

# **Social Skills Inventory**

## **Report**

Ronald E. Riggio

Prepared on November 15, 2012 for:  
**Sample Person**

You completed your evaluation at 12:24 pm EST on November 15, 2012.



Copyright 1989, 2003, 2012 by Ronald Riggio. All rights reserved. Published by Mind Garden, Inc. | [www.mindgarden.com](http://www.mindgarden.com)

## Introduction to the Social Skills Inventory

The Self-Description Inventory (SDI), the name of the instrument you completed, is intended to give you some descriptive feedback about your ability to communicate and relate to people. The SDI's original name in the social science research literature is the Social Skills Inventory (SSI). This report will refer to the SSI since that is the more precise name of the instrument. As these two names imply, examining your results can make you more self-aware and shed light on how you approach social interaction and manage relationships. You can use this information to regulate and fine-tune your interpersonal reflexes and style, and to understand and appreciate how you may be perceived by others.

The SSI was designed to measure the possession of basic emotional and social communication skills. When it comes to communication, there are three general skills: ability to express oneself (expressivity), ability to receive and understand another's expressed message (sensitivity), and ability to regulate communication (control). These three skills operate in two different, but interrelated domains: 1) the emotional/nonverbal domain, and 2) the verbal/social domain.

The SSI deals with three basic areas of interpersonal effectiveness:

### **Expressivity**

Refers to the skill with which you communicate or send messages to others.

### **Sensitivity**

Refers to the skill with which you receive and interpret the communicated messages of others

### **Control**

Refers to the skill with which you are able to regulate and manage the communication process.

The SSI measures these skill sets in two key domains:

### **Emotional**

- Has to do with your felt emotion states and cues
- Is non-verbal in nature
- Can include attitudes and dominance behaviors

### **Social**

- Deals with conversations and fluency
- Is verbal in nature
- Can include engagement and initiative behaviors in social situations

In brief, the basic social skill model involves skill in expressivity, sensitivity, and control over both emotional and social communication.

The ability to interact with and relate to others is fundamental to our everyday lives. The fundamental nature of these skills makes it easy to take the ability to interact for granted and become entrenched in somewhat rigid patterns of behavior and interaction. This is particularly true if our social circles do not change very much. Now with the pervasive role of technology, our social worlds can potentially reach further while also connecting us more often with those we know. People who struggle with deficits of social skills often experience a cascading effect of potentially problematic outcomes in life due to their behavior. A few of the issues people may face as a result of deficiencies in social skill are listed below:

- Trouble meeting new people.
- Fear of public speaking.
- Loneliness and feeling disconnected from people.
- Difficulty getting along with disliked colleagues.
- Inability to voice a complaint or be assertive.
- Difficulty asking others for help or assistance.
- Shyness and lack of initiating/maintaining conversations with strangers.
- Trouble maintaining conversation with people of different backgrounds and interests.
- Fear of being in front of an audience or persons evaluating or judging you.

Examining your results can make you aware and shed light on how you approach social interaction and manage relationships. You can use this information to regulate and fine-tune your interpersonal reflexes and style, and to understand and appreciate how you may be perceived by others.

In addition to this report, the *Social Skills Training Guide* is available from Mind Garden, Inc. ([www.mindgarden.com](http://www.mindgarden.com)) The training guide was intended as a tool for trainers to use in the design and implementation of workshops to assess and develop clients' social skills. It is a highly valuable model of assessment and development used by professionals and even for personal development. Contact Mind Garden ([www.mindgarden.com](http://www.mindgarden.com)) to acquire this guide.

## Description of the SSI Scales

The SSI is built on a framework of three "emotional" skills and 3 "social" skills for a total of 6 distinct social skills: Emotional Expressivity, Emotional Sensitivity, Emotional Control, Social Expressivity, Social Sensitivity, and Social Control.

### Emotional Expressivity

The Emotional Expressivity dimension of the SSI focuses specifically on your ability to send felt emotional states and nonverbal cues accurately to others. It also involves the expression of attitudes, cues of dominance and interpersonal orientation.

### Emotional Sensitivity

The Emotional Sensitivity dimension of the SSI focuses on your ability to receive and accurately decode the emotional states and messages of others. It involves the ability to attend to and interpret others' nonverbal cues of emotion in addition to cues of dominance, attitudes, and interpersonal orientation.

### Emotional Control

The Emotional Control dimension of the SSI focuses on your ability to control and regulate your own emotional and nonverbal displays. This skill is understood as the ability to intentionally influence the emotional cues that you express despite the actual underlying true, felt emotion.

### Social Expressivity

The Social Expressivity dimension of the SSI focuses on measuring your skill in verbal expression to others and also includes the ability to be able to engage others in social interaction.

### Social Sensitivity

The Social Sensitivity dimension of the SSI focuses on your ability to accurately receive and interpret verbal communication. This skill includes your ability to be accurate in the interpretation and understanding of the verbal communication displayed by others. It also involves an awareness of social situations and appropriate behavior in those situations.

### Social Control

The Social Control dimension of the SSI focuses on measuring your skill in social role-playing and social self-presentation. This skill includes your ability to interact in a way that influences the attention, thoughts, and perceptions of others.

## Interpreting Your SSI Scores

Whenever you take a formal assessment, your scores can be inaccurate for many reasons.

- You may have felt different on the day you took the inventory than you do today. So, you might answer differently if you took the inventory again.
- The words on the inventory could mean something different for you than for other persons.
- There may have been words on the inventory which were unfamiliar to you.
- There may have been items on the inventory which were not relevant to you.
- The items may not reflect your unique life circumstances and choices.
- When you took the inventory, you may have been distracted by something in your environment, such as noise or other people.

### Interpreting Your SSI Scores

The most important thing about your scores is how you interpret them. As you review your scores, answer these questions.

1. As you look at your profile, are there high or low scores which surprise you?

2. Are you surprised pleasantly or otherwise?

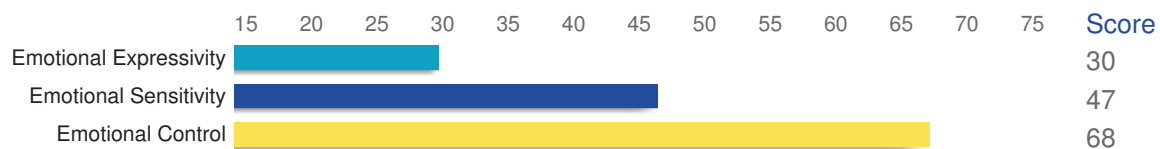
3. Write down these scores and your reactions.

The three key skill areas and domains described above give rise to six SSI scale results that are reported to you in the profile on the next page. These results, along with the various sub-totals and totals for the scales suggest a blend of emotional and social skill in dealing with others that is unique to you. Take these results and add them to other sources of information that you have to maintain or fine-tune your skills in relating to others.

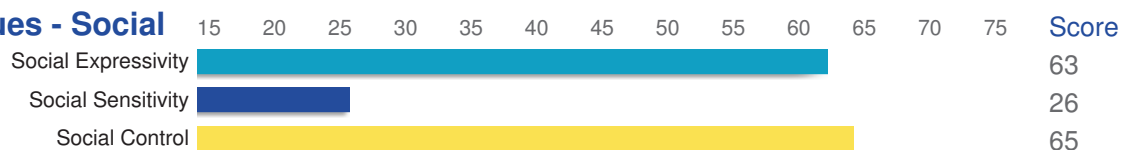
## Your SSI Results

The following are two graphs of your scale values separated by Emotional or Social domain.

### Your Scale Values - Emotional



### Your Scale Values - Social



## Interpretation of Your SSI Scores

For the Social Skills Inventory (called “Self-Description Inventory” when you took it), you rated yourself on a number of items using a 5-point response scale, ranging from 1 (Not at all like me) to 5 (Exactly like me) to indicate the extent to which you agreed with each item. There were 15 items for each of the Social Skill scales, so scores can range from 15 to 75.

The following is a guide to help you interpret your scores. Note that your scores are identified as High, Moderately High, Average, Moderately Low, or Low, as compared to large samples of adults of your gender.

### Your Emotional Expressivity was LOW

Your Emotional Expressivity score was 30

Emotional Expressivity measures the skill with which individuals communicate nonverbally, particularly in sending emotional messages, but it also includes the nonverbal expression of attitudes, dominance, and interpersonal orientation. In addition, this scale reflects ability to accurately express felt emotional states. Persons who are highly expressive emotionally are animated and emotionally charged and are able to arouse or inspire others because of their ability to transmit feelings.

**A representative item of Emotional Expressivity:** *I am able to liven up a dull party.*

A **high score** in Emotional Expressivity indicates that you are animated, vibrant, and have the ability to arouse or inspire others. You are more expressive and accurate in expressing your feelings and may tend to have a

*More information appears in the complete report.*

A **moderately low score** in Emotional Expressivity indicates that you may be described by others as somewhat "hard to read," or emotionally dull and flat. There are times when it may be useful to not display felt emotions, but when it comes to interpersonal interaction, those who do not accurately express felt emotions tend to arouse uncertainty and suspicion from others. Your interactions may be slightly limited or hindered when others cannot observe your cues and can lead to increased discomfort and unwillingness to continue social engagement.

A **low score** in Emotional Expressivity indicates that you may be described by others as "hard to read," or emotionally dull and flat. There are times when it may be useful to not display felt emotions, but when it comes to interpersonal interaction, those who do not accurately express felt emotions tend to arouse uncertainty and suspicion from others. Your interactions may be limited or hindered when others cannot observe your cues and can lead to increased discomfort and unwillingness to continue social engagement.

## Your Emotional Sensitivity was MEDIUM

Your Emotional Sensitivity score was 47

Emotional Sensitivity measures skill in receiving and interpreting the nonverbal communications of others. Individuals who are emotionally sensitive attend to and accurately interpret the subtle emotional cues of others. Those who are highly sensitive emotionally may be susceptible to becoming emotionally aroused by others, empathically experiencing their emotional states.

**A representative item of Emotional Sensitivity:** *I sometimes cry at sad movies.*

A **high score** on Emotional Sensitivity indicates that you may be very good at identifying subtle emotional cues of

*More information appears in the complete report.*



## Your Emotional Control was HIGH

Your Emotional Control score was 68

Emotional Control measures ability to control and regulate emotional and nonverbal displays. Emotional Control includes the ability to convey particular emotions on cue and hide behind an assumed "mask" - laughing appropriately at a joke or putting on a cheerful face to cover sorrow. Persons whose scores are very high on this scale may tend to control against the display of felt emotions.

**A representative item of Emotional Control:** *I am easily able to make myself look happy one minute and sad the next.*

A **high score** in Emotional Control indicates that you may tend to control your emotions by reducing the expression or display of emotion. You may be more guarded and tend to have a high degree of self-awareness. Emotional Control is most useful when it is a match with the situation. Parents, for example, might be more effective when confronting their kid's troubling behavior by displaying emotional and nonverbal assertiveness, seriousness, and concern, even though they might feel awkward from a natural tendency to avoid conflict and tension.

A **moderately high score** in Emotional Control indicates that you may somewhat tend to control your

*More information appears in the complete report.*

## Your Social Expressivity was HIGH

Your Social Expressivity score was 63

Social Expressivity assesses skill in verbal expression and the ability to engage others in social discourse. High scores on this scale are associated with verbal fluency in individuals who appear outgoing and gregarious and who are skilled in initiating and guiding conversations on just about any subject. In extremes, and particularly when scores in Social Control are low, socially expressive persons may speak spontaneously without monitoring the content of what they are saying.

**A representative item of Social Expressivity:** *When telling a story, I usually use a lot of gestures to help get the point across.*

A **high score** in Social Expressivity indicates that you may be associated with being outgoing and talkative. You may tend to have a high level of fluency and control over the use of speech as a form of interaction. You may be more easily able to initiate conversations and even able to direct the flow of conversation on a wide variety of topics. A problem with having a high score in Social Expressivity is that you may be less likely to self-monitor the content of your communications. You may tend to filter less and express more of what seems to be triggered in your own thought process. A person with these traits is sometimes referred to as a "chatter box" or "motor mouth."

A **moderately high score** in Social Expressivity indicates that you may be associated with being outgoing and talkative. You may tend to have a high level of fluency and control over the use of speech as a form of

*More information appears in the complete report.*

## Your Social Sensitivity was LOW

Your Social Sensitivity score was 26

Social Sensitivity assesses ability to interpret the verbal communication of others. It also assesses an individual's sensitivity to and understanding of the norms governing appropriate social behavior. Persons who are socially sensitive are attentive to social behavior and are conscious and aware of the appropriateness of their own actions. Extremely high scores on this scale, in conjunction with moderate to low scores on Social Expressivity and Social Control, may indicate self-consciousness that may inhibit participation in social interaction.

**A representative item of Social Sensitivity** *Sometimes I think that I take things other people say to me too personally.*

A **high score** in Social Sensitivity indicates that you may be described as being socially insightful and a "great listener." You are also quite aware of how your behavior affects others, and you are quite concerned about how your social behavior is perceived by them. You know quite a bit about social rules and norms and you adhere strictly to them. You might even be reluctant to engage in some interactions out of fear of embarrassing yourself.

A **moderately high score** in Social Sensitivity indicates that you may be described as being socially insightful

*More information appears in the complete report.*

# Your Social Control was HIGH

Your Social Control score was 65

Social Control assesses skill in role-playing and social self-presentation. Persons whose social control skills are well developed are generally adept, tactful, and self-confident in social situations and can fit in comfortably in just about any type of social situation. Social control is also important in guiding the direction and content of communication in social interaction.

**A representative item of Social Control:** *I am usually very good at leading group discussions.*

A **high score** in Social Control indicates that you may have the ability to easily fit into almost any social situation. You may display behavior and speech that is very tactful, refined, and you are thus typically seen as a very self-confident person. If you also have a high score in Social Expressivity, you may have the instinctive ability to know how to deal with any situation that arises. Additionally, high Social Control coupled with high Social Expressivity has been highly correlated with charismatic leadership. A problem with too much Social Control is that it can lead to a sense of self-confidence that can sometimes be seen as arrogance.

A **moderately high score** in Social Control indicates that you may have the ability to fit into almost any social

*More information appears in the complete report.*

## Your Overall SSI Score was MODERATELY HIGH

Your Overall SSI score was 299

A **High score** on the Overall SSI Score suggests that you have high levels of emotional and social competence. You are confident in your ability to communicate successfully. You are quite socially skilled and successful in social interactions and in developing strong social relationships with others.

A **Moderately High score** on the Overall SSI Score suggests that you have good levels of emotional and social competence. You are usually quite confident in your ability to communicate successfully. You are socially skilled and often successful in social interactions and in developing and maintaining social relationships with others.

*More information appears in the complete report.*

# Your Equilibrium Index was LOW

## Your Equilibrium Index was also IMBALANCED

Your Equilibrium Index score was: 33.2

The Equilibrium Index calculates the degree of balance among the six SSI scales. Developing social skills is about both increasing possession of the different dimensions of skill and about "rounding out" imbalances. The following are two examples of individuals with social skill imbalance:

If the Equilibrium Index is greater than 39, then your profile is "in balance," suggesting that you are consistent across the various skill dimensions. This is a positive sign from a social competence standpoint.

If the Equilibrium Index is lower than 39, then there is a clear indication of imbalance among the scales and you should take a closer look at the specific pattern of SSI scales for a low Equilibrium Index.

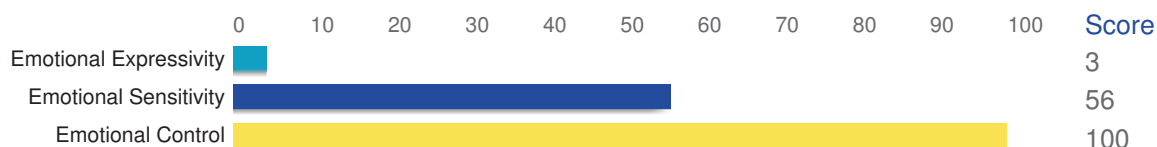
**Scale Combination Low in Emotional Expressivity and High in Emotional Control:** Your scores of being low in Emotional Expressivity and high in Emotional Control suggest that you may have some difficulty expressing felt emotions. Coupled with your skill in monitoring and controlling emotional displays, it may be hard for others to read your feelings. You may appear "deadpan" or "stonefaced" in emotional situations, and others may interpret you to be emotionally distant or aloof. To "round out" this imbalance of social skills, you should work on increasing your Emotional Expressivity and try "loosening up" your strong Emotional Control.

*More information appears in the complete report.*

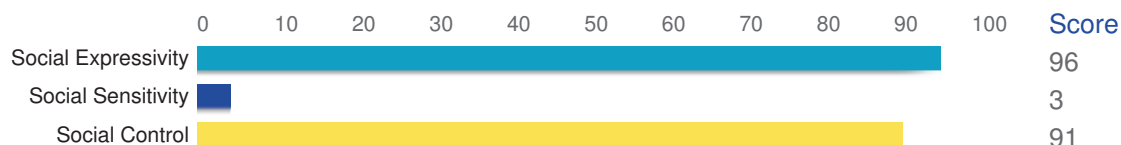
## Comparison to Norms

The following are percentile scores for the SSI compared to 264 other **males** ranging from age 18 - 82 (mean age 38) of varying marital status, education level, and occupations. Percentile means that this percentage of people rated themselves as having less used a certain Social Skill on the scale. For example, the 92nd percentile in Emotional Expressivity means that 92% of people rated themselves as using that Social Skill less than you did.

### Percentile Scores - Emotional



### Your Percentile Scores - Social



## Demographics

Question	Answer
My Gender is:	Male
My marital status is:	Widowed
My age is:	30 to 39
My education level is:	Some High School
Your present marriage (or intimate relationship):	Not applicable
Relationships with family members (parents, siblings):	Very satisfied
Friendships:	Somewhat satisfied
The kind of work you do:	Somewhat dissatisfied
The place where you work:	Very dissatisfied
Future work opportunities:	Somewhat dissatisfied



## Strategies for Improving Communication Skills

Improving communication skills is just like any other area of personal development, such as maintaining an exercise program or learning a foreign language. To be successful, you must devote energy to the program. You need to be systematic - creating a plan for development. You need to be consistent and practice the skills regularly. Finally, you need to do some self-evaluation, to determine if your development plan is working (i.e., get some feedback about your successes and skill acquisition, and about areas that need further improvement.

### Techniques for Increasing Emotional Expressiveness

**Getting in touch with your emotions.** Often, non-expressive people are simply out of touch with their emotions. They have learned to stifle them, or they do not pay attention to them. Allow your emotions some free expression. The next time you feel a strong emotion, go off by yourself and let it out. However, remember to pay attention to **how** the feeling is released. What did it sound like? How did it feel? What happened to your facial expression and body as you let the emotion out? This allows you to get in touch with your feelings, and to learn how to release them.

**Getting some emotional feedback.** Emotions are most easily expressed through facial expressions, tone of voice, and to a lesser extent, through body movements and positions. It is very important that you study your own facial and body expressiveness and listen closely to your voice when communicating strong emotional

*More information appears in the complete report.*

## Techniques for Increasing Emotional Control

**Becoming an emotional actor.** One aspect of Emotional Control is being able to enact emotions on cue. Practice this skill. Collect some emotional passages or dialogue from a favorite novel. Now practice expressing the emotions over and over while reciting the passage before a camera, a tape recorder, or the mirror. Change emotions and review and critique your performance.

**Take an acting class.** Take an acting class at a community college or join a community theater group. The experience of acting in front of others can greatly enhance Emotional Control, as well as improving other basic communication skills.

## Techniques for Increasing Social Expressivity

**Making small talk.** One of the best ways to practice becoming a good conversationalist is to force yourself to talk to strangers. The next time you are standing in line, on a bus or train, or at some kind of gathering, strike up

*More information appears in the complete report.*

## Techniques for Increasing Social Control

**Take on roles.** Take advantage of opportunities to expand your role-playing skills. Nominate yourself for a new office in a club or civic organization. Volunteer to make presentations. Organize and lead a group activity. Try to expose yourself to as many different types of people, cultures, and subcultures as possible. Learning how to fit in with different groups is critical to developing this skill.

**Learn to think ahead.** Learn to get into the habit of pausing to reflect momentarily before you speak or take action. Analyze the courses of action and consider the impact of your behavior on others. The rule of thinking and preparing ahead also applies to public speaking. Adequate preparation helps enhance feelings of self-confidence and makes you look more "in-charge" of the situation.

### Seven Starter Steps

1. Pick one of the six SSI scales that you wish to increase (Emotional Expressivity, Emotional Sensitivity, Emotional Control, Social Expressivity, Social Sensitivity, Social Control)
2. List each of the environments in which you interact with regularly (i.e., home, work, school, religious institution, fitness club, etc.)
3. For each environment, list specific examples of how you are proficient or deficient with this skill.

*More information appears in the complete report.*