Emotional Comprehension Inventory (DECI)

John Sample

Test Date: April 19, 2018

Test Event ID: 0289

Report Information

This report has been generated using the results from the Emotional Comprehension Inventory (DECI), which assesses a person's emotional comprehension. The DECI was developed by examining the common personality traits found in highly emotionally intelligent individuals. Emotional intelligence (or comprehension) is about being aware of the feelings of others, as well as their strengths, personalities, and emotions. Individuals with high emotional comprehension will typically be self-aware of their emotions and how they affect others, will self-regulate their emotions to control their impulses, will pursue goals for personal reasons over rewards, will be empathic, will display high levels of social skills, and will be overall considered top performers.

This report presents twelve personality scales based on the candidate's own responses to a set of 44 items. Research has shown that the DECI is a valid measure of emotional comprehension.

The scales have been generated by comparing the candidate's responses to a pool of several thousand of other people's, giving a comparison of personality traits in the form of deciles (i.e. 10 percentile groups).

Scores of 5 and 6 are considered average compared to the comparison group. Below is a short description of how each score relates to the comparison group.

1 – 2	Lower than most people
3 – 4	Slightly lower than most people
5 – 6	Similar to most people
7 – 8	Slightly higher than most people
9 – 10	Higher than most people

It is important to note that low scores do not necessarily mean poor performance. A lower score simply signifies a lower self-reported tendency to exhibit a particular personality trait. It is sometimes preferable to exhibit low tendencies towards certain personality traits in some roles.

The information contained in this report is confidential and should be stored securely. The information in this report is likely to remain valid for up to 18 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated through the web-portal of ABEL Project and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

If the questionnaire was completed without supervision, the identity of the respondent cannot be guaranteed.

ABEL Project accepts no liability or responsibility for the consequences from the use of this report.

Good business decisions, including hiring, promotion, and termination, should always rely on detailed information from multiple sources. What you learn about a candidate using the present report should always be evaluated in conjunction with other information, including but not limited to: prior work history (if any), work credentials, personal interviews, job-related technical knowledge, prior job performance, ability or skills measures, and references.

Candidate Name: John Sample
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Personality Scales Report

| | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |

Nonjudgmental
Likelihood of not making generalizations and not acting on preconceptions.

6

Emotional Composure
Likelihood to have control over emotions and to not display strong emotions without a cause.

4

Optimism
Likelihood to be happy and content with your life and to be satisfied with the way things are in your life.

6

Assertiveness
Likelihood of easily expressing disagreements with others, to resist peer-pressure, and to face problems requiring confrontation.

7

Professionalism
Likelihood of providing optimal service to difficult and upset customers.

3

Self-awareness
Likelihood to have a deep understanding of your strengths and weaknesses, to understand the root of your emotions, and to understand the extent of your public displays of emotions.
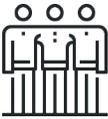
3

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Personality Scales Report

	1	2	3	4	5	6	7	8	9	10

Empathy and Integrity
Likelihood to understand other's problems as if they were your own and to valorize honesty at all cost, even in highly non-beneficial situations.

Score: 1

Cognitive Empathy
Likelihood to easily adopt the perspective of other people to understand a problem and to see the reasons behind different points of view.

Score: 1

Self-expression
Likelihood of being true to your feelings, to externalize emotions in a healthy manner, and to not hide your emotions from others.

Score: 4

Behavioral Inhibition
Likelihood of refraining from acting impulsively based on emotions, to remain calm when facing agitated individuals, and to not cede to panic.

Score: 5
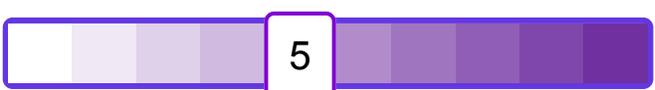
Accepting Support
Likelihood of seeking help when facing difficult personal situations and being comfortable sharing your emotions with others.

Score: 7

Total
Likelihood of being considered a highly comprehensive emotional individual.

Score: 3

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Detailed Personality Scales Report

Nonjudgmental
Score: 6

The candidate tends to make as many generalizations as most of his/her peers. He/she may occasionally rush to conclusions.

Emotional Composure
Score: 4

The candidate may have a tendency to experience occasional intense emotions throughout the day. The candidate may sometimes be overwhelmed by these emotions.

Optimism
Score: 6

The candidate is as happy and content as the majority of his/her peers. If given the opportunity, there might be some things he/she would want to change in his/her day to day life.
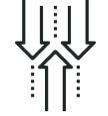
Assertiveness
Score: 7

The candidate is generally efficient in expressing his/her opinions to others, even when others disagree. The candidate often resists peer-pressure, but may occasionally give-in after being pressured for a while. He/she will generally try to resolve issues with others, even when a confrontation is necessary.

Professionalism
Score: 3

The candidate may have difficulty to provide service to difficult customers. When facing an upset or dissatisfied client, the candidate may often try to have someone else replace him/her, or may simply avoid the situation.

Self-awareness
Score: 3

The candidate may have some difficulty assessing his/her strengths and weaknesses. He/she may sometimes have difficulty assessing the extent of his/her emotions, and may often have difficulty explaining the reasons for his/her behaviors.

Detailed Personality Scales Report

Empathy and Integrity   Score: **1**

The candidate may have difficulties showing consideration for the problems of others. He/she may have difficulties relating to others' misfortunes. The candidate may usually not go out of his/her way to stay honest, especially when it is not beneficial to show honesty.

Cognitive Empathy   Score: **1**

The candidate may have significant difficulty imagining himself/herself in others' situations. He/she may have significant difficulty seeing things from another point of view than his/her own. The candidate may have significant difficulty understanding the reasoning behind other people's arguments differing from his/her perspective.

Self-expression   Score: **4**

The candidate may show a slight preference for keeping his/her emotions to himself/herself instead of sharing his/her feelings. Emotions may not always be expressed in a healthy manner. If not asked about it, the candidate may prefer to not speak proactively about his/her emotions.

Behavioral Inhibition   Score: **5**

The candidate has the same level of control over his/her behaviors as the majority of people. He/she may occasionally become irritable in stressful situations, but should generally stay collected.

Accepting Support   Score: **7**

When the candidate experiences personal or professional problems, he/she will generally try to seek help. He/she may prefer to systematically obtain support from others on most issues, aside from a few very personal ones.

Total   Score: **3**

Overall, the candidate shows below average self-reported emotional comprehension. He/she may not be particularly in touch with his/her emotions, and may show some difficulty in dealing with others' emotional states.