

mapp-ei profile chart

Carl Sample

14/10/2018



Profile Chart

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Self-awareness

1 2 3 4 5 6 7 8 9 10

Less likely to be aware of emotions at work. Overlooks impact of emotions on behaviour.	9	Emotional Insight Recognises own emotions and their impact. Is in tune with emotional state. Has insight into own feelings and behaviour.
Has lower self-esteem. May need encouragement from others. Has doubts about self and own abilities.	7	Self-assuredness Is self-assured. Has confidence in own abilities. Feels good about self.
May find it difficult to receive feedback. Less likely to learn from experience. May lack clarity about own behaviour and feelings. at self.	6	Self-assessment Learns from experience. Seeks feedback from others. Open to learning. Can laugh to speak up and contribute.

Self-management

1 2 3 4 5 6 7 8 9 10

Displays emotions freely. May be prone to expressive outbursts.	2	Self-control Keeps emotions under control. Appears calm, unruffled. Hides feelings.
Pessimistic. Expects things to go wrong. Sees negatives not positives.	3	Positive Optimistic, up-beat. Sees advantages. Can bounce back after setbacks.
Easily distracted. Leaves things unfinished. Finds repetitive work tedious. Less conscientious.	2	Conscientious Perseveres with tasks. Avoids distractions. Finishes tasks off. Reliable and conscientious.

Self-direction

1 2 3 4 5 6 7 8 9 10

Accepts existing methods and systems. Adapts to existing practices and routines. Does things by the book.	10	Innovative Looks at problems in a fresh, unconstrained manner. Avoids preconceptions. Enjoys creative innovation.
Waits for things to happen. Reacts to events rather than anticipating them. Doesn't look for things that need to be done. Prefers to be told what to do.	5	Proactive Spots things that need doing and does them. Doesn't wait for things to happen. Anticipates the future. Looks for work to do.
Dislikes change and novelty. Prefers the familiar and the known. Dislikes ambiguity.	8	Adaptable Comfortable with ambiguity. Embraces change. Can adapt readily to new circumstances.



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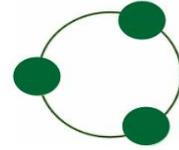
Awareness of Others 1 2 3 4 5 6 7 8 9 10

May appear unsympathetic. Less tolerant. Can lack interpersonal insight and empathy.	7	Empathetic Can stand in others' shoes. More perceptive about people. Psychologically minded.
More of an individualist than a team player. Puts own needs first. Less likely to focus on team success.	5	Team focused Puts the team first. Less inclined to focus on self at the expense of the group.
Prefers to resolve issues on own. Less likely to consult others. Dislikes collaborative approaches.	4	Collaborative Draws on others for support. Is happy to communicate with others. Adopts a collaborative style.

Relationships with Others 1 2 3 4 5 6 7 8 9 10

Less politically aware. Not always tuned in to organisational needs.	6	Political More aware of organisational politics. Identifies key players and opinion formers. Reads situations well.
Less comfortable influencing others. Not especially persuasive or persistent.	6	Convincing Enjoys persuading people to a point of view. Is persistent. Better able to convince others.
Lets others take the lead. Less assertive. More likely to follow than to lead.	8	Assertive Takes the lead. Sets example. Can inspire others to follow suit. Is happy to be in charge.





EMOTIONAL INTELLIGENCE AND MAPP-EI

Notes for assessors

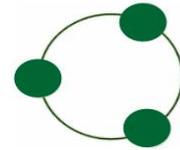
What is Emotional Intelligence?

Job analyses consistently show that effective performance in any job is a function of personality, motivation and ability. However, most models of occupational personality have failed to explain why some people appear to be more successful than others in just about everything they do.

Over the past twenty years a great deal of research has suggested that there is a sub-set of emotional traits that mediate other aspects of personality and behaviour at work. These traits are therefore not separate from personality but incremental in so far as they explore how emotions impact upon one's own behaviour and upon other people.

At KCP, we conducted content analyses of approaches to measuring emotional intelligence – what characteristics appeared to be robust and reliable enough to shed important insights into this sub-set of traits.

MAPP-EI was therefore developed as a supplementary tool to MAPP, further honing our understanding of behaviour in the workplace.



What does MAPP-EI measure?

Self-awareness	Those people with higher emotional intelligence tend to be very self-aware. They recognise their own feelings but do not allow these to control their lives. They tend to have greater inner confidence and higher self-esteem, as well as the ability to learn from experience.
Self-management	People with higher scores in this area tend to be better able to control their feelings. They are less impulsive and take more care, working conscientiously and thoughtfully. If setbacks occur, those with higher self-management scores tend to bounce back, spotting opportunities that can arrive from adversity.
Self-direction	Individuals with higher self-direction scores tend to display higher levels of motivation. They enjoy challenges and embrace change and novelty; they proactively seek new experiences and adapt readily to new ideas, concepts and approaches.
Awareness of others	Those people who are aware of others display more empathy and understanding. They recognise where other people are coming from and see the benefits of collaboration. They are not afraid to turn to others for support and put shared goals above personal needs and ambitions.
Relationships with others	Higher scorers here tend to have political nous. They are more tuned into organisational goals and values and are not afraid to put their heads over the parapet and take a lead. They enjoy influencing others and frequently become opinion leaders.

MAPP-EI is part of the KCP questionnaire series
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