

Emotional Intelligence Self-assessment Tool

Instructions

Simply read each question and select one response (a, b, or c) that you feel best describes yourself. To improve the level of accuracy associated with your self perception, you may find it useful to focus upon a specific example to support your response.

Part 1. Identifying emotions - assess your emotional awareness.

1. Awareness of emotions

- A [] I am aware of my feelings
- B [] At times am aware of my feelings
- C [] Don't pay much attention to my feelings

2. Expression of feelings

- A [] Can show others how I feel through emotional expression.
- B [] Can show some of my feelings
- C [] Not good at expressing my feelings

3. Reading of other people's emotions

- A [] Always know how someone else feels
- B [] Sometimes pick up on others' feelings
- C [] Misread people's feelings

4. Ability to read subtle, nonverbal emotional cues

- A [] Can read between the lines and pick up on how the person feels
- B [] At times, can read nonverbal cues such as body language
- C [] Don't pay much attention to these cues

5. Awareness of false emotions

- A [] Always pick up on lies
- B [] Usually am aware of when a person is lying
- C [] Can be fooled by people

6. Perception of emotion in art

- A [] Strong aesthetic sense
- B [] At times can feel it
- C [] Am uninterested in art or music

7. Ability to monitor emotions

- A [] Always aware of feelings
- B [] Usually aware
- C [] Rarely know

8. Awareness of manipulative emotions

- A [] Always know when a person is trying to manipulate me
- B [] Usually know
- C [] Rarely know

Part 2. Using emotions to facilitate thought - assess your ability to generate emotions and use them to think.

1. When people describe experiences to me.
A [] I can feel what they feel
B [] I understand what they feel
C [] I focus on facts and details

2. I can generate an emotion on demand
A [] Easily, for all emotions
B [] For most emotions
C [] Rarely, or with great difficulty

3. Before an important event
A [] I can get into a positive, energetic mood
B [] I may be able to psych myself up for it
C [] I keep my mood just the same

4. Is my thinking influenced by my feelings?
A [] Different moods affect thinking and decision making in different ways
B [] It may be important to be in certain mood at certain times
C [] My thinking is not clouded by emotions

5. What is the influence of strong feelings on my thinking
A [] Feelings help me focus on what's important
B [] Feelings have little impact on me
C [] Feelings distract me

6. My emotional imagination is
A [] Very Strong
B [] Mildly interesting
C [] Adds little value

7. I can change my mood
A [] Easily
B [] Usually
C [] Rarely

8. When people describe powerful emotional events
A [] I feel what they feel
B [] My feelings change a bit
C [] My feelings stay the same

Part 3. Understanding emotions - assess your emotional knowledge

1. My emotional vocabulary is
A [] Very detailed and rich
B [] About average
C [] Not very large

2. My understanding of why people feel the way they do usually yields
A [] Excellent insights
B [] Some insight
C [] Some missing pieces

3. My knowledge of how emotions change and develop is
A [] Sophisticated
B [] Somewhat developed
C [] Limited and of little interest to me

4. Emotional what-if yields
A [] Accurate prediction of outcome of various actions
B [] At times, good prediction of feelings
C [] Tend not to project how people will feel

5. When I try to determine what causes emotions, I
A [] Always link the feeling to the event
B [] Sometimes link a feeling to a cause
C [] Believe that feelings don't always have a cause

6. I believe that contradictory emotions
A [] Can be felt, such as love and hate at the same time
B [] May be possible
C [] Make little sense

7. I think emotions
A [] Have certain patterns of change
B [] Sometimes can follow other emotions
C [] Usually occur in a random order

8. My emotional reasoning could be described this way:
A [] I have a sophisticated emotional vocabulary
B [] I can usually describe emotions
C [] I struggle for words to describe feelings

Part 4. Managing emotions - assess your emotional intelligence

1. I attend to feelings

A [] Usually

B [] At times

C [] Rarely

2. I act on my feelings

A [] Immediately

B [] At times

C [] Hardly ever

3. Strong emotions

A [] Motivate me and help me

B [] At times take over

C [] Should be controlled and forgotten

4. I am clear about how I feel

A [] Usually

B [] At times

C [] Rarely

5. The influence feelings have on me

A [] Is usually understood in terms of how feelings affect me

B [] Is understood at times

C [] Is rarely processed or felt

6. I process strong emotions

A [] In order not to exaggerate or minimise them

B [] At times

C [] So as to either minimise or maximise

7. I am able to change a bad mood

A [] Usually

B [] At times

C [] Rarely

8. I can keep a good mood going

A [] Usually

B [] At times

C [] Rarely

What does it mean?

Indicate how many times you selected A, B or C responses for each of the four sets of questions. Then create a score for each of the four parts of the self-assessment survey by giving yourself 2 points for every 'A' response, 1 point for a 'B' response, and 0 points for a 'C' response.

	A	B	C	Your Score
Area	Total	Total	Total	
Identifying Emotions				
Using Emotions				
Understanding Emotions				
Managing Emotions				

Let's say that a lower score is one that is around 8 or less, and a higher score is one that is about 9 or above. This is meant only as a means to stimulate your thinking and feeling about these issues, not to measure your actual skills.

You can interpret these scores as follows:

Identifying Emotions: Your score indicates how you feel about identifying emotions accurately. Do you attend to this source of data, or do you ignore it? And if you do try to figure other people out, are your guesses accurate or not?

Using Emotions: Your score gives you an idea or whether you use your feelings to help you gain insight into others or to enhance the way you decide and think.

Understanding Emotions: Your score for this set of questions helps you better understand the depth of your emotional knowledge.

Managing Emotions: Your score on managing emotions indicates the extent to which you allow your feelings to positively affect your decision-making.

Consider your highest area and ask yourself:

- What EQ strengths do I have?
- How might I approach a situation?

Consider your lowest area and ask yourself:

- What obstacles do I face?
- What possible problems might I have in a given situation?

Plot your scores on the Spider Graph. This may provide you with a picture of where your strengths lie and where you can develop further.

Spider Graph

