



EMOTIONAL APERTURE MEASURE DEVELOPMENT REPORT

Prepared for Sally Sample
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ABOUT THIS REPORT

This report presents the results of an Emotional Aperture Measure (EAM) for Sally Sample that reflects how well Sally recognises and responds to the emotions of people in groups. The information contained is sensitive, private and confidential.

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ABOUT EAM

We help professionals improve emotional intelligence in order to enhance their impact, influence, and resilience. To learn more about our unique approach, and the improvements we are generating in terms of productivity, profitability, and customer loyalty, visit our website:

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WHAT IS EMOTIONAL APERTURE

Emotional Aperture refers to the skill of recognising the emotional reactions of people in groups. Analogous to adjusting a camera's aperture setting to increase depth of field, emotional aperture skills involve bringing into focus not only the emotions of one person, but also the distribution of emotions across a group of people.

For example, someone low in emotional aperture skills will have a perspective as shown in Figure 1 below. In contrast, someone high in emotional aperture skills will have a perspective as shown in Figure 2 below.



Figure 1: Low Emotional Aperture



Figure 2: High Emotional Aperture

Importance of Emotional Aperture

- The quality of our interactions in groups socially and at work. Our Emotional Aperture provides us with insight about how others in a group are receiving our behaviour, helping us to adjust our behaviour to build better rapport and connection with others.
- Empathy - our capacity to accurately acknowledge the way others feel, recognise others non-verbal emotional cues (e.g., facial expressions and body language), and notice when people need support.
- Resilience - building rapport and having good quality relationships with others underpin our resilience and well-being.

YOUR RESULTS

EAM provides percentile scores. These scores range from 1 to 99.

EAM scores between 1-20 are Very Low; between 21-40 are Low; between 41-60 are Average; between 61-80 are High; and between 81-99 are Very High in comparison the normative sample of scores.

EAM Dimension	Description	Your Score	Interpretation
Emotional Aperture	Overall accuracy at assessing the proportion of positive and negative emotional reactions in groups.	62%	Your current level of accuracy at assessing emotions in groups is 62%.
Positive Emotions	Accuracy at reading proportions of positive emotional reactions.	68%	Your current level of accuracy at assessing positive emotional reactions is 68%.
Negative Emotions	Accuracy at reading proportions of negative emotional reactions.	56%	Your current level of accuracy at assessing negative emotional reactions is 56%.

If your accuracy at positive emotions was higher than for negative emotions then focus your development on the identification and response to negative emotions in people and groups.

Conversely, if you accuracy at negative emotions was higher than for positive then focus your development on the identification and response to positive emotions. The next page provides further development tips that might help improve your EAM scores.

TIPS FOR DEVELOPMENT

Your EAM scores reflect your current level of Emotional Aperture. Social and Emotional competencies like Emotional Aperture can be improved overtime with self-development activities and training. As the scholar William James (1890) put it, we "have no eyes but for those aspects of things which we have already been taught to discern" in a situation.

Therefore, your scores provide a benchmark and starting point for your ongoing development. As you examine your scores, reflect on specific instances in your professional (or personal) life when you felt that you did a good job at assessing the emotional landscape of a group. Consider the following development tips related to reading the emotions of others and groups:

- Making time to get to know those you work with in more depth, exploring for example, their values and beliefs, personality, and topics like what they are enjoying and finding challenging at work.
- Pay more attention to others demeanour, body language, facial expressions and tone of voice. If it is not consistent with what is being said or discussed then ask open and open probing questions to explore.
- Asking open and open probing questions about others' thoughts, feelings and perspectives whenever appropriate.
- When others say how they are feeling make statements that reflect what you have heard. Use clarifying questions if you are unsure or unclear of how others feel.
- Where appropriate share stories of similar situations and feelings you have that reflect understanding and empathy for the feelings of others.
- Listen to your intuition, if you feel someone might need support be proactive and ask. If someone else in the team is quite skilled in this area ask him or her to tell you when they suspect someone needs your support.
- Try and adjust your energy, tone and body language so that it is more in line with that of those you are interacting with.
- Values, beliefs and personality preferences shape our perspective of situations and therefore how we feel around them. Familiarise yourself with the different personality and thinking preference categories and use this knowledge to consider situations from these difference viewpoints. Personality assessments can be enormously helpful in this.

