

## Personal Assessment Application Paper Requirements

Each student is required to write an application paper where you will reflect, analyze, and apply the results of your StrengthsFinder 2.0 assessment, MBTI assessment, and EISA assessment. Examining them individually, then collectively in the paper. Consider how you might use your knowledge about yourself from these assessments as you move forward in your academic and professional life.

This application paper will be due to be posted in the DropBox in PantherLearn prior to the start of class. You should also bring a hardcopy to class to be turned in to the professor.

All submissions must be in APA format. No specific page number requirement for this assignment, be succinct and thoughtful in your writing, ensuring you adequately cover all questions below:

1. Summarize your top 5 strengths, what they mean, and your perspective on how you agree or disagree with these strengths for you and how you might use or have used them. Give examples of how you have used your strengths in different settings or how you plan to use them.
2. Summarize your Emotional Intelligence Self-Assessment (EISA) results based on the 5 trait areas assessed (perceiving, managing, decision-making, achieving, and influencing). How do you agree or disagree with this assessment. Give examples of how you have used these traits in your professional and/or personal life.
3. Summarize your Myers-Briggs Type Indicator (MBTI) results and your agreement or disagreement with this assessment. How will having this knowledge of your own profile, as well as, the behaviors of other profiles benefit you in your professional and/or personal life.
4. Examine your StrengthsFinder strengths, EISA, and MBTI results together. How do you see your strengths helping to build your Emotional Intelligence? What knowledge benefit did you gain through knowing and understanding your MBTI type and preferences. Consider how you might use your knowledge about yourself from these assessments as you move forward in your academic and professional life.
5. What was an “a-ha” moment in this evaluation and reflection process?

Follow the guidelines for Written Assignment Expectations in this Syllabus.

TOP 5 STRENGTHS

Outlook

Search Mail and People

New | Delete | Archive | Move to | Categories

^ Folders

Inbox 97

Clutter 1

Sent Items

Drafts 1

More

^ Groups \* New

Here are some groups you might want to join:

Test Group

CRK

Panther Prowl

Bookstore Innc

EDU 379 Fall 2

→ Discover

+ Create



Groups give teams a shared space for email, documents, and scheduling events.

→ Discover

+ Create

Sent Items

All

TOP FIVE STRENGTHS-NELSON

Monday

Hohlbein, Patricia
TOP FIVE STRENGTHS-NELSON WANJIKU
Hi prof Patricia, here are my top five strengths: 1. Empat...

Last week

Hohlbein, Patricia
MBTI RESULTS NELSON NJENGA WANJIKU
No preview is available.

Two weeks ago

Wheeler, William
PRESENTATION
Hi William. Your presentation on USPS was good and yo...

Otasowie, Desmond
PRESENTATION
I really enjoyed listening to your presentation on the app...

Last month

Hohlbein, Patricia
Book Purchase
Hi Dr Patricia. My name is nelson a student for MBA 510...

WN

Wanjiku, Nelson

Mon 1:26 PM
Hohlbein, Patricia

Hi prof Patricia, here are my top five strengths:

- 1. Empathy
2. Includer
3. Strategic.
4. Context
5. Consistecy

My vision is to be an ambitious, confident and honest graduate seeking to be working in a challenging business environment where I can be impactful and be able to contribute my skills and experience to assist in achieving the overall business goals.

# MBTI RESULTS

## DRAFT ON MBTI

My vision is to be an ambitious, confident and honest graduate seeking to be working in a challenging business environment where I can be impactful and be able to contribute my skills and experience to assist in achieving the overall business goals.

After completing my MBTI my results were extravert (31%), Sensing (1%), Feeling (19%), and Perceiving (12%). I have moderate preference of extraversion over introversion, marginal or no preference of sensing over intuition, slight preference of feeling over thinking, and slight preference of perceiving over judging.

Being an extrovert am an easy going person and I like being in social gatherings. This has helped me a great deal as I am able to learn new ways of doing things from the people I meet. It has assisted me in building up my confidence as I do not shy away from asking questions or giving feedback on important business projects. I have ability to make friends very easily especially people that are supportive of my goals and my vision. This is very important in assisting me realize my vision for being an ambitious graduate as it helps me grow professionally. The more networks I have of productive friends the easier it is realizing my vision.

I have a marginal preference on sensing and as such process information in an exact and detailed manner, live in the present facts, and focus on practical issues and topics. Being a sensing person has made me more of a reliable person because I deal with facts only and what has been proven to work therefore I have a small probability to make unsound judgements. In fulfilling a project I don't want to rely on trials in finding solutions. Some projects especially those business investments depend on facts that actually work since the risks involved by trying non existing ways can prove too much costly for the business. On the other hand my personality of being sensing over intuitive is not valid in situations where taking risks is inevitable for example investing in stock exchange where returns cannot be pre-determined.

The other personality I possess is that of feeling. As such I make decisions based on logic and rationality, deal in objective reason and logic, and do not get personally involved in my decisions. I follow an orderly process whenever I am to make an important decision, choose the best solution among the many alternatives at hand that I personally feel is the best, not biased and one that maximizes results. In deciding which option I gather as much information as possible and then analyze it if possible test using models that are scientifically proved to work before recommending it adopted.

My last personality is that of perceiving. As such I prefer a flexible, open minded and emergent lifestyle, hold off deciding until there is more information, and prefer spontaneity and limited structure. As an open minded person as much as there is the single alternative I prefer to the rest, I also do not ignore other people suggestions and they are a very important aspect in my making the final decision. Taking time to listen to my colleague's views and advice is always a major step in all my projects as this impacts many people not only me.

Some of my strengths as an ESFP includes: I am outgoing, sociable, and maintains relationships, I am a hard worker and responsible individual, I am logistic, I respect stated channels of communication and command, I am efficient and works with a steady pace, seeks to minimize risks, and I prefer to deal with facts and reality than with theories.

MY ~~SEE~~ STRENGTH FINDER 2.0 RESULTS

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- (1) EMPATHY
- (2) INCLUDER
- (3) STRATEGICAL
- (4) CONTEXT
- (5) CONSISTENCY

# Instructions

# EISA RESULTS

The EISA: Self consists of fifty items designed to assess emotional intelligence in adults. Please read each statement carefully and select the response from the following 5-point scale that best represents how often this statement is true of you:

- 1 = Very seldom or not true of me
- 2 = Seldom true of me
- 3 = Sometimes true of me
- 4 = Often true of me
- 5 = Very often true of me or true of me

Record your response on the line to the left of each item. Please respond to all items; do not leave any items blank.

- 5 1. When faced with a difficult situation, I like to collect all the information about it that I can.
- 3 2. It is a problem controlling my anger.
- 4 3. I am attuned to other people's reactions to me.
- 3 4. It's hard for me to smile.
- 4 5. I feel sure of myself in most situations.
- 3 6. I tend to exaggerate.
- 5 7. I believe in my ability to achieve what I set out to achieve.
- 3 8. When upset I often lose control.
- 4 9. I often feel anxious when working toward a meaningful goal.
- 4 10. My approach in overcoming difficulties is to move step by step.
- 3 11. I'm in touch with my emotions.
- 1 12. In the past few years I've accomplished little.
- 3 13. I am easily distracted by things going on around me.
- 4 14. When trying to solve a problem, I look at each possibility and then decide on the best way.
- 3 15. I'm impatient.
- 4 16. When facing a problem, the first thing I do is stop and think.
- 5 17. Even when upset, I'm aware of what's happening to me.
- 4 18. I like to get an overview of a problem before trying to solve it.
- 3 19. My impulsiveness creates problems.
- 3 20. I am assertive.

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4 = Often true of me  
5 = Very often true of me or true of me

- 5 21. I'm sensitive to the feelings of others.  
5 22. I am good at perceiving the emotions of others.  
5 23. I have good self-respect.  
2 24. I am often told to lower my voice during discussions.  
4 25. I am aware of how I feel.  
2 26. It's difficult for me to stand up for my rights.  
3 27. People gravitate toward me.  
2 28. I'm unable to show affection.  
2 29. I lack self-confidence.  
4 30. Even when upset I can stay focused on the task at hand.  
4 31. I'm aware of the way I feel.  
4 32. I get carried away with my imagination and fantasies.  
2 33. I really don't know what I'm good at.  
4 34. I'm good at understanding the way other people feel.  
2 35. I've got a bad temper.  
2 36. I know how to keep calm in difficult situations.  
2 37. I tend to explode with anger easily.  
3 38. I have good relations with others.  
2 39. I don't feel good about myself.  
4 40. In handling situations that arise, I try to think of as many approaches as I can.  
4 41. I process all relevant facts when making a decision.  
2 42. It's hard for me to keep things in the proper perspective.  
2 43. I misperceive other people's emotions.  
2 44. It's hard for me to make decisions on my own.  
3 45. I can remain composed even in the most difficult situations.

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3 46. I can control the outward expression of my emotions.

2 47. It's hard for me to understand the way I feel.

3 48. I modify my emotions to enhance my decision making.

3 49. I'm impulsive.

3 50. It's hard for me to describe my feelings.

# Scoring

**Instructions:** Transfer your scores from your assessment into the grid below. For each numbered item, place your score in the highlighted box. If the corresponding box for the item is shaded gray, use the reverse response shown in the key, rather than your original response. Thus, if you scored yourself a 5, for a reverse-scored item, you'd enter a 1 in the box.

When you've entered all of your scores, sum each column to find the subtotal score for each factor. Then add each factor's subtotal scores together and record this number in the total box for each factor.

## Reverse Key

■ If the box for an item is light gray, use the reverse score as shown below:

Original Response	Reverse Response
1	5
2	4
3	3
4	2
5	1

Item	Perceiving	Managing	Decision Making	Achieving	Influencing
1			5		
2		3			
3	4				
4					3
5					4
6				3	
7				5	
8		3			
9				2	
10			4		
11	3				
12					5
13					3
14			4		
15		3			
16			4		
17	5				
18			4		
19					3
20					3
21	5				
22	5				
23					5
24			4		
25	4				

Subtotals 26 13 21 21 15

Item	Perceiving	Managing	Decision Making	Achieving	Influencing
26					4
27					3
28	4				
29					4
30		4			
31	4				
32				2	
33					4
34	4				
35		4			
36		2			
37		4			
38					3
39					4
40			4		
41			4		
42					4
43	4				
44			3		
45			3		
46			3		
47	4				
48			3		
49					3
50	3				

Subtotals 23 20 14 9 22

Totals 49 33 35 30 37

# Graphing Your Results

To calculate your standardized score for each of the factors, copy your total score for each factor into the appropriate Step 1 of each of the formula groupings below. Then complete the sequence of calculations to arrive at your standardized score.

## Perceiving

Step 1: Perceiving Total Score = 49 (A)  
Step 2: (A) - 43.14 = 5.86 (B)  
Step 3: (B) / 7.28 = 0.804 (C)  
Step 4: (C) + 5 = 5.804 (standard score)

## Managing

Step 1: Managing Total Score = 33 (A)  
Step 2: (A) - 33.90 = -0.9 (B)  
Step 3: (B) / 6.13 = -0.147 (C)  
Step 4: (C) + 5 = 4.85 (standard score)

## Decision Making

Step 1: DM Total Score = 35 (A)  
Step 2: (A) - 34.14 = 0.86 (B)  
Step 3: (B) / 3.83 = 0.225 (C)  
Step 4: (C) + 5 = 5.224 (standard score)

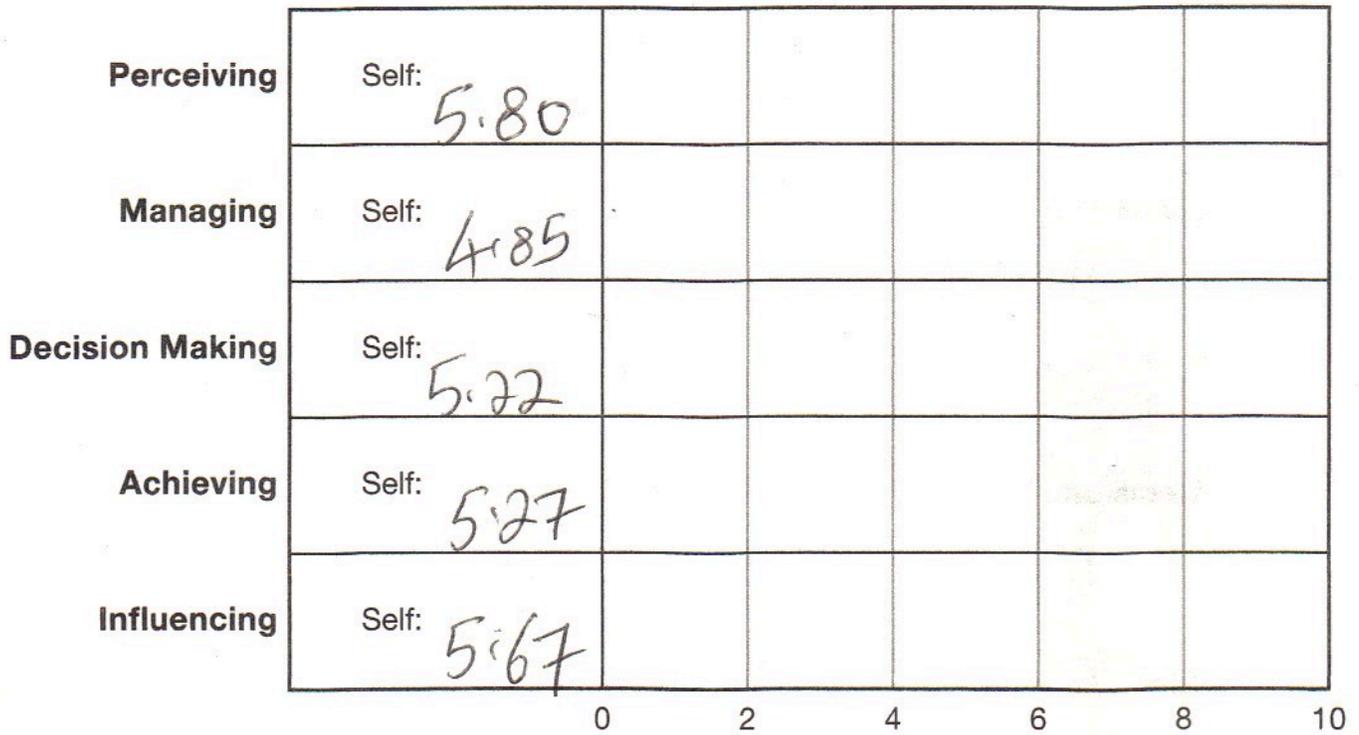
## Achieving

Step 1: Achieving Total Score = 30 (A)  
Step 2: (A) - 28.46 = 1.54 (B)  
Step 3: (B) / 5.68 = 0.271 (C)  
Step 4: (C) + 5 = 5.27 (standard score)

## Influencing

Step 1: Influencing Total Score = 37 (A)  
Step 2: (A) - 32.01 = 4.99 (B)  
Step 3: (B) / 7.40 = 0.674 (C)  
Step 4: (C) + 5 = 5.674 (standard score)

Write your standard score for each factor in the boxes labeled "Self" below. Then draw a bar on the graph the length of that number:



The higher your score, the more frequently you tend to utilize that factor.

# The Five Factors of Emotional and Social Intelligence

