

Emotional Intelligence Self-Assessment

The following questions are designed to help you better understand how aware you are of your emotional responses and where your strengths in emotional intelligence currently lie.

For each question, check the box that comes closest to your current state. Scoring criteria is on the last page. **You won't be asked to share your score, so please be as honest as possible.**

Section A: Self-Awareness	Always	Usually	Sometimes	Occasionally	Rarely
1. Do you know which emotions you are feeling and why?					
2. Can you tell when your emotions are affecting your performance?					
3. Can you tell when you are starting to lose your temper or when your thoughts are turning negative?					
4. Do you have a guiding awareness of your values and goals?					
5. Are you aware of your strengths and areas for growth?					
6. Are you reflective, learning from experience?					
7. Are you open to candid feedback, new perspectives, continuous learning and self-development?					
8. Are you able to show a sense of humor and perspective about yourself?					
9. Will you voice views that are unpopular and go out on a limb for what is right, even if there could be negative consequences?					
10. Are you decisive, able to make decisions despite uncertainties and pressures?					

Section B: Self-Regulation	Always	Usually	Sometimes	Occasionally	Rarely
1. Do you manage your impulsive feelings and distressing emotions well?					
2. Do you stay composed, positive and unflappable even in trying moments (for example when someone else is angry or aggressive)?					
3. Do you think clearly and stay focused under pressure or when feeling anxious?					
4. Do you build trust through your reliability, character, competence, and authenticity?					
5. Do you admit your own mistakes and confront unethical actions in others?					
6. Do you take tough, principled stands, even if they are unpopular?					
7. Do you meet commitments and keep promises?					
8. Do you smoothly handle multiple demands, shifting priorities, and rapid change?					
9. Are you flexible in how you see events and people?					
10. Are you open to novel ideas and new information?					

Section C: Self-Motivation	Always	Usually	Sometimes	Occasionally	Rarely
1. Do you bounce back quickly after a setback?					
2. Can you kick-start yourself into action when appropriate?					
3. Are you results oriented, with a high drive to meet your objectives and standards?					
4. Do you set challenging goals and take calculated risks?					
5. Do you learn how to improve your performance?					
6. Do you readily make personal or group sacrifices to meet a larger organizational goal?					
7. Do you use the group's core values in making decisions and clarifying choices?					
8. Are you ready to seize opportunities?					
9. Do you pursue goals beyond what is required or expected of you?					
10. Do you persist in achieving goals despite obstacles and setbacks?					

Section D: Social Awareness	Always	Usually	Sometimes	Occasionally	Rarely
1. Are you attentive to emotional cues?					
2. Do you show sensitivity and understand others' perspectives?					
3. Do you acknowledge and reward people's strengths, accomplishments, and development?					
4. Do you offer useful feedback and identify people's needs for development?					
5. Are you able to work well with people you simply don't like without them ever knowing you feel the way you do?					
6. Do you see diversity as an opportunity, creating an environment where everyone can thrive?					
7. Do you challenge bias and intolerance?					
8. Do you accurately read key power relationships?					
9. Do you seek ways to increase employee engagement and loyalty?					
10. Do you respect and relate well to people from varied backgrounds?					

Section E: Relationship Management	Always	Usually	Sometimes	Occasionally	Rarely
1. Are you able to raise morale and make others feel good?					
2. Are you consistent with the way you treat each of your employees?					
3. Are you able to demonstrate empathy with others feelings?					
4. Do you listen well, seek mutual understanding and welcome sharing of information fully?					
5. Do you recognize the need for change and remove barriers?					
6. Do you handle difficult people and tense situations with diplomacy and tact?					
7. Do you balance a focus on task with attention to relationships?					
8. Do you promote a friendly, cooperative climate?					
9. Do you model team qualities like respect, helpfulness, and cooperation?					
10. Are you a manager you would want to work for?					

Scoring Your Emotional Intelligence Self Assessment

Give yourself 10 points for each time you answered “Always,” 8 points for “Usually,” 6 points for “Sometimes,” 4 points for “Occasionally,” and 2 points for “Rarely.”

Then, add up your total for each section and transfer the scores below

Section	Score
A (Self-Awareness)	
B (Self-Regulation)	
C (Self-Motivation)	
D (Social Awareness)	
E (Relationship Management)	

Scoring Assessment

A score of 90-100 for each section – ‘A strength to capitalize on’: These scores are much higher than average and indicate a noteworthy strength. These strengths probably come naturally to you, or exist because you have worked hard to develop them. Seize every opportunity to use these emotionally intelligent behaviors to maximize your success. You are highly competent in this skill, so work to capitalize on it and achieve your potential.

A score of 80-89 for each section – ‘A strength to build on’: This score is above average. However, there are a few situations where you don’t always do as well as you would probably like. There are many things you’ve done well to receive this score and a few that could be better with some practice. Study the behaviors for which you received this score and consider how you can polish your skills.

A score of 70-79 for each section – ‘With a little improvement, this could be a strength’: You are aware of some of the behaviors for which you received this score and you are doing well with them. Other emotionally intelligent behaviors in this group may need some development. Lots of people start here and see a big improvement in their emotional intelligence once it is brought to their attention. Use this opportunity to discover the difference and improve in the areas where you don’t do as well.

A score of 60-69 for each section – ‘Something you should work on’: This is an area where you sometimes demonstrate emotionally intelligent behavior but not usually. It is likely this is a skill area that doesn’t always come naturally to you or that you don’t often get the chance to make use of. With a little improvement in this skill, your credibility and satisfaction will go way up.

A score of 59 or below for each section– ‘A concern you must address’: This skill area is either a problem for you, you don’t value it, or you didn’t know it was important. The bad news is your skills in this area are limiting your effectiveness. The good news is this discovery and choosing to do something about it will go a long way in improving your emotionally intelligent behavior.

Any individual item marked 4 or below may be an important area for you to work on. Consider how much benefit you will gain if you invest time and energy in moving the rating up to a 6 or 8.