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EMOTIONAL AWARENESS FEEDBACK

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Introduction



The Assessment

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

Emotional Perception	<i>Emotional Self-awareness</i>
	<i>Emotional Perception of Others</i>
Emotional Preferences	<i>Emotional Thinking</i>
	<i>Emotional Expression</i>
Emotional Judgement	<i>Emotional Reasoning</i>
Emotional Management (self)	<i>Emotional Well-being</i>
	<i>Emotional Regulation</i>
Emotional Management (others)	<i>Emotional Support</i>
	<i>Emotional Influence</i>



The Report

The purpose of this report is to provide you with information about your likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.



Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn.



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.

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

- You profile as being more open than most to assessing your strengths and limitations.
- You are likely to be self-reflective and interested in understanding your impact on others.
- Your self-reflective nature should enable you to accept feedback and help you better monitor how you respond to situations.

Development Recommendations

- Make a list of your strengths and development needs in comparison to others.
- Seek feedback on your strengths and development needs from people you trust to be honest and objective.
- Endeavour to keep an open mind, especially in response to feedback you disagree with.
- Make a habit of reflecting on the way you feel and discussing it with others.
- Keep a journal of your feelings and reactions to things around you.
- Review your notes and assess what impacts your emotions have on you, both positively and negatively.

Emotional Perception of Others

Perception of others' feelings, needs and concerns.

What This Result Means

- More perceptive than most people, you should be able to pick up on others' moods and behavioural cues.
- Your profile further indicates that you are likely to be interested in identifying what motivates others at work.

Development Recommendations

- Spend more time interacting with people from diverse backgrounds and getting to know them better; asking them about their beliefs, motivations, aspirations, and fears.
- Pay attention to others' tone, expressions, and body language and assess how these align with their stated feelings.
- Test your intuition. For example, if you feel someone needs support then simply ask them. Alternatively, reach out to others who are more skilled in this area to check your 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

- Your results suggest that you are likely to place greater value on technical information than intuition when making decisions.
- You are likely to analyse almost all situations in a highly logical manner and put to one side any insights that are inconsistent with your logical interpretation.
- Furthermore, you are likely to place value on the importance of dealing with people fairly and consistently.

Development Recommendations

- Review a significant decision at work and assess the extent to which you relied on rational analysis or feelings.
- Try to balance both facts and feelings when making decisions.
- Consider the human element and the impact of your decisions on others.
- If you have a preference for relying on one source of information over another, then seek the input of others who can help balance your perspective.

Emotional Expression

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

What This Result Means

- Your profile as having no more or less of an interest in expressing yourself than most others.
- In line with this, you are likely to have as much appreciation for creative and cultural activities as others.
- Your profile further suggests that you should be as open as most people to discussing your feelings and emotions.

Development Recommendations

- Be open to your and others' emotions. Recognise that, whether it involves sadness, pain, joy or happiness, people need to express themselves from time to time.
- Sharing your positive feelings with others can help motivate and build bonds with others.
- Appropriately sharing your negative feelings with the right people can be a form of relief. It motivates others to show empathy and respond to your needs by offering support and guidance. It can help motivate you to understand the sources of the feelings and act to address them.
- Take the time to write down what you think and how you feel about things to help you better express yourself.
- Seek individuals who are understanding to share how you feel and be ready to trust others. Being overly guarded about your feelings may lead others to mistrust you.

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

- You are likely to make a point of involving others in decisions that will impact on them.
- You are more likely than most to ensure that the rationale behind any decisions is clearly explained.

Development Recommendations

- Create a list of the recent decisions you have made, all the stakeholders involved or impacted and who you consulted when making the decision, then compare the list of stakeholders with those you consulted.
- Identify and consult with all stakeholders about their feelings and perspectives when making decisions and planning.
- Use brainstorming sessions and probing questions to gather stakeholder thoughts.
- Take extra time to communicate your 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 yourself, you 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, you should accept feedback and criticism, even if it is not presented constructively.
- On the downside, others may see you as somewhat over-confident or arrogant.

Development Recommendations

- Understand that nobody is perfect, that we all have flaws and face challenges. What matters is what we choose to do about it.
- Be mindful of not overinflating your weaknesses or overrating your strengths.
- Review some of the negative comments you have received over the years and your reactions to them. Is there truth to them and what can you do about them?
- Identify triggers such as criticisms or comments that reduce your self-confidence and work to address them.
- Take care of your well-being and health by eating better, getting enough sleep, exercising and engaging in mind-body practices such as meditation.
- 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 your behaviour, you should find it relatively easy to control your emotions and avoid emotional outbursts.
- In an effort to control your emotions, you may be somewhat hesitant in expressing your honest opinions and feelings.

Development Recommendations

- Identify possible stressors in the workplace and work with your management on addressing them.
- Build your tolerance for inconveniences and setbacks by developing coping strategies.
- Being impulsive may help you seize opportunities, so try to identify when it's best to be guarded and restrained and when it's most appropriate to take impulsive and quick action.
- Discuss your reactions with a trusted colleague, coach or mentor.
- Disruptive emotions can impact your ability to think straight, concentrate and make decisions. Be sure to take time to relax and reduce your 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

- Your profile suggests that you have a reasonably empathetic outlook and should make the effort to be available to others.
- You should be accessible to others and responsive to their needs.
- You are likely to be as good as most others at building personal relationships with colleagues and clients.

Development Recommendations

- Show empathy and understanding the next time someone is upset at work by listening to them, asking open-ended questions and offering support.
- Explore with your team the hurdles they face and work with them to find solutions.
- Adopt a coaching and mentoring approach to developing others.
- Think of ways to show people they feel valued, cared for and respected.
- 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 your ability to bring others around to your point of view, you are likely to be a particularly persuasive speaker who enjoys influencing others' decisions.
- Knowing what to say and do when people are upset, you should be good at motivating people, lifting their spirits and encouraging them to do their best.

Development Recommendations

- Understand what motivates others in order to cater your message to their needs.
- When giving feedback, identify things you can say or do that will facilitate the experience of positive emotions in the person you are giving feedback to.
- Adopt persuasion techniques that get people emotionally involved such as the use of stories and painting word pictures.
- Set realistic yet challenging goals, then work with your team towards achieving those goals; celebrating each milestone as it is achieved.
- 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 your 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. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					