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# EMOTIONAL AWARENESS SELECT

Sam Sample

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

## The Report

This report has been designed to support the interview and reference checking processes. The report presents Sam's profile results and provides probing interview questions to help users elicit information about their preferences, past behaviour and performance.

## Private and Confidential

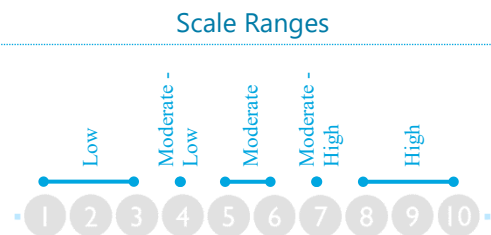
This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience,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

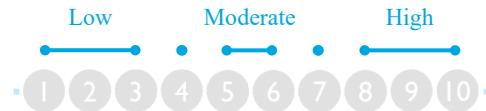
Assessment	Name	Size
Emotional Awareness	International Participants	1370

## 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.



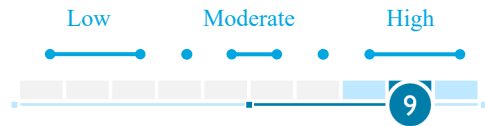
## Results in Detail

### Emotional Perception

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

#### Emotional Self-awareness

Awareness and understanding of feelings and emotions.

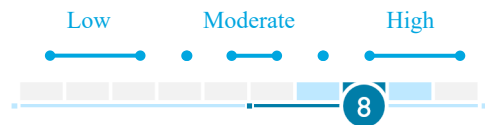


#### What This Result Means

- 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.

#### Emotional Perception of Others

Perception of others' feelings, needs and concerns.



#### What This Result Means

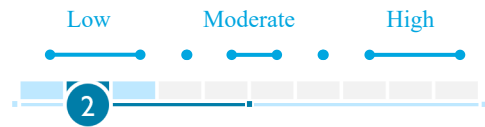
- More perceptive than most people, Sam should be quick to pick up on others' moods and behavioural cues.
- They should notice when someone needs support.
- They should be able to accurately interpret a situation from someone else's perspective.
- They should respond appropriately to others' feelings.

## 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.

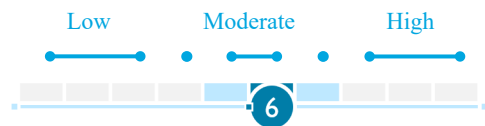


### What This Result Means

- 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.

### Emotional Expression

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



### What This Result Means

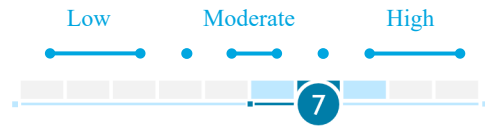
- Sam profiles as having no more or less of an interest in expressing themselves than most others.
- In line with this, they are likely to have as much appreciation for creative and cultural activities as others.
- They should be as open as most people to discussing their feelings and emotions.
- Since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

## 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

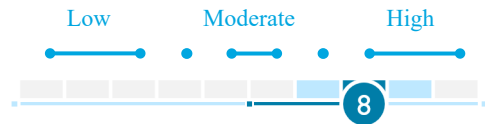
- Sam is likely to make a point of involving others in decisions that will impact them.
- They are more likely than most to ensure that the rationale behind any decision is clearly explained.
- They should be effective in gaining stakeholder commitment to their decisions.
- They are likely to have a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

## 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.

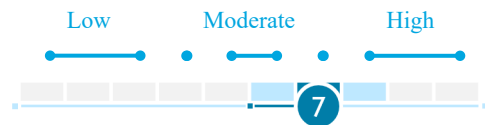


### What This Result Means

- 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.

### Emotional Regulation

Capacity to withstand stress and effectively control your emotions.



### What This Result Means

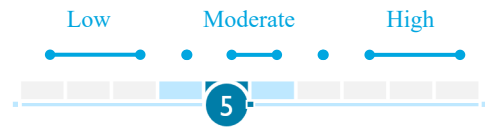
- More likely than others to monitor their behaviour, Sam should find it relatively easy to control their emotions and avoid emotional outbursts.
- In an effort to control their emotions, Sam may be somewhat hesitant in expressing their honest opinions and feelings.

## 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.

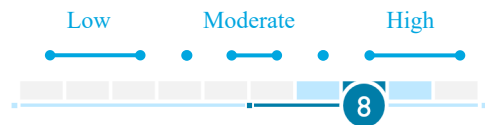


### What This Result Means

- 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.

### 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.

## Interview Prompts

The following questions have been designed to support the interview and reference checking process for Sam by attempting to elicit information about their preferences, past behaviour and performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:



reflect low scores



reflect moderate scores



reflect high scores

Use the interview questions as a guide to probe Sam's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

### Emotional Perception



More open than most to assessing their strengths and limitations.

- Tell us what emotional self-awareness means to you? Why would this be important for this role?
- Tell us about one aspect of your behaviour that you have consciously tried to develop. What steps did you take to make this change?
- What behaviours would you see in others who demonstrate self-awareness at work?
- Think about a work project that didn't go to plan. What did you learn about yourself through this experience?



More perceptive than most people of others' moods and behavioural cues.

- What cues do you use to pick up on how others are feeling? Provide an example of a situation in which you have done this well.
- Tell us about a situation in which you misinterpreted a cue or vibe. What would you do differently if in this situation again?
- Under what circumstances do you think it is particularly important to be aware of others' feeling?

Notes:

### Emotional Preferences



Places greater value on technical information than feeling or intuition when making decisions.

- Tell us about your approach to decision-making. What sorts of things do you consider?
- Tell us about a difficult decision you have had to share with others. What was your approach? What pieces of information did you rely on?
- Tell us about a time when you were able to solve a problem by looking beyond the obvious facts.



As open as most people to discussing feelings and emotions with others.

- Would you describe yourself as an emotional person? Why do you say that?
- Tell us about a situation in which you felt strong emotion (e.g., upset, stress, or anger). What was the situation and how was it resolved?
- Tell us about a situation in which sharing your emotions backfired? What did you learn from this?

Notes:



Slightly more interested than most in discussing ideas and involving others in making decisions.

- Describe an unpopular decision you made. Tell us about your approach?
- What are some of the biases you've seen get in the way of making a good decision?
- Tell us about a time you had to defend a decision you made. How did you go about doing that?
- Describe a relevant situation in this role where you would make an effort to take the views of others into account?

Notes:

## Emotional Management (Self)

**Happier and more satisfied with their achievements than most others.**

- Tell us about a project you led that did not go well. What did you learn about yourself as a consequence?
- What aspects of this role, if any, do you anticipate pushing you outside your comfort zone?
- What is your reaction to surprises?
- What do you do for yourself to maintain your well-being?

**Slightly more likely than most others to monitor their behaviour and control their emotional reactions.**

- Give us an example of having to deal with a particularly stressful situation at work.
- Tell us about a situation in which you were able to absorb criticism without losing your composure.
- Tell us about a team experience where other members did not pull their weight. What did you do about this?
- We all have experiences working with people we don't get along with. Give us an example of when you had to deal with one such person?
- What do you do for yourself to maintain a clear head under pressure?

Notes:

## Emotional Management (Others)

**As empathic and supportive as most others.**

- What steps do you take to build rapport with others?
- Tell me about a situation where you were able to identify with a colleague's difficulties and offer them help.
- Describe a work situation that required you to listen to someone who was telling you about a personal/sensitive issue.
- What would others' see to know that you are easy to approach and talk to?
- What do you do to pick up on or identify others' feelings at work?

**More interested than most in positively influencing the emotions of others.**

- Describe a situation in which you have navigated through a complex political situation? What strategies did you use?
- Give us an example of where you have turned an ineffective or marginally successful process around. How did you do this?
- Give an example of where you have led a group through change?
- Describe a situation that demonstrates your ability to build a cohesive, high performing team. What did you do to take people on this journey?

Notes: