



CAREERCHOICEGPS

predicting your success

Part of the SMART WORK | ASSESSMENTS Family of Predictive Products

CareerChoiceGPS™ Individual Profile Report

Growing Professionally the Smart Way!

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I. Introduction

Welcome to CareerChoiceGPS™ - Growing Professionally the Smart Way!

Dear Test:

Congratulations on choosing to use the power of statistical science to help you know yourself and to make decisions that lay the foundation for a long and successful career!

Your career decisions are very important and very personal. No test results can tell you exactly what to do. But your CareerChoiceGPS™ assessment results - **your personal profile** - can give you useful insights about yourself. And that self-knowledge equips you to make better choices as you move into the next phase of your life. In fact, it's like a GPS device that helps you navigate this unfamiliar territory.

Your CareerChoiceGPS™ profile provides you with information about the way you naturally apply **your talents, effort, and attitudes to the opportunities in your life**, based on your responses when you took the online assessment. Your responses were statistically analyzed using techniques developed over more than 35 years of scientific research, encompassing assessment responses from almost 20 million people around the world. You can be confident that your profile is reliable and has statistically significant power to predict the career options in which you can be most comfortable and successful.

The profile results on the following pages contain a wealth of useful information. To help you get maximum value from that information, you are strongly encouraged to visit our resources page at CareerChoiceGPS.com/Videos or by **printing and reading** the interpretation guide:

- **[Click here to download your CareerChoiceGPS™ Interpretation Guide](#)**

The interpretation videos and guide step you through the entire profile report to help you deeply understand and apply the insights available through your CareerChoiceGPS™ assessment results. Additionally, at appropriate points while you study your report, the guide will invite you to print and complete the accompanying workbook:

- **[Click here to download your CareerChoiceGPS™ Workbook: The Road Ahead](#)**

The workbook helps you clarify your career strengths and your vision of what success means to you.

Thank you for your purchase, and good luck on your career journey! If you rigorously apply what you've learned about yourself from **CareerChoiceGPS™**, you have a great head-start toward reaching your desired career destination and enjoying a long, successful, and satisfying career.

Sincerely,
Your friends at Smart Work / Assessments

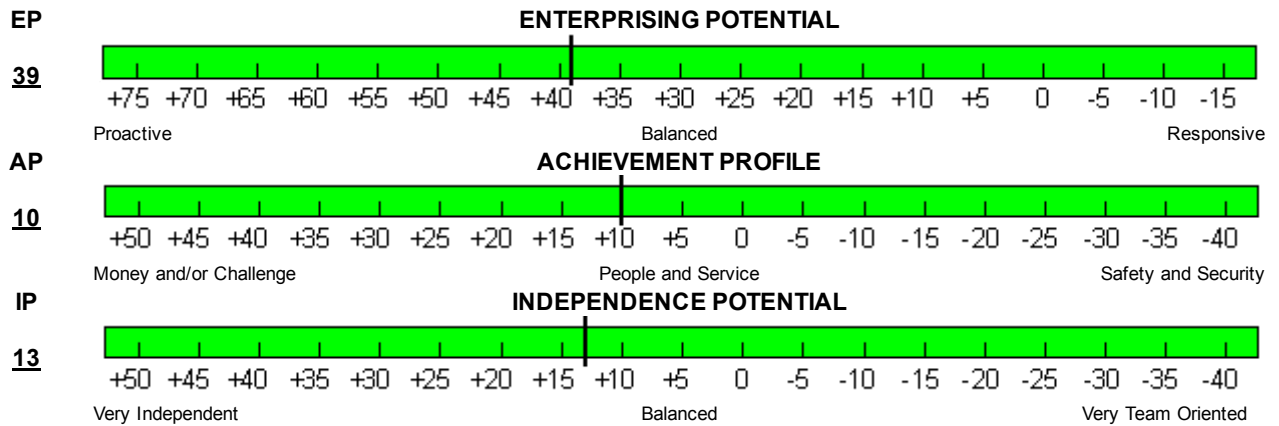


SMARTWORK | ASSESSMENTS
we get people

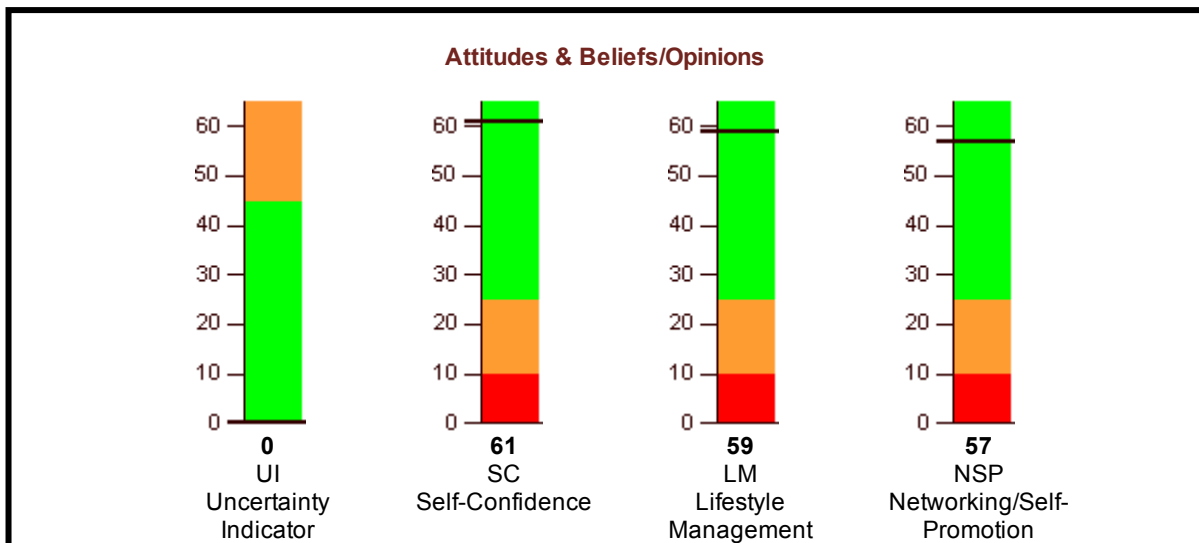
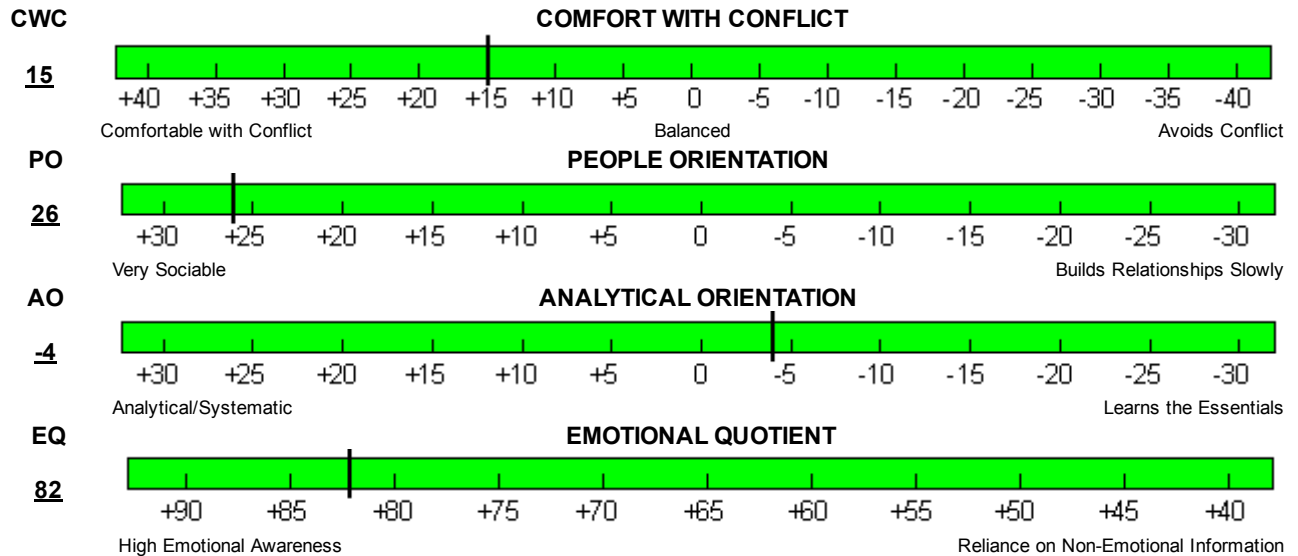
Powered by Self-Management Science

II. CareerChoiceGPS™ Profile Summary

Inherent Traits



Learned Behaviors



See responses from Attitudes & Beliefs/Opinions section on next page.

III. Responses from Attitudes & Beliefs/Opinions

1=Don't Agree At All	2=Agree A Little	3=Somewhat Agree	4=Moderately Agree	5=Definitely Agree
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1. Effort gets results (5)
2. I thrive under pressure (4)
3. I have a great future in my chosen career (5)
4. I often discuss my career goals with friends (5)
5. I am often influenced by others (3)
6. I would have difficulty integrating a demanding career into my lifestyle (1)
7. I have never told a lie (1)
8. Good products usually sell themselves (4)
9. Most mistakes can be avoided (4)
10. I am comfortable with changes in technology (4)
11. Most people appreciate my expertise (5)
12. I avoid actions that might make people dislike me (2)
13. People's good qualities are seldom recognized (2)
14. I sometimes lack the energy to perform important tasks (1)
15. My present career is not interesting (1)
16. It is important that people approve of me (2)
17. I am good at most things that I try to do (5)
18. I stay focused on my priorities (4)
19. There are very few good managers (2)
20. Sales people have a positive public image (5)
21. Success is mostly luck (2)
22. I often allow my attitude to affect my performance negatively (1)
23. All my habits are good and desirable ones (1)
24. My family and friends support my career choices (5)
25. People get the respect that they deserve (5)
26. I generally have a positive attitude towards work (5)
27. I never envy others their good luck (1)
28. I am persistent in getting others to agree with my point of view (3)
29. It is impossible to change company procedures (1)
30. I find it difficult to manage my professional demands (3)
31. Demanding people bring out the best in others (4)
32. I find it easy to make new acquaintances (5)
33. Hard work brings success (4)
34. I excel in a dynamic environment (4)
35. My colleagues respect me (5)
36. I am comfortable promoting my ideas to friends and associates (5)
37. Plans never work out (1)
38. I often avoid difficult tasks (2)
39. I have never been late for work or for an appointment (1)
40. In a group, I feel uncomfortable if a person does not like me (4)
41. I create opportunities (5)
42. I take care of myself with good daily habits (5)
43. Sales people do not appreciate technology people (1)
44. I have been successful in developing a large network of people (3)
45. Compliments make me uncomfortable (2)
46. I have difficulty coping with daily job challenges (1)
47. I have never boasted or bragged (1)
48. I adapt to what others expect of me (2)
49. A good plan can avoid mistakes (5)
50. Stress improves my performance (4)
51. People who do what I do are essential in business today (5)
52. I often refer people to my family and friends (5)
53. Hard work does not always get results (2)
54. To be effective on the job, I need more energy (2)
55. I enjoy working with demanding clients (4)
56. Informal social events are a good source of business contacts (5)
57. I find it easy to talk about myself (4)
58. Regular habits are an important part of my success (5)
59. I have never said anything unkind about anyone else (1)
60. I have met very few people whom I did not like (3)
61. I am distracted easily (3)
62. Professional demands often interfere with my lifestyle (2)
63. My current job is merely a bridge to other careers (1)
64. I get upset when sales people call me at home (2)
65. I am a confident person (4)
66. I can concentrate on my work for long periods of time (4)
67. Deadlines are imposed rather than negotiated (1)
68. To be successful in my career, I must change my image (1)
69. My performance depends on the situation (2)
70. To be effective, I need to make several lifestyle changes (1)
71. No one is ever rude to me (1)
72. I would rather talk to a client on the telephone than in person (3)
73. I am successful in most aspects of my life (4)
74. Work does not get me down (4)
75. My skills will always be in demand (5)
76. Most people would prefer not to deal with salespeople any more than necessary (1)
77. I am reluctant to make decisions (1)
78. Lifestyle demands have interfered with my career success (1)
79. My opinion is always the correct one (1)
80. To perform up to my potential, I must have total belief in my job (4)
81. I take time to reflect on my accomplishments (4)
82. I enjoy pressure on the job (4)
83. I am a good role model (5)
84. I have bought a product or service mainly because of the salesperson (5)
85. I let the organization define my training needs (1)
86. People do not understand the pressures of my job (2)
87. My career has limited potential (1)
88. Aggressive salespeople usually make a good income but have less repeat business (1)
89. Effort is entirely my responsibility (5)
90. I manage stress effectively (4)
91. It is difficult to educate others about what I do (2)
92. To be a successful salesperson, it is necessary to get potential buyers to like me (3)
93. Others have interfered with my success (1)
94. It is difficult to establish job priorities (1)
95. People seldom ask for my advice (1)
96. I feel comfortable promoting myself and my company at social gatherings (5)

IV. General Observations

An Overview of Your Professional Profile

Your overall profile shows that you would be well-suited to a career that balances clear work objectives with your personal goals. You would be comfortable with a reasonably well-defined career path that provides you with the opportunity to manage and monitor your own progress. Your best fit would be in a modestly structured organization that provides suitable feedback and a path to more senior roles. Working toward shared project goals as an individual within a team, or working independently within a support or service-based organization could be good career fits for you. Explore the realities and possibilities of any new career direction with someone already in that career before you make any major change in direction.

Your Most Effective Self-Management Style

You tend to balance initiating your own activity with responding to the needs of others. You have the potential to become a good self-manager with some coaching on such issues as planning and executing your daily activity, self-evaluation and developing the ability to motivate yourself consistently.

Your Preferred People Interaction Style

You are generally quite sociable, friendly and outgoing. You build relationships quickly, and are generally comfortable with other people. You should be able to work well in an environment where there is regular contact with new customers or clients.

Your Technical/Practical Orientation

Your interests tend toward the non-technical side. You would be most comfortable in a technical environment that allows you to investigate the general nature of a client or user need, and then direct the problem to a specialist, if it were outside your area of expertise.

Your Achievement Potential

You are motivated by a mixture of short- and long-term goals, and are most effective in situations that offer both. You enjoy working in an environment where you have the opportunity to meet short-term targets on a regular basis, leading to longer-term objectives. You like to provide clear goals for yourself and achieve them on a regular basis.

Your Preferred Approach to Being a Team Member or Team Leader

You are an independent person who follows team guidelines and procedures only when they are helping you accomplish things more effectively. In many cases, you may simply follow your own experience and instincts, or develop new procedures for getting things done. Your preference is to work independently or lead in the implementation of change.

Your Feelings about Self Determination






You show a very high level of self-confidence at this time. You believe that you are dealing very competently with most situations, and you are not afraid to take responsibility for your own performance. You expect to succeed.

Managing Stress






You handle most stressful situations quite well. Urgent projects, deadlines and criticisms are normally dealt with effectively. Your ability to cope with a stressful work environment may even enhance your performance in challenging situations.

V. Career Path Characteristics

Career Path Characteristics to Seek

-  Look for projects and career paths that provide you with the opportunity to use your own initiative. Situations that allow you to plan and execute your own activity and manage your own career are best for you. A management system that facilitates and provides coaching would suit you.
-  You would be comfortable in a career that has minimal focus on new technologies or highly technical issues. You would prefer a career that provides you with technical support when dealing with technical issues outside your area of expertise.
-  Look for a career that allows you considerable independence and the choice of creating your own personal systems and structure as needed.
-  You should look for an environment where there is regular contact with clients, users and your peer group, as well as the opportunity to work independently.
-  Look for a career path that lets you achieve your own goals on a regular basis while providing the products and services needed by your clients and customers. Seek a career that provides a mixture of meaningful work with short-term performance goals leading to your longer-term organizational and career targets.

Career Path Characteristics to Avoid

-  Avoid career situations with very "hands-on" management, or those that are overly structured. Avoid situations where you cannot plan your own activities.
-  Avoid careers where your role focuses primarily on highly technical issues or the development of very complex products and systems.
-  Avoid environments that emphasize being a team player and require your adherence to procedures and existing systems.
-  Avoid situations that do not provide opportunities to interact with others on a regular basis. Avoid career paths that are strictly public relations or image-building.
-  Avoid a career that does not provide you with regular challenge and reward you commensurate with your performance. Avoid careers that are strictly "bottom line"-oriented and without social value.

VI. Strategies for Success

Inherent Trait

Enterprising Potential

You can be described as competitive, enterprising, assertive and goal-oriented. At times, you may find new and different ways to reach your personal and work objectives, and you typically evaluate your own performance. With appropriate training, for many aims, objectives or requirements, you can develop your own plan, manage your time and focus your effort on a daily basis to reach those goals. You have the potential to become a good self-manager. Build your strengths in such areas as evaluating your own performance, motivating yourself and directing your own activities more effectively. You would be well-suited to most environments that balance responsiveness to internal or external customer and organizational needs with the need to plan and execute other tasks and activities. You likely work well with managers or project leaders who provide clear guidance and coach you without being overly directive.

Developmental Strategies

- Use your initiative to get ahead of your plan when you have completed all of your work.
- Make a habit of planning your daily activity and then reviewing your progress at the end of the day.
- Demonstrate your ability to work effectively on your own, so that you can make effective use of time spent with management. (Managers like to coach effort rather than monitor activity.)
- Review your weekly goals before committing to them, but remember that you must live up to your commitments.
- If you find your workload is too heavy, either discuss it with your management and provide alternative targets that you can meet, or try to view it as a challenge that will strengthen your organizational skills.

Inherent Trait

Achievement Profile

You would be described as motivated by challenge, and impatient when you're not achieving your goals. You are motivated by a mixture of short- and long-term goals, and are most effective in situations that offer both. You would enjoy working in an environment where you would have the opportunity to regularly meet short-term targets that lead to achieving your longer-term objectives.

Developmental Strategies

- Your drive can be a positive force for you by helping you to seek new challenges, and to be the best you can be at what you do. Make certain that you assess your short-term personal goals regularly, and are certain that they are leading you to your longer-term objectives.
- Your achievement orientation may create a sense of frustration if the goals you set are too hard, or a sense of non-achievement if they are too easily achieved. Look for reasonable targets and stretch your limits gradually. For example, if you are able to quantify your work, establish numerical targets and gradually increase them.
- Make certain that your project goals are clearly defined. If they are not, define your own.
- Challenge yourself to meet similar standards each day. Make a commitment to your daily goals. If you find that you are not meeting them on a regular basis, evaluate whether your goals should be revised or whether you have really been doing all that you can to achieve them.
- Make a record of your accomplishments each day, so that you can track your progress more effectively.

VI. Strategies for Success, *continued*

Inherent Trait

Independence Potential

You can be described as quite independent. You can be innovative when it is necessary to achieve your objectives, and you tend to seek some additional responsibilities in your job and personal life. You accept minimal supervision, but it would be difficult for a supervisor to guide or closely supervise you over an extended period of time. You follow existing systems and procedures, unless they seem to be holding you back rather than helping you to do your job properly. You may follow your own instincts to satisfy an internal or external customer when the existing procedures do not do so. This approach could be a strength in areas where there are few guidelines and individual initiative is an important aspect of satisfying a client. You would be most comfortable in an environment where you are able to implement change.

Developmental Strategies

- Seek an environment that is not too highly structured for you.
- If you find yourself in a structured environment, look for ways to simplify structure so that you can meet its requirements with less non-productive effort.
- Develop simple systems and procedures that enhance your work environment for both you and your peers.
- Look for situations that allow you to innovate.
- Avoid criticizing existing procedures and organizational structure unless you have a superior alternative. Even when you feel your solution is better, make sure that your audience is interested in change.
- Test your alternative hypotheses very thoroughly before presenting them.
- When you are working in a team environment, avoid challenging the project goals unless you have examined your alternative hypothesis very thoroughly.

Learned Behavior

Comfort with Conflict

You are like the majority of the population who are comfortable with some conflict, but prefer to avoid it whenever possible.

Developmental Strategies

- Remain calm and focused on the important issues when in a conflict situation.
- Investigate conflict resolution strategies.
- Avoid losing your composure in situations where there is conflict.

VI. Strategies for Success, *continued*

Learned Behavior

People Orientation

You are generally quite sociable, friendly and outgoing. You have little difficulty in building relationships and are generally comfortable with other people. You should be able to work well in an environment where there is regular contact with new customers or with a well-established client base.

Developmental Strategies

- Review your performance as both a listener and a contributor at meetings with users, clients and peers. Do you respond to others or follow your own agenda?
- Some career opportunities require strength as a public speaker. You can develop this skill in yourself by taking part in community service groups, coaching and other similar opportunities.
- When making a presentation, work on such skills as timing, breaking the ice with humorous remarks and speaking directly to members of the audience.
- Always look for feedback when addressing others.
- Be a good listener as well as a good talker.

Learned Behavior

Analytical Orientation

You would be more interested in an environment that allows you to learn only what is needed to do your job effectively without focusing exclusively on analysis and technical matters. You would find it difficult to fulfill your potential in a highly technical situation that does not interest you. You are most comfortable in a technical environment that allows you to investigate the general nature of a client or user need, and then direct the problem to a specialist, if it were outside your area of expertise.

Developmental Strategies

- Seek roles and projects where your colleagues have specific analytical styles that complement your own, and who will handle the details that do not interest you.
- Seek projects that make use of your existing technical strengths while you develop a strategy to improve yourself in the areas of critical importance to the organization.
- Make certain that you are familiar with the key competencies you will need to grow within your career path and the industry.
- Make a sincere effort to understand and appreciate the responsibilities of your colleagues.

VI. Strategies for Success, *continued*

Current Attitudes & Beliefs

Uncertainty Indicator

The Uncertainty Indicator scale is a measure of how accurate your attitudes and beliefs measurements are. This indicator helps you verify that you were answering the Attitudes & Beliefs/Opinions questions (see your responses on page 4) as honestly as possible. If your number is in the green, your scores on Self-Confidence, Lifestyle Management, and Approach to Networking and Self-Promotion are highly reliable. If your number is in the yellow or red, you may have been over-analyzing or trying to give "correct" answers. In that case, your other attitudes and beliefs scores may not accurately reflect your feelings.

Current Attitudes & Beliefs

Self-Confidence

You show a very high level of self-confidence at this time. You believe that you are dealing very competently with most situations, and you are not afraid to take responsibility for your own performance. You expect success in virtually everything that you attempt.

Developmental Strategies

- Build on your self-confidence and continue to feel good about yourself.
- Continue to feel responsible for your performance, because you can make an impact.
- Commit to achieving and exceeding agreed-upon job performance goals.
- Confidence is good, but be careful to avoid the appearance of arrogance.

Current Attitudes & Beliefs

Lifestyle Management

You handle most stressful situations quite well. Urgent projects, deadlines and criticisms would normally be dealt with effectively. Your ability to cope with a stressful work environment may even enhance your performance in challenging situations.

* The ability to adapt and cope effectively with stressful situations is an asset in any business environment, particularly one filled with demanding users and clients. You may become a resource to help other team members develop better stress-coping strategies.

Developmental Strategies

- Identify and understand your own stress-coping techniques, so you can use them in other situations.
- Continue to manage stressful situations as challenges that you can meet.
- Share your stress-coping strategies with others, if they ask.
- Good diet and exercise strategies can help you continue to manage your energy effectively.

VI. Strategies for Success, *continued*

Current Attitudes & Beliefs

Approach to Networking/Self-Promotion

You would enjoy and be quite comfortable in promoting your company and yourself, providing you have a strong belief in your product and yourself. Networking in new markets would provide a positive challenge that you can address with appropriate training and joint field work with a mentor or manager.

Developmental Strategies

- You may be interested in considering a sales or marketing career. Your overall approach to networking and self-promotion is consistent with the attitudes of successful sales people and those who are comfortable networking and promoting products and themselves.
- When combined with strong self-management skills, motivation to succeed financially and good communication skills, your comfort in this area is a strength that you may wish to build upon.

VII. Career Families

The goal for this interactive Career Families page is to open up your thinking about the many career options that might naturally be a great fit for you, given the strengths revealed in your profile. Incorporate this predictive, statistical information into your career decision-making process, along with your tastes, interests, skills, and unique personal requirements.

In the list below, you'll see that each job-role grouping has a Fit score, ranging from 1.0 to 5.0. A score of 5.0 predicts that you are extremely likely to be a high performer in those roles. A 1.0 indicates that an area is not a natural fit for you, and that you would have to invest a great deal of sustained, concentrated effort to be successful there.

As you'll see, you may be a good fit in an area that doesn't interest you. That's not surprising - many careers that are quite different actually have similar performance profiles. For example, careers in customer service, software development, agriculture, and auto repair have similar profiles because they all require individuals with a fairly strong analytical orientation who are motivated more by helping people than by just making money. Only you can decide which opportunities truly motivate you and spur you to give your best effort.

Follow your interests and passions to explore the many career paths and jobs highlighted below

ADMINISTRATION

- ▶ Business and Office (Fit = 3.5)
- ▶ Corporate Logistics (Fit = 4.0)
- ▶ Customer Service (Fit = 5.0)
- ▶ Human Resources (Fit = 5.0)
- ▶ Internal Communications/Public Relations (Fit = 4.5)

APPLIED TECHNOLOGY

- ▶ Distribution/Logistics (Fit = 2.5)
- ▶ Engineering and Technicians (Fit = 3.0)
- ▶ Fulfillment/Production (Fit = 2.5)
- ▶ Procurement (Fit = 3.5)
- ▶ Research and Development (Fit = 1.0)

ARTS AND ENTERTAINMENT

- ▶ Art and Design (Fit = 3.0)
- ▶ Media (Fit = 4.0)
- ▶ Performing Arts and Entertainment (Fit = 4.5)
- ▶ Production (Fit = 3.5)
- ▶ Professions/Professional Support (Fit = 5.0)
- ▶ Writing and Communications (Fit = 3.5)

COMMUNITY AND GOVERNMENT SERVICES

- ▶ Civil Service (Fit = 4.0)
- ▶ Education and Instruction (Fit = 4.0)
- ▶ Fitness and Recreation (Fit = 5.0)
- ▶ General Services (Fit = 4.0)
- ▶ Health Services (Fit = 4.0)
- ▶ Law and Order (Fit = 4.0)
- ▶ National Security (Fit = 4.0)
- ▶ Social and Family Services (Fit = 4.0)

ENTREPRENEURIAL/SELF EMPLOYMENT

- ▶ Agent/Distributor (Fit = 5.0)
- ▶ Franchise (Fit = 4.5)
- ▶ Independent Contractor/Consultant (Fit = 4.5)
- ▶ Small Business (Fit = 3.5)

HOSPITALITY AND TOURISM

- ▶ Culinary/Food Services (Fit = 5.0)
- ▶ Hotel (Fit = 3.0)
- ▶ Relocation Services (Fit = 5.0)
- ▶ Resort/Leisure and Recreation (Fit = 5.0)
- ▶ Travel (Fit = 5.0)

INFORMATION TECHNOLOGY

- ▶ Database Management (Fit = 2.0)
- ▶ Hardware (Fit = 5.0)
- ▶ IT Architecture and Design (Fit = 3.5)
- ▶ IT Services/Support (Fit = 5.0)
- ▶ Internet and Web (Fit = 2.5)
- ▶ Project Management (Fit = 4.5)
- ▶ Software (Fit = 3.0)

MARKETING AND SALES

- ▶ Advertising/Marketing/Promotions (Fit = 5.0)
- ▶ Competitive Sales (Fit = 4.5)
- ▶ Marketing/Merchandising (Fit = 3.0)
- ▶ Point of Purchase Sales (Fit = 4.0)
- ▶ Relationship Sales (Fit = 4.5)
- ▶ Sales/Marketing Assistant (Fit = 2.0)

PROFESSIONS AND PROFESSIONAL SERVICES

- ▶ Agricultural and Environmental (Fit = 3.0)
- ▶ Architecture and Fine Arts (Fit = 2.0)
- ▶ Business (Fit = 4.0)
- ▶ Engineer (Fit = 3.0)
- ▶ Finance (Fit = 3.5)
- ▶ Legal (Fit = 4.0)
- ▶ Medical and Health Care (Fit = 3.0)
- ▶ Social Services (Fit = 4.0)

SKILLED TRADES

- ▶ Air Conditioning, Heating and Plumbing (Fit = 3.5)
- ▶ Automotive/Transportation (Fit = 3.5)
- ▶ Aviation (Fit = 3.5)
- ▶ Building and Construction (Fit = 3.5)
- ▶ Carpentry and Woodworking (Fit = 3.5)
- ▶ Cosmetology and Therapy (Fit = 5.0)
- ▶ General Industrial (Fit = 3.0)
- ▶ Marine (Fit = 3.5)
- ▶ Mining and Energy (Fit = 5.0)
- ▶ Miscellaneous Professions (Fit = 5.0)
- ▶ Telecommunications (Fit = 4.0)

[Click Here for a PDF of Detailed Career Family Descriptions](#)

VIII. CareerChoiceGPS™ Supporting Materials

To help you get maximum benefit from your CareerChoiceGPS™ report, download, print, and use the following supporting materials:

- [CareerChoiceGPS™ Interpretation Guide](#)
- [CareerChoiceGPS™ Interpretation Guide: Video](#)
- [CareerChoiceGPS™ Workbook: The Road Ahead](#)
- [CareerChoiceGPS™ Detailed Career Family Descriptions](#)

Thank you for selecting CareerChoiceGPS™ to help you move your career forward. Good luck!



VIII. Emotional Quotient

The ability to understand and apply emotional information about ourselves and others effectively.

SELF AWARENESS I: MOOD LABELING				
Labels feelings and emotions as they are happening		Does not label feelings and emotions as they are happening		
██████████	██████████	██████████	██████████	██████████

A measure of a person's ability to accurately label personal feelings and emotions.

SELF AWARENESS II: MOOD MONITORING				
High monitoring		Optimal monitoring	Low monitoring	
██████████	██████████	██████████	██████████	██████████

A measure of the amount of energy a person puts forth in monitoring his/her own feelings and emotions.

SELF CONTROL				
Demonstrates good self control			Low control over impulses and negative emotions	
██████████	██████████	██████████	██████████	██████████

A measure of a person's restraint as it relates to one's control over his/her impulses, emotions, and/or desires.

MANAGING EMOTIONAL INFLUENCES				
Perseveres		Focus can change		
██████████	██████████	██████████	██████████	██████████

A measure of a person's ability to manage emotional influences that would prevent him/her from taking those actions that he/she believes are necessary in dealing effectively with everyday situations and/or meeting personal goals.

EMPATHY				
Recognizes emotions in others			Low awareness of emotions of others	
██████████	██████████	██████████	██████████	██████████

A measure of a person's ability to understand the feelings and emotions of others.

SOCIAL JUDGMENT				
Uses knowledge of the emotions of others in decision-making		Does not factor in the emotions of others in decision-making		
██████████	██████████	██████████	██████████	██████████

A measure of a person's ability to make appropriate decisions in social situations based on the emotional states of others.

OVERALL				
Understands & uses emotional information			Relies on non-emotional information	
██████████	██████████	██████████	██████████	██████████

An overall measure of how well a person understands emotional information and uses it effectively.