

MEIA-R

Report

MULTIDIMENSIONAL
EMOTIONAL
INTELLIGENCE
ASSESSMENT –
REVISED



MEIA-R Report

About this report and the MEIA-R's approach to measuring emotional intelligence

MEIA-R Report

This report summarizes Sam Sample's responses to the Multidimensional Emotional Intelligence Assessment-Revised (MEIA-R).

Emotional Intelligence (EI) has been widely recognized in research and applied settings as an important contributor to personal well-being.

MEIA-R Measurement of Emotional Intelligence

While EI is often treated as a raw ability or capacity, the MEIA-R takes a personality-based approach, emphasizing the willingness to engage one's emotional abilities to perceive, understand, and regulate emotions in the self and other people. For example, it is not enough to be able to recognize a person is upset and know how to comfort them. Actual helping requires the willingness to engage those capacities.

The MEIA-R targets 6 core dimensions of EI (e.g., Regulation of Emotion in the Self) and 5 proximal outcomes (e.g., Creative Thinking), providing a detailed snapshot of strengths and development opportunities on 11 distinct aspects of EI.

Situationally Dependent

It is important to understand that the value of a given level of EI often depends on the situation. High Creative Thinking, for example, may be desirable for solving unique problems, but undesirable for more routine tasks demanding close adherence to prescribed procedures.

As a result, it is important to be aware of the optimal level of EI to apply in a given situation, and the implications of underutilization or overutilization. These implications are described in the interpretive aids on pages 4 and 5.

Consider General Accuracy

Although the MEIA-R is a reliable and valid assessment, it is important to recognize that no measure is one hundred percent accurate.

One of Several Potential Sources of Information

The information in this report should be considered within the context of other assessment information (e.g., personality attributes, behavioral assessments, clinical interviews, etc.) to enhance decision making and planning.

Performance is Relative

MEIA-R scores are expressed in terms of percentiles, which indicate an individual's relative standing compared to other people. A score falling at the 73rd percentile, for example, indicates that 73 percent of other people scored lower on that scale (suggesting a moderately high relative standing).



Infrequency Score

1.00

An infrequency score greater than 2.50 is considered problematic. A high infrequency score is usually a sign of careless responding. Such cases should be handled by either gathering further data to clarify the respondent's purposefulness or by nullifying the results.

MEIA-R Results



An overview of the MEIA-R scales and Sam Sample's performance

The chart below presents Sam Sample's results on the 11 dimensions that comprise the MEIA-R. Dimensions are grouped by core EI dimensions and proximal outcomes, and brief dimension descriptions are provided. Depending on the percentile, the development level for individuals falls into one of the three categories described below.

Develop	Weak to low tendency. Develop awareness and understanding of behaviors related to the dimension. Begin practicing behaviors or increase utilization of behaviors. Observe impact of behaviors on positive or desired outcomes.
Enhance	Moderate tendency. Strengthen tendency and develop more consistent behaviors. Stay vigilant for situations and opportunities to apply behaviors.
Refine	Strong to high tendency. Refine behaviors to achieve desired outcomes. Monitor and adjust tendency to match situation. Work on refining or optimizing behaviors according to context. Influence others' appreciation and application of EI.

	Percentile	Scale	Description	Range
CORE EI	90	Recognition of Emotion in the Self	Being in touch with one's feelings and describing those feelings in words	Refine
	72	Regulation of Emotion in the Self	Controlling emotional states, particularly in emotionally charged situations	Refine
	85	Recognition of Emotion in Others	Attending to others' nonverbal emotional cues, such as facial expressions and body language	Refine
	74	Regulation of Emotion in Others	Managing others' emotional states, including motivating, persuading, or calming them down	Refine
	80	Expressive Control	Controlling the way one's emotions are expressed nonverbally	Refine
	94	Empathy	Being affected by others' emotions as though one were in their situation	Refine
PROXIMAL OUTCOMES	86	Trust in Intuition	Using emotions in making important decisions	Refine
	81	Creative Thinking	Generating original ideas and innovative solutions	Refine
	71	Mood Redirected Attention	Interpreting negative experiences in a positive light	Refine
	96	Motivation	Pursuing goals with drive and perseverance	Refine
	81	Delayed Gratification	Staying focused on long-term goals without getting distracted by immediate rewards or instant gratifications	Refine

MEIA-R Results

Additional information on MEIA-R dimensions to assist in interpreting results

		Importance	Underutilization	Overutilization
CORE EI Fundamental building blocks of EI	Self Orientation Inwardly focused aspects of EI Being in touch with and in control of one's own emotions	Rec Sif Recognition of Emotion in the Self Awareness of our emotions provides a basis for effective communication of emotional states, critical in managing relationships with others.	Lack of awareness and acknowledgment of our feelings (and the emotional insight they provide) can obscure the impact they may be having on thoughts and behaviors.	A tendency to focus solely on our own feelings to the exclusion of recognizing how others are feeling could be perceived as self-centered.
	Other Orientation Outwardly focused aspects of EI Being perceptive of and willing to alter others' feelings	Reg Sif Regulation of Emotion in the Self Managing strong emotions supports the ability to think more clearly and make better decisions, which can enhance problem solving, interpersonal relations, and goal attainment.	Failing to control our emotions, especially in stressful situations, increases the chances of engaging in regrettable behaviors that can damage relationships.	High emotional control is generally good but keeping feelings "bottled up" can be detrimental to our health. There are times when it can be appropriate to express strong emotions, such as to motivate others into positive action.
		Rec Oth Recognition of Emotion in Others Behaving appropriately in social situations requires awareness of what others are feeling. Attending to others' nonverbal emotional reactions facilitates productive exchanges.	Overlooking others' nonverbal emotional cues can make those individuals feel misunderstood. Responding to the emotions of another person provides a chance to strengthen a connection with that person.	Close attention to others' nonverbal reactions will often be an advantage in social interactions, but focusing too closely may lead others to feel defensive or guarded.
	Emotional Sharing Communal aspects of EI Being receptive to how others are feeling; authentically expressing one's emotions	Reg Oth Regulation of Emotion in Others Helping to manage others' feelings can mitigate the negative impact of stressful situations on performance and promote better outcomes on key objectives.	A failure to manage others' emotional states is a missed opportunity to manage the stress level and motivation of individuals and groups.	Overt or excessive attempts to control others' emotional states can be seen as manipulative or self-serving.
		Ex Ctrl Expressive Control When situationally appropriate, using nonverbal behavior to reinforce how we are feeling can build trust and limit misunderstandings in relationships.	A lack of control over our nonverbal behavior can result in our feelings being revealed in situations where it may be better to conceal them. In some cases, people may interpret high emotional transparency as a disadvantage.	Limiting our nonverbal behavior during conversations can interfere with clarity of communication. Others use our nonverbal behaviors during interactions as important sources of information.
	Emp Empathy Feeling and being affected by the emotional states of others is one way to connect with others, fostering trust and connection in relationships.	Lack of empathy tends to undermine interpersonal relationships as people we interact with may feel underappreciated or misunderstood. We may also feel a lack of connection with others.	Being highly empathic can interfere with making the right decisions (e.g., giving more weight to others' emotions than facts when making decisions).	

MEIA-R Results



Additional information on MEIA-R dimensions to assist in interpreting results

	Importance	Underutilization	Overutilization
<p>PROXIMAL OUTCOMES Impacted by Core EI</p> <p>Applications of EI</p> <p>Influence longer-range outcomes Applying emotional intelligence to facilitate decision making, problem solving, and the pursuit of important life goals</p>	<p>Tr In Trust in Intuition</p> <p>Instinctive feelings can contribute to decisions beyond facts and reason. Alignment of intuitions and facts is optimal, while lack of alignment should prompt deeper deliberation, reflection, and fact-finding to gain greater perspective.</p>	<p>Research clearly demonstrates that emotions are powerful and predictable drivers of decision making. Trying to ignore our emotions and relying solely on facts and logic undermines our ability to make good decisions.</p>	<p>Reacting solely based on intuition can lead to ineffective decisions that are inconsistent with the facts. It is important to balance what feels right with the external realities of the situation.</p>
	<p>Cr Th Creative Thinking</p> <p>Creativity expands the options we have available when making important decisions. Using creativity can help us generate new ideas, make valuable connections, and implement novel solutions to existing problems.</p>	<p>Emotions can be a source of creative ideas and solutions. Failure to tap into emotions limits the information we have available to generate possible solutions.</p>	<p>Sometimes the best solutions are the most obvious. Engaging in too much divergent creative thinking can distract from “tried-and-true” solutions with the highest chance for success.</p>
	<p>MRA Mood Redirected Attention</p> <p>Strong negative emotional experiences can improve self-awareness and reveal our higher purpose/values. Difficult experiences offer opportunities for personal development (e.g., growing from failure, focusing on our priorities).</p>	<p>Everyone makes mistakes and at times faces challenging life situations. Focusing on their negative emotional effects without placing them into perspective can be demoralizing and reduce resilience.</p>	<p>People who are skilled at redirecting their attention in difficult situations may be at risk of tolerating bad situations instead of looking for opportunities to change them.</p>
	<p>Mot Motivation</p> <p>Performance means achieving goals. Enthusiasm and persistence are important assets in driving the motivation to achieve challenging goals.</p>	<p>A lack of energy and enthusiasm in pursuing goals can limit our ability to overcome obstacles to success and can demotivate others on the same path.</p>	<p>A single-minded desire to succeed can lead to overcommitment to a fruitless pursuit while ignoring better opportunities. Sometimes, discontinuing the pursuit of one goal makes space for another worthwhile endeavor.</p>
	<p>De Gr Delayed Gratification</p> <p>Pursuing longer-term goals is often crucial to success and is made possible by staying focused in the face of easier, more immediate, or more enjoyable options.</p>	<p>Consistently choosing to pursue more immediate rewards can lead to an increase in short-term performance at the expense of sustained success.</p>	<p>Individuals who focus exclusively on long-term goals may experience frustration when success is perpetually on the horizon. A balance of short- and long-term goals and rewards may sustain motivation longer.</p>



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