



SEI Strengths Report

The Strengths Report provides a quick and practical picture of your emotional intelligence assets. Since real change occurs when people make the most of their strengths, this tool is ideal for development and coaching.

In addition, the Strengths Report provides a low-cost way to get the benefits of a rigorous psychometric tool. It uses the same assessment as the full SEI, so users can request a full Development or Leadership report plus debriefing (without needing to take another questionnaire).

With over 100 items and two self-correcting indices, the SEI is a statistically strong self-assessment tool. Based on the Six Seconds model of emotional intelligence in action, the tool focuses on how to develop and apply eight essential competencies.

More information about the SEI
and the Six Seconds Model
are available online: www.6seconds.org/sei/

The report begins with an introduction to Six Seconds' EQ Model:

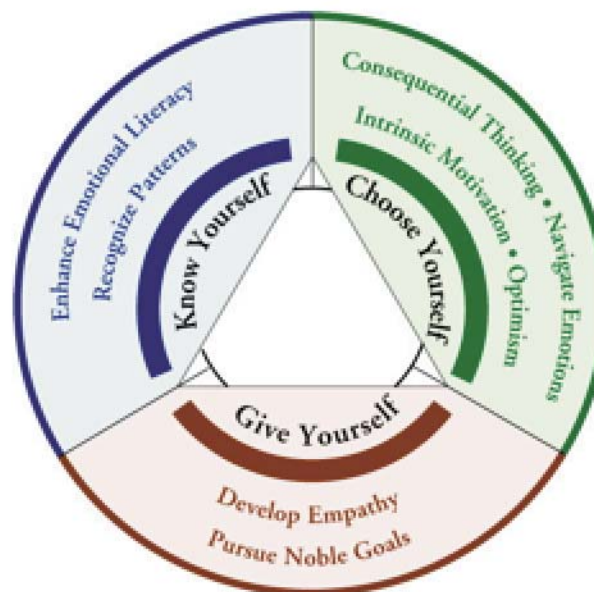
INTRODUCTION

Emotional Intelligence (EQ) is a set of competencies that allow you to coordinate thinking and feeling to make optimal decisions. If you use your EQ effectively, you will gain insight and energy; in essence you will be more productive. In addition, you'll be better able to communicate, to influence others, and to create stronger relationship bonds. This is why Harvard Business Review says emotional intelligence is "the key to professional success."

The SEI is based on the simple and practical Six Seconds' model of emotional intelligence. To put emotional intelligence in action, you work to become more aware (noticing what you do), more intentional (doing what you mean), and more purposeful (doing it for a reason). The assessment is divided into three categories: **Know Yourself** (be self aware), **Choose Yourself** (act with intention), and **Give Yourself** (connect your actions with your values). If you focus on these areas, you will make better decisions, influence others more effectively, be a better problem solver, and form richer relationships.⁴

As shown to the right, there are eight specific competencies divided among the three areas or major skill sets.

The Six Seconds' EQ Model:



The skills are depicted in a circle because they mesh together and reinforce each other. As you develop and use strength in one area, it facilitates growth in the others.

Leverage Your Strengths

Six Seconds' orientation for growth/development is to focus on an individual's strengths. Often when people take an assessment they focus on their lowest scores. While it may be helpful to become more aware of weaknesses, strengths are the tools that assist people in making significant changes. Thus, Six Seconds suggests that you concentrate on your strengths, put them into daily action, and then notice the significant growth and achievement.

After the introduction, the Strengths Report (SR) identifies your top three strengths and encourages you to consider how you are employing these assets.

SEI STRENGTHS

Your three highest scoring areas are:

1. Exercise Optimism
2. Navigate Emotions
3. Engage Intrinsic Motivation

How do these strengths affect your professional life? Personal life? How do you share those strengths with others? How do you draw upon these strengths to bring forth your 'best self' each day? How do these three strengths relate to/reinforce each other? Are there instances in which these strengths cause problems?

The report provides a definition, interpretation and how to apply each strength:

Top Strength : Exercise Optimism

Definition

Taking a perspective of hope and perseverance.

Rationale

Optimism allows people to see beyond the present and take ownership of the future. This learned way of thinking + feeling gives people the power to exponentially increase the number of choices available. An optimistic perspective allows an analysis and a decision-making process that yields productive outcomes.

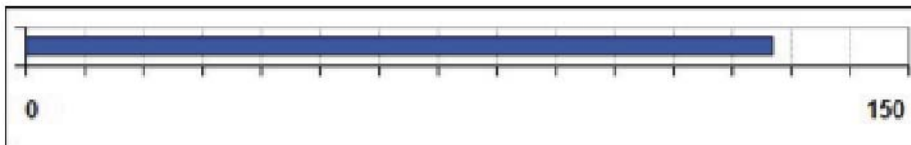
Benefits

- Form more positive relationships.
- Build stronger support networks.
- Create options and opportunities.
- Encourage innovation and creativity.
- Strengthen resiliency in the face of adversity.
- Influence others more effectively.

Applications

Optimism allows you to celebrate success, take responsibility for mistakes, and find solutions. Use this strength by being an idea-generator, helping yourself and others see beyond the obvious choices in order to generate myriad possibilities. Your optimism will help counterbalance the feelings of hopelessness and helplessness that often cripple others. In addition, practicing this skill helps you to recognize how you can grow as a result of challenges you may face; optimism fights adversity. Optimism contributes to health, achievement, and overall happiness. As this is a skill that is contagious, it is important to share your optimism with others.

Strength Meter :



The Strengths Report then concludes with additional recommendations to make the most of your emotional intelligence.