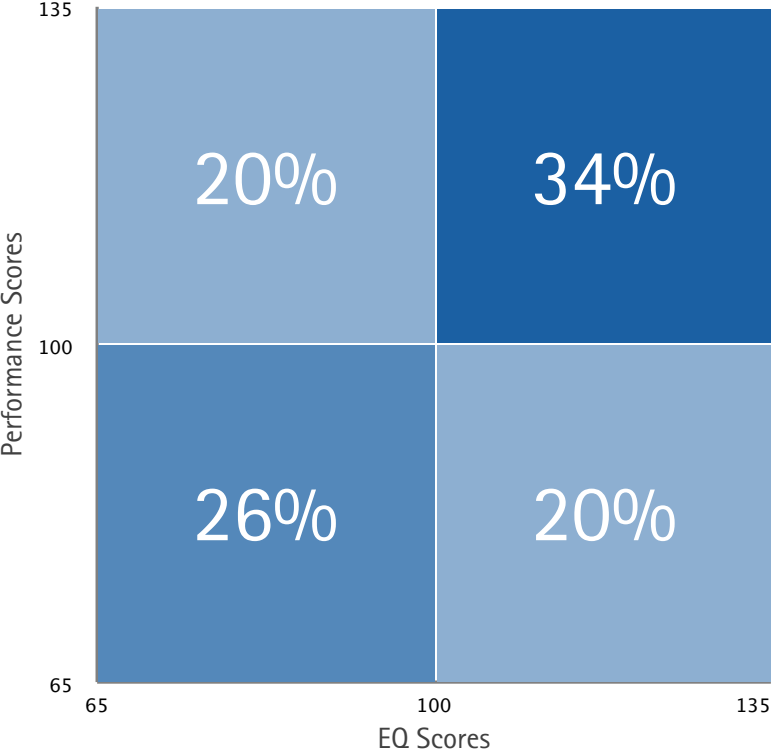
15 participants

22/05/20

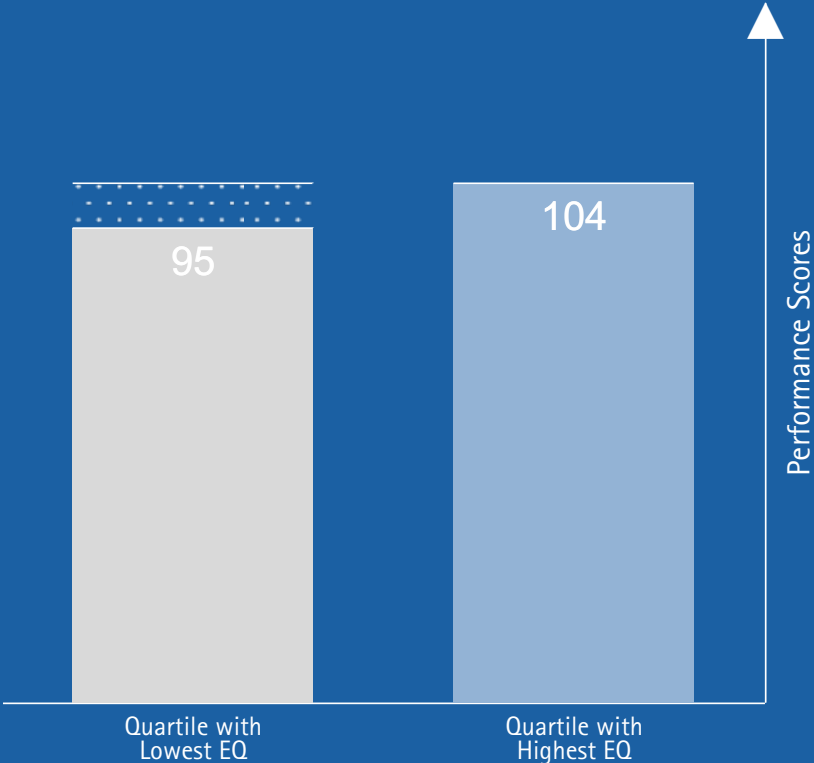


EQ Opportunities

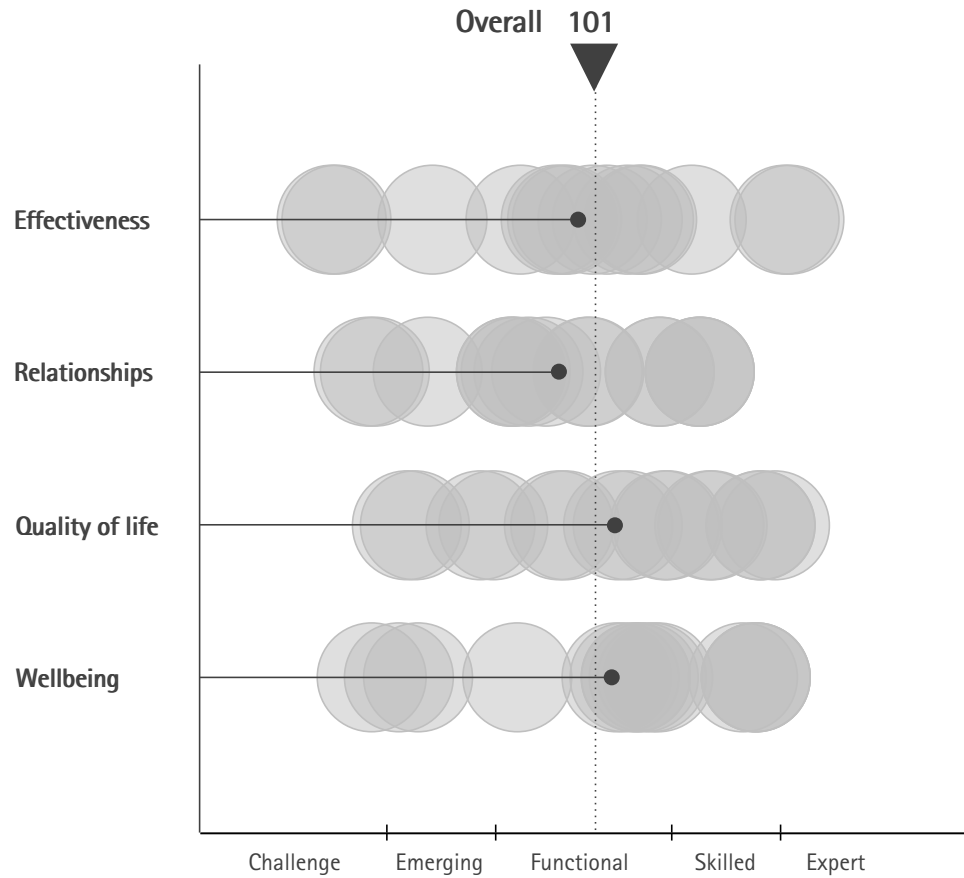
Correlation between EQ & PERFORMANCE



9 point GAP



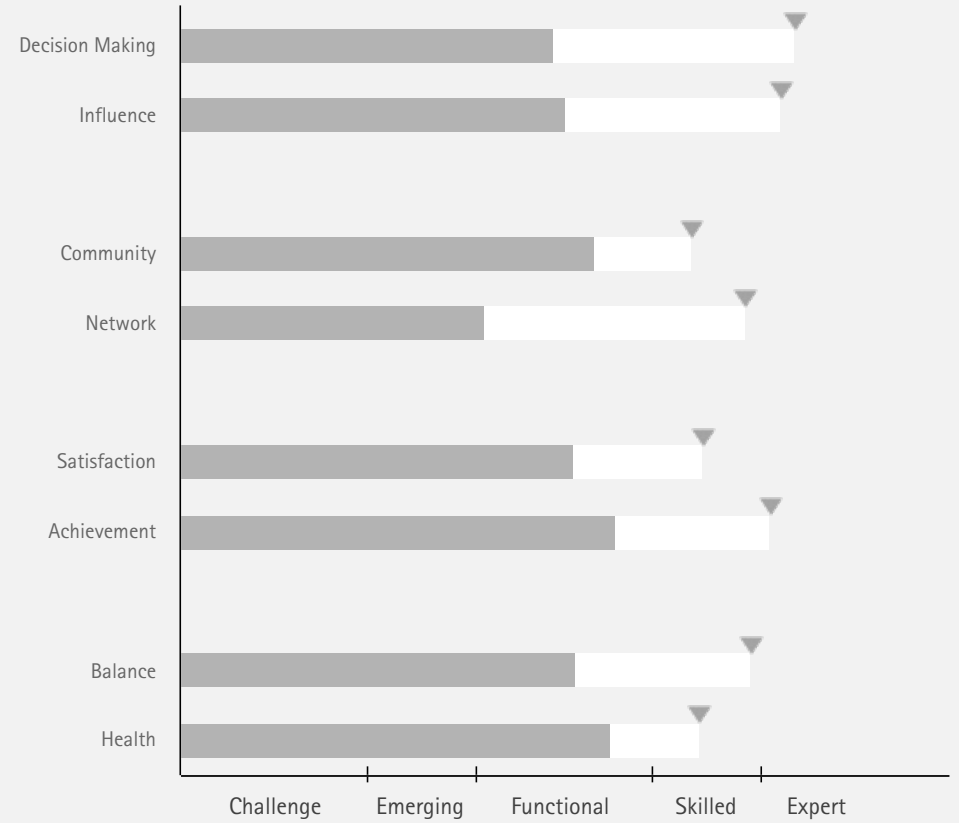
Success Factors



How wide is the group's range of outcomes?



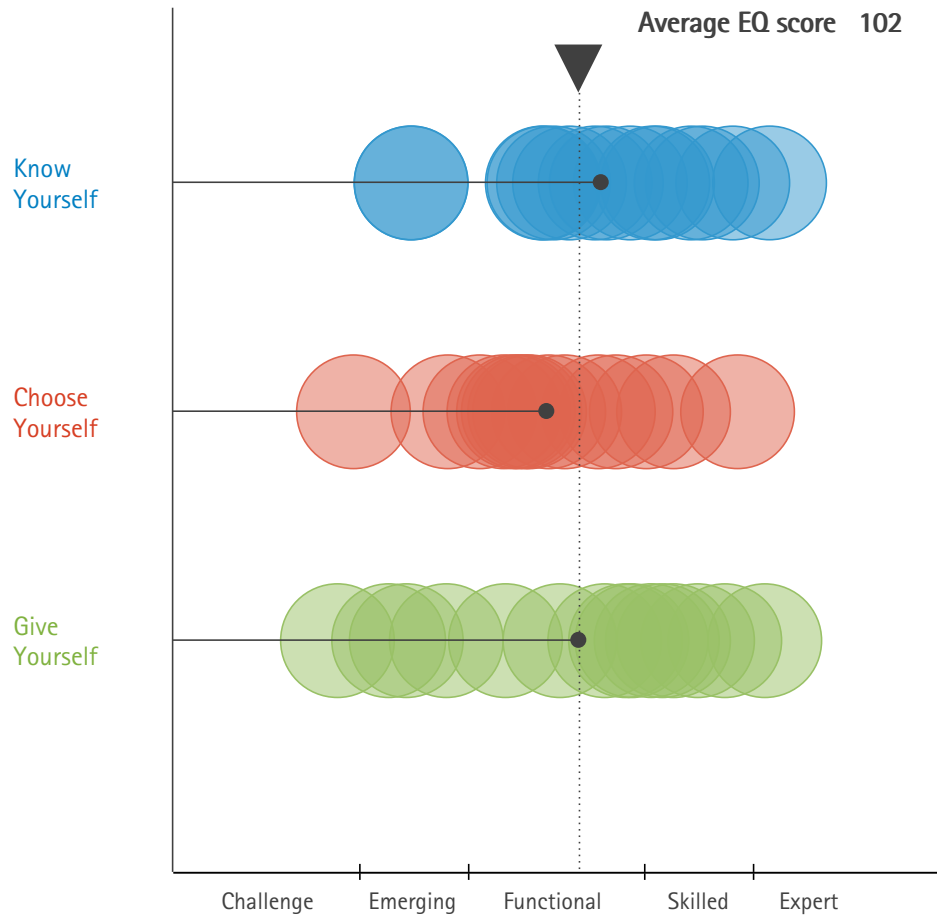
▼ Performance Benchmarks



Number of people who's outcomes are...



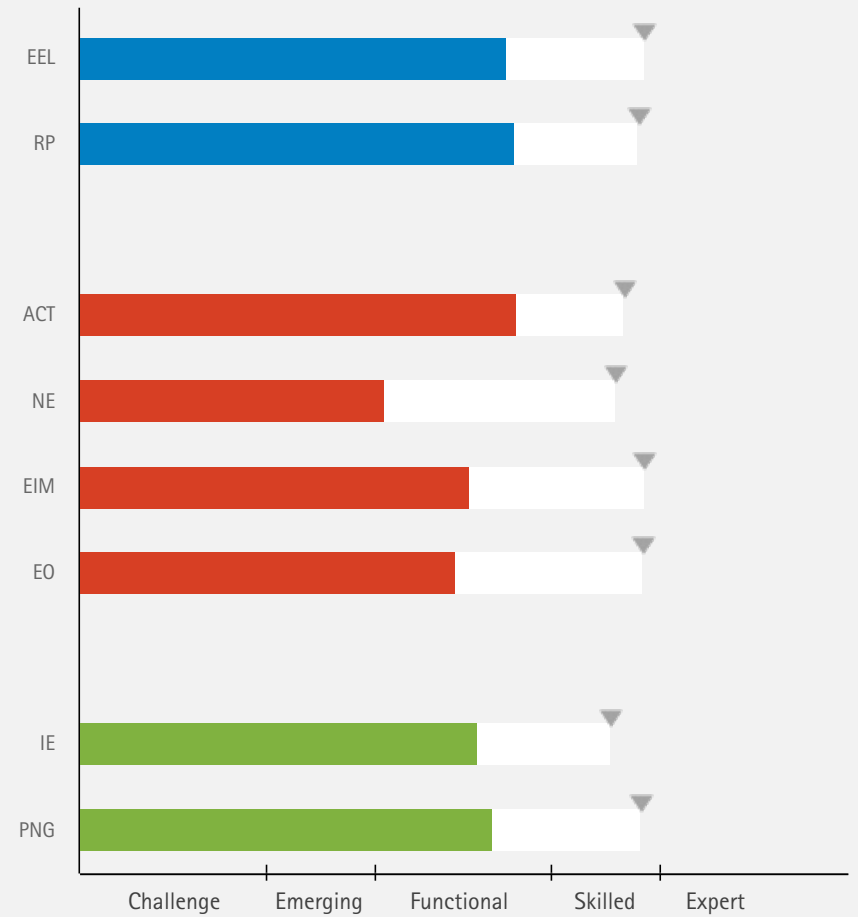
Emotional Intelligence



How wide is the group's range of EQ scores?



EQ Benchmarks



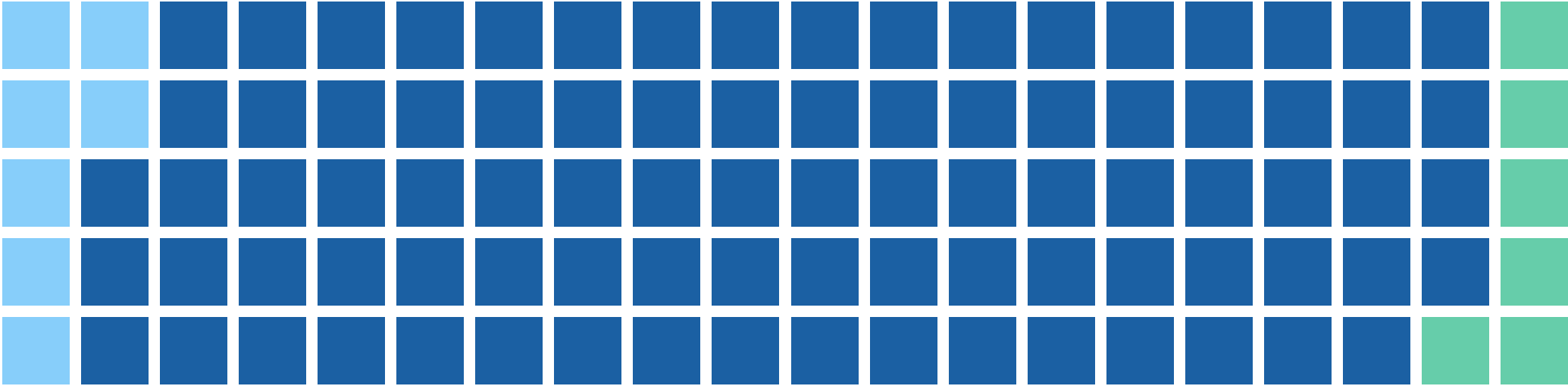
Number of people who's EQ scores are...





Sustainable Performance




1 point
G A P



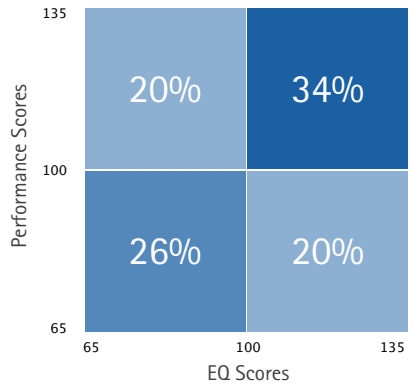
7% 
Underutilized
==

87% 
Sustainable
==

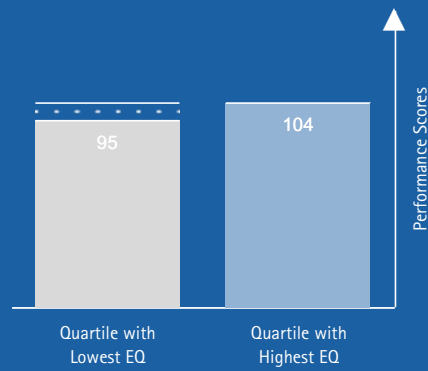
7% 
Stretched
==

EQ Opportunities

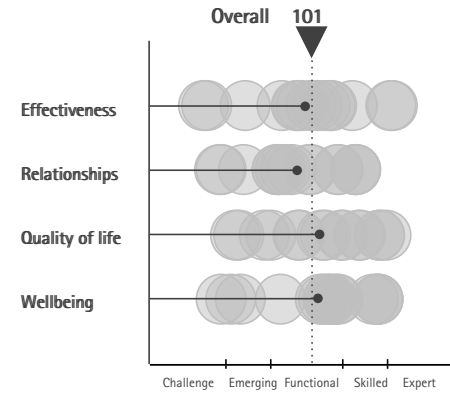
Correlation between EQ & PERFORMANCE



9 point GAP



Success Factors



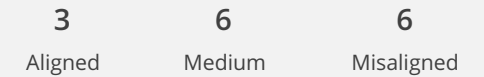
How wide is the group's range of outcomes?



Performance Benchmarks



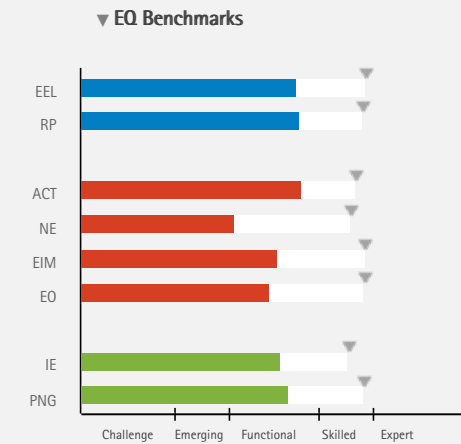
Number of people who's outcomes are...



Emotional Intelligence



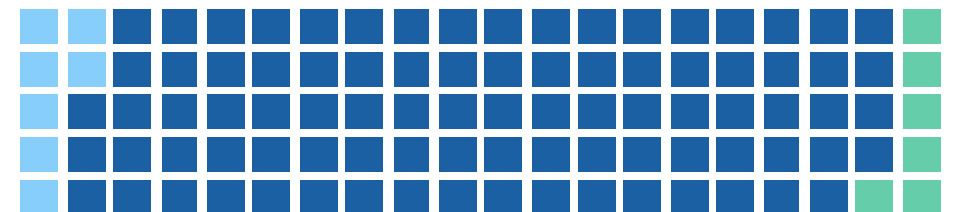
How wide is the group's range of EQ scores?



Number of people who's EQ scores are...



Sustainable Performance



7% Underutilized

87% Sustainable

7% Stretched

Action Planning

1

ENGAGE

The first step is to get a clear picture of the current situation and the goal. Then to consider: How can we move toward the goal? Are we committed to that?

2

ACTIVATE

Once you've got buy-in to the goal, the next step is action! On the right, you'll see three EQ competencies that the AI recommends will be most effective for improving performance. See page 12 for additional details.

3

REFLECT

To ensure your work is generating results, schedule a time to assess progress. Retake the assessment and/or discuss the growth, and then start the process again from Engage, building on what you learned.

The 3 most effective strategies

The EQ Neural Network recommends working on these 3 EQ competencies that predict the highest improvements across the board.

Exercise Optimism

It's impossible to solve problems if you focus on what's impossible. Where are the "blue ocean" options? What haven't you tried? What if there IS a better way?

Engage Intrinsic Motivation

People often focus on external factors such as salary or status, these don't build deep motivation. What are the core values & basic needs (such as belonging) that will fuel the long term?

Increase Empathy

At the core, our brains are wired to connect. Find the common ground where we can build deep mutual understanding. It starts with respect and grows from curiosity.

EQ Opportunities - Insights

ABOUT

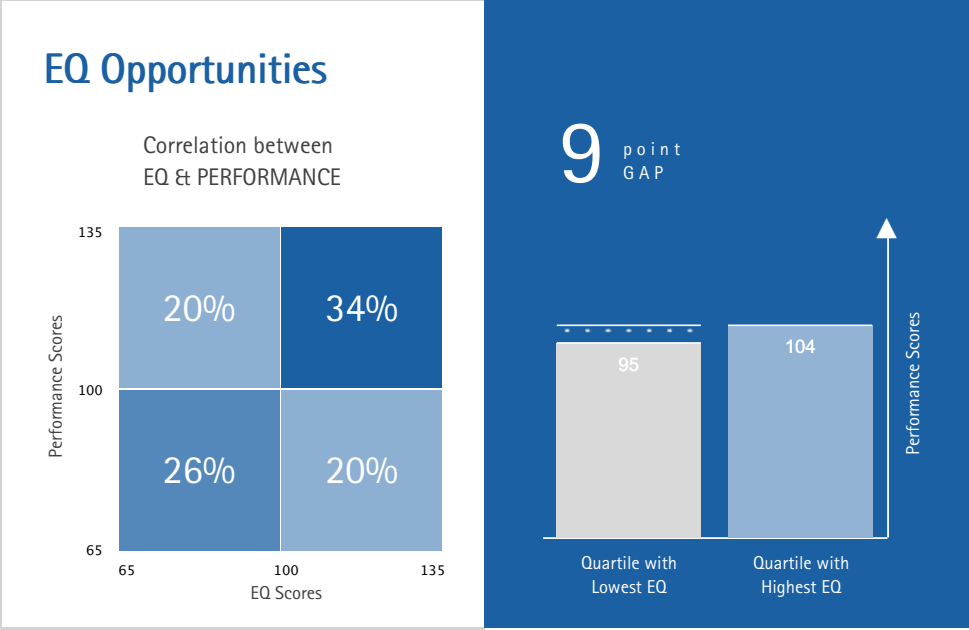
Is EQ important? This page shows the correlation between EQ and success factors for this group. See 6sec.org/success to learn more about how Emotional Intelligence is correlated to performance.

Overview

It's normal to have people in multiple quadrants (especially since EQ is learnable, and this is a snapshot of the current situation). 34% of the group is in the top-right corner (high EQ sustaining high performance). 20% are in the bottom-right quadrant (high EQ can be utilized to increase performance). 20% are the top-left (stretching to reach goals without sufficient EQ support). 26% are the bottom-left (challenged to grow both EQ and performance).

EQ Opportunities

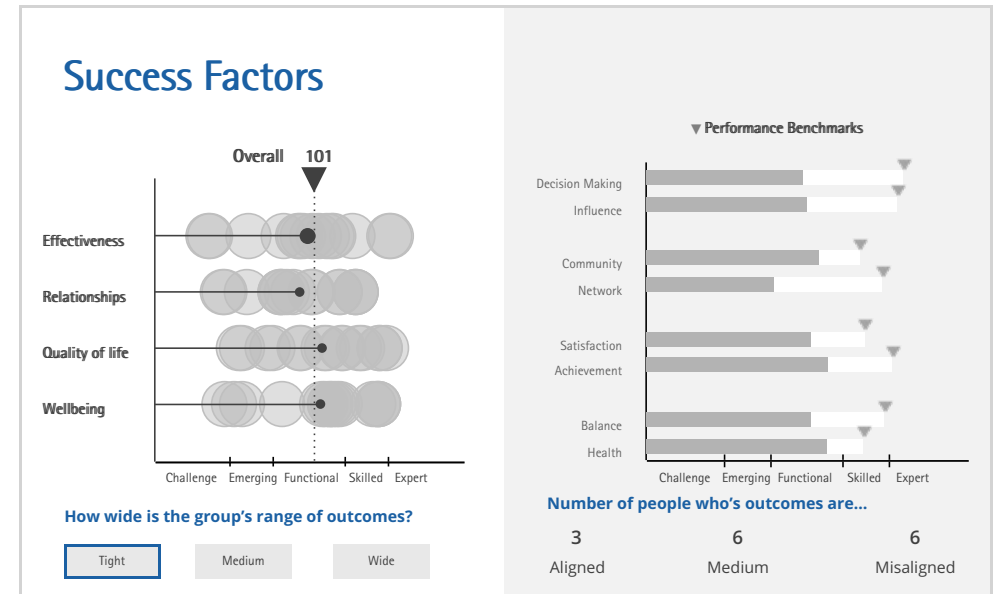
Looking at the relationship between EQ and Outcomes, the people with lowest EQ scores are only 9 points below the people with the highest EQ scores. This means EQ is a differentiator for this group (even if small)!. What's keeping people from utilizing their EQ as a driver of performance outcomes? How could leveraging EQ accelerate performance?



Success Factors - Insights

ABOUT

This graph shows each person as a circle and the group average of each of the 4 success factors. On the right you will see the 2 sub factors of each one and a benchmark score. See 6sec.org/success for definitions of these outcomes and sub factors.



Distribution

80% of your group is in the functional range on the outcomes; this means that they are achieving some results and there is opportunity to grow. The distribution is tight, meaning most of the group is in a similar state on these outcomes.

Benchmarks & Alignment

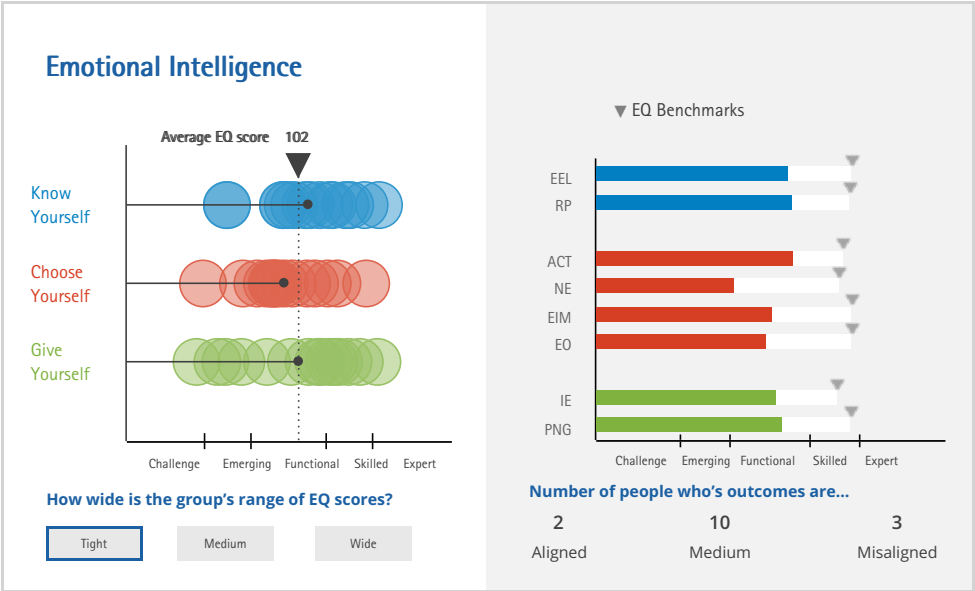
The team is meeting 0 of the benchmarks. The biggest risk vs benchmarks is Network; how might this derail performance? The biggest asset is Health. How can you leverage this resource? This measure shows how much variation there is across the outcomes above. The "medium alignment" means people are somewhat consistent on these outcomes, some aspects of life are higher, others lower -- which is normal. It's important to not move into a state of sacrificing one outcome for another. Consistency across these areas supports long term thriving.

Emotional Intelligence – Insights

ABOUT

Graph on the left shows scores on the three pursuits of EQ in the Six Seconds Model. Each circle is a person, so you can see your average as well as the distribution in the group.

On the right are the EQ competencies within each of the three areas (see 6sec.org/model for an explanation of the model). The small arrow is a benchmark to compare this group with an international performance standard.



Success Factors & Distribution

73.333% of your group is in the functional range on EQ; this means they are able to bring their EQ into action on most days to support personal and interpersonal efficacy. How can you, as a group, support more people to grow your EQ to build greater efficacy?

The distribution is tight, meaning most of the group is in a similar state in terms of the three EQ pursuits.

Benchmarks & Alignment

The team is meeting 0 of the benchmarks. The biggest risk vs benchmarks is Navigate Emotions; how might this derail performance? The biggest asset is Apply Consequential Thinking. How can you leverage this resource? This measure shows how much variation there is across the competencies above. The "medium alignment" means people have a fairly typical level of diversity on these skills. This means some aspects of EQ are working better than others... which is normal. This variation can come from overusing some skills and/or not developing areas of challenge - so as you move forward, work to grow all aspects of EQ in parallel.

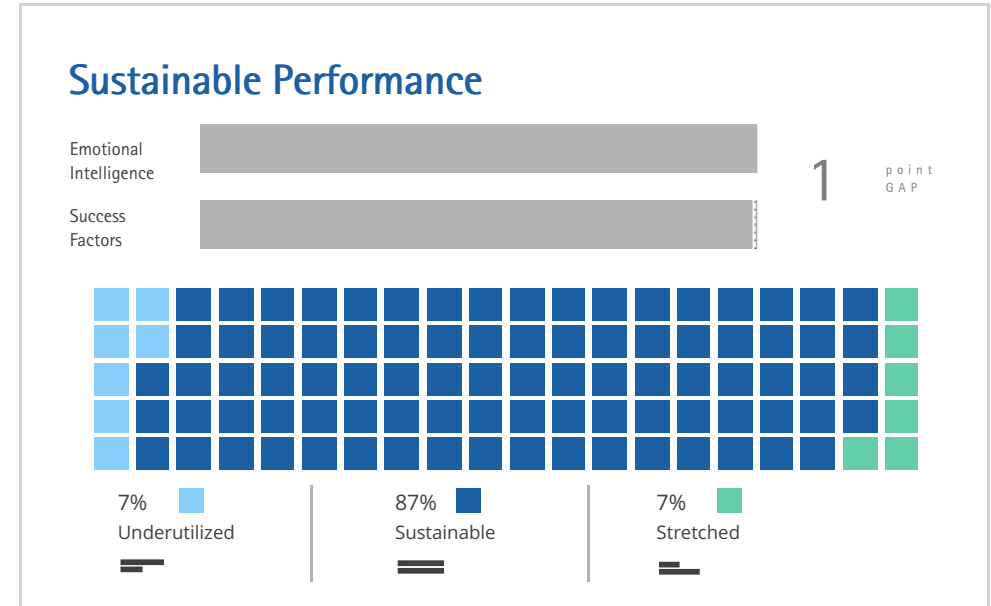
Sustainable Performance - Insights

ABOUT

Statistically, emotional intelligence is predictive of success factors scores. This means that they are generally aligned. EQ helps to sustain the success factors over time.

Status

Because the group's emotional intelligence scores are slightly higher than the success factors, you have a little untapped capability.



Sustainability ratios

Looking at each person in the group, you can see that 7% has untapped capacity. In dark blue, 87% have a balance between their EQ and output. Finally, 7% of your group is currently producing more than is supported by their EQ. Since the majority is sustainable, you have a strong foundation for sustainable performance. You have a few people who are experiencing something quite different from the majority of the group. This can create a risk of divisiveness and isolation.

Action Planning – Insights (part 1)

ABOUT

On the left you can see Six Seconds' recommended process for team development (please read more about this on 6sec.org/change). On the right are the three EQ competencies that the artificial intelligence has most frequently identified as most important for the members of your group. Therefore, these three would be effective competencies on which to focus if you're going to work on developing EQ.

Action Planning

- 1 ENGAGE**
The first step is to get a clear picture of the current situation and the goal. Then to consider: How can we move toward the goal? Are we committed to that?
- 2 ACTIVATE**
Once you've got buy-in to the goal, the next step is action! On the right, you'll see three EQ competencies that the AI recommends will be most effective for improving performance. See page 12 for additional details.
- 3 REFLECT**
To ensure your work is generating results, schedule a time to assess progress. Retake the assessment and/or discuss the growth, and then start the process again from Engage, building on what you learned.

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The EQ Neural Network recommends working on these 3 EQ competencies that predict the highest improvements across the board.

Exercise Optimism
It's impossible to solve problems if you focus on what's impossible. Where are the "blue ocean" options? What haven't you tried? What if there IS a better way?

Engage Intrinsic Motivation
People often focus on external factors such as salary or status, these don't build deep motivation. What are the core values & basic needs (such as belonging) that will fuel the long term?

Increase Empathy
At the core, our brains are wired to connect. Find the common ground where we can build deep mutual understanding. It starts with respect and grows from curiosity.

Development Strategies

Generally we recommend starting with people who are willing to work on an individual basis on growing and utilizing their EQ competencies more effectively. Get the EQ Neural Net for each person, individual coaching is very helpful in this process. In the next phase, after many individuals have worked on their own EQ, it is much easier to develop a strategy to work with your group as a whole. We recommend a project based learning approach, where you have real world applications for your learning. Talk to your consultant for specific strategies.

Action Planning – Insights (part 2)

Exercise Optimism means: take a proactive perspective of hope and possibility. It is important because it creates options for problem-solving and generates energy for forward momentum.

Development strategies include seeking to increase the number of possible options (and reducing a tendency to dismiss ideas as "impossible"), recognizing challenges as temporary, and building on past success at being resilient/overcoming obstacles by taking action.

Engage Intrinsic Motivation means: gain energy from internal personal values & commitments vs. being driven by external forces such as praise or threats. It is important because it fuels deep & sustained commitment.

Development strategies include learning to distinguish internal & external motivators and when those are applied; clarifying core values and ensuring those are put into action; reducing reliance on "shoulds" and other external reinforcements.

Increase Empathy means: recognize and appropriately respond to emotions. It is important for building mutual understanding, facilitating functional relationships and solving problems at the root cause.

Development strategies include increasing respectful, curious, open dialogue; finding common ground / shared experiences & perspectives; increasing appreciation of / valuing differences (of age, gender, race, religion, orientation, etc as well as perspective, experience, etc).

Appendix:

EQ scores and Performance areas, summary tables of scores

EQ & Competencies	Average Scores	Standard Deviation
Emotional Intelligence	101.9	8.4
Know Yourself	104.3	9.5
Enhance Emotional Literacy	104	11.3
Recognize Patterns	104.6	10.5
Choose Yourself	99.3	8.7
Apply Consequential Thinking	104.9	10.8
Navigate Emotions	92.8	14.5
Engage Intrinsic Motivation	100.5	11.2
Exercise Optimism	99.2	9.9
Give Yourself	101.9	12
Increase Empathy	101.3	13.8
Pursue Noble Goals	102.6	13.4

Performance areas	Average Scores	Standard Deviation
Overall 4 Outcome	100.7	8
Effectiveness	99.5	12.3
Decision Making	99	13.8
Influence	100.1	12.6
Relationships	97.7	10.2
Community	102.7	13.9
Network	92.7	12.6
Quality of Life	102.8	11.2
Satisfaction	100.9	15.9
Achievement	104.7	13.3
Wellbeing	102.6	11.8
Balance	101	16.2
Health	104.2	9.3

For more information on the Group Development Report, please see 6sec.org/gdrig