

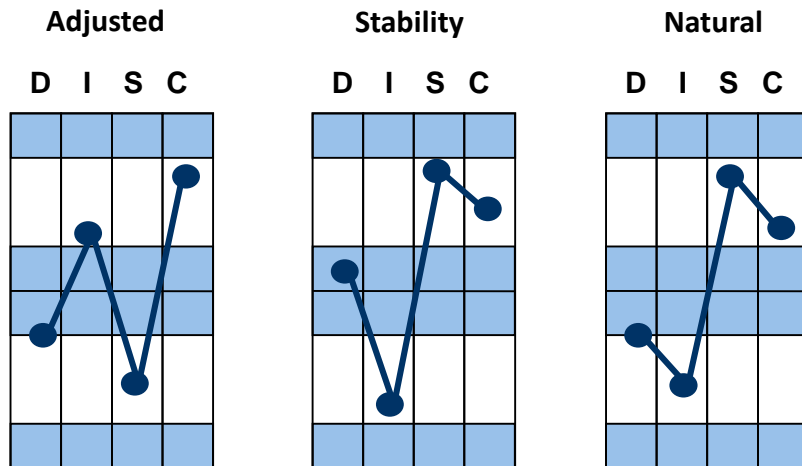
Emotional Quality Profile

EOP

Emotional Quality Profile (EQP)

“Do they have the right behavioural fit to their roles?”

EQP provides ipsative descriptions to understand an individual's behavioural strengths, overused strengths, communication styles, reactions to pressure and interpersonal approaches based on Marston's DISC Theory. This assists in formulating individual development plan to improve work & team effectiveness, especially when compared against the Job Profile (JP).



Emotional Quality Profile (EQP) is a concise version of DISC report that produces easy-to-read graphs & narration to describe:

- Natural behavioural tendencies
- Work style under pressure
- Possible source of conflicts with team members

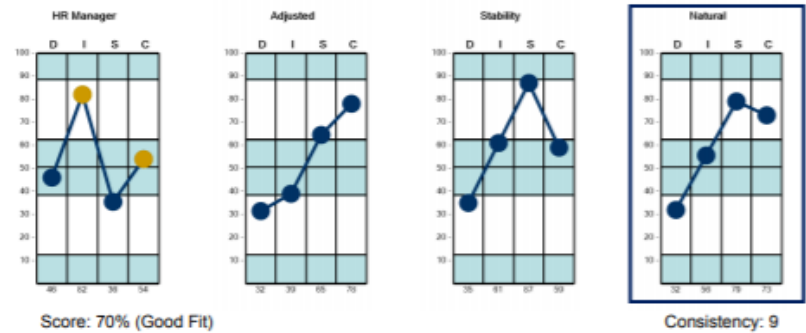
It provides strategic information of an individual for management to make informed hiring/development decisions based on the following 3 broad areas:

1. **Behavioural tendencies in different situations**
 - Natural Attributes
 - Motivators
 - Tries to avoid
 - Ideal supervisor
2. **Strengths and development needs**
 - Reactions to pressure
 - Decision making
 - Communication style
 - Teamwork
3. **Training and coaching needs**
 - Response to job environment

Individual Report & Human-Job Match

Name: Vivian Valencia
IC / Passport / CTS: A6666666
Age: 38

Gender: F
Nomination Company: SAT Global
Contact: 02-1234 5678



GENERAL DESCRIPTION

Achieving results:

This position usually contributes to the organization's achievements by capitalizing on positive working relationships and well-substantiated ideas to convince others and to create buy in. The job regularly involves fast-moving situations therefore decisions must be made quickly and accurately based on precise and detailed analysis.

People management:

Social interactions are vital in this position. The incumbent is required to actively influence and motivate a variety of people in changing environments. He/she needs to be able to persuade others effectively to see his/her point of view by presenting information in a logical and objective manner. Proper documentation needs to be ensured to avoid miscommunication.

Process & procedures:

This role involves dealing with various tasks that require concurrent attention. Efficiency is to be achieved by having in-depth knowledge of the systems involved. The job holder has flexibility in ideas generation, but this is tempered with the need to strictly comply with rules and regulations. The job also involves creating awareness among others to accept & adhere to policies & rules.

Control & performance standards:

This position calls for the incumbent to define and articulate clearly the lines of responsibility involved. Standards and control is maintained by getting others 'onboard'. This is done by motivating others through positive reinforcement and by setting a leading example. A system is put into place to track performance and deviations.

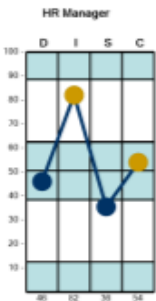
Expectations on change:

This position is expected to introduce change based on accurate and thorough analysis of facts and details. Any implementation involved is conveyed in an engaging and diplomatic manner.

Expectations on teamwork:

This position creates a harmonious atmosphere among team members to ensure teamwork. The incumbent is expected to deal with issues and conflicts with diplomacy and tact. While lines of responsibility are spelt out clearly and respected, open discussions and sharing of information is encouraged to ensure participation from all. The job holder needs to see the team as a single entity instead of separate individuals.

Ideal Job Profile



GENERAL DESCRIPTION

Achieving results:

This position usually contributes to the organization's achievements by capitalizing on positive working relationships and well-substantiated ideas to convince others and to create buy in. The job regularly involves fast-moving situations therefore decisions must be made quickly and accurately based on precise and detailed analysis.

People management:

Social interactions are vital in this position. The incumbent is required to actively influence and motivate a variety of people in changing environments. He/she needs to be able to persuade others effectively to see his/her point of view by presenting information in a logical and objective manner. Proper documentation needs to be ensured to avoid miscommunication.

Process & procedures:

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EQP Sample Questions

Most Least

- | | | |
|-------------------------------------|-------------------------------------|------------------------------------|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Organize documents well |
| <input type="checkbox"/> | <input type="checkbox"/> | Inspire new ideas easily |
| <input type="checkbox"/> | <input type="checkbox"/> | Consider all facts before decision |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Find new ways to attack a problem |

Most Least

- | | | |
|-------------------------------------|-------------------------------------|-------------------------------|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Popular among friends |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Careful not to offend others |
| <input type="checkbox"/> | <input type="checkbox"/> | Offer alternative suggestions |
| <input type="checkbox"/> | <input type="checkbox"/> | Dare to speak up |

Total Questions: 24

Test Duration: 15 minutes

bringing life to business

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