



podium

Emotional AWARENESS DEVELOP

Sam Sample

June 2025



podium

© Podium Systems Limited.



Introduction



The Assessment

Emotional Awareness is a trait measure of emotional intelligence. It focuses on five general aspects of emotional awareness including how people understand, process and manage emotions. These areas are detailed below.

<p>Emotional Perception Concerns individuals' perceptions of their and others' feelings, needs and concerns.</p>	<p>Emotional Self-awareness <i>Awareness and understanding of feelings and emotions.</i></p> <p>Emotional Perception of Others <i>Perception of others' feelings, needs and concerns.</i></p>
<p>Emotional Preferences Concerns the value you place on emotions when making decisions and your need to express emotions.</p>	<p>Emotional Thinking <i>Tendency to rely on emotions over rational analysis when making decisions.</i></p> <p>Emotional Expression <i>Tendency to be moved by emotion and the need to express one's feelings.</i></p>
<p>Emotional Judgement Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</p>	<p>Emotional Reasoning <i>Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.</i></p>
<p>Emotional Management (self) Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.</p>	<p>Emotional Well-being <i>Tendency to feel confident and satisfied with yourself, and life in general.</i></p> <p>Emotional Regulation <i>Capacity to withstand stress and effectively control your emotions.</i></p>
<p>Emotional Management (others) Concerns how individuals work to positively influence others' moods, feelings and emotions.</p>	<p>Emotional Support <i>Tendency to empathise with others, show compassion and offer support.</i></p> <p>Emotional Influence <i>Tendency to influence others and positively impact their feelings.</i></p>

The Report

The purpose of this report is to give information about Sam's likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with them.

Private and Confidential

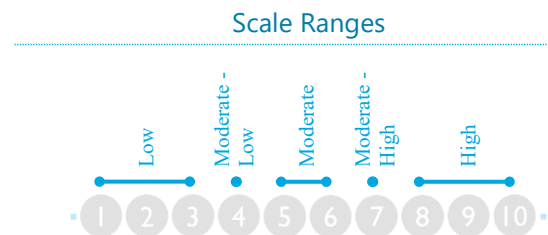
This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

Emotional Awareness is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 are considered low, while scores of 5 to 6 are moderate, and scores of 8 to 10 are considered high.



Comparison Group (Norm)

Sam's results have been compared against the following norm group.

Assessment	Name	Size
Emotional Awareness	International Participants	1370

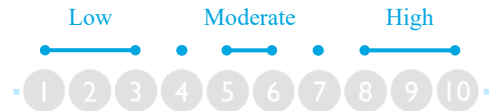
Impression Management

The impression management indicators would suggest that Sam was happy to present themselves openly, honestly and without wishing to project a positive or distorted image of themselves.



Profile Summary

Detailed below is a summary of Sam's results. What this means on-the-job is detailed more fully in the remainder of this report.



Emotional Perception

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



Emotional Perception of Others

Perception of others' feelings, needs and concerns.



Emotional Preferences

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.



Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



Emotional Judgement

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



Emotional Management (self)

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



Emotional Management (others)

Emotional Support

Tendency to empathise with others, show compassion and offer support.



Emotional Influence

Tendency to influence others and positively impact their feelings.



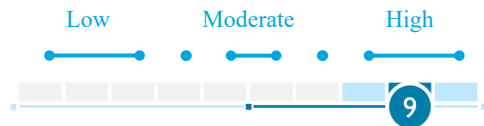
Results in Detail

Emotional Perception

Concerns individuals' perceptions of their and others' feelings, needs and concerns.

Emotional Self-awareness

Awareness and understanding of feelings and emotions.



What This Result Means

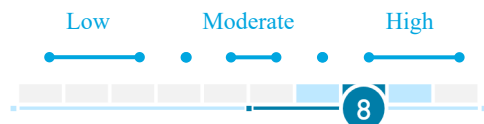
- Sam profiles as being more open than most others to evaluating their strengths and limitations.
- They should be interested in understanding their moods or emotions.
- Their capacity to be self-reflective should enable them to accept feedback.
- They are more likely than some others to reflect on the role that feelings play in their decision-making.
- Sam should have good insight into the situations or events that cause them stress or upset.

Development Recommendations

- Encourage Sam to make a list of their strengths and development needs in comparison to others.
- Provide feedback on their strengths and development needs and encourage them to seek further feedback from people they trust to be honest and objective.
- Remind them to keep an open mind, especially in response to feedback they disagree with.
- Encourage them to make a habit of reflecting on the way they feel and discussing it with others.
- Encourage Sam to keep a journal of their feelings and reactions to things around them.
- Review their notes and assess what impacts their emotions have on them, both positively and negatively.

Emotional Perception of Others

Perception of others' feelings, needs and concerns.



What This Result Means

- More perceptive than most people, Sam should be quick to pick up on others' moods and behavioural cues.
- They should notice when someone needs support.
- They should be able to accurately interpret a situation from someone else's perspective.
- They should respond appropriately to others' feelings.

Development Recommendations

- Remind them to spend more time interacting with people from diverse backgrounds and getting to know them better; asking them about their feelings, motivations, aspirations, and fears.
- Encourage them to pay attention to others' tone, expressions and body language, and to assess how these align with their stated feelings.
- Have Sam test their intuition. For example, if they feel someone needs support then they should simply ask them. Alternatively, encourage them to reach out to others who are more skilled in this area to check their perceptions.

Implication Notes - *list possible work implications.*

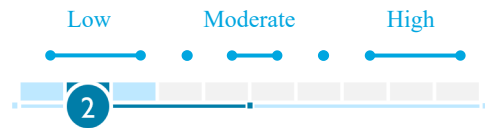
Development Notes - *list possible development interventions or actions.*

Emotional Preferences

Concerns the value individuals place on emotions when making decisions and their need to express emotions.

Emotional Thinking

Tendency to rely on emotions over rational analysis when making decisions.



What This Result Means

- Sam's profile suggests that they are likely to place greater value on technical information than intuition when making decisions.
- They are likely to analyse almost all situations in a highly logical manner and put to one side any insights that are inconsistent with their logical interpretation.
- Furthermore, they are likely to place value on the importance of dealing with people fairly and consistently.

Development Recommendations

- Work with Sam to review a significant decision they made at work and assess the extent to which they relied on rational analysis or feelings.
- Encourage them to try to balance both facts and feelings when making decisions.
- Remind them to consider the human element and the impact of their decisions on others.
- If they have a preference for relying on one source of information over another, then they should seek the input of others who can help balance their perspective.

Emotional Expression

Tendency to be moved by emotion and the need to express one's feelings.



What This Result Means

- Sam profiles as having no more or less of an interest in expressing themselves than most others.
- In line with this, they are likely to have as much appreciation for creative and cultural activities as others.
- They should be as open as most people to discussing their feelings and emotions.
- Since Sam is prepared to show emotion, it should be easy to know where you stand with them.

Development Recommendations

- Remind Sam to be open to their and others' emotions. Help them recognise that, whether it involves sadness, pain, joy or happiness, people need to express themselves from time to time.
- Sharing their positive feelings with others can help motivate and build bonds with others.
- Remind them that appropriately sharing their negative feelings with the right people can be a form of relief. It motivates others to show empathy and respond to their needs by offering support and guidance. It can help motivate them to understand the sources of the feelings and act to address them.
- Encourage Sam to take the time to write down what they think and how they feel about things to help them better express themselves.
- Work with them to identify individuals who are understanding to share how they feel and encourage them to be ready to trust others. Remind Sam that being overly guarded about their feelings may lead others to mistrust them.

Implication Notes - *list possible work implications.*

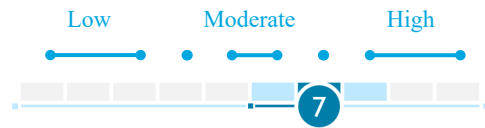
Development Notes - *list possible development interventions or actions.*

Emotional Judgement

Concerns your preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.

Emotional Reasoning

Preference for considering feelings and emotions when making personal and interpersonal decisions in a work context.



What This Result Means

- Sam is likely to make a point of involving others in decisions that will impact them.
- They are more likely than most to ensure that the rationale behind any decision is clearly explained.
- They should be effective in gaining stakeholder commitment to their decisions.
- They are likely to have a more expansive decision-making style than some others.

Development Recommendations

- Work with Sam to create a list of the recent decisions they have made, all the stakeholders involved or impacted and who they consulted when making the decision, then compare the list of stakeholders with those they consulted.
- Encourage them to identify and consult with all stakeholders about their feelings and perspectives when making decisions and planning.
- Encourage them to use brainstorming sessions and probing questions to gather stakeholder thoughts.
- Remind Sam to take extra time to communicate their decisions and the rationale behind them to all stakeholders; taking into consideration their feelings and perspectives.

Implication Notes - list possible work implications.

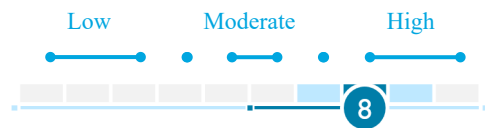
Development Notes - list possible development interventions or actions.

Emotional Management (self)

Concerns an individual's sense of self-worth and general satisfaction with their life, and how they manage their moods and emotions at work.

Emotional Well-being

Tendency to feel confident and satisfied with yourself, and life in general.



What This Result Means

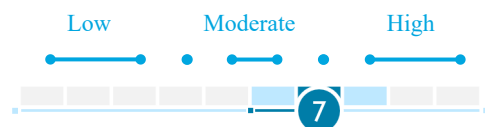
- Happy and satisfied with themselves, Sam should expect success more than failure and rarely feel insecure.
- People with this profile tend to have a calming influence on others.
- Positive and self-assured, they should be able to absorb criticism and look at it from a wider perspective.
- On the downside, others may see them as overly confident and/or arrogant.

Development Recommendations

- Remind Sam that nobody is perfect, that we all have flaws and face challenges, and what matters is what we choose to do about it.
- Encourage them to be mindful of not overinflating their weaknesses or overrating their strengths.
- Review some of the negative comments they may have received over the years and their reactions to them. Work with them to identify if there is truth to these comments and what can they do about them?
- Encourage them to take care of their well-being and health by eating better, getting enough sleep, exercising and engaging in mind-body practices such as meditation.
- Remind Sam that building self-confidence can be as simple as taking on more progressive challenges and viewing them as learning opportunities.

Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



What This Result Means

- More likely than others to monitor their behaviour, Sam should find it relatively easy to control their emotions and avoid emotional outbursts.
- In an effort to control their emotions, Sam may be somewhat hesitant in expressing their honest opinions and feelings.

Development Recommendations

- Encourage Sam to identify possible stressors in the workplace and work with them to address them.
- Encourage them to build their tolerance for inconveniences and setbacks by developing coping strategies.
- Remind them that being impulsive may help them seize opportunities, so it's best to try to identify when it's most appropriate to be guarded and restrained and when it's most appropriate to take impulsive and quick action.
- Remind Sam that disruptive emotions can impact their ability to think straight, concentrate and make decisions. As such, they should be sure to take time to relax and reduce their stress before making important decisions.

Implication Notes - *list possible work implications.*

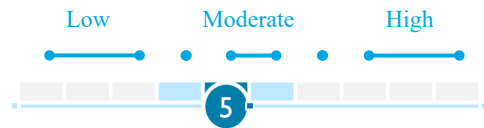
Development Notes - *list possible development interventions or actions.*

Emotional Management (others)

Concerns how individuals work to positively influence others' moods, feelings and emotions.

Emotional Support

Tendency to empathise with others, show compassion and offer support.



What This Result Means

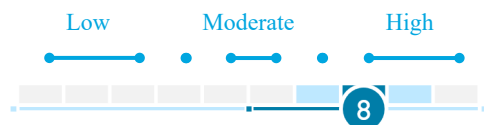
- Sam's profile suggests that they have a reasonably empathetic outlook and should make the effort to be available to others.
- They should be reasonably easy to approach and responsive to someone's needs.
- They are likely to be as good as most others at building personal relationships.
- Sam should spend the time to put others at ease.

Development Recommendations

- Encourage Sam to show empathy and understanding the next time someone is upset at work by listening to them, asking open-ended questions and offering support.
- Encourage them to work with their team to explore the hurdles they face and to work with their team to find solutions.
- Remind {him,her,them}} to adopt a coaching and mentoring approach to developing others.
- Remind Sam to think of ways to show people they feel valued, cared for and respected.
- Work with them to acknowledge the hard work and contributions of others.

Emotional Influence

Tendency to influence others and positively impact their feelings.



What This Result Means

- Confident of bringing others around to their point of view, Sam is likely to be a particularly persuasive speaker who enjoys negotiating and influencing the decisions of others.
- Knowing what to say and do when people are upset, they should be interested in massaging the message to suit the situation.
- They should be particularly interested in lifting the energy of a group and encouraging others to do their best.

Development Recommendations

- Help Sam understand what motivates others in order to cater their message to their needs.
- Remind them to identify things they can say or do that will facilitate the experience of positive emotions in the person they are trying to motivate.
- Encourage them to adopt persuasion techniques that get people emotionally involved such as the use of stories and painting word pictures.
- Encourage Sam to set realistic yet challenging goals, then work with the their team towards achieving those goals; celebrating each milestone as it is achieved.
- Remind them to think of the occasions and reasons for when teams have failed in achieving their objectives to ensure that such causes have been addressed.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Development Plan

Use this section to summarise and document Sam's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Sam and read the report prior to conducting a coaching session.
2. Corroborate the results with Sam and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with them.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					