

**Chris Sample**

Inspirational and Practical Personal  
Development



## Contents page

Introduction to Lumina Emotion .....	04
Understanding & Developing Yourself: The 4 Agilities .....	06
Your Emotional Qualities Tag Cloud .....	08
Your Top Strengths .....	09
Possible Development Areas .....	10
Your Emotional Qualities Splashes .....	11
Your Emotional Qualities: Overview .....	13
Your Emotional Qualities: Underlying Persona .....	14
Your Emotional Qualities: Everyday Persona .....	15
Your Emotional Qualities: Overextended Persona .....	16
Your Emotional Qualities: All Three Personas .....	17
Your Emotional Qualities Tag Cloud by Persona .....	18
Your Emotional Qualities Splashes Underlying Persona .....	21
Your Emotional Qualities Splashes Everyday Persona .....	23
Your Emotional Qualities Splashes Overextended Persona .....	25
Your Emotional Qualities Splashes All Three Personas .....	27
Your Strengths and Possible Weaknesses .....	28
Your Underlying Self .....	30
Your Everyday Self .....	31
Your Overextended Self .....	32
Your Emotional Flexibility .....	33
People and Relationships .....	34
Decision Making .....	36
The 4 Agilities: Overview .....	37
Being Self-Aware .....	38
Being Aware of Others .....	39
Managing Emotions .....	40
Taking Meaningful Action .....	41
How you rated your overall 'emotional intelligence' .....	42
Your Top Strengths - Emotional Agilities .....	43

## Contents page

Possible Development Areas - Emotional Agilities .....	44
Emotional Sparks Definitions .....	45
Emotional Reactors Definitions .....	46
Interpretation Guide .....	47
Your Questionnaire Response Style .....	49
Persona Divergence – Underlying and Everyday .....	50
Persona Divergence – U and E with O .....	51
Your Personal Feedback .....	52

# Introduction to Lumina Emotion

Welcome to your Lumina Emotion Portrait.

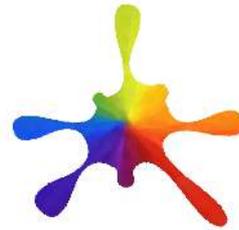
Your Lumina Emotion Portrait is a personalised assessment of your emotions and behaviours aimed to help you increase your self-awareness and improve personal and professional relationships. The Lumina Emotion Portrait uncovers the relationship between your inner feelings, emotions and behaviours. It examines unique patterns of behaviour, including how you may tune up or tune down certain behaviours perhaps to suit the needs of your environment. It also focuses on how you can overlay your strengths and highlights potential blockers for interpersonal effectiveness. It measures 16 Emotional Qualities which are divided into 8 Emotional Sparks and 8 Emotional Reactors, as well as overall effectiveness in the 4 Practices.

The Portrait focuses on the following areas::

## Your Emotional Sparks

The Emotional Sparks are a set of key preferences, attitudes and behaviours that link to 4 of the 5 core domains of personality and reflect a focus on:

- Attitude to others
- Structure and goals
- Curiosity and change
- Direction of energy and emotional expression



## Your Emotional Reactors

The Emotional Reactors are a set of key preferences, attitudes and behaviours that link to the 5th core domain of personality relating to emotional stability and reflects a focus on:

- Outlook on life
- Self-regard
- Emotional intensity
- Relationship with stress



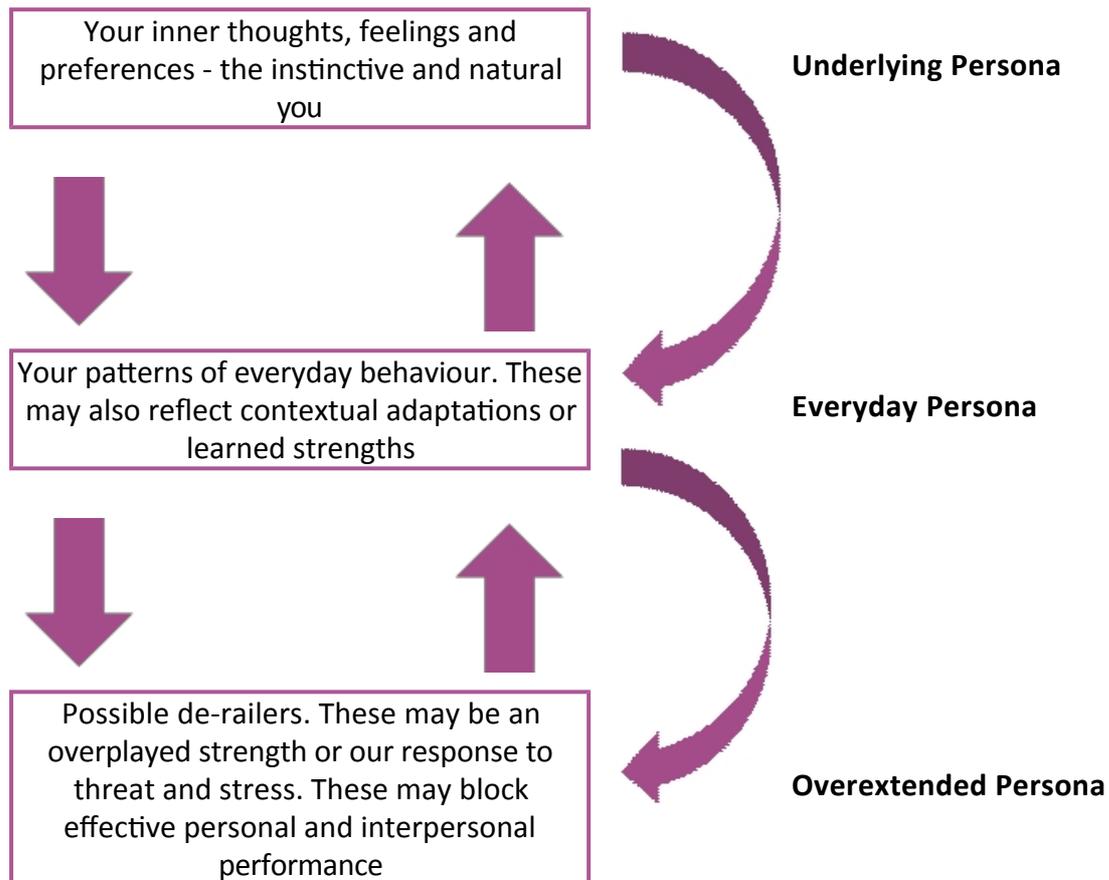
## The 4 Agilities

The 4 Agilities provide you with a snapshot of your overall effectiveness at Being Self-Aware, Being Aware of Others, Managing Emotions and Taking Meaningful Action. Importantly, they help you direct your focus on possible areas for development and to understand the relationship between your 16 Emotional Qualities and these 4 Agilities.

## Introduction to Lumina Emotion

Lumina Emotion takes a 'whole person' view by bringing together three different perspectives or 'lenses' when understanding who we are. Personality is inherently complex and dynamic and these three perspectives uncover how our inner feelings, everyday behaviours and stress responses relate to each other. We refer to these perspectives as the Three Personas.

The Three Personas are:



## Understanding & Developing Yourself: The 4 Agilities



# Understanding & Developing Yourself: The 4 Agilities



## Your Emotional Qualities Tag Cloud



## Your Top Strengths

### Top 5 - Overview

Based on highest scores across the 16 Emotional Qualities (Underlying and Everyday persona combined) and the 4 Agilities

<b>Independent of Others</b>	97%
<b>Impassioned</b>	90%
<b>Vigilant</b>	82%
<b>Responsive</b>	80%
<b>Grounded</b>	76%

### Top claimed Key Strengths

Based on number of items claimed as strengths in the 4 Agilities, and in the Underlying and Everyday items for the 16 Emotional Qualities

**You didn't claim any strengths.**

### Top 5 - Persona and Agility Practice level

<b>Autonomous</b>	98%
<b>Driven by Stress</b>	90%
<b>Mood Intense</b>	90%
<b>Makes Gut Feel Decisions</b>	89%
<b>Apprehensive</b>	81%

## Possible Development Areas

### Low claimed Emotional Qualities and Agility Practices

Based on lowest scores across the 16 Emotional Qualities (Underlying and Everyday persona combined) and the 20 Agility Practices

Regard for Others	3%
Introspective	7%
Focuses Feelings	19%
Even-Tempered	23%
Optimistic	36%

### Top claimed Areas to Develop

Based on number of items claimed as Areas to Develop across the 16 Emotional Qualities and 4 Agilities

Focuses Feelings	1 
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### Top 5 highest claimed Overextensions

Pessimistic	98%
Overoptimistic	97%
Excitable	95%
Inhibited	89%
Makes Hasty Decisions	88%

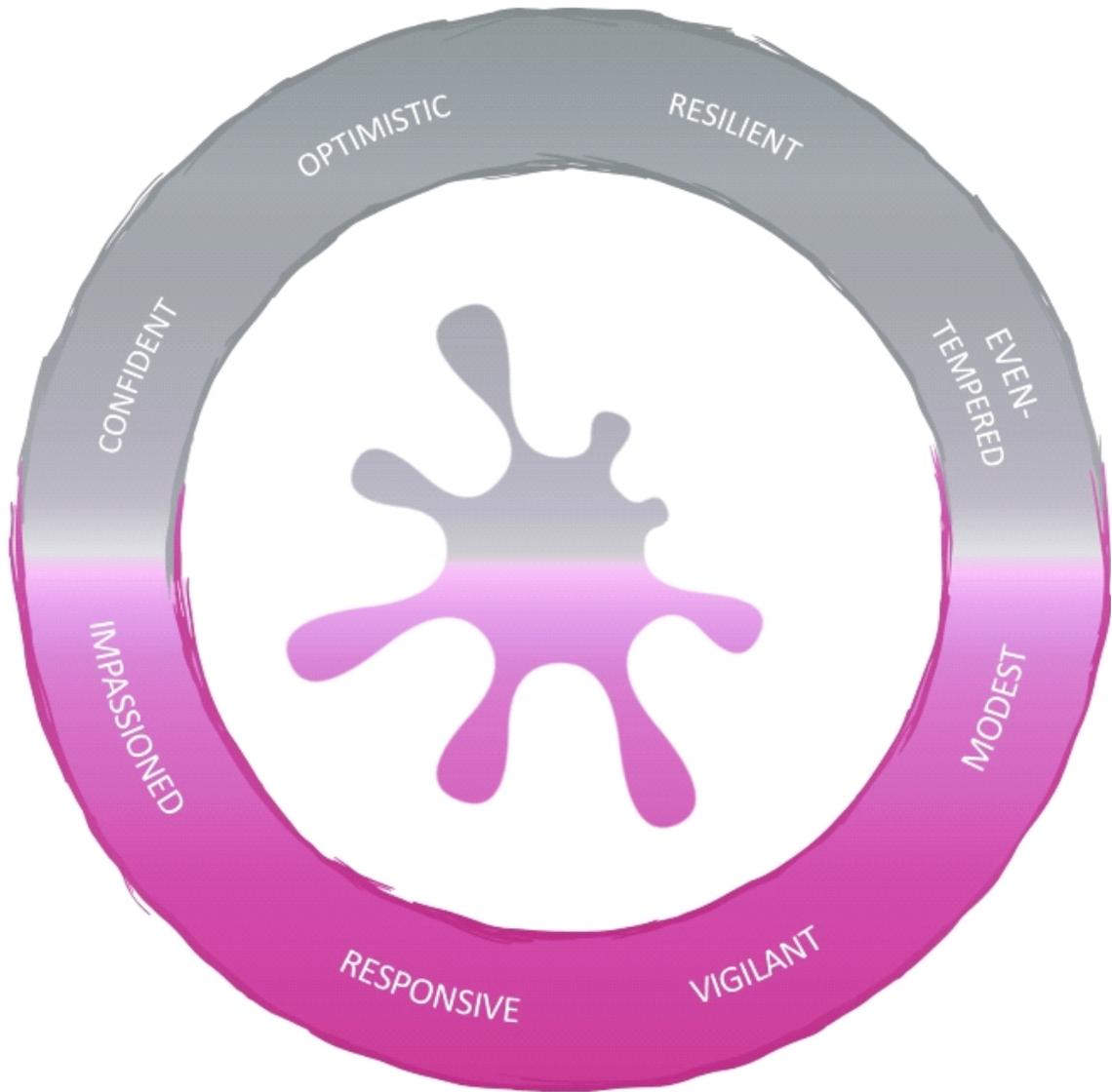
# Your Emotional Qualities Splashes

## Your Emotional Sparks



# Your Emotional Qualities Splashes

## Your Emotional Reactors



# Your Emotional Qualities: Overview

## Regard for Others

2★ Non-Judgmental  
Understanding of Others  
People Pleasing 2%



## Independent of Others

93% Sceptical of Others  
Autonomous  
Critical 1★

## Follows Feelings

Instinctive  
Makes Gut Feel Decisions  
Makes Hasty Decisions 76%



## Focuses Feelings

19% Self-Controlled  
Achievement-Orientated  
Denied Gratification 1★

## Introspective

Self-Analysing  
Self-Developing  
Self-Scrutinising 13%



## Grounded

75% Routed  
Realistic 2★  
Closed

## Expresses Emotions

Stimulation Seeking  
Enthusiastic  
Excitable 72%



## Contains Emotions

67% Calm Seeking  
Private 1★  
Inhibited 1★

## Optimistic

Positive  
Upbeat  
Overoptimistic 78%



## Vigilant

93% Apprehensive  
Concerned  
Pessimistic

## Confident

Inner Confidence  
Outer Confidence  
Overconfident 60%



## Modest

56% Self-Critical  
Unassuming  
Self-Doubting 1★

## Even-Tempered

Serene  
Cool-Headed  
Stoical 11%



## Impassioned

91% Mood Intense  
Fiery  
Volatile

## Resilient

1★ Stress Tolerant  
Composed under Pressure  
1★ Ignores Stress 26%



## Responsive

81% Stress Sensitive 1★  
Driven by Stress  
Overwhelmed 1★

# Your Emotional Qualities: Underlying Persona

## Regard for Others

2★  
Non-Judgmental | 1%  
Finds the positives in others easily



## Independent of Others

81% | Sceptical of Others  
Naturally wary of others' intentions

## Follows Feelings

Instinctive | 17%  
Follows gut instincts and intuitions



## Focuses Feelings

16% | Self-Controlled  
Naturally self-disciplined and controls impulses

## Introspective

Self-Analysing | 12%  
Reflective and enjoys engaging in self-analysis



## Grounded

72% | Routed  
Prefers to stick to the familiar

## Expresses Emotions

Stimulation Seeking | 42%  
Energetic and enjoys excitement and stimulation



## Contains Emotions

48% | Calm Seeking  
Low key and stimulated by their inner world

## Optimistic

Positive | 25%  
Can easily see the positive side of things



## Vigilant

81% | Apprehensive  
Naturally inclined to worry and feel concern

## Confident

Inner Confidence | 33%  
Possesses internal self-belief



## Modest

38% | Self-Critical  
Hard on oneself and self-deprecating

## Even-Tempered

Serene | 70%  
Calm and steady by nature



## Impassioned

90% | Mood Intense  
Feels things intensely

## Resilient

1★  
Stress Tolerant | 69%  
Feels capable of handling pressure and stress



## Responsive

57% | Stress Sensitive | 1★  
Frustrated by disruptions and setbacks

# Your Emotional Qualities: Everyday Persona

## Regard for Others

Understanding of Others

14%

Shows emotional awareness of others



## Independent of Others

98%

Autonomous

Independent and self-reliant

## Follows Feelings

Makes Gut Feel Decisions

89%

Makes spur of the moment decisions



## Focuses Feelings

30%

Achievement-Orientated

Focused on success and personal achievement

## Introspective

Self-Developing

6%

Embraces self-development and learning



## Grounded

62%

2★  
Realistic

Realistic and practically-minded

## Expresses Emotions

Enthusiastic

36%

Open and expressive, shows enthusiasm easily



## Contains Emotions

43%

1★  
Private

Controls when and where they express emotions

## Optimistic

Upbeat

56%

Conveys an open and enthusiastic attitude



## Vigilant

67%

Concerned

Considers what can go wrong and minimises risks

## Confident

Outer Confidence

60%

Outwardly confident and self-assured



## Modest

63%

Unassuming

Humble and unassuming

## Even-Tempered

Cool-Headed

4%

Good-natured and serene



## Impassioned

80%

Fiery

Passionate and animated

## Resilient

Composed under Pressure

29%

Appears calm and unruffled under pressure



## Responsive

90%

Driven by Stress

Acts with urgency under pressure

# Your Emotional Qualities: Overextended Persona

## Regard for Others

**People Pleasing** | 17%  
Sacrifices own needs to please others



## Independent of Others

68% | **Critical** 1★  
Fault-finding and hard on others

## Follows Feelings

**Makes Hasty Decisions** | 88%  
Makes decisions impulsively and rashly



## Focuses Feelings

35% | **Denied Gratification** 1★  
Forgoes enjoyment in the pursuit of goals

## Introspective

**Self-Scrutinising** | 61%  
Scrutinises and overanalyses oneself



## Grounded

63% | **Closed**  
Set in ways and closed to new experiences

## Expresses Emotions

**Excitable** | 95%  
Dramatic and unrestrained



## Contains Emotions

89% | **Inhibited** 1★  
Reticent and inexpressive

## Optimistic

**Overoptimistic** | 97%  
Overly positive and unrealistic



## Vigilant

98% | **Pessimistic**  
Problem-focused and avoidant

## Confident

**Overconfident** | 70%  
Inflated self-importance



## Modest

61% | **Self-Doubting** 1★  
Held back by under confidence

## Even-Tempered

**Stoical** | 3%  
Unresponsive and refrains from showing frustration



## Impassioned

86% | **Volatile**  
Easily provoked and irritated

## Resilient

**1★ Ignores Stress** | 3%  
Unconcerned and lacking urgency



## Responsive

77% | **1★ Overwhelmed**  
Becomes hassled and tense under stress

# Your Emotional Qualities: All Three Personas

## Regard for Others

2★ Non-Judgmental	1%
Understanding of Others	14%
People Pleasing	17%



## Independent of Others

81%	Sceptical of Others
98%	Autonomous
68%	Critical 1★

## Follows Feelings

Instinctive	17%
Makes Gut Feel Decisions	89%
Makes Hasty Decisions	88%



## Focuses Feelings

16%	Self-Controlled
30%	Achievement-Orientated
35%	Denied Gratification 1★

## Introspective

Self-Analysing	12%
Self-Developing	6%
Self-Scrutinising	61%



## Grounded

72%	Routined
62%	Realistic 2★
63%	Closed

## Expresses Emotions

Stimulation Seeking	42%
Enthusiastic	36%
Excitable	95%



## Contains Emotions

48%	Calm Seeking
43%	Private 1★
89%	Inhibited 1★

## Optimistic

Positive	25%
Upbeat	56%
Overoptimistic	97%



## Vigilant

81%	Apprehensive
67%	Concerned
98%	Pessimistic

## Confident

Inner Confidence	33%
Outer Confidence	60%
Overconfident	70%



## Modest

38%	Self-Critical
63%	Unassuming
61%	Self-Doubting 1★

## Even-Tempered

Serene	70%
Cool-Headed	4%
Stoical	3%



## Impassioned

90%	Mood Intense
80%	Fiery
86%	Volatile

## Resilient

1★ Stress Tolerant	69%
Composed under Pressure	29%
1★ Ignores Stress	3%



## Responsive

57%	Stress Sensitive 1★
90%	Driven by Stress
77%	Overwhelmed 1★

# Your Emotional Qualities Tag Cloud by Persona

## Underlying Persona



# Your Emotional Qualities Tag Cloud by Persona

## Everyday Persona



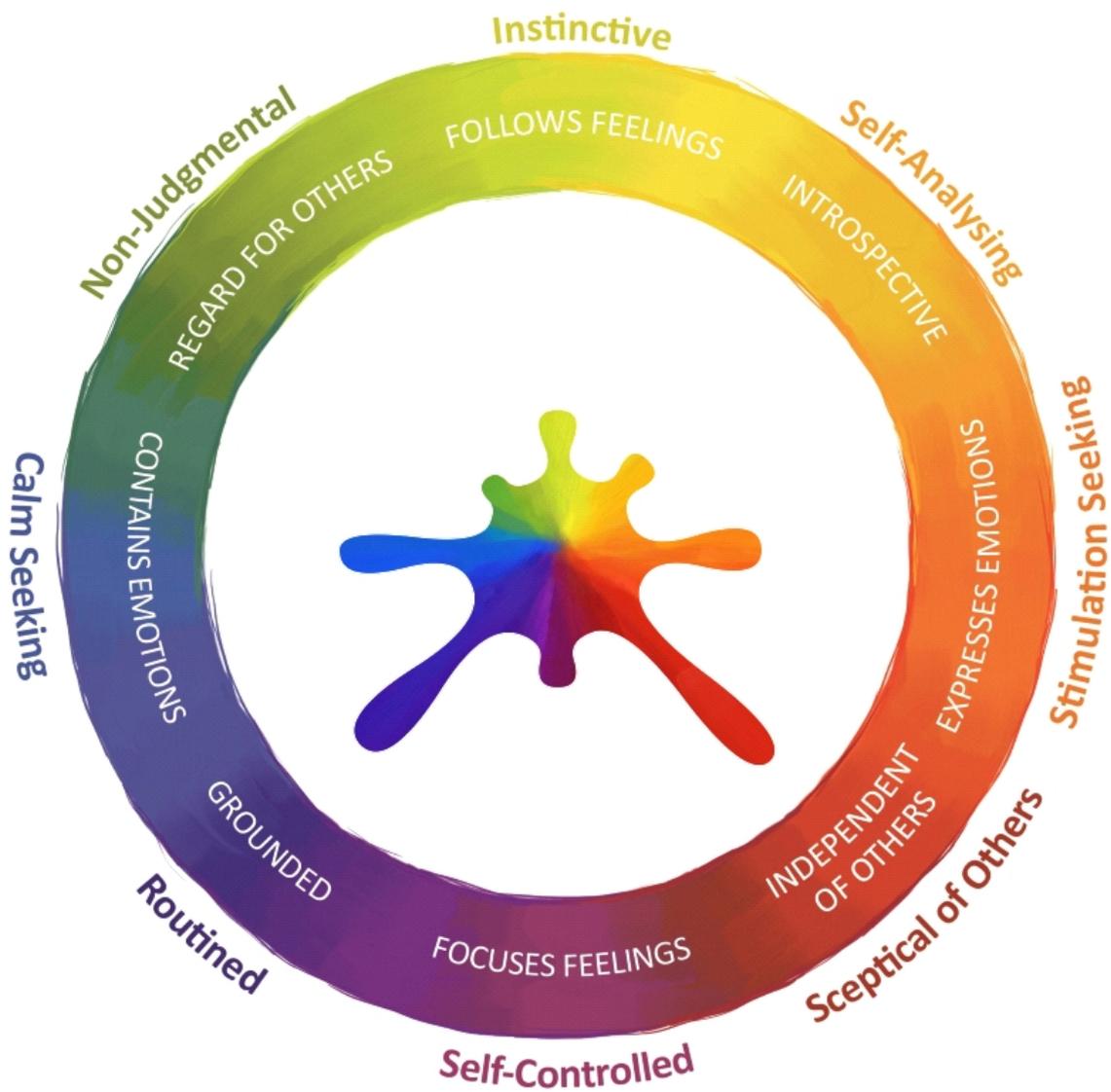
# Your Emotional Qualities Tag Cloud by Persona

## Overextended Persona



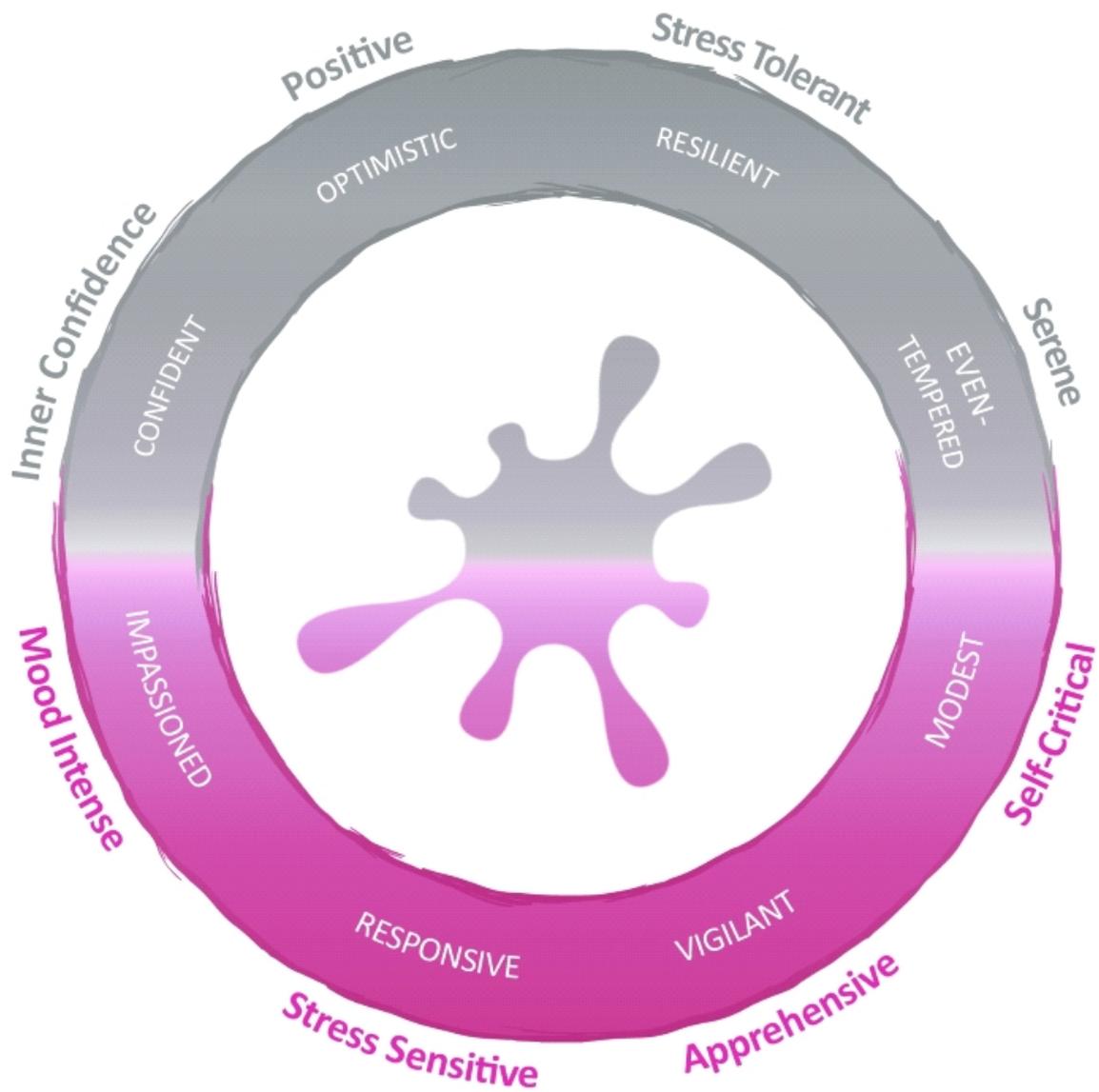
# Your Emotional Qualities Splashes Underlying Persona

## Your Emotional Sparks



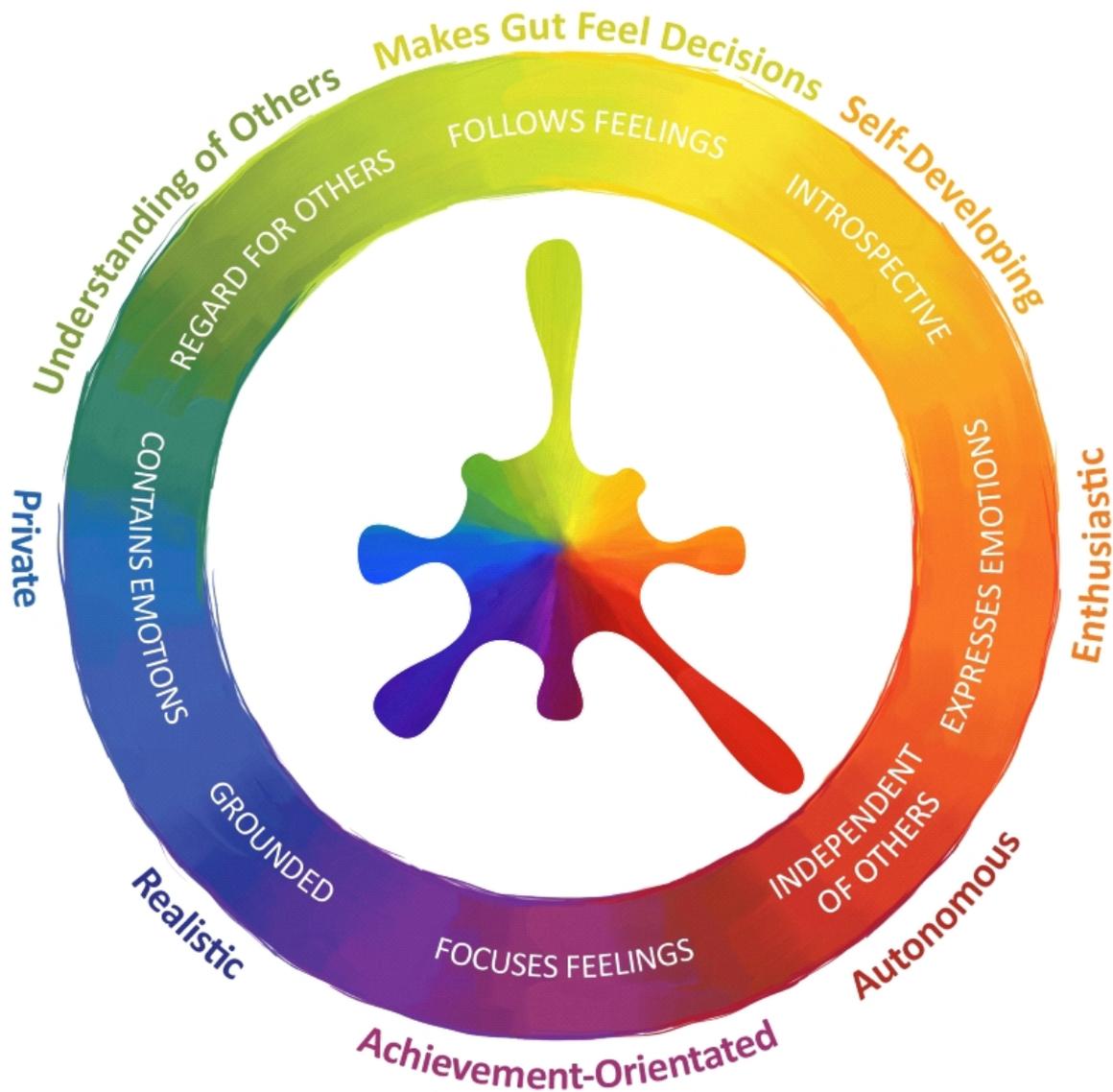
# Your Emotional Qualities Splashes Underlying Persona

## Your Emotional Reactors



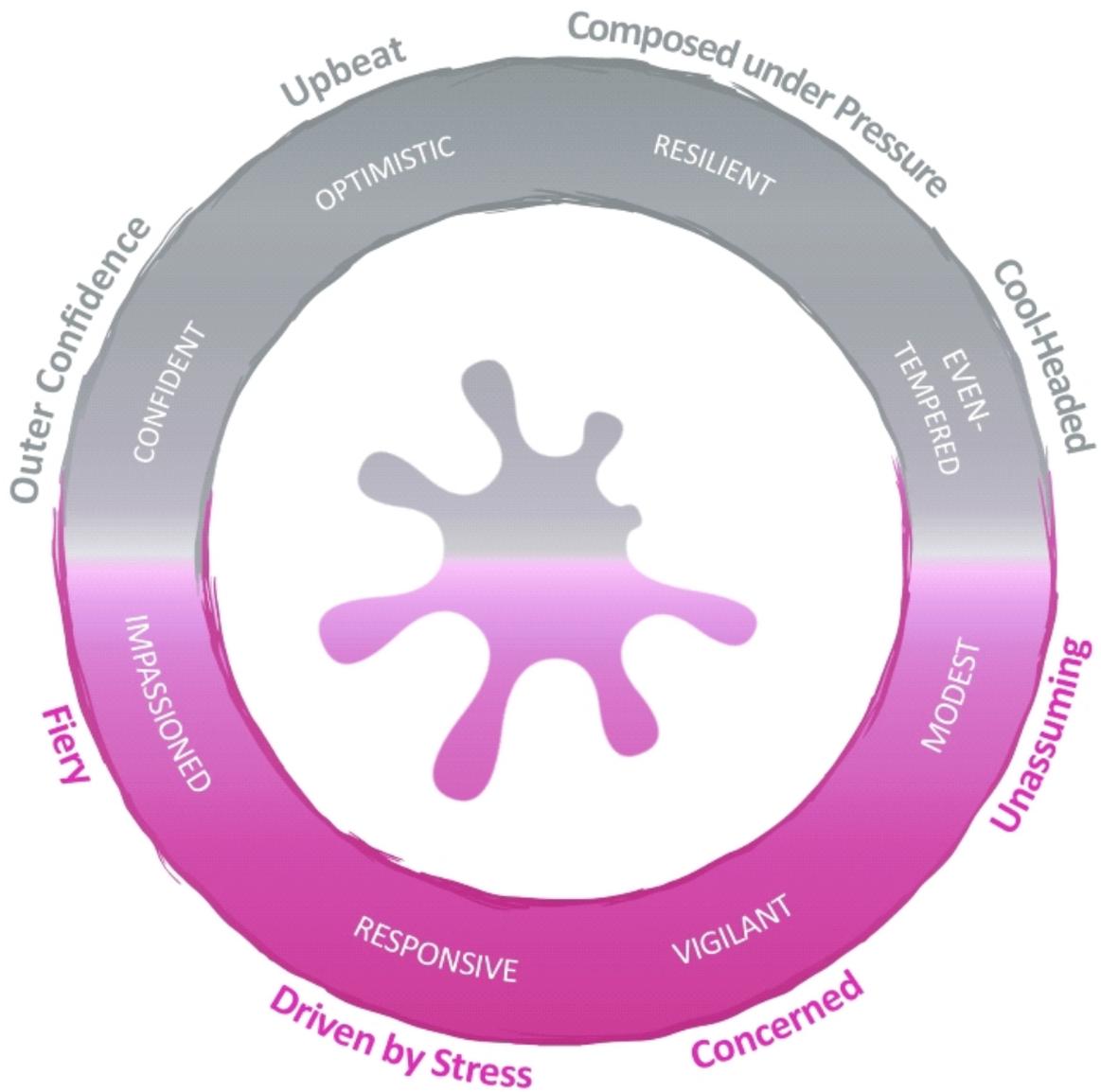
# Your Emotional Qualities Splashes Everyday Persona

## Your Emotional Sparks



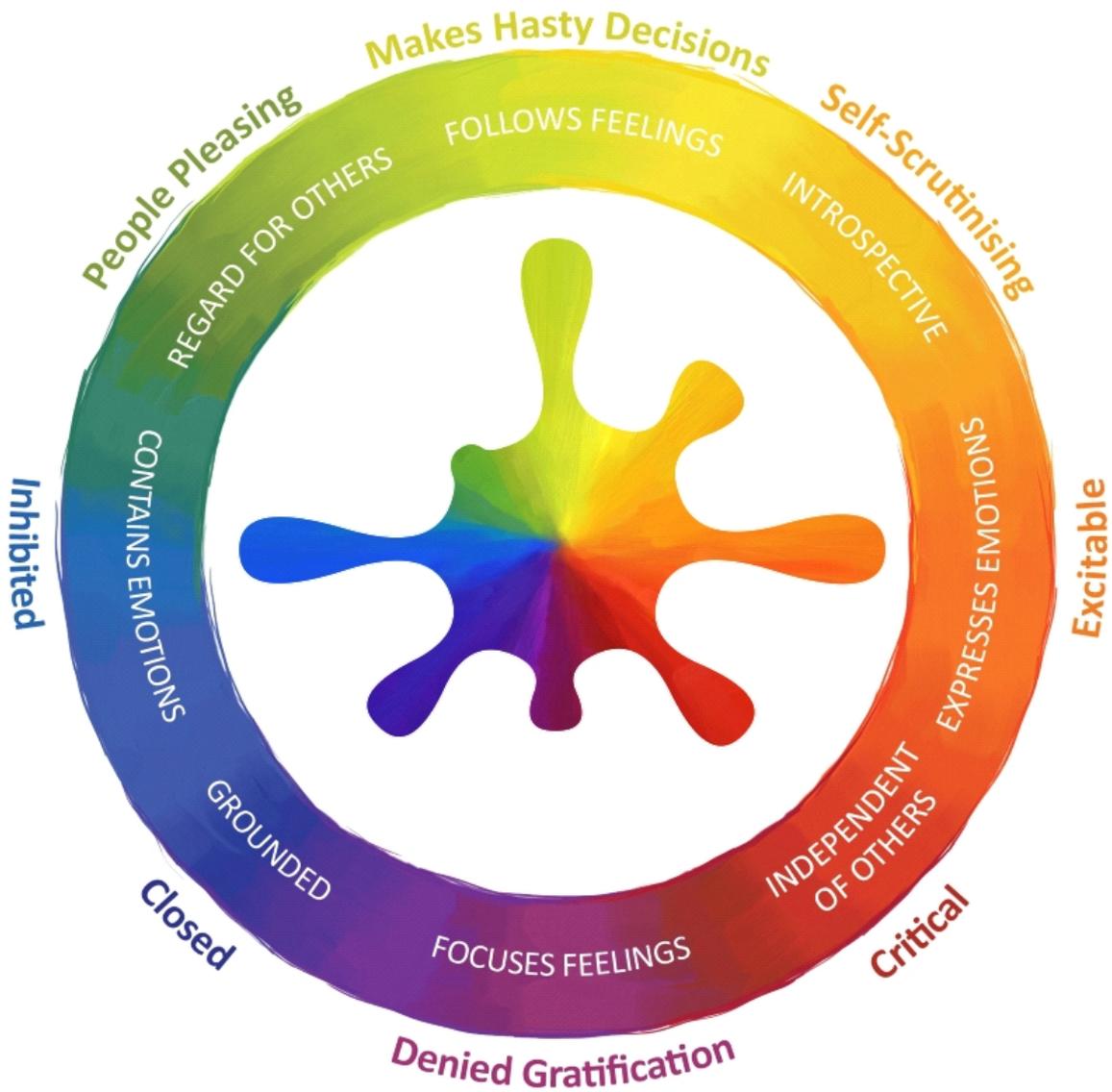
# Your Emotional Qualities Splashes Everyday Persona

## Your Emotional Reactors



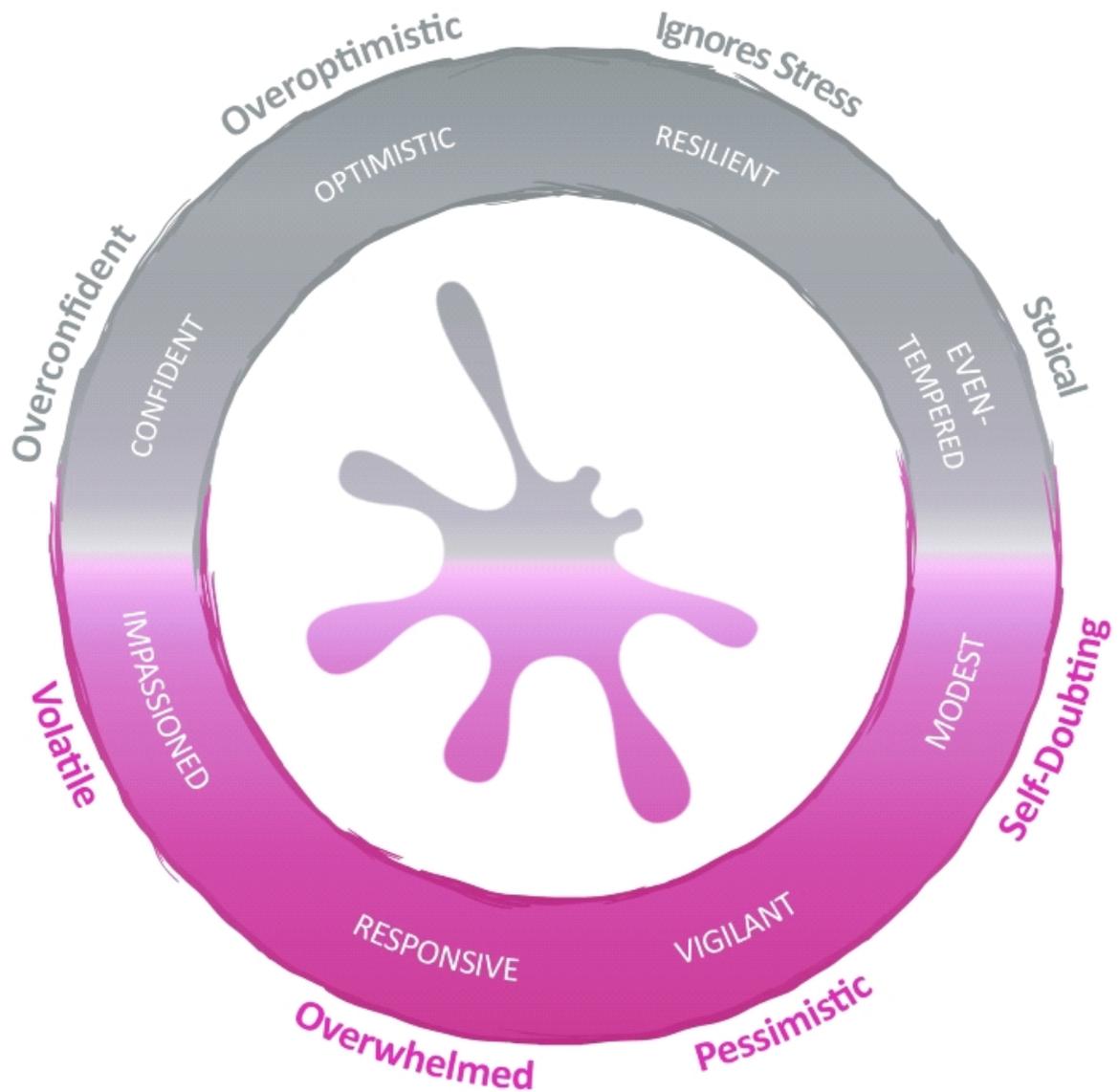
# Your Emotional Qualities Splashes Overextended Persona

## Your Emotional Sparks



# Your Emotional Qualities Splashes Overextended Persona

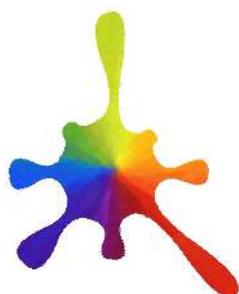
## Your Emotional Reactors



## Your Emotional Qualities Splashes All Three Personas



Underlying



Everyday



Overextended



## Your Strengths and Possible Weaknesses

### Chris, your natural strengths are:

- People come to you knowing you will see the best of a situation.
- You acknowledge the opportunities in a given situation and can stay focused on the positives.
- You can work well independently.
- You are self-reliant and good at working on your own initiative.
- You are responsive to changing circumstances and work well with ambiguity and lack of structure.
- You can make quick decisions.

### Here are some of your possible weaknesses:

- Your enthusiasm and energy becomes overpowering at times and puts other people off.
- You have a tendency to do too much talking, and this may compromise your ability to listen.
- Your natural optimism in your own decisions can lead to unrealistic expectations and even disappointments for yourself or others.
- You are selective about the risks you pay attention to and those you ignore completely.
- When faced with sudden or unexpected change you tend to respond with a much more sceptical and critical approach.
- When you doubt something, you can overuse your sceptical side and risk coming across as pessimistic.

## Your Strengths and Possible Weaknesses

### Some suggested methods of development:

- Try to self-regulate the amount of enthusiasm you exhibit to reflect both the context you're in and the people you are with.
- It is great to show your support and enthusiasm but be careful about overdoing it; it could come across as insincere.
- Before embarking on a new venture, perhaps seek advice from a trusted colleague who tends to take a more conservative view, they may be a good balance to your more optimistic view.
- Make sure you take the time to listen attentively to the concerns of your team. It may trigger something you have missed.
- Get into the habit of expressing what you like about an idea or opportunity before outlining what you feel are the potential challenges. Others will see you as more receptive and flexible.
- Avoid dismissing more radical options because you fear the worst, especially if these ideas are not fully formed yet. Instead, use them as a springboard for discussion, focusing on the solutions rather than the problems.

## Your Underlying Self

Chris, you are likely to have a strong preference for taking a sceptical attitude towards others. You prefer to be wary of the intentions of others and you can be suspicious when other people act altruistically. You like to make quick judgements about others and you are uncomfortable placing your trust in others after a short period of time.

You value stability and familiarity and feeling in control of your life. You enjoy having a set routine in your life and you like being able to predict the way things are likely to turn out. You can be quite grounded and focused on getting the pragmatic details correct. You may be a fair bit less comfortable when you find yourself in unfamiliar surroundings or when outside events cause a shift in your routine.

You see yourself as someone who prefers to be in a quiet environment so you can concentrate and not get distracted. Though when you see that it is of personal value or interest, you are likely to seek out more lively environments. While you don't need to be in the thick of the action constantly, you like to feel connected to what's happening around you.

You naturally tend to feel things quite intensely, and you tend to experience more highs and lows in your mood. There are times when you may be feeling very calm and easy-going, while other times you feel frustrated, anxious or just generally low. However, while there may be peaks in your more negative moods, you often experience strong positive moods too. You have a rich inner world of emotions and tend to find yourself emotionally involved in your activities.

You have a greater tendency to feel apprehension and concern. The advantage of this is you tend to spot the risks associated with a given action, and you tend to give things a good deal of considered thought. This means that you can often anticipate the consequence of a particular course of action. You strive to avoid the likelihood of anything going wrong and avoid the associated negative implications or feelings of disappointment.

You can at times be quite conscious of your perceived limitations and combined with your low inner confidence; you can find it difficult to find the motivation to take on a new challenge for fear of failure.

## Your Everyday Self

You can be very determined in the way you work, once you have your mind set on a direction you pursue it. You passionately justify your actions and your opinions to those who come up against you. When it comes to big decisions, people come to you as they know you'll be able to make a decision and stick with it. Your confidence in decision making means others put their faith in you. You are keen to debate issues rather than avoid them.

You think through all of your options before you make a decision on the next step. You carefully weigh up the pros and cons of what an action will mean and anticipate potential risks that actions may cause. You can keep things to yourself as you do not want to worry others unduly.

You don't seem fazed when last-minute pressure calls for immediate action. This has the advantage of making you appear flexible. Others may value the ease with which you can make quick judgements on things. You tend not to overanalyse situations or depend too much on needing all the details. Instead, you tend to take action when an opportunity presents itself. You are also someone who prefers a more organic and flexible working style, focusing your attention on whatever inspires you at a given moment.

In your daily activities, you are not someone who generally demands much attention from others or needs the limelight. Instead, you are more low-key and modest, particularly when you receive praise. You are more likely to let your work speak for itself, rather than needing to promote yourself forcefully. While recognition for your efforts is no doubt important to you, you make an effort to acknowledge others for their contributions and make a point of making sure others feel appreciated for their efforts.

## Your Overextended Self

### Your relationship to stress:

Chris, you usually feel comfortable in high-pressure situations, and you are less likely to feel overwhelmed than others. You can normally use stress as an effective motivator to spur you to take prompt action. Normally you can get over setbacks and bounce back stronger with a bit of time for reflection.

You tend to be more reactive to stress than others. You are seen by others as driven by pressure and when faced with stressful situations you respond accordingly. You don't tend to be particularly cool-headed in response to stress, and others may gauge when you're feeling the pressure, and it may even make them feel more stressed too. This may be something you can bear in mind going forward.

In your everyday life, you make a conscious effort to appear more composed under pressure than you may be feeling. You may strive not to let personal stress get in the way of productive working and will want to avoid being ruled by your emotions. You may feel you have a good degree of control over how much stress you show to others.

### What is likely to stress you:

- Overly chaotic and disorganised environments.
- Dealing with people who are 'all talk and no action'.
- People who take advantage of your vigilant attitude.
- Not being able to deliver to the standards you set yourself and the possibility of letting yourself and others down.
- Not having the freedom to take control and manage your own work.
- Too much micro-management and bureaucracy.

### Chris, here are some of the ways you may respond when under pressure:

- You can become so obsessed by the problem that you might not see the opportunity in the situation.
- You are prone to excessive worrying and negative thinking that can lead to procrastination and stress.
- You tend to jump into a course of action and blind yourself to the concerns you see or those that others highlight resulting in others feeling the effects of your overoptimism.
- You tend to be less realistic about the likelihood of things going wrong.
- You have a tendency to be unnecessarily dramatic and running the risk of overwhelming and alienating others.
- You tend to dramatize past events and believe your own version of events rather than what actually happened.

## Your Emotional Flexibility

### What is Emotional Flexibility?

'Emotional Flexibility' is the degree to which you may actively tune up or tune down certain traits. Many of us manage our preferences and act in ways that do not always feel natural to us. There may be several reasons why we do this. It may be that we recognise the need to adapt to the demands of our work environment or perhaps to facilitate better relationships with others. We may also be very aware of ourselves and as we develop over time we become more aware of how to best put our traits to effective use. We may get used to flexing our responses and these may become almost automatic, and can be triggered by different contexts. For example, most people adopt a more serious manner when in a formal setting. However, other times we may feel like we expend a lot of energy in enhancing or suppressing a trait and it may feel like we are acting in an inauthentic way. In these cases we may 'flip-flop' between a more 'flexed' trait and our natural comfort zones and we may be left feeling emotionally stretched.

Like many of us, there are certain traits you choose to enhance or suppress in some contexts. Here are some of the ways you demonstrate emotional flexibility:

You can put up with a lot and have deeper reserves of patience and determination than you sometimes let on. However, you also feel that it is important to let others know when you think you are being taken advantage of, or are having to take on more than your fair share. While you are not given to complaining, you know that sometimes you have to make sure people know about the effort you are putting in.

You are naturally more laid-back than you can appear in everyday situations. Instead you sometimes choose to be more expressive, letting others know how you feel about key issues. Although you might be happy to take a more relaxed approach, you are just as likely to react to what is happening so that others know where you stand and what you expect.

You consciously use your instincts to make decisions, allowing your feelings to influence your opinion and shape your thinking. You appreciate that sometimes there is very little information available to guide your actions. You have learnt to trust your judgement in everyday situations and are happier to rely on experience and intuition more than you would naturally be comfortable with.

## People and Relationships

### Social Energy & Connecting with Others

You might like it if people recognised when you are looking for excitement or when you would prefer to take things a little more quietly. You are usually quite aware of your own weaknesses and you don't need others to point them out.

You come across as someone who is friendly and chatty, and who puts energy into getting to know people and establishing rapport. You are capable of embracing opportunities for networking and face to face interaction. That said, you strive to achieve a balance between the time spent socialising with others and time spent alone or working independently on a task. Although you appear confident in your social interactions, you also give off a sense of modesty and humility. You can put your ego aside for the good of the team and you may be quite humble when receiving praise. You can also take a back seat when necessary and are good at directing praise and recognition towards others.

Others are familiar with the energy and enthusiasm you bring. They may not realise that you also have a deeply private side and not offer you emotional support when you need it. You may need to ask for it instead.

## People and Relationships

### Attitude to Others

You have a naturally sceptical view on other people. Trust is something that you tend to reserve for the very few. Though you are likely to benefit from being a much more independent thinker, you may find yourself thinking the worst of people at times. You tend to have a naturally easy-going attitude when it comes to other people and you tend to have a higher tolerance for frustrations, including those caused by others. That said, you tend to experience greater mood intensity and fluctuation than most and at times, particularly when under pressure, you may become quite frustrated or irritated by the behaviour of others. At such times, your tolerance for others can wear thin and you may focus on their faults and become impatient. This is particularly the case if they have upset or frustrated you in some way. While this is how you may feel inside, it may or may not be the case that you actually show these feelings externally.

You tend to trust your gut instinct when dealing with others; you respond to how you feel when you meet them. This may lead to you preferring to work alone if you feel that those around you may not be up to the job. When you become frustrated, you find it hard to hide it from others, which can mean that others see you as someone who doesn't hold back.

When others fail to live up to your expectations, you can be harsh and critical of their efforts. At other times your reaction can be hot-tempered, showing the true extent of your anger and frustration. Do you recognise this? Who does it happen with? Do you treat some people and situations differently from others? Is there a pattern or do you flip flop from one response to the other?

## Decision Making

Making decisions is usually a question of instinct for you. You tend to follow your feelings and focus on your intuition rather than guiding your decisions based on past experiences. This preference is still clear even when you are under pressure. However, this can mean that you overplay this decision-making preference and you might place a little too much faith in your feelings. This can make it difficult to justify the rationale behind your decisions to others who may not share your instincts.

When you need to make a decision you tend to think about the consequences that might come about as a result of the choices that you make. You tend to take a realistic approach and you may feel less comfortable if you need to make riskier decisions. You may have a more conservative style of decision making than other people and your careful approach can help you to make cautious and well-considered decisions.

You are very comfortable making decisions by yourself and do not feel you need to consult widely when action is required. You never seek to make decisions just to be popular or to build relationships. Instead you believe that sometimes unpopular decisions need to be made and if people don't like them then that's for them to deal with. You are unlikely to care too much if this makes you unpopular, too. When it comes to your confidence in your ability to make decisions you have a healthy self-doubt. You tend to look for objective sources of information to validate your intuitions and build confidence in your course of action. However, you may feel quite apprehensive about making big decisions if you do not have a high level of confidence and certainty in their outcome. That said, when it comes to a decision that falls within your comfort zone or area of expertise you can be quite strong-minded and assertive and may even appear overconfident or closed to challenges from others.

# The 4 Agilities: Overview

## Being Self-Aware



## Being Aware of Others



## Managing Emotions



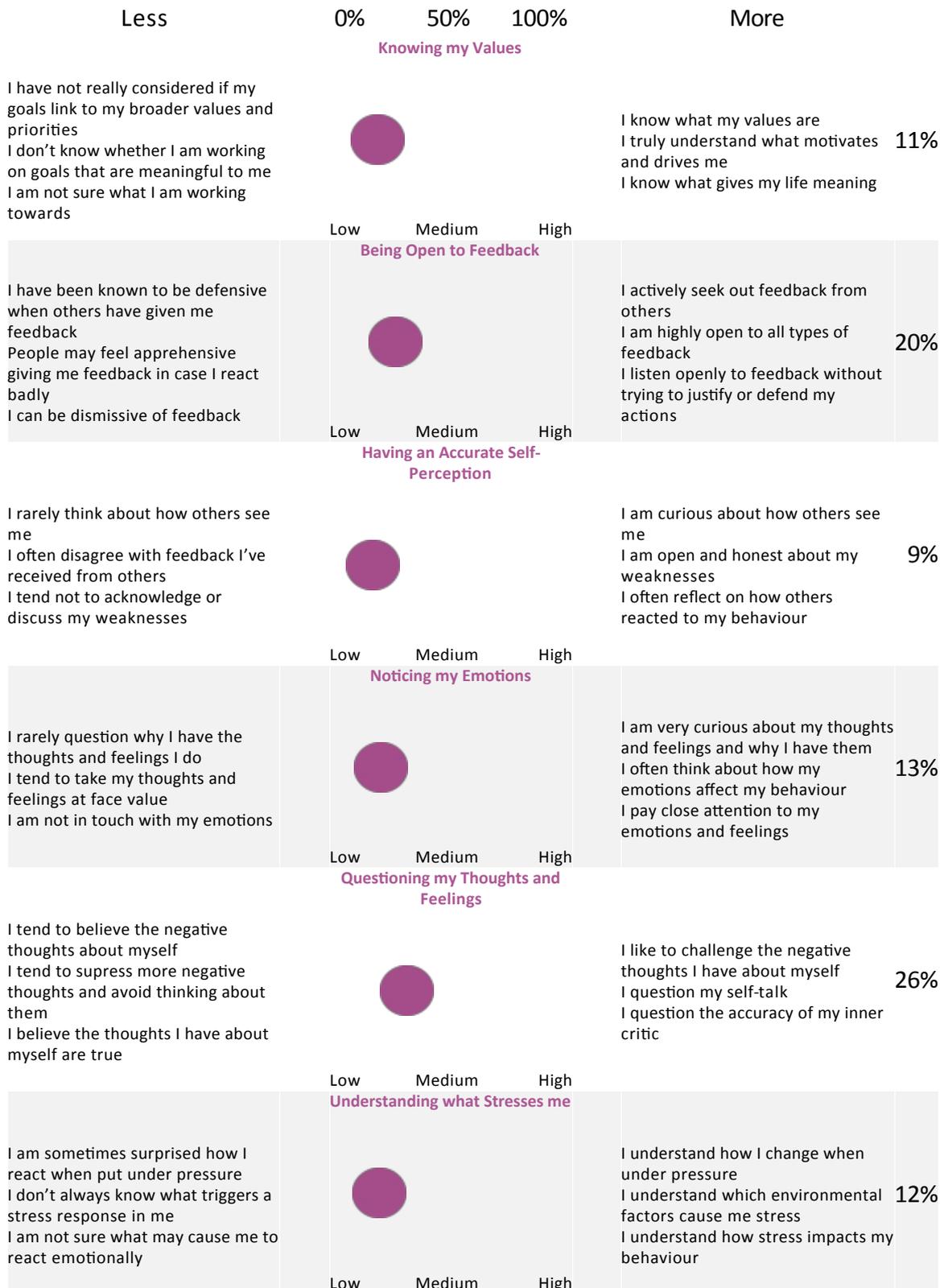
## Taking Meaningful Action



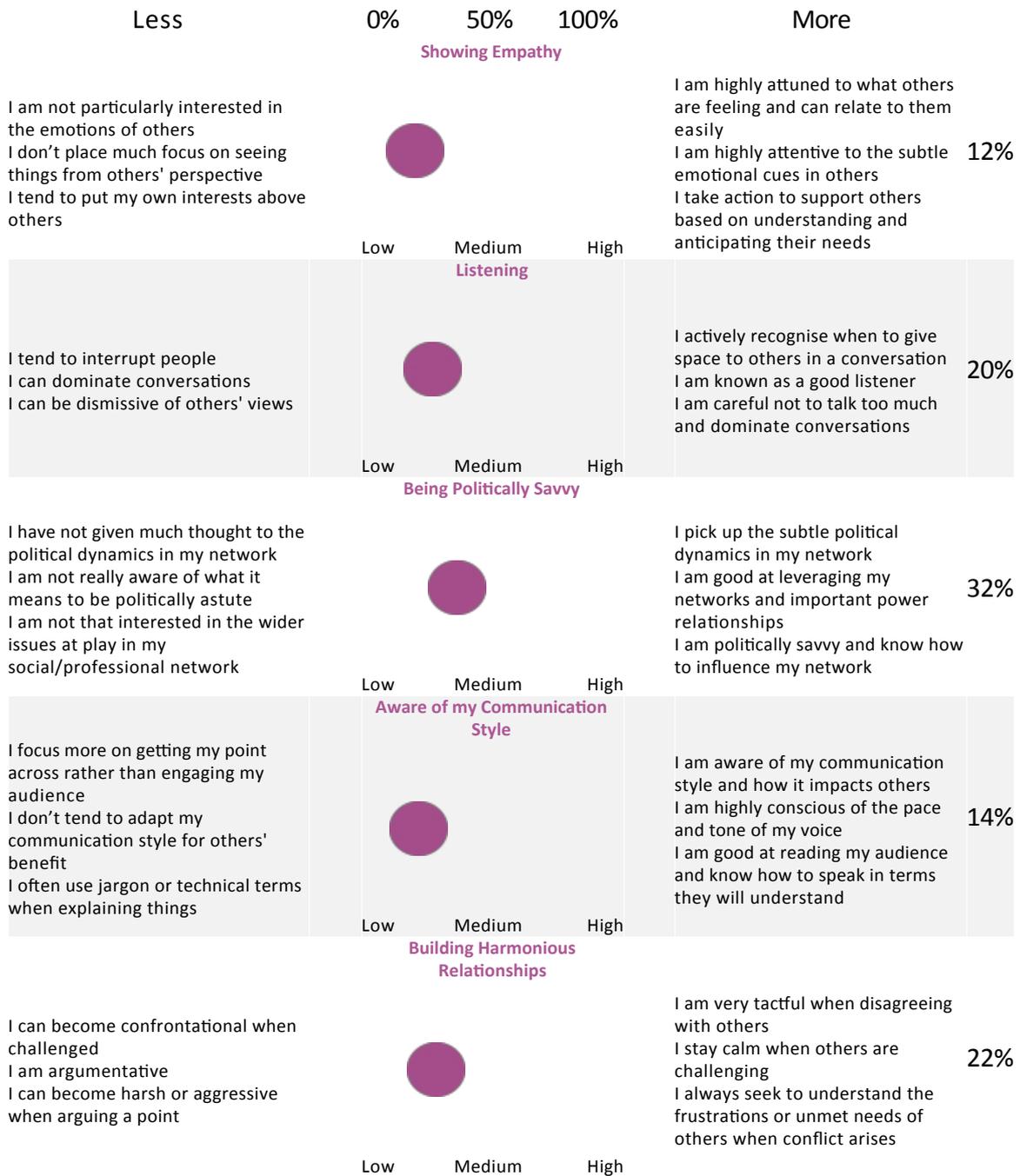
## How you rated your overall 'emotional intelligence'



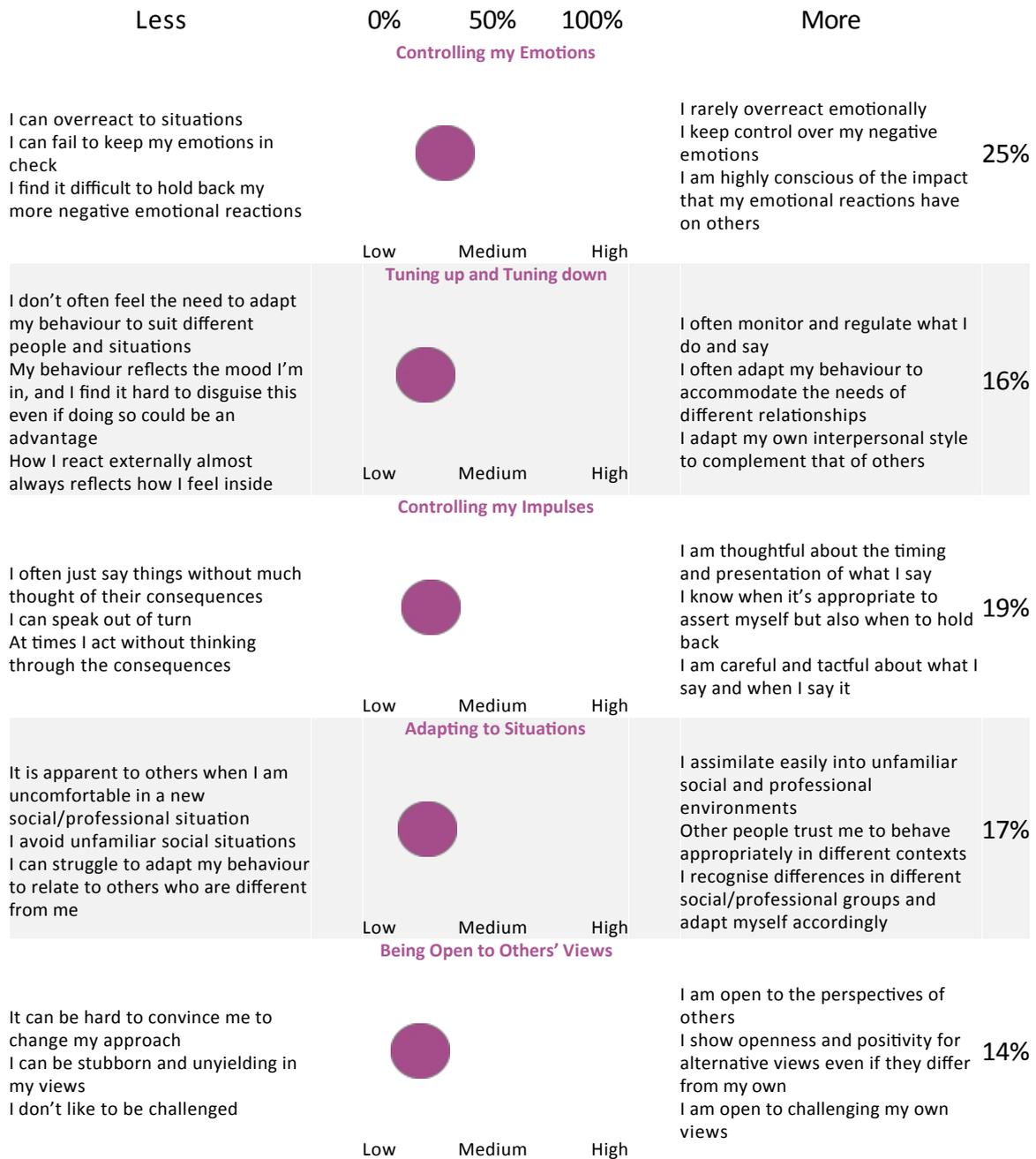
# Being Self-Aware



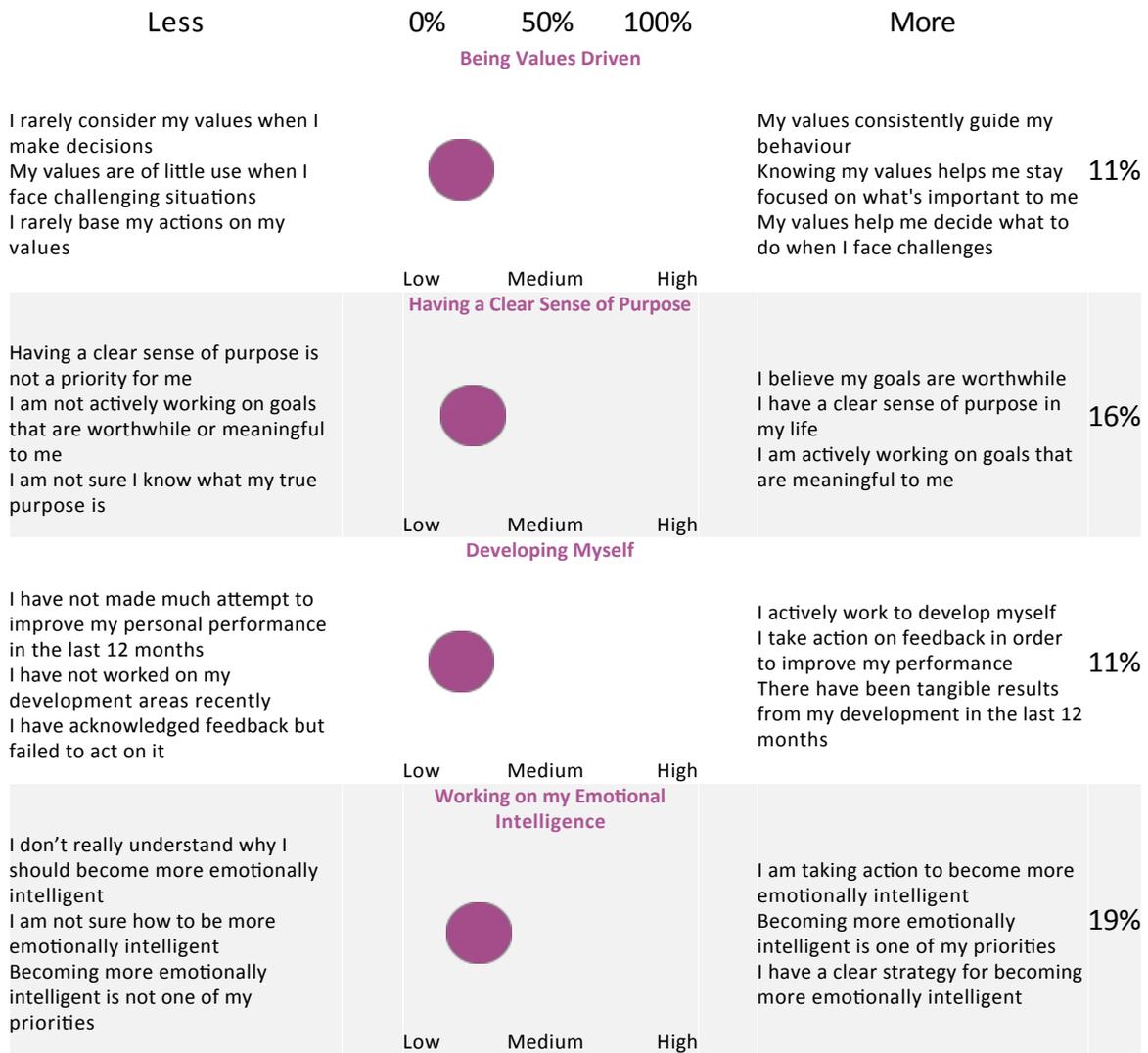
# Being Aware of Others



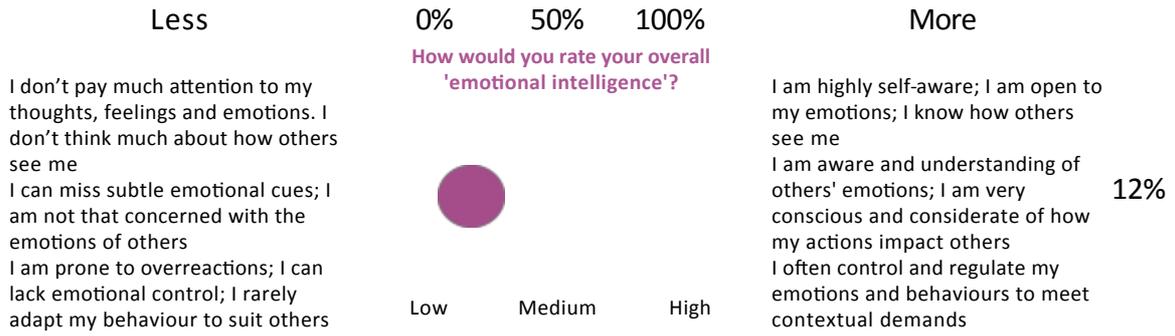
# Managing Emotions



# Taking Meaningful Action



# How you rated your overall 'emotional intelligence'



## Your Top Strengths - Emotional Agilities

### Top 5

Based on highest scores across the 20 Agility Practices

<b>Being Politically Savvy</b>	32%
<b>Questioning my Thoughts and Feelings</b>	26%
<b>Controlling my Emotions</b>	25%
<b>Building Harmonious Relationships</b>	22%
<b>Listening</b>	20%

### Top Claimed Key Strengths

Based on number of items claimed as a key strength across the 20 agility practices

**You didn't claim any strengths.**

## Possible Development Areas - Emotional Agilites

### Lowest claimed Agility Practices

Based on lowest claimed scores across the 20 Agility Practices

<b>Having an Accurate Self-Perception</b>	9%
<b>Knowing my Values</b>	11%
<b>Being Values Driven</b>	11%
<b>Developing Myself</b>	11%
<b>Showing Empathy</b>	12%

### Top claimed Areas to Develop

Based on number of items claimed as Areas to Develop across the 20 Agility practices

**You didn't claim any developments.**

# Emotional Sparks Definitions

## Focus: Relating to Others

### Regard for Others

Those high in Regard for Others tend to naturally be more open and accepting of others. They pay close attention to the emotions of others and will listen to others fully to ensure they understand their perspective. They tend to take others at face value and not judge them too harshly. However, their tendency to put others first can mean they may sacrifice their own needs to please others.

### Independent of Others

Those high in Independent of Others tend to be naturally more sceptical of others, and are not inclined to trust easily. They are unlikely to be easily taken in by smooth talkers or charmers and can remain emotionally detached. They tend to be self-reliant and independent. However, when overplayed, they may come across as somewhat critical and judgmental.

## Focus: Structure & Goals

### Follows Feelings

Those high in Follows Feelings tend to be intuitive and tuned into their own instincts. They often make decisions based on their gut instinct rather than thinking through all the details. They tend to have a looser approach to structure and goals, and are less concerned with doing things in an orderly manner. Instead they prefer to direct their focus on what is currently engaging their attention. When overplayed they may be seen as hasty or last-minute in their actions or in how they make decisions.

### Focuses Feelings

Those high in Focuses Feelings tend to have a lot of self-control and discipline. They are unlikely to get easily carried away or distracted, and prefer to stay focused on their goals, practising 'delayed gratification'. They are achievement-orientated and strive to get the best results possible, even if this means sacrificing their own needs. When overplayed, they can drive themselves very hard, and may be considered something of a workaholic and may be compulsive in their need to get things done.

## Focus: Curiosity & Change

### Introspective

Those who are high in Introspective tend to naturally enjoy reflecting on themselves and engaging in self-analysis. They tend to be keenly aware of their strengths and weakness and actively try to seek to develop themselves. When overplayed they may be overly conscious of themselves and can be prone to scrutinising or overanalysing their thoughts and behaviours.

### Grounded

Those high in Grounded prefer to focus on their tangible reality. They prefer to stick to what they know to be true and therefore tend to like the familiarity and certainty in their routine. They have a firm grip on reality and are good at keeping things in perspective and not letting emotions or sentiment rule them. When overplayed they can seem set in their ways and closed to new experiences.

## Focus: Direction of Energy & Emotional Expression

### Expresses Emotions

Those high in Expresses Emotions are naturally more open and carefree when expressing themselves. They tend to crave plenty of stimulation and like to spend a lot of time engaging and interacting with others. Others can easily tell how they are feeling and they tend to be lively and spirited in how they display emotion. When overplayed, their excitable nature could become too much for those around them.

### Contains Emotions

Those high in Contains Emotions tend to be more restrained in their emotional expression. They are not ones for dramatics and can keep their emotions under control. They tend to reflect on their feelings internally rather than expressing them externally. This can make them appear quiet and serious. They prefer environments that allow them to reflect and are free from too much distraction. When overplayed, they may come across as difficult to read and overly private.

# Emotional Reactors Definitions

## Focus: Outlook on life

### Optimistic

Those high in Optimistic are upbeat and tend to see the positives in a situation. They are good at presenting a positive 'can do' attitude. When setbacks occur they can quickly bounce back, and they tend not to dwell on the negatives, rather focusing on the possibilities. When overplayed they may be blind to risks and lack prudence.

### Vigilant

Those high in Vigilant have a natural tendency to evaluate risks and threats. They tend to be keenly tuned into potential risks in their environment and are good at thinking things through and taking a vigilant attitude. When overplayed, their concern may tip into pessimism and they can focus too heavily on the negatives or what could go wrong.

## Focus: Self-Regard

### Confident

Those high in Confident have a high sense of self-belief and self-worth. Their confidence means they are often open to new challenges without worrying if they 'measure up' or doubting their abilities. When overplayed, they may seem like they have a lot of self-importance and they may be less aware of or concerned about their potential weaknesses.

### Modest

Those high in Modest tend to be more self-effacing and humble. They tend to set high standards for themselves and can be quite hard on themselves. They are comfortable not having the 'limelight'. They tend to be quite conscious of how they come across to others. When overplayed, their self-doubt can risk holding them back in their endeavours.

## Focus: Emotional Intensity

### Even-Tempered

Those high in Even-Tempered tend to be calm and relaxed by nature. They tend to experience more positive and stable moods. They have a higher tolerance to feelings of irritability and frustration and rarely lose their cool with others. When overplayed, they may become stoical about showing frustration even if they feel it.

### Impassioned

Those who are high in Impassioned tend to be passionate and emotive. They tend to feel things deeply and may be more sensitive to changes in mood. When overplayed, they may become animated and irritable and may not be able to disguise their frustration.

## Focus: Relationship with Stress

### Resilient

Those high in Resilient tend to thrive on pressure and have a high tolerance for stress in their life. They may like the buzz associated with fast-paced and demanding environments. When overplayed, their lack of stress can make them seem unconcerned or indifferent to others, and they may lack a sense of urgency in certain situations.

### Responsive

Those high in Responsive have an increased sensitivity to stress. They tend to be driven by pressure and use it to ensure they act with urgency and take appropriate action. At times they may become more easily overwhelmed and consistent high-pressure situations may cause them to burnout.

## Interpretation Guide

Four Basic Patterns	
Key Qualities	Low Claimed Qualities
Underlying: high	Everyday: low
Everyday: high	Everyday: low
Conscious Efforts OR Amplifications	Hidden Treasures OR Suppressions
Underlying: low	Underlying: high
Everyday: high	Everyday: low
Link to Overextended	
Key Qualities	Low Claimed Qualities
This is a core Quality but sometimes you overuse it	You rarely display this Quality but it can kick in under pressure
Conscious Efforts OR Amplifications	Hidden Treasures OR Suppressions
You use this Quality well, but sometimes you overuse it	This is a natural trait in you – but you rarely overplay it
You tune this Quality up, but very rarely overplay it	This is a natural trait in you, and it can be overplayed under pressure
Connect Opposites	
A Preference for Balance or Internal Conflict?	
Underlying: high	Underlying: high
Active Integration or Contextual Behaviour?	
Everyday: high	Everyday: high
Unresolved Tension or Flip-Flopping?	
Overextended high	Overextended high

 **Area to Develop:** These reflect the number of items you have selected within a particular measure that you feel you could develop.

 **Key Strength:** These reflect the number of items you have selected within a particular measure that you feel is a key strength of yours.

Your results are based on the following comparison group: international sample of working professionals.

### What your % scores mean

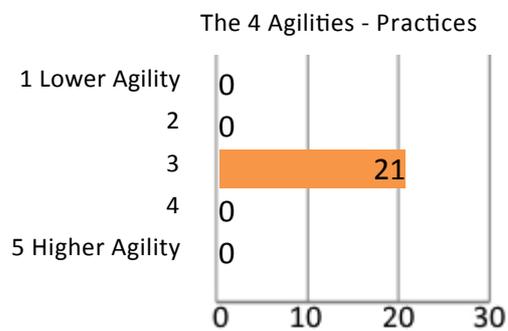
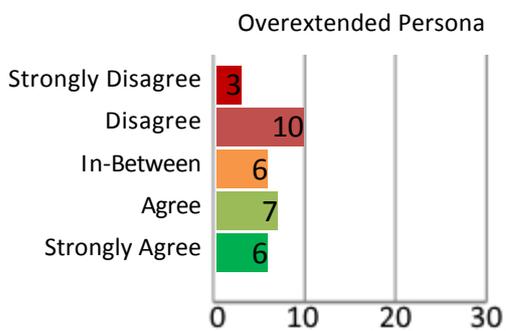
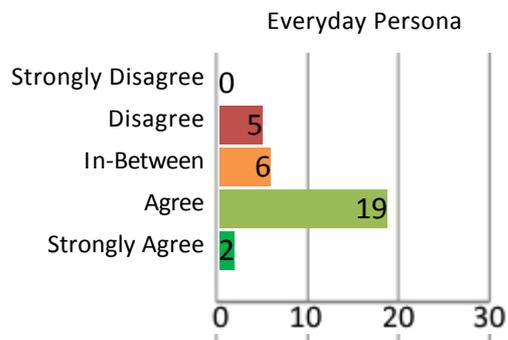
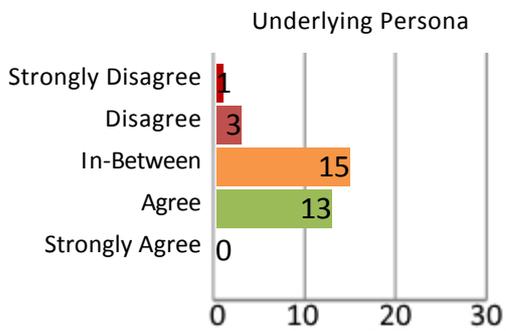
Your answers to the questionnaire have been compared with a norm group. Your percentage score indicates where you are most likely to sit in a broader population. For example, a score of 60% puts you in the 60th percentile, meaning your score on that scale is likely to be higher than 60% of people and less than 40% of people.

### What your band score of 1-10 means

Each band reflects the percentage of the people in the comparison group who scored in that range. The table below indicates how your band score relates to the rest of the comparison population.

Band	1	2	3	4	5	6	7	8	9	10
Cumulative %	2%	7%	16%	31%	50%	69%	84%	94%	98%	100%
Proportional %	2%	4%	9%	15%	19%	19%	15%	9%	4%	2%

# Your Questionnaire Response Style



## Persona Divergence – Underlying and Everyday

Persona Divergence provides an overview of how stable your scores are between the Underlying and Everyday Personas within the Emotional Qualities and Reactors. A higher percentage indicates that you are less consistent across these two personas in terms of your attitudes and behaviours while a lower score indicates higher congruence across these two personas.

**Average Persona Divergence: 24%**

### Regard for Others

Non-Judgmental  
Understanding of Others 13%



### Independent of Others

17% Sceptical of Others  
Autonomous

### Follows Feelings

Instinctive  
Makes Gut Feel Decisions 72%



### Focuses Feelings

14% Self-Controlled  
Achievement-Orientated

### Introspective

Self-Analysing  
Self-Developing 6%



### Grounded

10% Routined  
Realistic

### Expresses Emotions

Stimulation Seeking  
Enthusiastic 6%



### Contains Emotions

5% Calm Seeking  
Private

### Optimistic

Positive  
Upbeat 31%



### Vigilant

14% Apprehensive  
Concerned

### Confident

Inner Confidence  
Outer Confidence 27%



### Modest

25% Self-Critical  
Unassuming

### Even-Tempered

Serene  
Cool-Headed 66%



### Impassioned

10% Mood Intense  
Fiery

### Resilient

Stress Tolerant  
Composed under Pressure 40%



### Responsive

33% Stress Sensitive  
Driven by Stress

# Persona Divergence – U and E with O

Persona Divergence provides an overview of how stable your scores are between the Underlying and Everyday Personas with your Overextended persona within the Emotional Qualities and Reactors. A higher percentage indicates that you are less consistent in terms of how you Overextend when compared with the other two personas, while a lower score indicates higher congruency in how you overextend compared to the other two personas.

**Average Persona Divergence: 21%**



## Your Personal Feedback

### Denied Gratification

I need to complete all my tasks before allowing myself a break

Chris Sample ticked **Disagree** and commented:

Maybe later



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Sample  
Sample  
Sample

