

Inspirational and Practical Personal
Development



Contents page

Introduction to Lumina Emotion	04
Understanding & Developing Yourself: The 4 Agilities	06
Your Emotional Qualities Tag Cloud	08
Your Top Strengths	09
Possible Development Areas	10
Your Emotional Qualities Splashes	11
Your Emotional Qualities: Overview	13
Your Emotional Qualities: Underlying Persona	14
Your Emotional Qualities: Everyday Persona	15
Your Emotional Qualities: Overextended Persona	16
Your Emotional Qualities: All Three Personas	17
Your Emotional Qualities Tag Cloud by Persona	18
Your Emotional Qualities Splashes Underlying Persona	21
Your Emotional Qualities Splashes Everyday Persona	23
Your Emotional Qualities Splashes Overextended Persona	25
Your Emotional Qualities Splashes All Three Personas	27
Your Strengths and Possible Weaknesses	28
Your Underlying Self	30
Your Everyday Self	31
Your Overextended Self	32
Your Emotional Flexibility	33
People and Relationships	34
Decision Making	36
The 4 Agilities: Overview	37
Being Self-Aware	38
Being Aware of Others	39
Managing Emotions	40
Taking Meaningful Action	41
How you rated your overall 'emotional intelligence'	42
Your Top Strengths - Emotional Agilities	43

Contents page

Possible Development Areas - Emotional Agilities	44
Emotional Sparks Definitions	45
Emotional Reactors Definitions	46
Interpretation Guide	47
Your Questionnaire Response Style	49
Persona Divergence – Underlying and Everyday	50
Persona Divergence – U and E with O	51

Introduction to Lumina Emotion

Welcome to your Lumina Emotion Portrait.

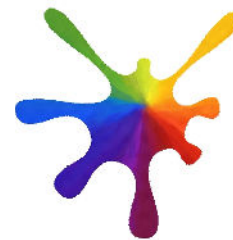
Your Lumina Emotion Portrait is a personalised assessment of your emotions and behaviours aimed to help you increase your self-awareness and improve personal and professional relationships. The Lumina Emotion Portrait uncovers the relationship between your inner feelings, emotions and behaviours. It examines unique patterns of behaviour, including how you may tune up or tune down certain behaviours perhaps to suit the needs of your environment. It also focuses on how you can overlay your strengths and highlights potential blockers for interpersonal effectiveness. It measures 16 Emotional Qualities which are divided into 8 Emotional Sparks and 8 Emotional Reactors, as well as overall effectiveness in the 4 Practices.

The Portrait focuses on the following areas::

Your Emotional Sparks

The Emotional Sparks are a set of key preferences, attitudes and behaviours that link to 4 of the 5 core domains of personality and reflect a focus on:

- Attitude to others
- Structure and goals
- Curiosity and change
- Direction of energy and emotional expression



Your Emotional Reactors

The Emotional Reactors are a set of key preferences, attitudes and behaviours that link to the 5th core domain of personality relating to emotional stability and reflects a focus on:

- Outlook on life
- Self-regard
- Emotional intensity
- Relationship with stress



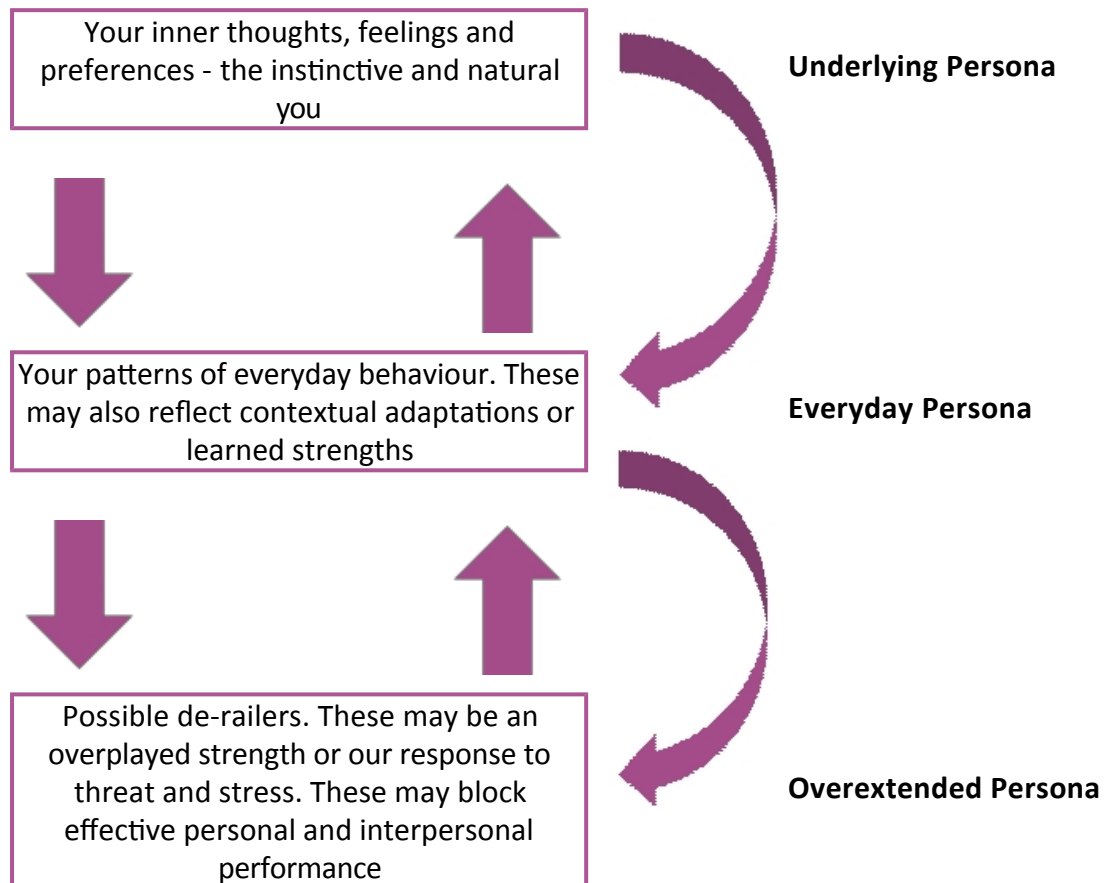
The 4 Agilities

The 4 Agilities provide you with a snapshot of your overall effectiveness at Being Self-Aware, Being Aware of Others, Managing Emotions and Taking Meaningful Action. Importantly, they help you direct your focus on possible areas for development and to understand the relationship between your 16 Emotional Qualities and these 4 Agilities.

Introduction to Lumina Emotion

Lumina Emotion takes a 'whole person' view by bringing together three different perspectives or 'lenses' when understanding who we are. Personality is inherently complex and dynamic and these three perspectives uncover how our inner feelings, everyday behaviours and stress responses relate to each other. We refer to these perspectives as the Three Personas.

The Three Personas are:



Understanding & Developing Yourself: The 4 Agilities



Understanding & Developing Yourself: The 4 Agilities



Your Emotional Qualities Tag Cloud



Your Top Strengths

Top 5 - Overview

Based on highest scores across the 16 Emotional Qualities (Underlying and Everyday persona combined) and the 4 Agilities

Optimistic	89%
Even-Tempered	89%
Contains Emotions	89%
Vigilant	89%
Focuses Feelings	85%

Top claimed Key Strengths

Based on number of items claimed as strengths in the 4 Agilities, and in the Underlying and Everyday items for the 16 Emotional Qualities

You didn't claim any strengths.

Top 5 - Persona and Agility Practice level

Cool-Headed	95%
Concerned	91%
Positive	88%
Private	85%
Upbeat	82%

Possible Development Areas

Low claimed Emotional Qualities and Agility Practices

Based on lowest scores across the 16 Emotional Qualities (Underlying and Everyday persona combined) and the 20 Agility Practices

Impassioned	9%
Follows Feelings	16%
Expresses Emotions	19%
Confident	31%
Responsive	46%

Top claimed Areas to Develop

Based on number of items claimed as Areas to Develop across the 16 Emotional Qualities and 4 Agilities

You didn't claim any developments.

Top 5 highest claimed Overextensions

People Pleasing	97%
Self-Scrutinising	97%
Stoical	96%
Overoptimistic	80%
Ignores Stress	77%

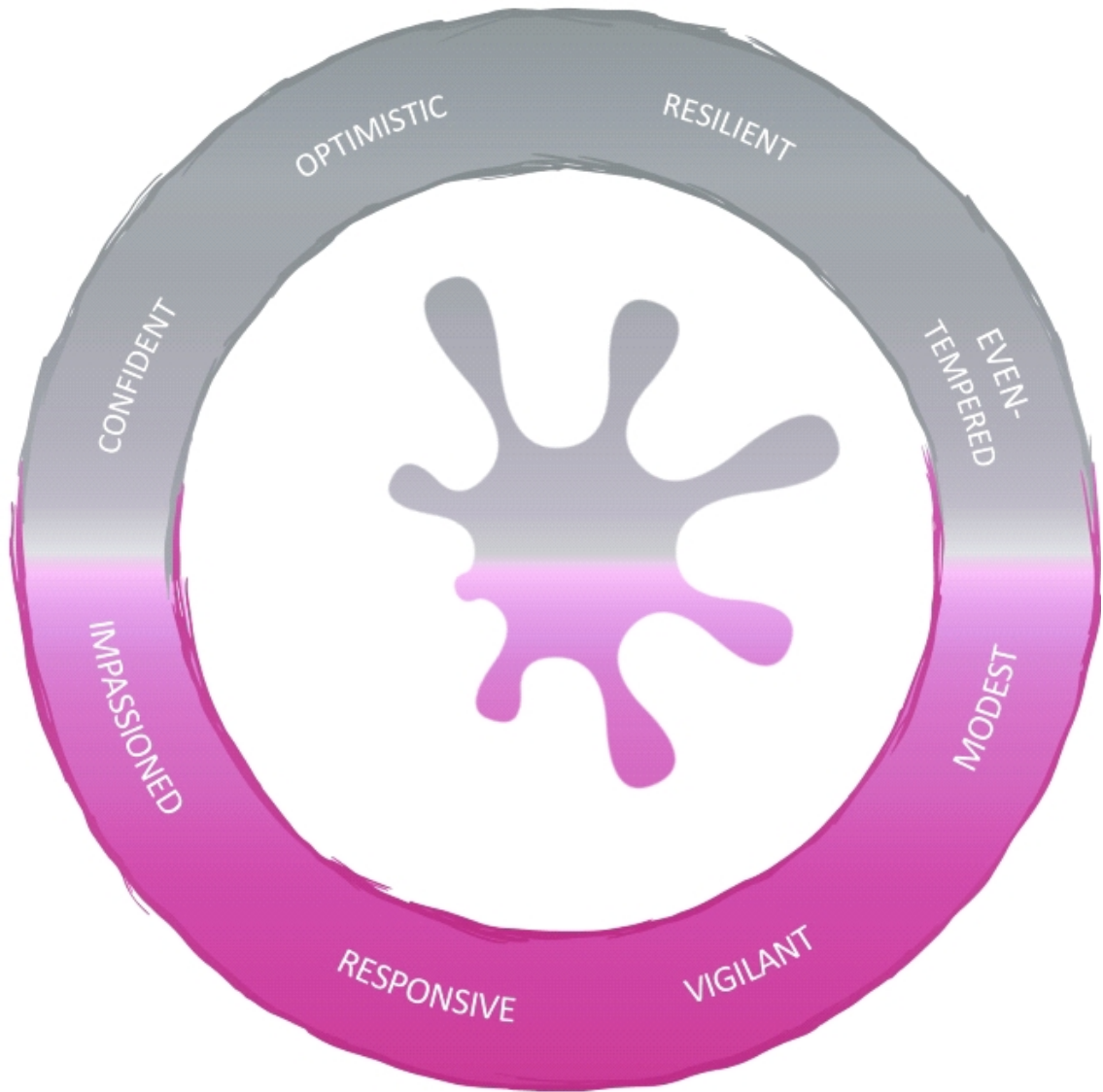
Your Emotional Qualities Splashes

Your Emotional Sparks



Your Emotional Qualities Splashes

Your Emotional Reactors



Your Emotional Qualities: Overview

Regard for Others

Non-Judgmental
Understanding of Others
People Pleasing

92%



Independent of Others

Sceptical of Others
Autonomous
Critical

31%

Follows Feelings

Instinctive
Makes Gut Feel Decisions
Makes Hasty Decisions

8%



Focuses Feelings

Self-Controlled
Achievement-Orientated
Denied Gratification

84%

Introspective

Self-Analysing
Self-Developing
Self-Scrutinising

87%



Grounded

Routined
Realistic
Closed

75%

Expresses Emotions

Stimulation Seeking
Enthusiastic
Excitable

32%



Contains Emotions

Calm Seeking
Private
Inhibited

83%

Optimistic

Positive
Upbeat
Overoptimistic

92%



Vigilant

Apprehensive
Concerned
Pessimistic

74%

Confident

Inner Confidence
Outer Confidence
Overconfident

41%



Modest

Self-Critical
Unassuming
Self-Doubting

73%

Even-Tempered

Serene
Cool-Headed
Stoical

96%



Impassioned

Mood Intense
Fiery
Volatile

9%

Resilient

Stress Tolerant
Composed under Pressure
Ignores Stress

80%



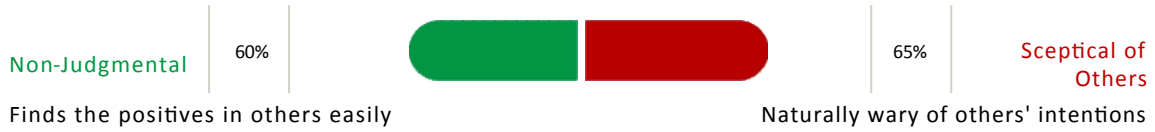
Responsive

Stress Sensitive
Driven by Stress
Overwhelmed

42%

Your Emotional Qualities: Underlying Persona

Regard for Others



Follows Feelings



Independent of Others

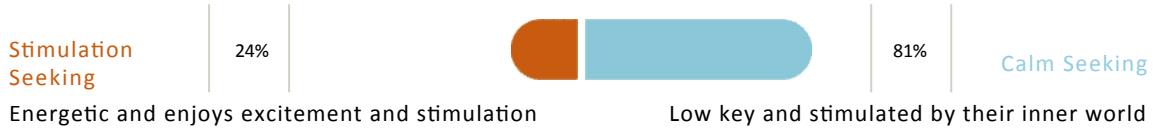
Focuses Feelings

Introspective



Grounded

Expresses Emotions



Contains Emotions

Optimistic



Vigilant

Confident



Modest

Even-Tempered



Impassioned

Resilient



Responsive

Your Emotional Qualities: Everyday Persona

Regard for Others

Understanding of Others

63%



Shows emotional awareness of others

Independent of Others

38%

Autonomous

Independent and self-reliant

Follows Feelings

Makes Gut Feel Decisions

10%



Makes spur of the moment decisions

Focuses Feelings

77%

Achievement-Orientated

Focused on success and personal achievement

Introspective

Self-Developing

31%



Embraces self-development and learning

Grounded

62%

Realistic

Realistic and practically-minded

Expresses Emotions

Enthusiastic

21%



Open and expressive, shows enthusiasm easily

Contains Emotions

85%

Private

Controls when and where they express emotions

Optimistic

Upbeat

82%



Conveys an open and enthusiastic attitude

Vigilant

91%

Concerned

Considers what can go wrong and minimises risks

Confident

Outer Confidence

17%



Outwardly confident and self-assured

Modest

63%

Unassuming

Humble and unassuming

Even-Tempered

Cool-Headed

95%



Good-natured and serene

Impassioned

9%

Fiercy

Passionate and animated

Resilient

Composed under Pressure

76%



Appears calm and unruffled under pressure

Responsive

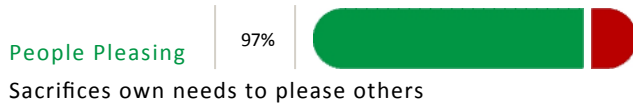
34%

Driven by Stress

Acts with urgency under pressure

Your Emotional Qualities: Overextended Persona

Regard for Others



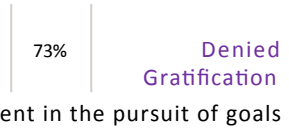
Independent of Others



Follows Feelings



Focuses Feelings



Introspective



Grounded



Expresses Emotions



Contains Emotions



Optimistic



Vigilant



Confident



Modest



Even-Tempered



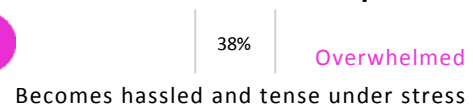
Impassioned



Resilient



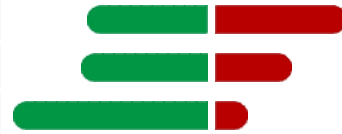
Responsive



Your Emotional Qualities: All Three Personas

Regard for Others

Non-Judgmental	60%
Understanding of Others	63%
People Pleasing	97%



Independent of Others

65%	Sceptical of Others
38%	Autonomous
16%	Critical

Follows Feelings

Instinctive	31%
Makes Gut Feel Decisions	10%
Makes Hasty Decisions	6%



Focuses Feelings

82%	Self-Controlled
77%	Achievement-Orientated
73%	Denied Gratification

Introspective

Self-Analysing	66%
Self-Developing	31%
Self-Scrutinising	97%



Grounded

72%	Routined
62%	Realistic
63%	Closed

Expresses Emotions

Stimulation Seeking	24%
Enthusiastic	21%
Excitable	58%



Contains Emotions

81%	Calm Seeking
85%	Private
66%	Inhibited

Optimistic

Positive	88%
Upbeat	82%
Overoptimistic	80%



Vigilant

81%	Apprehensive
91%	Concerned
40%	Pessimistic

Confident

Inner Confidence	60%
Outer Confidence	17%
Overconfident	55%



Modest

79%	Self-Critical
63%	Unassuming
61%	Self-Doubting

Even-Tempered

Serene	70%
Cool-Headed	95%
Stoical	96%



Impassioned

24%	Mood Intense
9%	Fiery
19%	Volatile

Resilient

Stress Tolerant	69%
Composed under Pressure	76%
Ignores Stress	77%



Responsive

57%	Stress Sensitive
34%	Driven by Stress
38%	Overwhelmed

Your Emotional Qualities Tag Cloud by Persona

Underlying Persona



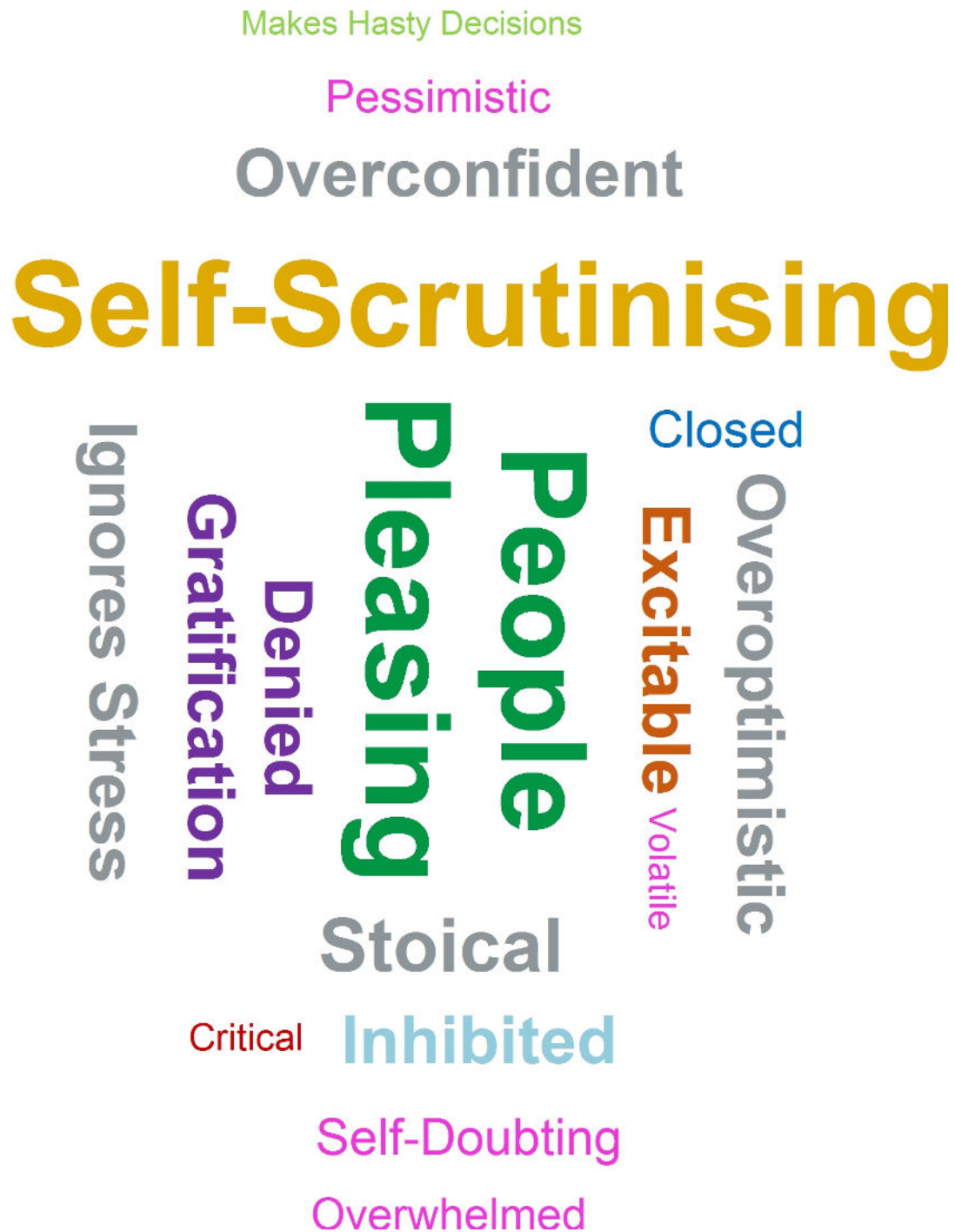
Your Emotional Qualities Tag Cloud by Persona

Everyday Persona



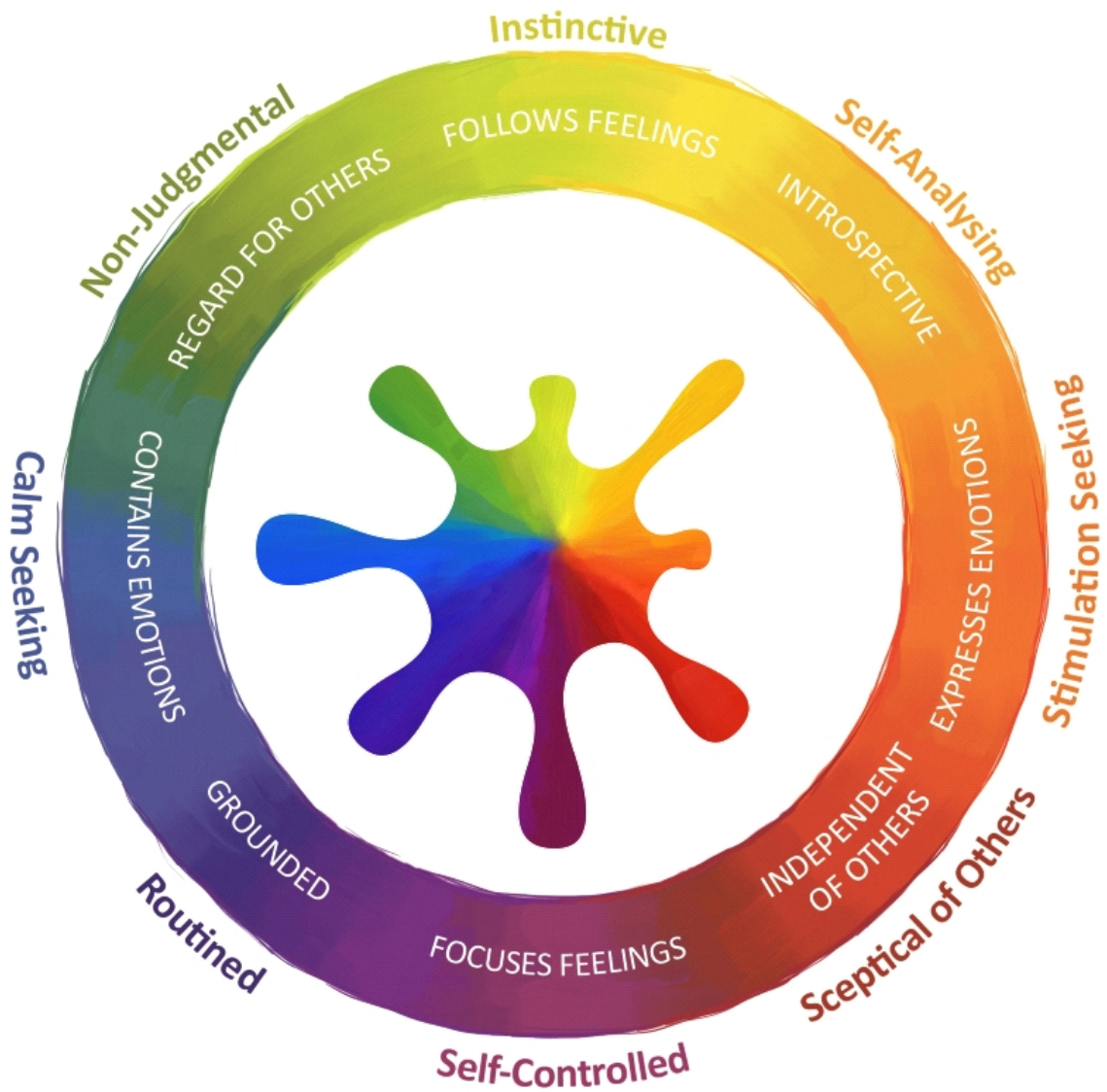
Your Emotional Qualities Tag Cloud by Persona

Overextended Persona



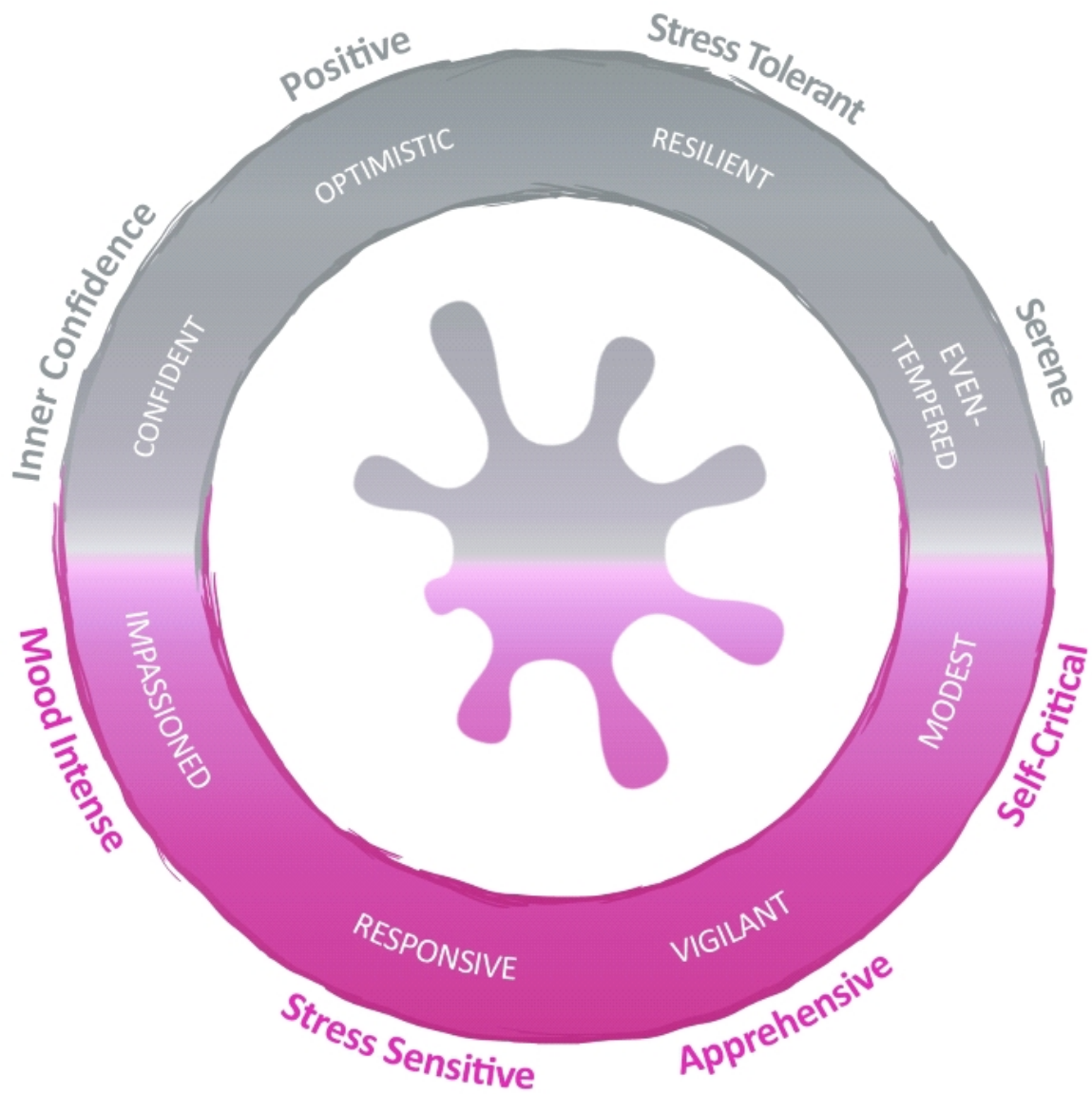
Your Emotional Qualities Splashes Underlying Persona

Your Emotional Sparks



Your Emotional Qualities Splashes Underlying Persona

Your Emotional Reactors



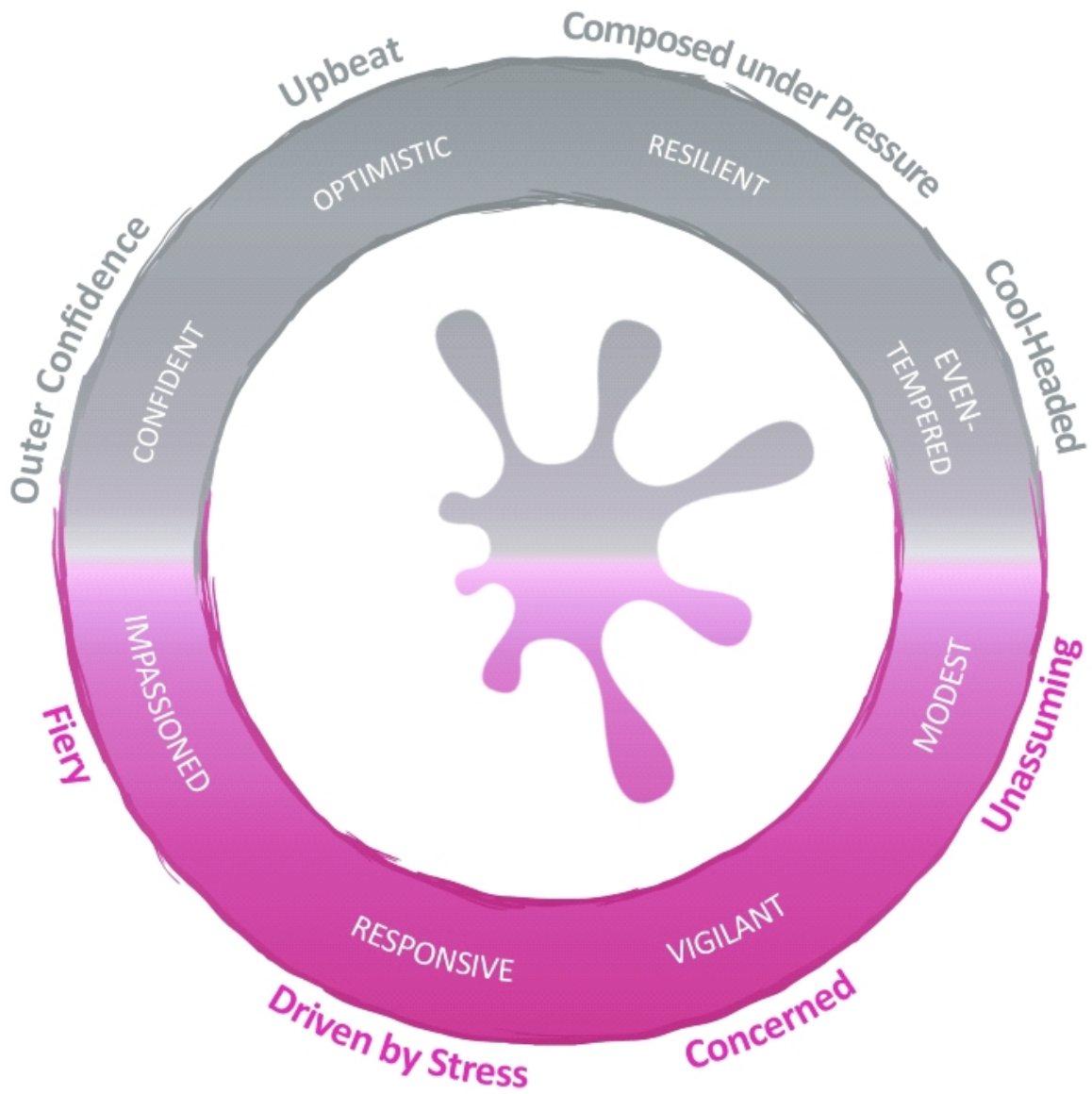
Your Emotional Qualities Splashes Everyday Persona

Your Emotional Sparks



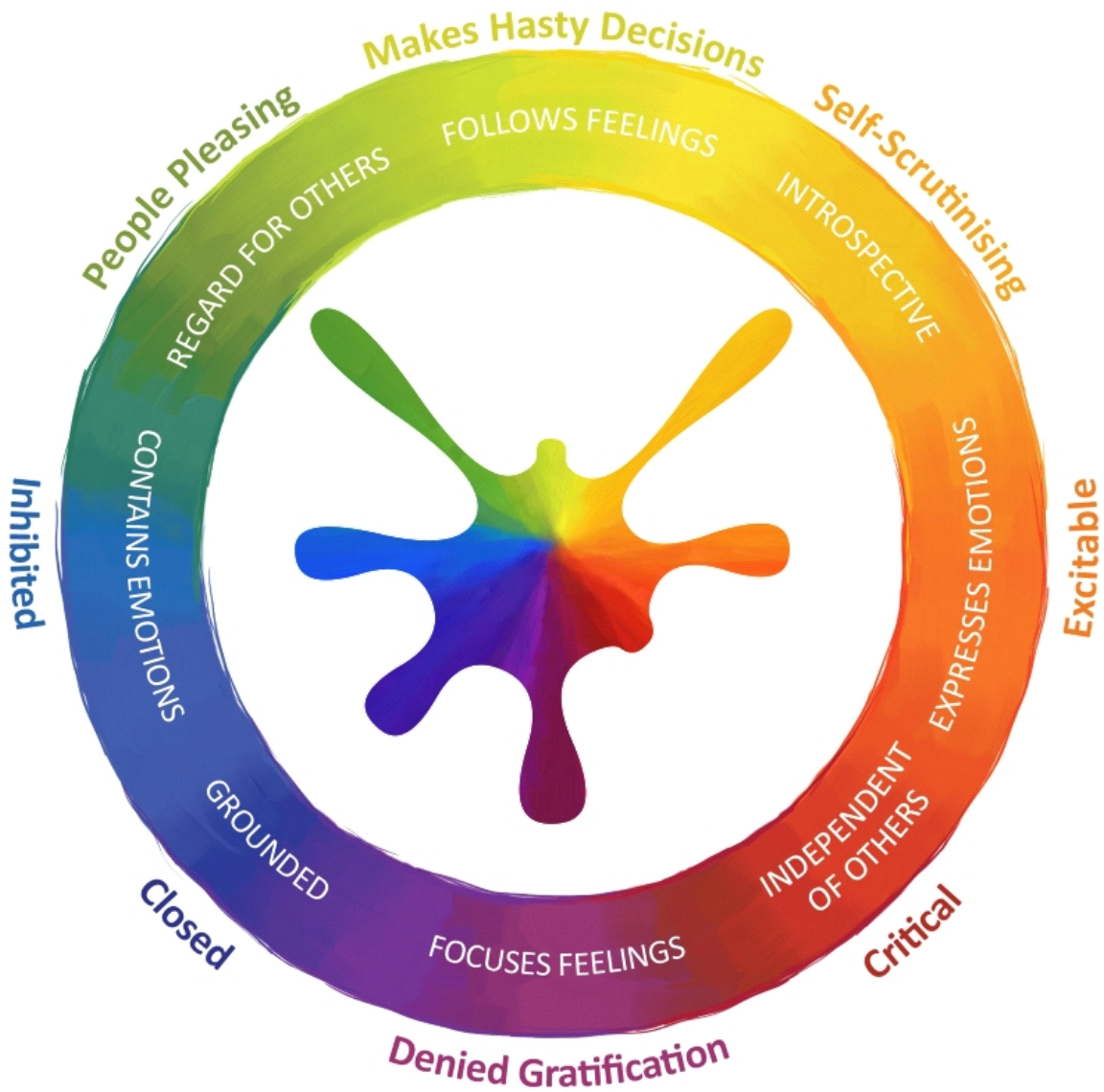
Your Emotional Qualities Splashes Everyday Persona

Your Emotional Reactors



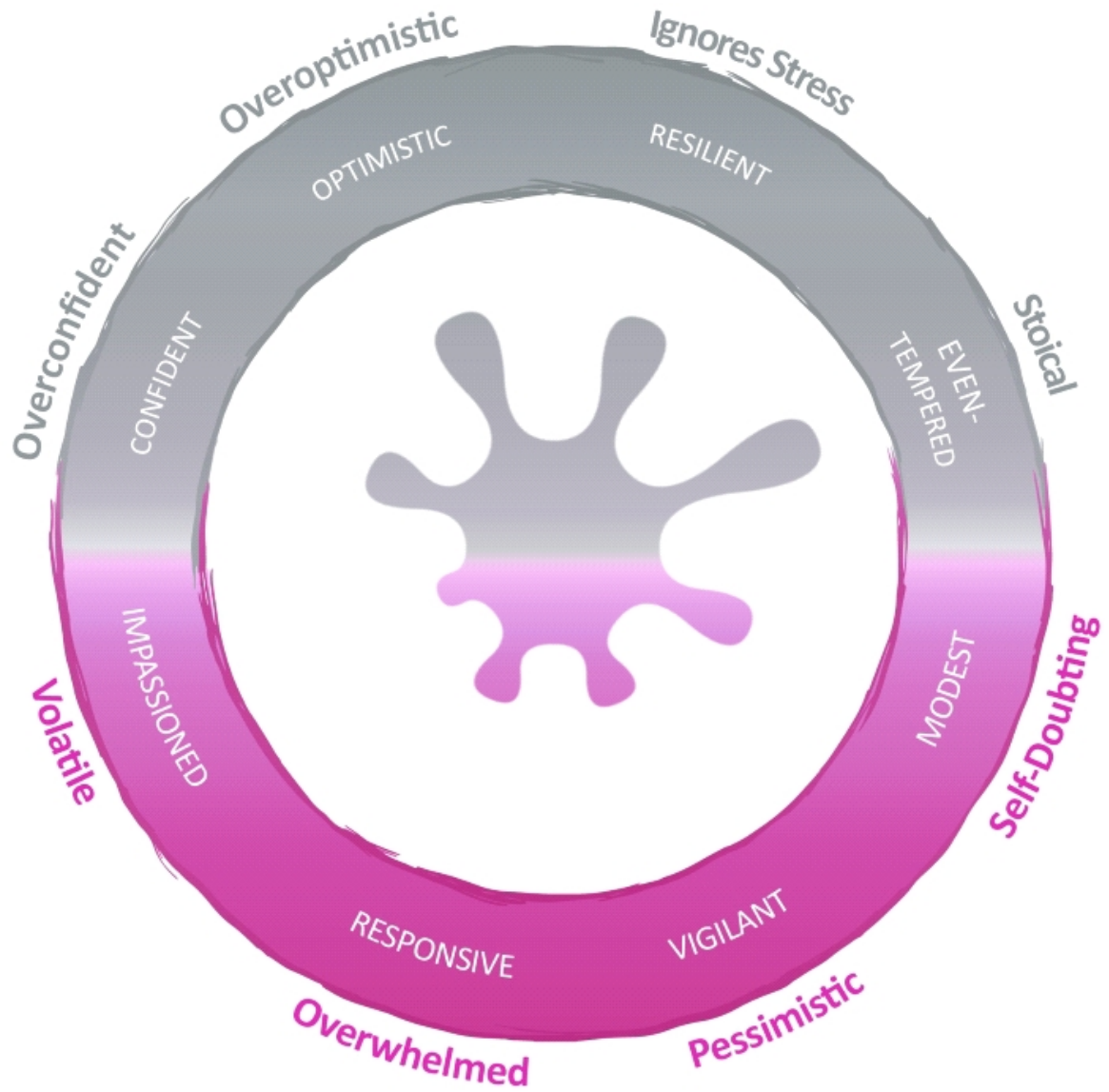
Your Emotional Qualities Splashes Overextended Persona

Your Emotional Sparks

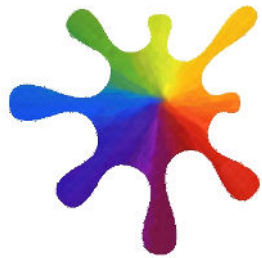


Your Emotional Qualities Splashes Overextended Persona

Your Emotional Reactors



Your Emotional Qualities Splashes All Three Personas



Underlying



Everyday



Overextended



Your Strengths and Possible Weaknesses

Victoria, your natural strengths are:

- People come to you knowing you will see the best of a situation.
- You acknowledge the opportunities in a given situation and can stay focused on the positives.
- You are aware of risks before they happen.
- You have a vigilant attitude towards your work.
- You are generally calm, level-headed and patient when working with others.
- You are generally even-tempered and not easily frustrated.

Here are some of your possible weaknesses:

- You see it as a duty to carry on in the face of difficulty.
- You are willing to suffer for the cause, but did anyone ask you to?
- You sacrifice your own goals at times to help or assist others.
- You find it hard to disappoint others, and you try to avoid feeling that you have let them down.
- You put too much effort into analysing yourself and your motives.
- You are your own worst critic.

Your Strengths and Possible Weaknesses

Some suggested methods of development:

- Holding back your true feelings about something, whether it's to keep the peace or simply to avoid confrontation, can sometimes do more harm than good. Remember being candid does not need to be at the expense of your good-natured and respectful approach.
- You can at times feel the need to filter or hold back your true feelings, while this can make you appear diplomatic, be sure not to let it risk you avoiding speaking candidly.
- Don't be afraid to say 'no' when you feel it's justified. When saying 'no' be honest with your reasons but without going overboard with justifications. Don't be afraid to ask for more time to think things through before committing. Try to develop your strategies for saying no and avoiding over-committing. Over time it will become easier, and you will feel less guilt and more in control.
- Worrying that people might think less of you and feeling guilt at the thought of disappointing people only shows you are human. Putting others needs first might be your first response, but feeling like a walkover only breeds resentment and ultimately does a disservice to you and others.
- It's great to always want to be pushing yourself, but don't be so hard on yourself if you are not always challenging yourself or going beyond your comfort zone.
- Remember not all activities need to a big challenge to be important - sometimes it's just the reality that we need to do some more simple or mundane tasks that may not always offer us as much challenge as we may like.

Your Underlying Self

Victoria, you like taking a disciplined approach and you naturally keep yourself motivated in the face of adversity. You are comfortable putting your own sense of enjoyment as a second priority behind achieving your goals or achieving things you see as your responsibility. On the other hand, when you are short on time you can follow your instincts in order to make a decision quickly.

You enjoy your own company and you may naturally gravitate towards quiet situations that allow you to indulge in some peace and quiet. You are stimulated by your internal world and you like making time for yourself. Victoria, you may feel less comfortable in busy environments or around louder people who constantly distract you from your tasks.

You have a natural inclination toward organising your life into a familiar routine that helps you to set good habits in the face of the reality of your personal situation. At the same time, you enjoy giving yourself time to reflect and you can adapt your personal routine in light of your self-analysis.

You are naturally a positive person and tend to look at the world through a 'glass half full' lens. However, like most people, you have your share of worries, and there are times when you feel quite bogged down by the pressures of life. When setbacks occur, while you may get disheartened initially, you are good at stepping back and knowing it's not the end of the world. You recognise that worry and concern are just part of the human condition and while they can affect you temporarily, you can stay focused on the light at the end of the tunnel.

You are naturally calm and even-tempered. It would take a lot for you to lose your cool and you are not easily frustrated or discouraged. Your naturally laid-back and calm disposition means you tend not to take life too seriously.

You are your own strongest self-critic. However, your internal self-belief works to counteract the self-deprecating inner voice to bring balance and harmony to your thoughts about yourself.

Your Everyday Self

You tend to keep your emotions in check and are very conscious of who you share your feelings with. This allows you to remain level headed when dealing with complex and challenging situations. When conflict arises, you do not lose your temper; you manage to remain grounded and look at all the facts objectively.

You take your work seriously and are diligent in your approach. Your colleagues recognise you as a hard-working member of the team, who works carefully to achieve results. Others admire your conscientious approach to work.

You are always ready to go. You embrace new challenges and look forward to hearing new ideas and concepts. You don't let sudden changes in circumstances get to you; you manage to keep calm when deadlines are moved unexpectedly. Others see you as supportive and easy going. When others around you have problems, they feel that you are open to talking with them and will guide them to solutions.

You show receptiveness to how others view things and are generally responsive to their reactions to different situations. You tend to recognise when a more sensitive approach should be taken. When others disagree with you, you make an effort to show that you understand their perspective, even if it is not your own. You know that hearing others out fully can help inform your own view, as well as demonstrating to others that you respect their views.

Your Overextended Self

Your relationship to stress:

Victoria, you usually feel comfortable in high-pressure situations, and you are less likely to feel overwhelmed than others. You can normally use stress as an effective motivator to spur you to take prompt action. Normally you can get over setbacks and bounce back stronger with a bit of time for reflection.

You tend to appear unruffled when faced with stressful events. This is something that others admire in you. Other's will appreciate your ability to keep a level head, even when you are feeling challenged.

In your everyday life, you may find that you make a slight effort to tone down your reaction to stress. It may not always be immediately clear to others exactly when you are feeling stressed. You place less emphasis on using stress as a catalyst for taking action.

What is likely to stress you:

- Loud and overbearing environments where people speak over each other and don't listen.
- Environments where preparation is undervalued and often rushed.
- People who take advantage of your vigilant attitude.
- Not being able to deliver to the standards you set yourself and the possibility of letting yourself and others down.
- Not being able to take some risks to pursue bigger opportunities.
- Environments where there is a lot of pessimism and resistance to change.

Victoria, here are some of the ways you may respond when under pressure:

- You are likely to avoid conflict in order to preserve peace in the group.
- You tend to put the needs of others first, even when it comes at considerable cost to yourself.
- You become overly self-analysing and highly conscious of how you appear to others.
- You tend to be so hard on yourself that you are less attentive and respectful to positive feedback. You can focus and feel defined by the negatives.
- You try to hold back from expressing your negative emotions.
- When frustrated you try to hold your emotions back although you may feel resentful for having to be the bigger person.

Your Emotional Flexibility

What is Emotional Flexibility?

'Emotional Flexibility' is the degree to which you may actively tune up or tune down certain traits. Many of us manage our preferences and act in ways that do not always feel natural to us. There may be several reasons why we do this. It may be that we recognise the need to adapt to the demands of our work environment or perhaps to facilitate better relationships with others. We may also be very aware of ourselves and as we develop over time we become more aware of how to best put our traits to effective use. We may get used to flexing our responses and these may become almost automatic, and can be triggered by different contexts. For example, most people adopt a more serious manner when in a formal setting. However, other times we may feel like we expend a lot of energy in enhancing or suppressing a trait and it may feel like we are acting in an inauthentic way. In these cases we may 'flip-flop' between a more 'flexed' trait and our natural comfort zones and we may be left feeling emotionally stretched.

Like many of us, there are certain traits you choose to enhance or suppress in some contexts. Here are some of the ways you demonstrate emotional flexibility:

You are naturally sceptical of others' intentions, but most of the time, you try to give them the benefit of the doubt before discrediting them.

You consciously make an effort in your day to day life to spend less time thinking about your motivations and contemplating your self-development than you are naturally inclined to do. You may feel that it is important to get on with the job and that there is a time a place for contemplating your own needs. You are likely to have a personal plan, even if you don't discuss it with others.

While naturally higher in internal self-belief in everyday situations, you tend to come across more humble and modest. Although you are more confident in your own abilities than you may appear, you don't always feel the need to pursue the limelight. It is likely that you can be comfortable taking a back seat and letting someone else take the lead if necessary. You try to put your ego aside to facilitate more collective and collaborative endeavours.

People and Relationships

Social Energy & Connecting with Others

You are likely to be quite happy working on your own or in a quiet environment. You may prefer the company of your own thoughts as opposed to always being in the thick of the action. You have a natural air of confidence that you balance with occasional self-deprecation.

In your day to day life, you come across as someone who is more low-key and reserved. You may feel more comfortable keeping some things to yourself and you may be more controlled in how much you share with others. You come across as being serious-minded and modest. If someone comes to you with a query or advice, you tend to give them your full attention and consideration. That said, you tend to be someone who is comfortable working on their own and doesn't require large amounts of social attention or face to face interaction. You are more likely to let others initiate social contact with you, rather than actively pursuing it yourself. Instead you tend to focus more of your energy on the task at hand. You can find yourself easily being absorbed for long periods by your work. You may even find too much informal chatting or social interruptions quite distracting at times.

People around you know that you are not going to hide your feelings on the subject at hand. Behind this though, lies a deep sense of personal privacy, and you think very carefully before sharing your most vulnerable emotions. You may find it difficult to seek support in emotionally difficult situations.

People and Relationships

Attitude to Others

You naturally prefer to balance trusting others and questioning the genuineness of their words and intentions. You see trust as something that has to be built and maintained rather than something that is just given. You have a naturally very easy going manner and rarely find yourself unduly frustrated or irritated by others. You tend to see the good in most people and it would take a lot for others to frustrate or annoy you. You are likely to have more patience for people than most, and you may even find yourself putting up with a lot from others.

Others see you as compassionate and considerate when it comes to other people. You will often take the time to remain calm and listen to other people's points of view and consider their feelings towards a situation before you put your side across. Being understanding of others sometimes makes it hard for you to deal directly with conflict. You try your best to find the middle ground so that all involved are happy with a decision.

In difficult situations you go out of your way to put others first, sacrificing your own needs to meet theirs. You will most likely do this without any outward sign of complaint, carrying on in the face of difficulty and keeping your own feelings hidden. You may feel you are taken for granted and that others don't notice the sacrifices you make. You might want to reflect on who you do this with, and in what situations.

Decision Making

In your decision making you tend to look for a lot of evidence to support your choices. If you aren't sure which option to choose you are likely to rely on your past experiences to help inform your future decisions. You like to rely on facts, objective truths, and past learnings, rather than just trusting your instincts and making decisions based on a 'hunch'. When you are in your overextended persona this tendency becomes more pronounced and you may find that you are hesitating to make decisions if you feel like you don't have enough information to base them on.

When you need to make a decision you tend to think about the consequences that might come about as a result of the choices that you make. You tend to take a realistic approach and you may feel less comfortable if you need to make riskier decisions. You may have a more conservative style of decision making than other people and your careful approach can help you to make cautious and well-considered decisions.

You know that other people have much to contribute and always seek to involve them when making decisions. You like to take their opinions into account and would be uncomfortable taking an unpopular decision. Under pressure you feel this more, preferring to take decisions which you know have others' approval. You would find it difficult to take a decision which you know they will disagree with. When a decision carries high perceived risk you tend to validate your reasoning using external and objective measures, rather than rely solely on your own conviction. You put an emphasis on gathering input from others and seeing if others support it. You are receptive to others views and will want to incorporate them. That said, when your convictions are strong you shift to become quite strong-minded and could risk appearing overconfident in your convictions.

The 4 Agilities: Overview

Being Self-Aware



Being Aware of Others



Managing Emotions



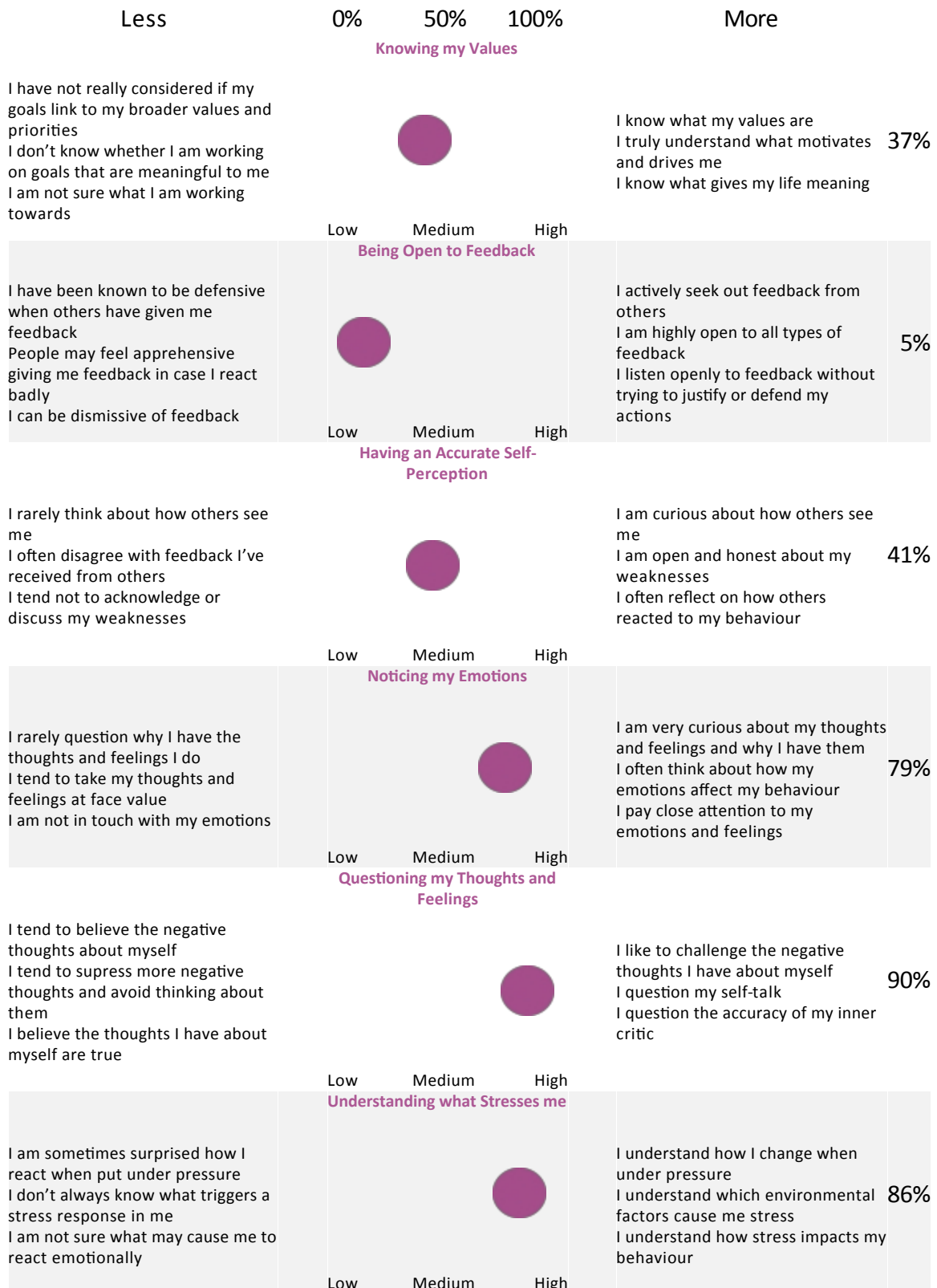
Taking Meaningful Action



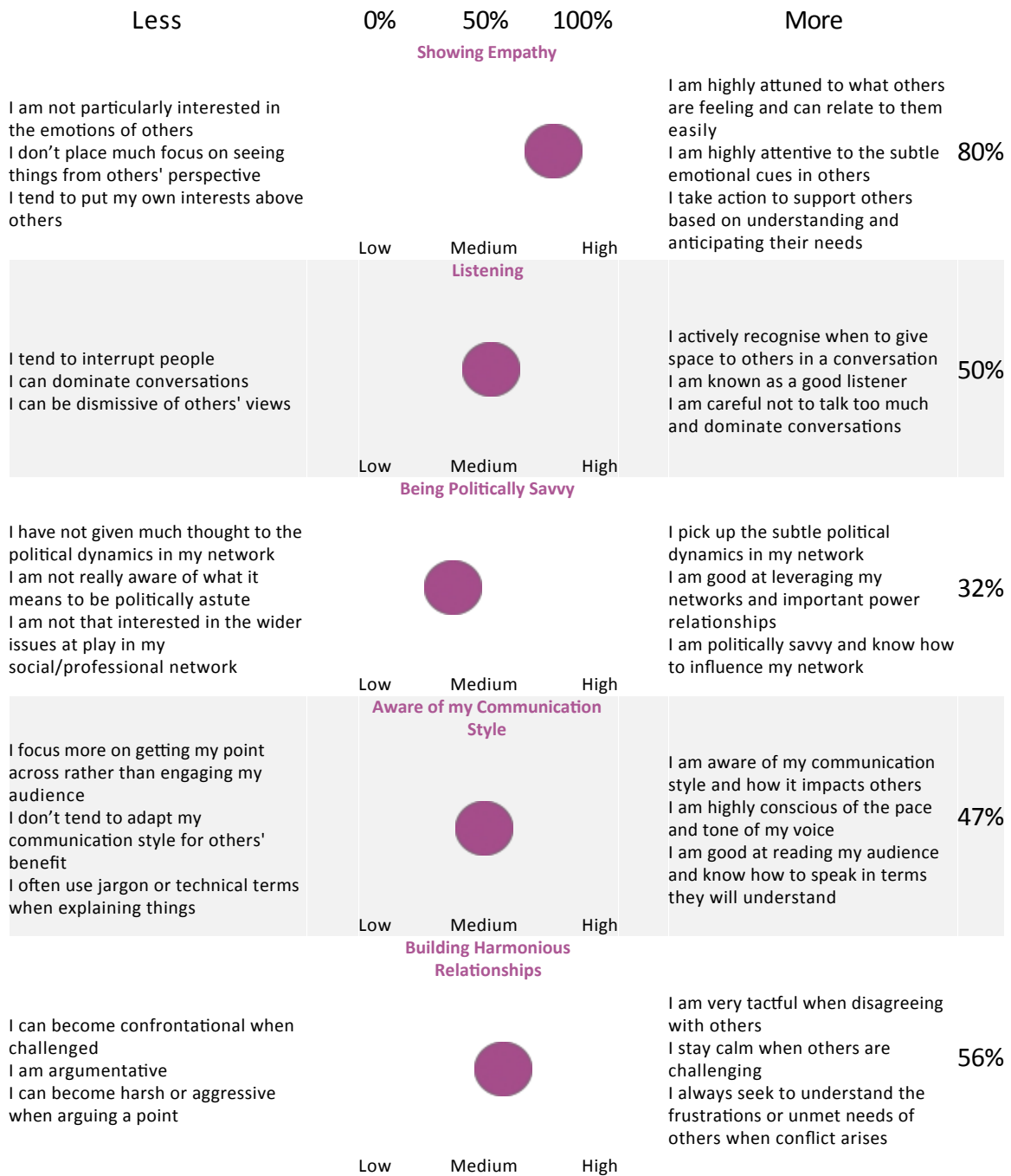
How you rated your overall 'emotional intelligence'



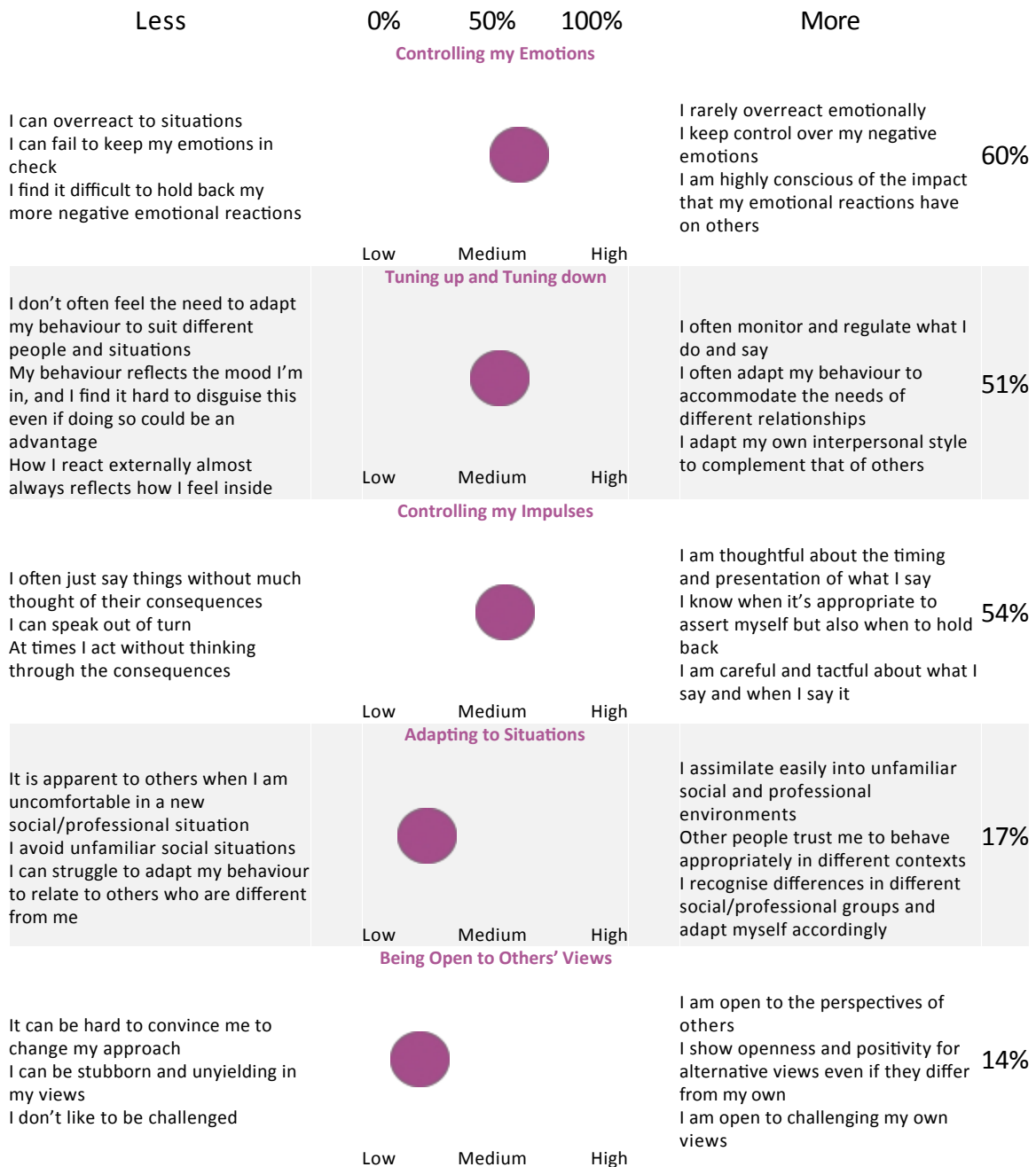
Being Self-Aware



Being Aware of Others



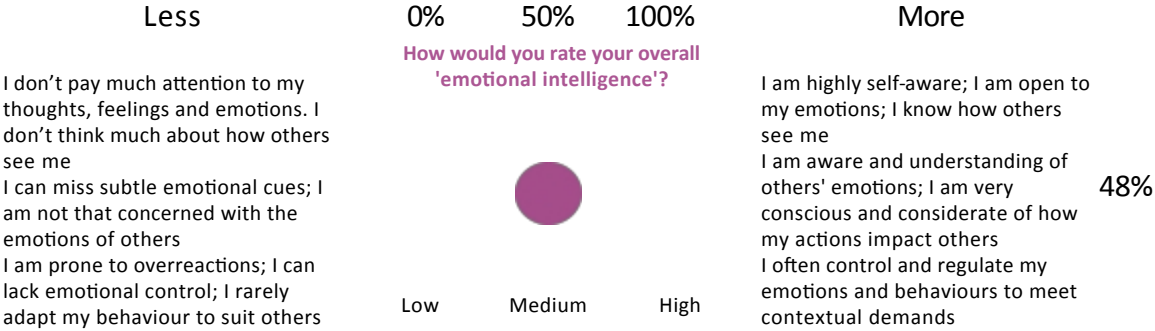
Managing Emotions



Taking Meaningful Action



How you rated your overall 'emotional intelligence'



Your Top Strengths - Emotional Agilities

Top 5

Based on highest scores across the 20 Agility Practices

Questioning my Thoughts and Feelings	90%
Working on my Emotional Intelligence	89%
Understanding what Stresses me	86%
Having a Clear Sense of Purpose	83%
Being Values Driven	82%

Top Claimed Key Strengths

Based on number of items claimed as a key strength across the 20 agility practices

You didn't claim any strengths.

Possible Development Areas - Emotional Agilities

Lowest claimed Agility Practices

Based on lowest claimed scores across the 20 Agility Practices

Being Open to Feedback	5%
Being Open to Others' Views	14%
Adapting to Situations	17%
Being Politically Savvy	32%
Knowing my Values	37%

Top claimed Areas to Develop

Based on number of items claimed as Areas to Develop across the 20 Agility practices

You didn't claim any developments.

Emotional Sparks Definitions

Focus: Relating to Others

Regard for Others

Those high in Regard for Others tend to naturally be more open and accepting of others. They pay close attention to the emotions of others and will listen to others fully to ensure they understand their perspective. They tend to take others at face value and not judge them too harshly. However, their tendency to put others first can mean they may sacrifice their own needs to please others.

Independent of Others

Those high in Independent of Others tend to be naturally more sceptical of others, and are not inclined to trust easily. They are unlikely to be easily taken in by smooth talkers or charmers and can remain emotionally detached. They tend to be self-reliant and independent. However, when overplayed, they may come across as somewhat critical and judgmental.

Focus: Structure & Goals

Follows Feelings

Those high in Follows Feelings tend to be intuitive and tuned into their own instincts. They often make decisions based on their gut instinct rather than thinking through all the details. They tend to have a looser approach to structure and goals, and are less concerned with doing things in an orderly manner. Instead they prefer to direct their focus on what is currently engaging their attention. When overplayed they may be seen as hasty or last-minute in their actions or in how they make decisions.

Focuses Feelings

Those high in Focuses Feelings tend to have a lot of self-control and discipline. They are unlikely to get easily carried away or distracted, and prefer to stay focused on their goals, practising 'delayed gratification'. They are achievement-orientated and strive to get the best results possible, even if this means sacrificing their own needs. When overplayed, they can drive themselves very hard, and may be considered something of a workaholic and may be compulsive in their need to get things done.

Focus: Curiosity & Change

Introspective

Those who are high in Introspective tend to naturally enjoy reflecting on themselves and engaging in self-analysis. They tend to be keenly aware of their strengths and weakness and actively try to seek to develop themselves. When overplayed they may be overly conscious of themselves and can be prone to scrutinising or overanalysing their thoughts and behaviours.

Grounded

Those high in Grounded prefer to focus on their tangible reality. They prefer to stick to what they know to be true and therefore tend to like the familiarity and certainty in their routine. They have a firm grip on reality and are good at keeping things in perspective and not letting emotions or sentiment rule them. When overplayed they can seem set in their ways and closed to new experiences.

Focus: Direction of Energy & Emotional Expression

Expresses Emotions

Those high in Expresses Emotions are naturally more open and carefree when expressing themselves. They tend to crave plenty of stimulation and like to spend a lot of time engaging and interacting with others. Others can easily tell how they are feeling and they tend to be lively and spirited in how they display emotion. When overplayed, their excitable nature could become too much for those around them.

Contains Emotions

Those high in Contains Emotions tend to be more restrained in their emotional expression. They are not ones for dramatics and can keep their emotions under control. They tend to reflect on their feelings internally rather than expressing them externally. This can make them appear quiet and serious. They prefer environments that allow them to reflect and are free from too much distraction. When overplayed, they may come across as difficult to read and overly private.

Emotional Reactors Definitions

Focus: Outlook on life

Optimistic

Those high in Optimistic are upbeat and tend to see the positives in a situation. They are good at presenting a positive 'can do' attitude. When setbacks occur they can quickly bounce back, and they tend not to dwell on the negatives, rather focusing on the possibilities. When overplayed they may be blind to risks and lack prudence.

Vigilant

Those high in Vigilant have a natural tendency to evaluate risks and threats. They tend to be keenly tuned into potential risks in their environment and are good at thinking things through and taking a vigilant attitude. When overplayed, their concern may tip into pessimism and they can focus too heavily on the negatives or what could go wrong.

Focus: Self-Regard

Confident

Those high in Confident have a high sense of self-belief and self-worth. Their confidence means they are often open to new challenges without worrying if they 'measure up' or doubting their abilities. When overplayed, they may seem like they have a lot of self-importance and they may be less aware of or concerned about their potential weaknesses.

Modest

Those high in Modest tend to be more self-effacing and humble. They tend to set high standards for themselves and can be quite hard on themselves. They are comfortable not having the 'limelight'. They tend to be quite conscious of how they come across to others. When overplayed, their self-doubt can risk holding them back in their endeavours.

Focus: Emotional Intensity

Even-Tempered

Those high in Even-Tempered tend to be calm and relaxed by nature. They tend to experience more positive and stable moods. They have a higher tolerance to feelings of irritability and frustration and rarely lose their cool with others. When overplayed, they may become stoical about showing frustration even if they feel it.

Impassioned

Those who are high in Impassioned tend to be passionate and emotive. They tend to feel things deeply and may be more sensitive to changes in mood. When overplayed, they may become animated and irritable and may not be able to disguise their frustration.

Focus: Relationship with Stress

Resilient


Those high in Resilient tend to thrive on pressure and have a high tolerance for stress in their life. They may like the buzz associated with fast-paced and demanding environments. When overplayed, their lack of stress can make them seem unconcerned or indifferent to others, and they may lack a sense of urgency in certain situations.


Responsive

Those high in Responsive have an increased sensitivity to stress. They tend to be driven by pressure and use it to ensure they act with urgency and take appropriate action. At times they may become more easily overwhelmed and consistent high-pressure situations may cause them to burnout.

Interpretation Guide

Four Basic Patterns	
Key Qualities	Low Claimed Qualities
Underlying: high	Everyday: low
Everyday: high	Everyday: low
Conscious Efforts OR Amplifications	Hidden Treasures OR Suppressions
Underlying: low	Underlying: high
Everyday: high	Everyday: low
Link to Overextended	
Key Qualities	Low Claimed Qualities
This is a core Quality but sometimes you overuse it	You rarely display this Quality but it can kick in under pressure
Conscious Efforts OR Amplifications	Hidden Treasures OR Suppressions
You use this Quality well, but sometimes you overuse it	This is a natural trait in you – but you rarely overplay it
You tune this Quality up, but very rarely overplay it	This is a natural trait in you, and it can be overplayed under pressure
Connect Opposites	
A Preference for Balance or Internal Conflict?	
Underlying: high	Underlying: high
Active Integration or Contextual Behaviour?	
Everyday: high	Everyday: high
Unresolved Tension or Flip-Flopping?	
Overextended high	Overextended high

 **Area to Develop:** These reflect the number of items you have selected within a particular measure that you feel you could develop.

 **Key Strength:** These reflect the number of items you have selected within a particular measure that you feel is a key strength of yours.

Your results are based on the following comparison group: international sample of working professionals.

What your % scores mean

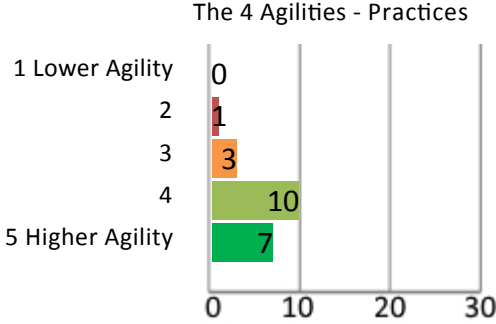
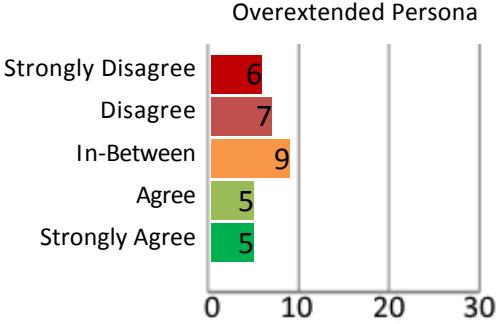
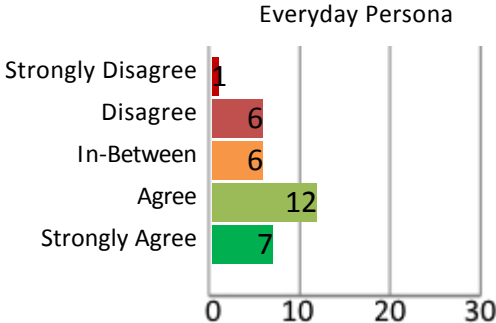
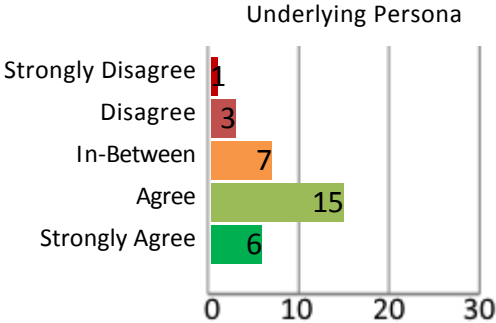
Your answers to the questionnaire have been compared with a norm group. Your percentage score indicates where you are most likely to sit in a broader population. For example, a score of 60% puts you in the 60th percentile, meaning your score on that scale is likely to be higher than 60% of people and less than 40% of people.

What your band score of 1-10 means

Each band reflects the percentage of the people in the comparison group who scored in that range. The table below indicates how your band score relates to the rest of the comparison population.

Band	1	2	3	4	5	6	7	8	9	10
Cumulative %	2%	7%	16%	31%	50%	69%	84%	94%	98%	100%
Proportional %	2%	4%	9%	15%	19%	19%	15%	9%	4%	2%

Your Questionnaire Response Style



Persona Divergence – Underlying and Everyday

Persona Divergence provides an overview of how stable your scores are between the Underlying and Everyday Personas within the Emotional Qualities and Reactors. A higher percentage indicates that you are less consistent across these two personas in terms of your attitudes and behaviours while a lower score indicates higher congruence across these two personas.

Average Persona Divergence: 16%



Persona Divergence – U and E with O

Persona Divergence provides an overview of how stable your scores are between the Underlying and Everyday Personas with your Overextended persona within the Emotional Qualities and Reactors. A higher percentage indicates that you are less consistent in terms of how you Overextend when compared with the other two personas, while a lower score indicates higher congruency in how you overextend compared to the other two personas.

Average Persona Divergence: 19%





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