

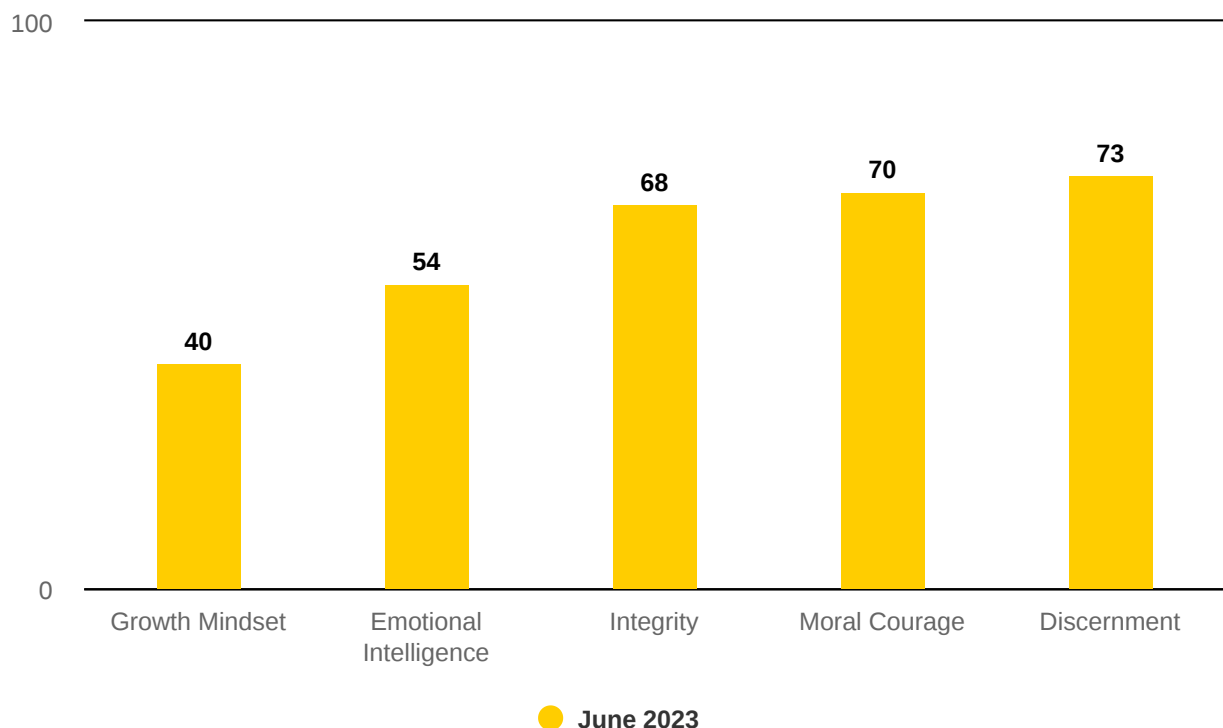
# attributes report

Hey Eunice! Here is a snapshot of your current competency for the attributes you have just completed a survey for.

This report contains an in-depth explanation of each attribute: what it means, why it is important to you, and simple steps you can take to develop it. We encourage you to read up and learn more about these attributes and plan how you can work on developing your competencies.

The scores below are not a measure of success. The intention of the survey and report is for you to develop a better understanding of yourself, so you can start taking charge of your own learning and growth!

Overview of attributes



# Growth Mindset



Your score is:

**40**

## WHAT IS GROWTH MINDSET?

A Growth Mindset is the belief in one's ability to be more mature or competent regardless of one's current level of intellect or talent.

## WHY IS IT IMPORTANT TO ME?

The way you view your intelligence, talents and ability is important because it affects the way you lead your life. As people differ in many ways, having a growth mindset means you believe that regardless of your initial talents and abilities, everyone can change and grow through application and experience. Such a mindset is found to create a passion for learning, rather than a hunger for approval. People with this mindset are less discouraged by failure, and the way they view failure is also different - they see themselves as learning.

**BASED ON THE ASSESSMENT, YOUR SCORE FALLS IN THE LOWER RANGE**

## WHAT DOES THIS MEAN?

You may have a tendency to believe that your intelligence and talents are fixed. This means that you are more likely to assume that character, intelligence, and creative ability are things we cannot change, and a proof of intelligence or talents is based only on success. This mindset may make you more likely to avoid challenges and see the effort you put in as fruitless. You may also spend more time documenting your intelligence or talent, instead of developing them.

## HOW CAN I FURTHER DEVELOP MY MINDSET?

- Acknowledge and embrace your failures. Becoming aware of your areas of improvement is the first step in cultivating a growth mindset.
- Identify areas of weaknesses and come up with a plan to work on those areas.
- Learn to view challenges as opportunities instead of failures. Each challenge presents you with a chance for self-improvement.

## TO LEARN MORE ABOUT GROWTH MINDSET, CHECK OUT THESE RESOURCES!

- [Fixed vs. Growth: The Two Basic Mindsets That Shape Our Lives](#)
- [Developing a Growth Mindset with Carol Dweck](#)
- [How to Develop a Growth Mindset: 10 Strategies to Success](#)

# Emotional Intelligence



Your score is:

**54**

## WHAT IS EMOTIONAL INTELLIGENCE?

Emotional intelligence involves the ability to monitor one's own and others' feelings and emotions, assess them, and use this information to guide one's thinking and actions.

## WHY IS IT IMPORTANT TO ME?

Over the years, Emotional Intelligence has evolved into a must-have skill. Having a high emotional intelligence means that an individual has a connection with their own emotions, as well as the ability to recognise, relate to and influence the emotions of others. This enables one to better recognise and process their emotions, which can help one to understand themselves and manage their emotions. It also influences how one relates with others - by recognising others' emotions, one is able to understand the people around them. This supports communication and collaboration with others.

## BASED ON THE ASSESSMENT, YOUR SCORE FALLS IN THE **LOW RANGE**

## WHAT DOES THIS MEAN?

You are likely to find it challenging to accurately perceive emotions (in both yourself and others) and to use that information effectively. A lack of understanding and control over your emotions could lead to emotional outbursts because you act reactively, rather than trying to understand what you are feeling or why you are upset. The struggle to understand others may also cause you to find it hard to empathise or relate to others.

## HOW CAN I FURTHER DEVELOP MY EMOTIONAL INTELLIGENCE?

- Take small steps to control your feelings - whenever you feel your anger rising or you are tempted to raise your voice or attack back, remember that conflict and impulsive decisions are not solutions. Take deep breaths and focus on staying calm; this can help to clear your mind so that you can respond in a way that is more productive
- If you find it hard to relate to others, don't be afraid to ask questions and clarify. This helps you to avoid any misunderstandings early on in the conversation. You can also start paying attention to the non-verbal details of the person who is speaking (i.e. their facial expression, hand gestures, eye contact, or even tone of voice) to better understand how they are feeling

## TO LEARN MORE ABOUT EMOTIONAL INTELLIGENCE, CHECK OUT THESE RESOURCES!

- [The Importance of Emotional Intelligence](#)
- [6 Steps to Improve Your Emotional Intelligence](#)

# Integrity



Your score is:

**68**

## WHAT IS INTEGRITY?

Integrity involves honesty, trustworthiness, keeping one's word and obligations, and an unwillingness to violate principles regardless of the temptations, costs, and preferences of others.

## WHY IS IT IMPORTANT TO ME?

Integrity is an essential leadership trait. A leader is meant to be someone who behaves ethically and does the right thing, even behind closed doors. By doing so, you are able to gain the trust of others as they see you as dependable and accountable for your actions.

**BASED ON THE ASSESSMENT, YOUR SCORE FALLS IN THE MID RANGE**

## WHAT DOES THIS MEAN?

You may feel unsure of your values, which could lead you to struggle to be honest and open at times. Perhaps there are certain principles you hold close to you but you still find it challenging to stand for those principles when pressured.

## HOW CAN I FURTHER DEVELOP MY INTEGRITY?

- Identify what your core values are, and make it a point to follow them. This can serve as a guide to how you make your decisions and lead others
- Find a support group to help keep you accountable for your actions. Find people you trust who can journey with you as you set goals and promises to follow your core values

## TO LEARN MORE ABOUT INTEGRITY, CHECK OUT THESE RESOURCES!

- [How to preserve your integrity.](#)
- [Simplifying humility and integrity.](#)

# Moral Courage



Your score is:

**70**

## WHAT IS MORAL COURAGE?

Moral Courage is the willingness to speak up or take action in the interest of fairness and justice for oneself or others.

## WHY IS IT IMPORTANT TO ME?

In a time where the definition of morality and ethics is changing and called into question, it is important for one to have the courage to act on values that are important to them. This allows you to not only stand up for what is right and just but also enables you to live with integrity. Those who exhibit moral courage are more likely to be found trustworthy because they act in accordance with their values and they also become role models to their followers to do what is right, regardless of the situation and costs.

**BASED ON THE ASSESSMENT, YOUR SCORE FALLS IN THE HIGHER RANGE**

## WHAT DOES THIS MEAN?

You are generally someone who is not afraid to stand up for your values and beliefs, or when you see something that is unfair happening. You are likely to have a sense of boldness and firmness which propels you to speak out and take action in situations where something seems wrong or harmful has occurred.

## HOW CAN I FURTHER DEVELOP MY MORAL COURAGE?

- To continue building moral courage, you can also practice by avoiding deeds that show a lack of moral courage (e.g. walking away from someone in need, laughing at someone's misfortune) to ensure you are consistent in your actions
- Rally others to take action with you! Having the courage to stand up for what is right may not be an easy task for everyone, and doing it alone can make it even more of a challenge. You can model displays of moral courage and build a positive community within your circle of influence

## TO LEARN MORE ABOUT MORAL COURAGE, CHECK OUT THESE RESOURCES!

- [How to have the courage to do the right thing](#)
- [How to cultivate ethical courage](#)

# Discernment



Your score is:

**73**

## WHAT IS DISCERNMENT?

Discernment is the ability to regulate one's thinking when obtaining and applying knowledge to make decisions that are right, fair, and just; it is the trait of judging wisely and objectively.

## WHY IS IT IMPORTANT TO ME?

Living in an increasingly complex world in the age of misinformation, it can be a challenge to identify between what is truth, or what decisions one should make. This is where discernment comes in - the skill of discernment allows you to see more than one perspective or opportunity, to make better choices for yourself and others. People who discern are able to solve problems with the data that they can both see and cannot see because they continue to look when others stop.

**BASED ON THE ASSESSMENT, YOUR SCORE FALLS IN THE HIGHER RANGE**

## WHAT DOES THIS MEAN?

You have the ability to recognise and anticipate the consequences of the patterns around you. Chances are, you are not quick to believe everything others tell you but rather, you take the time to ask questions and probe deeper. This allows you to obtain perspectives and solutions that are well-balanced and thought through.

## HOW CAN I FURTHER DEVELOP MY DISCERNMENT?

- Discernment takes practice and preparation; it may not always be intuitive to you to think and see things from different perspectives but this is something that you can keep on practising to discern better and have it come more naturally to you
- At times, it may be tough to practice discernment especially if it goes against your gut, or what you feel is the better judgment. What you can do is to reflect on any biases you may hold, and then take steps to learn more and overcome those biases

## TO LEARN MORE ABOUT DISCERNMENT, CHECK OUT THESE RESOURCES!

- [Discernment in the era of fake news](#)
- [7 leadership qualities you may not know you have](#)