



**Learning  
-IN- Action**

**GoalsInSight**

Connecting Team & Leadership Excellence

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# WE-Q Profile

## What is it?

### *A Snapshot of Us In Relationship*

WE-Q Profile provides a snapshot of what gets in the way of our relating fully to others, ourselves, and the world, particularly under stress. This unique tool highlights the largely non-conscious patterns of thoughts, emotions, and desires that reflect how we've learned to cope, protect and defend ourselves in relationships over the course of our lives, especially within our earliest relationships.

By shining a light on our non-conscious patterns, WE-Q Profile provokes radically unique insights and provides a distinctive vocabulary for our specific internal experience. These insights allow for the development of more intentional responses to stress and conflict and point us to how we can gain greater agency over our behaviors and make choices that yield healthier, more mindful relationships in work and life.

## How Does it Work?

WE-Q Profile simulates real-time stressful interpersonal interactions by presenting us with eight short video vignettes in which we are being challenged by another person. Then we are presented with a series of statements and asked the degree to which the statements fit our experience of the interaction.

Because the instrument is a real-time simulation and doesn't ask what we would do or what we believe about ourselves and instead asks us what's going on inside us, it captures hidden aspects of what drives our behavior under stress.

**WE-Q Profile**

***Reveals a path to connection and  
uncovers what holds us back***

## What Does it Measure?

WE-Q Profile captures our internal experience (not our behavior) under stress (because that's when relationships can be challenging) in the moment (not upon reflection) and in relationship (not by ourselves).

It measures our ability, capacity, and willingness to:

- Access a broad range of feelings
- Maintain an objective perspective along with a degree of practical optimism
- Focus evenly and flexibly on ourselves and others
- Rely equally on all dimensions of our experience, thoughts, emotions, and desires
- Discern what someone else is thinking, feeling, and intending
- Care and share in the feelings of another
- Choose an appropriate strategy for relating in any given situation

In short, it reveals and measures the aspects of our internal experience that inform and drive our behavior when we experience tension or conflict with another person.

## What Is WE-Q?

WE-Q is a term that Learning in Action created to refer to relational intelligence or the ability to be present, connected, and mindfully in relationship with another, particularly under stress. Being relationally intelligent (or tapping into our WE-Q) is possible when we access, allow, and attune with all dimensions of our experience and the experience of others.

As humans, we have within us five dimensions of experience: our thoughts, our wants/desires, our feelings/emotions, our sensations, and our consciousness (i.e., the part of us that can be aware of and separate from our thoughts, wants, feelings and sensations).

And when we are present with the energy and information from all these dimensions within us and in others, we can find our connection and be in mindful relationship with others, even when it's difficult.

## EQ vs. WE-Q: What's the Difference?

Emotional intelligence (EQ) is usually described as "the ability to understand, use and manage your own emotions in positive ways. Though emotions are vitally important, they are only one dimension of our human experience. WE-Q captures all five dimensions of our interiority.

EQ is categorized into abilities like self-awareness, self-management, relationship management, and social awareness. WE-Q examines what is underneath and drives our capacity to demonstrate those abilities.

EQ is generally discussed within the context of an agenda, like being a more effective leader. WE-Q is placed solely in the context of relationships.

## Why Choose the WE-Q Profile



WE-Q Profile provides a deep understanding of what drives and informs our behaviors under stress.



WE-Q Profile is a simulation and not a self-report and captures what is outside our perception and awareness.



WE-Q uncovers what holds us back from having rewarding relationships and provides a map for connection.