

EQ-IQ Dynamic – Balanced

Dear Ted

You are talented with the resources to create value for yourself, your family, your organisation, and the wider world. Some of us have a highly developed intellectual quotient (IQ), some have a highly developed emotional quotient (EQ) and some of us have both these aspects equally developed. Knowing your EQ and IQ dynamic helps you understand the reason why you think, make sense, decide and act the way you do. It also helps you to understand others and how you can improve the way you think, make sense, decide and act concerning others. This helps you to improve your relationships by improving the way you perceive, and interact with, others.

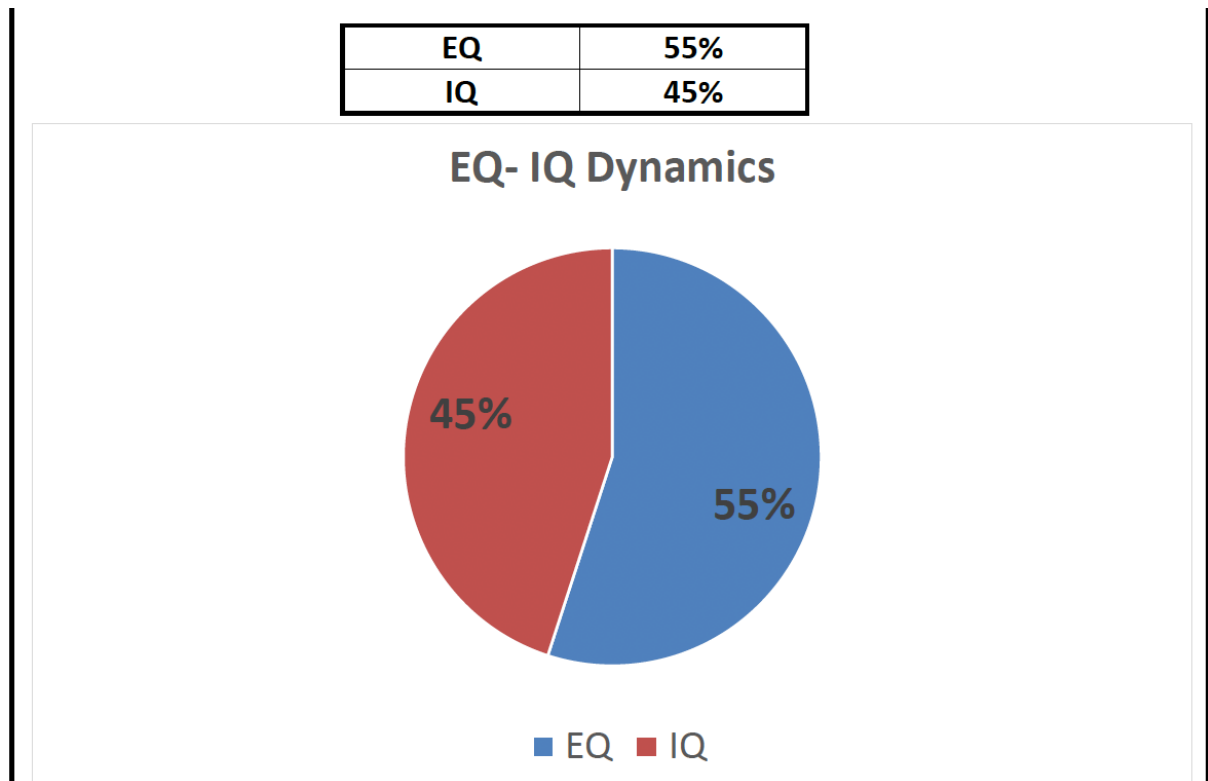
Your EQ-IQ Dynamic makes you capable of being successful in what you do. The EQ-IQ Dynamic represents specific qualities of your intelligence and emotional balance. Identifying and getting into the type of work that suits your EQ-IQ Dynamic arena enables spectacular success, as you enjoy such work and are naturally gifted to do such work. EQ and IQ can also be developed through education and mental exercises to suit the requirements of the type of work you already do. Organizations which understand this and hire people for their EQ-IQ Dynamic and provide job responsibilities to suit their EQ-IQ Dynamic, enjoy a high level of success due to the high level of engagement and expertise.

EQ-IQ Dynamic can fall into three broad areas.

1. EQ and IQ percentages are reasonably balanced within a range of 40% to 60%. Since effectiveness requires a balance for most types of work, this is a desired score as long as the tilt towards IQ or EQ suits the type of work you do.
2. Strong EQ - ranges from a large gap between the percentages (100/0), to a small gap between percentages (61/39). This is acceptable for work requiring a high level of EQ, if not efforts should be made to bring it to the desired range.
3. Strong IQ - ranges from a large gap between the percentages (100/0), to a small gap between percentages (61/39). This is acceptable for work requiring a high level of IQ, if not efforts should be made to bring it to the desired range.

This report will provide your specific score and suggestions on how to use this information for your development.

Your EQ-IQ Dynamics score is shown in the graph below.



You IQ and EQ is reasonably balanced.

Having a reasonably balanced EQ-IQ score would be useful. On one hand, jobs which are more technical in nature may require a higher IQ score. On the other hand, jobs which are more adaptive in nature may require a higher EQ score.

How to use this result:

Knowing your EQ-IQ Dynamic helps you to know your suitability for your current Role

Your reasonably balanced EQ-IQ Dynamic suits roles such as

[redacted], etc. Therefore, if you are in one of these roles, it would be good for you to consolidate and plan for long-term growth in your current arena. If your role is not listed here you need to check if the role requires a balance of EQ & IQ or not, to determine the suitability of the role for you. If you are in a different role but feel that you are effective and happy in your role, there could be other reasons for it, and it's worth reflecting on the situation.

Knowing your EQ-IQ Dynamic helps you to use time and energy productively

When you are in our EQ-IQ Dynamic arena of work, you are more proficient, efficient, and immersed in your work. Based on the previous aspect, it would be useful to reflect on whether your role is aligned to your EQ-IQ dynamic. *Being reasonably balanced in the EQ-IQ dynamic,* [redacted]. While you

consolidate, or adjust as required, the last section in this report provides you some ideas in consolidating or improving your EQ-IQ dynamic to suit your role. In addition, if your work is in line with your natural-abilities, it creates psychic energy which keeps building up as you work, rather than diminishing.

Knowing your EQ-IQ Dynamic helps to improve your communication effectiveness

Your reasonably balanced EQ-IQ Dynamic makes you communicate or receive communication in a manner comfortable to those who are

. When communicating with those who are stronger in IQ, you need to be mindful about presenting

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of the audience and engages them. Therefore, it is important to customise communication to suit your and others EQ-IQ dynamic, thereby making it more effective.

Having a reasonably balanced EQ-IQ dynamic balance you tend to use a mix of EQ based and IQ based methods to communicate. While this is helpful in most situations, be mindful of the following;

- If the other person or the audience is stronger in the IQ aspect, use more*
- If the other person or the audience is stronger in the EQ aspect, use more*
- Observe their body language and listen to their feedback to reinforce your confidence about the accuracy of your judgement about the other person's EQ-IQ dynamic and the method of communication.*
- Reflect on the experience and decide how to customise your approach a little bit more the next time. Improve your communication skills by continuing the action-reflection method as an ongoing process.*

Knowing your EQ-IQ Dynamic helps you to improve your effectiveness in problem solving

Having a reasonably balanced EQ-IQ dynamic balance you tend to use
. However, if there is a problem that required a high IQ based approach or a high EQ based approach, it will help you to adjust your approach to suit. Given below are a few suggestions that would be helpful;

- Before you solve a problem,*
- If the problem can be solved on your own and if it requires a more IQ based approach,*

- If the problem requires a team effort to find a solution, and if it requires a more IQ based approach, gather a team which is [REDACTED]
- If the problem can be solved on your own and if it requires a more EQ based approach, listen to people related to the issues and have conversations that [REDACTED]
 - If the problem requires a team effort to find a solution, and if it requires a more EQ based approach, gather a team which is [REDACTED]
 - Develop the ability to help IQ strong team members and EQ strong team members to [REDACTED]
 - Practice this way of problem solving and keep fine-tuning your approach based on the results and feedback to find the most suitable approach for your team and yourself.
 - Receive a second opinion from a confidant, mentor, coach, or colleague if unsure.
 - Celebrate all successes.

Knowing your EQ-IQ Dynamic helps to avoid/reduce stress

Cognitive and Affective stress is created when conflict arises from interactions between two people with significantly different EQ-IQ Dynamics. We tend to expect others to have an EQ-IQ Dynamic like ours and think, reason, analyse, behave, communicate and work accordingly. Therefore, when we experience something different, it creates conflict, tension and stress. Since you have a reasonably balanced EQ-IQ, it will be easier for you to [REDACTED]

It is possible to respect someone else's way of being without adopting it yourself. Conflicts can be turned into synergistic effort by not trying to change others, by having a sense of humour about differing approaches, and by staying true to yourself, whilst understanding and respecting the other person's EQ-IQ Dynamic. Your success is defined as the freedom to act within your EQ-IQ Dynamic. Success in a team situation or personal relationship stems from team members understanding each other's EQ-IQ Dynamic, accepting such dynamics and finding synergy rather than trying to change the other person.

Having a reasonably balanced EQ-IQ dynamic, you need to take the following steps to maintain the current low/no stress state and/or to avoid/reduce stress further.

- Ensure information shared with those with a reasonably balanced EQ-IQ dynamic, contains [REDACTED]

- [REDACTED]
- *When you receive too much IQ based information, try to [REDACTED]*
- *When you receive too much EQ based information, try to [REDACTED]*
- *Encourage those who improve their EQ-IQ Dynamic balance by appreciating them, so that the team performance improves and stress reduces.*
- *Be selective about who you engage in teams, projects and assignments, ensuring that the type of work and the EQ-IQ dynamic balance of the team are aligned.*
- *Receive a second opinion from a confidant, mentor, coach, or colleague if unsure.*
- *Celebrate all successes.*

Knowing your EQ-IQ Dynamic helps to Decide on Changes in the type of Work you do

Reflecting on the earlier three points; the suitability of your current role and the development you require to be more effective in your current role, you may feel the need to change the type of work you currently do. [REDACTED]

[REDACTED]. However, if you feel a lack of energy engagement, and effectiveness in the work you do, you may want to reflect on ways of enriching your role to be more in line with your preferred way of thinking and acting. If that option is not available, you may want to reflect on other roles in your organisation that better suit you and have a conversation with your boss about a possible switch. If that too is not an available option you may want to look outside the organisation. If you are a leader looking at your team members' EQ-IQ Dynamic reports, it is important to recognise this aspect and take necessary action to retain the best talent in your team.

Knowing your EQ-IQ dynamic helps you in creating a development plan

Since your EQ-IQ dynamic is reasonably balanced it is important to work towards developing both IQ & EQ with a little more emphasis towards the aspect that has a lower percentage.

Given below are some recommended methods for development;

IQ development:

1. *Learn and play a complex game such as Chess: There's a reason chess has been played for centuries, and by royalty. An intricate and complex game, it develops your problem-solving skills, improves your concentration, and stimulates both sides of the brain, which helps to strengthen your corpus callosum. The corpus callosum is the part of the brain that connects the two hemispheres, and experts theorize that part of the reason Einstein was so brilliant was that his was particularly well-developed. He could access his entire brain at the same time, instead of only one or the other part.*

[REDACTED]

- [REDACTED]
3. *Take food that contains high levels of 'Creatine': Research at the University of Sydney showed that if you take 5g of Creatine daily, you can increase your IQ by a full 15 points over a six-week period. Said study leader Caroline Rae, "Creatine gave a significant boost to brain power." Why? In part because it lifts the energy levels available for computation in your brain.*

- [REDACTED]
5. *Get enough sleep: According to science, from Loughborough University's Sleep Research Centre, every hour less than the recommended eight hours of sleep a night can knock off a full point from your IQ. In fact, their report concluded that regularly losing two hours of sleep a night can cause someone with an average IQ to become "borderline retarded."*

6. [REDACTED]
7. *Take up learning and playing a musical instrument such as a guitar: A study out of the University of Zurich showed that becoming proficient in a musical instrument can raise the IQ of both adults and children. We're not talking about insignificant gains, either. Playing music can raise your IQ by 7 points or more. For example, you could go from 98 to 105 just from learning how to strum your favorite melody.*

EQ Development.

1. *Reflect on your own emotions: Take some time to sit down and reflect on your own use of emotions. For example, think about how you typically respond when: you read an email that implies you made a mistake, you are blamed you for something you feel is unfair, another driver offends you while you are driving, a close friend begins to cry suddenly. By first identifying your own emotions and reactions, you become more mindful and start the process of building control.*
- [REDACTED]

- [REDACTED]
3. *Be observant: Armed with this newly acquired knowledge, you can now be more observant of your current emotions. Your self-reflection and what others have shared will help you to be more in tune with what you're feeling. If you make any new discoveries, make sure to repeat step one. You can even write down your experience; doing so will help in clarifying your thinking and keep you in "learning mode".*

- [REDACTED]
5. *Explore the "why": Most of us would agree that qualities like empathy and compassion are valuable ingredients to healthy relationships. So, why do we often neglect to show those qualities when it matters most; when we fail to show understanding to a close friend or partner when they're going through a difficult time? Scientists have studied what psychologist and fellow author Adam Grant calls, "the perspective gap". In short, this term describes the fact that it's extremely challenging to put ourselves in another person's shoes. We often forget how specific situations feel, even if we've experienced very similar circumstances. So, how do we bridge the gap? Demonstrating qualities such as empathy and compassion means that we try our best to see a situation through another person's eyes. But we must go further than drawing on our own experiences; showing true empathy means exploring the "why": why does this person feel this way? what is he or she dealing with that I don't see? why do I feel differently than he/she does? If you can't effectively answer those questions, consider working alongside the person to truly understand what's going on, as viewed from that person's perspective. Doing so will help you to see your team and family members, not as complainers, but more accurately for who they really are: Struggling individuals that need help.*

6. [REDACTED]

7. *Practice, reflect, improve: Like any other skill or ability, practice makes perfect. Of course, it's impossible to have perfect control over your emotions, but an ongoing cycle of practice, reflection and improving what you do, helps you in continuously improving your emotional intelligence. Consistently being in this process allows you to begin to harness the power of emotions and use that power to work for you, instead of against you.*

A word about using the recommendations in this report

It is easier to develop IQ when compared to EQ. EQ is formed during our formative years and takes more effort to change as we get older. EQ also gets stronger automatically with age, experience and maturity. The speed of change will also vary from person to person. It takes discipline, courage, humility, and a willingness to change. Reflect on the remedies suggested, take small action steps, reflect on the impact, take new actions and continue an action-reflection process and notice behaviour changes resulting in the improvement of the EQ-IQ dynamic to your desired level. Regarding the recommendations we make about the type of work, the ways of working, development suggestions etc. that are most suitable for you, it is important for you to reflect on the recommendations of the report and check with trusted advisors before making drastic changes. You need to take personal responsibility for your decisions and actions.

A word about the accuracy of this report

Whilst we take great care to ensure the accuracy of this report and its recommendations, 100% accuracy cannot be guaranteed, as there are no rigid right answers or wrong answers regarding social and human issues. This is because your responses to the assessment may have been impacted by the state of mind you were in during the assessment and your intentions of doing the assessments. Furthermore, the relevance of research information from the past may not be relevant to the present and the future, as the world keeps changing every moment, people keep changing every moment and you keep changing every moment. You will sense the accuracy of this report as you read it. Feel free to repeat it free of charge, if you feel it does not accurately reflect your EQ-IQ dynamics.

Who Created the 'The EQ-IQ DYNAMIC' Assessment

Dr Ranjan De Silva, recognized the need for a combined assessment of EQ and IQ, to understand its dynamics in people. After having critically examined the various stand-alone

EQ and IQ assessments during his leadership development practice over the past 25 years, he developed the EQ-IQ assessment. This assessment helps clients to understand their EQ-IQ Dynamic, thereby assisting them in developing themselves and their teams as a part of Purposeful Leadership (Pvt) Ltd leadership development practice.

More value for you:

Here are some 'Ideas to Extract More Value from Purposeful Leadership (Pvt) Ltd'

You could receive executive coaching to develop your leadership skills

You could attend a workshop to further explore and develop

You could get more team members in your organization to take this assessment

You could get members of your family, and friends to take this assessment

You could receive our monthly Purposeful Leadership newsletter

You could follow the blog of the creator of this assessment, Dr Ranjan De Silva

You can follow us on: FB, Linked, Twitter etc.

[Please click here to submit a form](#) so we can connect with you and explore how we can serve you.

Thank you for using Purposeful Leadership Assessments. We wish you all success. Please stay connected.

Purposeful Leadership Team