

Personal Development Plan

Using the Pickle-Stifle Method

PDP

Based on results obtained from an AIR and EQ-i[®] standard report

Example Person

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Confidential

Value of this Personal Development Plan

Corporations increasingly recognize the importance of intellectual and psychological health of employees. Country estimates point to the annual loss of billions of dollars in production due to psychological health problems. Regular reporting of these trends to shareholders has become a matter of good governance.

The status of emotional and social functioning is placed on par with other aspects of performance management and is given a prominent place on the agenda of decision makers. Our emotional intelligence is now endorsed as a business asset, because it makes economic sense.

Those who have stewardship and governance responsibility must use a variety of resources in order to produce the desired results. One of the most powerful resources available is knowledge of one's personal behavioural traits. Through an understanding of one's personal style and emotional intelligence, selecting and using star performers and leaders can more positively impact our work, our personal and social relationships, and our life in general.

It requires maturity to become superior in one's thoughts and especially emotions. There is no perfect formula for selecting or developing into an effective leader, a top performer. Emotional intelligence (EI) predisposes us to different dimensions of performance and leadership behaviour.

The strength of this Personal Development Plan, also referred to as a PDP, lies in both the development method followed and in its bundling or clustering of the BarOn EQ-i[®] scales to highlight our competence in various dimensions of top performance, leadership and healthy functioning.

Important Considerations in Using your PDP

In order to create your customized PDP for you, you (or someone on your behalf) selected specific EQ attributes from the BarOn EQ-i[®] (a registered trademark of Multi-Health Systems Inc (MHS)), which are considered your personal strengths and development areas. Your selection may also have included EQ competencies from the AIR series (published by ePsy Consultancy) that you may want to focus on for specific reasons. These selections are unique to you and determine the content of your PDP.

The guidelines offered in this report is based on the EQ-i profile described in any of the standard reports produced MHS and accompanying AIR results produced by ePsy Consultancy, which enable individuals to explore and develop candidates' competence in different areas. It is highly recommended that you have prior insight into a standard EQ-i report, and are familiar with the scale descriptions and validity of the EQ-i profile and AIR competencies, before reading this PDP.

The PDP, as well as the development method and assessments behind it, were not developed for the direct purpose of addressing pathology or disease, nor should it be used as the only means for resolving identified challenges. Any such practices based on the guidelines offered in this plan should be supported by other means as well. The user is encouraged to use this PDP in combination with other sources of comparative development.



The Pickle-Stifle Method of Development

For each selected EQ attribute and competence, your PDP offers carefully selected action items for you to work through at your own pace. The activities are structured to enhance your development through four easy steps:

- Pick** – the meaning of the EQ component in your life
In essence, the first step is all about conscious awareness of its current meaning to you.
- Click** – what exactly it is in practical reality and how it affects you
In essence, the second step is all about getting a solid, clear handle on what it is and is not in your life.
- Stick** – with its benefits and practise them
In essence, the third step is all about consciously taking ownership of all of it.
- Flick** – it into higher gear to optimise its benefits and regularly revisit and reinforce its value to you
In essence, the fourth step is all about actively making it work for you, continuously.

That's it! If we want to say this smoothly, we can simply drop the 'ick' part of every word and keep the first parts: Pi-CI-Sti-FI. Pronounce it as "pi-cle sti-fle" – the position we might be in right now, and the reason why we need further development. Many simple metaphors exist that can help you to recall them easily. One metaphor may be the intuitive steps we go through when we want to take a picture of something beautiful. You ...:

- **Pick** up a camera and zoom in on your picture, in this case, your current capabilities in a specific area of emotional and social intelligence.
- Bring the framed picture in focus. **Click** on the shutter release of your camera to freeze the moment.
- Recognize that in reality, the picture is in constant flux, just like your emotional and social functioning. **Stick** with pressing on the shutter release to activate the motor drive of your camera and capture the changes in several picture frames.
- **Flick** through your sequenced images to check on their quality and consider what your next series of pictures might be.

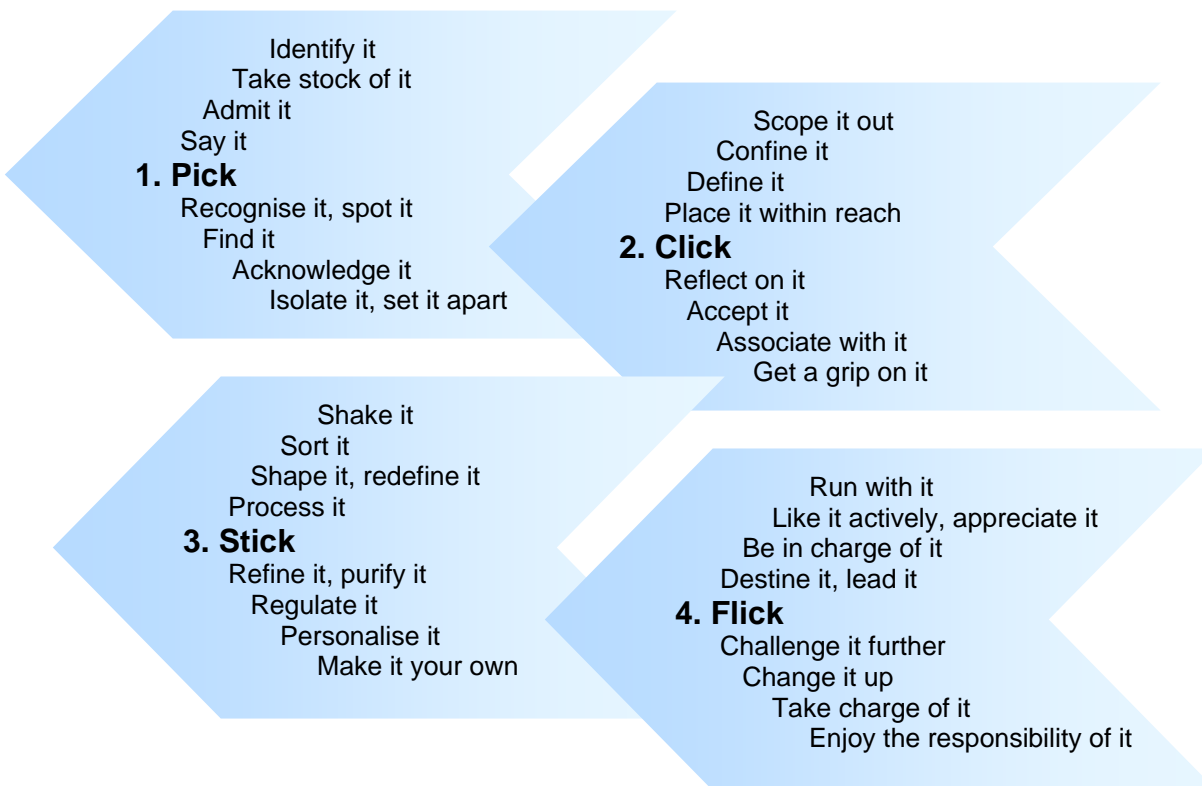
Your PDP will effectively help you get out of your pickle-stifle situation through guided EQ development and growth. Enjoy the journey!

Tip

Use the Pickle-Stifle Words of Motivation on the next page as your guide each time you complete an activity on the next pages, corresponding on the step you're working with. Several targeted EQ action items, all based on the attributes and competencies of interest to you specifically, are provided for you to pickle-stifle with. You can select from these as needed and work at your own pace.



The Pickle-Stifle Words of Motivation



Finding your Way in your PDP

The PDP provides a detailed, progressive approach to further developing your emotional and social functioning in accordance with the names of the EQ attributes and competencies that you or someone on your behalf provided. The guide is richly organized as follows:

- ↳ Three broad sections – EQ strengths, EQ development areas, and EQ competencies of interest
- ↳↳ Within each broad section – a total of three EQ attributes or clusters to work with
- ↳↳↳ Within each EQ attribute or cluster – four work pages, each dedicated to one of the four steps outlined in the pickle-stifle method of development
- ↳↳↳↳ Within each pickle-stifle step – four or five unique action items with guides and pointers for you to work through

The structure of the PDP is highly flexible, accommodating different times available and a style you may naturally prefer during your further development. Opt to work through all pickle-stifle steps, one EQ component or cluster at a time. Alternatively, work within one pickle-stifle step across all EQ components and clusters. Within a pickle-stifle step, you can choose to work through one action item only and move on to the next step, or work through all action items where you need it.

You may mix and match approaches as you see fit, though consistency in your approach is highly recommended once you start working. Although the PDP is designed to be effective for the purpose of independent self-development also, it will be highly beneficial to work through the document with the input of a coach, counsellor or therapist.



Personal Strength:

Flexibility (FL)

Your score: **131**

Interpretation: **Consider toning down a bit**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

i. Examine how comfortable you are with situations or conditions you can't predict

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Flexibility (FL)

Your score: **131**

Interpretation: **Consider toning down a bit**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Allow for sufficient preparation time; increase your knowledge where needed

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Flexibility (FL)

Your score: **131**

Interpretation: **Consider toning down a bit**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

- i. Resist ineffective habits and then emphasise your reliability and the consistency whereby you act
- ii. ...
- iii. ...
- iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Flexibility (FL)

Your score: **131**

Interpretation: **Consider toning down a bit**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

i. Regulate yourself and others by the future rather than the past

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Self-regard (SR)

Your score: **117**

Interpretation: **Higher than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

i. Describe how comfortable you are with yourself

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Self-regard (SR)

Your score: **117**

Interpretation: **Higher than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Choose one aspect that you would like to change about yourself and put your energy into it

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Self-regard (SR)

Your score: **117**

Interpretation: **Higher than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

- i. List your achievements based on tangible quantity, and then reorder them in terms of quality and value
- ii. ...
- iii. ...
- iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Self-regard (SR)

Your score: **117**

Interpretation: **Higher than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

i. Graciously accept compliments

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Emotional self-awareness (ES)

Your score: **102**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

i. Make a note of how many of your sentences start with "I think..." as opposed to "I feel..."

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Emotional self-awareness (ES)

Your score: **102**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Add accompanying sentences to your thoughts by starting them with "I feel..." and "I believe..."

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Emotional self-awareness (ES)

Your score: **102**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

i. Note which (categories) of feelings you have the most and least trouble with, and why

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Strength:

Emotional self-awareness (ES)

Your score: **102**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you maintain it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

i. Read the bodily signs of others and confirm them with other sources of input

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Reality testing (RT)

Your score: **51**

Interpretation: **Requires immediate attention**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

- i. Assess the context -- look at whether your feeling is composed compared to that of others
- ii. .
- iii. **All action items shown in real Personal Development Plan**
- iv. ...



Personal Development Area:

Reality testing (RT)

Your score: **51**

Interpretation: **Requires immediate attention**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Confirm, justify and find support for your perceptions -- consider others, but maintain your integrity

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Reality testing (RT)

Your score: **51**

Interpretation: **Requires immediate attention**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

i. Ask yourself whether your feeling comes from that which usually clouds your judgement

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Reality testing (RT)

Your score: **51**

Interpretation: **Requires immediate attention**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

- i. Draw on forward thinking: examine career/life aspirations in terms of your current activities and position
- ii. ...
- iii. **All action items shown in real Personal Development Plan**
- iv. ...



Personal Development Area:

Stress tolerance (ST)

Your score: **77**

Interpretation: **Lower than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

i. Determine how well you withstand difficult situations

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Stress tolerance (ST)

Your score: **77**

Interpretation: **Lower than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Resist negative thoughts by replacing them with upbeat ones

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Stress tolerance (ST)

Your score: **77**

Interpretation: **Lower than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

i. Determine sources of chronic poor concentration, sleep disturbances, tiredness, headaches, etc.

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Stress tolerance (ST)

Your score: **77**

Interpretation: **Lower than that of most**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

i. Be resourceful and effective with your set of skills -- know what to do and how to do it best

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Impulse control (IC)

Your score: **92**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Pick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Pick i | Pick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Pick iii | Pick iv |

1. Pick Action Items

i. Think through to what extent you reflect on the outcomes of your decisions and actions

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Impulse control (IC)

Your score: **92**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Click** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| | |
|-------------|-------------|
| Click i | Click ii |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Click iii | Click iv |

2. Click Action Items

i. Verify your solutions (e.g., through pilot testing, a second opinion, considering an alternative)

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Impulse control (IC)

Your score: **92**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Stick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Stick i | Stick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Stick iii | Stick iv |

3. Stick Action Items

i. Resist snap decisions: take your time; breathe; look left, right, and left again; talk once, listen twice

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



Personal Development Area:

Impulse control (IC)

Your score: **92**

Interpretation: **Similar to 70% of others**

Think of a good example from your life where this EQ attribute came into play.

Using your **Flick** words of motivation on page 3 of your PDP, answer the following questions:

What happened?

Who is involved?

Where did this occur?

When did this occur?

Why did this happen?

How can you strengthen it?

| Flick i | Flick ii |
|-------------|-------------|
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| What? | What? |
| Who? | Who? |
| Where? | Where? |
| When? | When? |
| Why? | Why? |
| How? | How? |
| Flick iii | Flick iv |

4. Flick Action Items

i. Exercise patience, continue to develop and use your wisdom

ii. ...

iii. ...

iv. ...

All action items shown in real Personal Development Plan



EQ Competency: Resoluteness (Cluster 3)

Your cluster status score: **-1.83**

How to use the action items: **Focus especially on the challenge areas**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

1. Pick Action Items

i. Inspect what you would consider your internal emotional strengths that others can rely on

ii. _____

iii. **All action items shown in real Personal Development Plan**

iv. ...

v. _____

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature

Date



EQ Competency: Resoluteness (Cluster 3)

Your cluster status score: **-1.83**

How to use the action items: **Focus especially on the challenge areas**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

2. Click Action Items

- i. Recognize and reduce your barriers to "up-front" communication
- ii. _____
- iii. _____
- iv. _____
- v. _____

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Resoluteness (Cluster 3)

Your cluster status score: **-1.83**

How to use the action items: **Focus especially on the challenge areas**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

3. Stick Action Items

i. Enrol in skills training to increase your capability and competence

ii. _____

iii. **All action items shown in real Personal Development Plan**

iv. ...

v. _____

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature

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EQ Competency: Resoluteness (Cluster 3)

Your cluster status score: **-1.83**

How to use the action items: **Focus especially on the challenge areas**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

4. Flick Action Items

i. Continue to increase your novelty and freshness in activities and assignments

ii. _____

iii. _____

iv. ...

v. _____

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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_____ *Your Signature* _____ *Date*



EQ Competency: Self-fulfillment (Cluster 6)

Your cluster status score: **0.02**

How to use the action items: **Hunker down on all**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

1. Pick Action Items

i. Consider what makes you feel enthusiastic, passionate, and energetic

ii. _____

iii. _____

iv. _____

v. _____

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature

Date



EQ Competency: Self-fulfillment (Cluster 6)

Your cluster status score: **0.02**

How to use the action items: **Hunker down on all**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

2. Click Action Items

i. Stay close to what energises you -- set regular, fixed times for enjoyable or interesting activities

ii. .

iii. .

iv. ...

v. .

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-fulfillment (Cluster 6)

Your cluster status score: **0.02**

How to use the action items: **Hunker down on all**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

3. Stick Action Items

i. Remember details about people and use them as connection pieces in conversations later on

ii. _____

iii. **All action items shown in real Personal Development Plan**

iv. ...

v. _____

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-fulfillment (Cluster 6)

Your cluster status score: **0.02**

How to use the action items: **Hunker down on all**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

4. Flick Action Items

i. Meditate and relax regularly -- take your own emotional temperature several times each day

ii. .

iii. .

iv. ...

v. .

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-presentation (Cluster 1)

Your cluster status score: **11.23**

How to use the action items: **Add spice and variation**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

1. Pick Action Items

i. Describe how comfortable you are with yourself

ii. _____

iii. _____

iv. _____

v. _____

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-presentation (Cluster 1)

Your cluster status score: **11.23**

How to use the action items: **Add spice and variation**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

2. Click Action Items

i. Set goals that are actionable and readily obtainable, yet challenging to you

ii. _____

iii. **All action items shown in real Personal Development Plan**

iv. ...

v. _____

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-presentation (Cluster 1)

Your cluster status score: **11.23**

How to use the action items: **Add spice and variation**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

3. Stick Action Items

i. Take control; empower yourself within what you can do, and use positive judgement

ii. _____

iii. _____

iv. ...

v. _____

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



EQ Competency: Self-presentation (Cluster 1)

Your cluster status score: **11.23**

How to use the action items: **Add spice and variation**

Think of a good example from your life concerning this particular competency.

What happened? _____

Who is involved? _____

Where did this occur? _____

When did this occur? _____

Why did this happen? _____

4. Flick Action Items

i. Be involved and engaged -- identify warning signs early on and attune your skills to challenges

ii. .

iii. .

iv. ...

v. .

All action items shown in real Personal Development Plan

Using these action items together, how can you improve on the circumstances in your example?

Make a Commitment

What are you planning to do different to become more competent in this area?

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Your Signature *Date*



Next Steps

- A next step for you would be to revisit the commitments you signed off on regularly in the next weeks. When you feel you have a good grasp on them, or when some time has past since you first completed the EQ-i assessment, consider retaking it again to compare the differences and gauge your growth as a direct result of your PDP and tremendous effort.
- You may want to deepen your further EQ and competence by developing the other EQ competencies as well. Focus on either the AIR-Develop or the AIR-Leader for this purpose.
- Alternatively, you may request a second PDP for yourself based on different EQ attributes and competencies, and then retake the EQ-i assessment after set time intervals to gauge the impact of your development through the AIR-Track.
- You could benchmark your EQ-i profile against a more formal, set criterion, for example, against the ideal EQ-i profile for the job that is scientifically determined, or against the desired EQ competencies and clusters for top performance in your organization through the AIR-Match.
- You may also want to bring a specific focus to your interpersonal development by keeping in mind a suggested profile representing high social intelligence. The AIR-Social is well suited for this objective.
- Alternatively, you may want to use the AIR-Health to understand and manage the connection between candidates' emotional centers and their physical health.
- Should your personal development be a part of your organization's investment in several employees, the AIR-Select may be ideal as a screening tool for selection or career pathing.
- In addition, group development, the suitability of group membership and group success can also be monitored through the Group Dynamics Report (GDR) series.
- The EQ attributes and competencies of individuals and groups can play an important role in the morale and climate of an organization, which can be assessed with the Organizational Climate Inventory (OCI). Contact ePsy Consultancy for more information.

In Summary

The objective of the Personal Development Plan (PDP) is to guide you through a structured process of self-reflection on select emotional and social concepts. It enables you to be proactive, make constructive decisions and maintain or change your behaviour in desirable ways. The PDP allows you to go as broad and deep as you are ready to go. You may work through all four pickle-stifle steps one EQ attribute or competency at a time (the vertical approach), or choose to work through several EQ attributes or competencies within the first step (the horizontal approach) before advancing to the next.

Your PDP is designed to model what you do well and shine the light where the opportunities lie for you. There is no time limit on completing the PDP – you can work through it in your own pace, and even revisit the action items when you feel like it. It is intended to help you bring balance and equilibrium in your life, and to stimulate you to find ideas for new avenues to venture into. Becoming emotionally competent is a journey to enjoy.

End of PDP

