



Emotional Intelligence Self-Assessment

1 = Strongly Disagree 2 = Moderately Disagree 3 = Neutral 4 = Moderately Agree 5 = Strongly Agree

Part I: Rate Yourself. Using the scale above, please *honestly* respond to the number that best describes your assessment of yourself for each statement.

1. I use both negative and positive feelings to guide my decisions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
2. I am the picture of grace under pressure.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
3. Negative feelings help me address changes I need to make.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
4. I am effective at listening to other people's problems.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
5. No matter the obstacles or demands, I am good at focusing my attention to be productive.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
6. I have a calming influence on people around me.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
7. I am completely responsible for how I feel and react to others.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
8. After something has upset me, I can easily regain my composure.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
9. I have the ability to regularly monitor my emotions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
10. I do not dwell on negative things or hold grudges.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
11. I am sensitive to the emotional needs of others.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
12. I enjoy challenges and look for the positive in everything I do.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
13. I help others capitalize on their motivations to achieve their goals.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
14. I am very creative when faced with adversity.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
15. I respond appropriately to other people's moods and motivations.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
16. I can easily enter into a "Zen" state, or a state characterized by calmness, intuition, and focus.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
17. When the time is right, I face my negative feelings and work through what the issue is.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
18. I am capable of calming myself after a discouraging event.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
19. Knowing my true feelings is crucial to my well being.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
20. I am good at understanding the emotions and motivations of other people.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
21. I am often able to cheer other people when they are down.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
22. I can easily set negative feelings aside when called upon to perform.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Emotional Intelligence Self-Assessment

23. I am aware of subtle social signals that indicate what others need.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
24. People view me as a great coach for others.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
25. People who are aware of their true feelings are better able to cope and perform in all aspects of their lives.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
26. I can effectively sense other people's feelings, even when they don't match their words.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
27. People seek my advice about handling relationships.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
28. I am strongly attuned to others' feelings.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
29. I am able to motivate myself to overcome setbacks, and am an optimist no matter what gets in my way.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
30. I get over negative feelings quickly.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

Part II. Score. Add your scores (1-5 for each item) based on the instructions below.

EI Competency	Item Numbers	Your Score
Self-awareness	1 + 3 + 9 + 17 + 19 + 25	
Self-regulation	2 + 7 + 8 + 10 + 18 + 30	
Self-motivation	5 + 12 + 14 + 16 + 22 + 29	
Empathy	4 + 11 + 20 + 23 + 26 + 28	
Effective Relationships	6 + 13 + 15 + 21 + 24 + 27	

Part III. Interpret Your Scores. Compare your scores with the chart below to assess your EI competencies compared to a cross-industry sampling.

EI Competency	Excellent	Needs Some Improvement	Needs Much Improvement
Self-awareness	25 or above	20 - 24	19 or below
Self-regulation	25 or above	20 - 24	19 or below
Self-motivation	25 or above	20 - 24	19 or below
Empathy	25 or above	20 - 24	19 or below
Effective Relationships	25 or above	20 - 24	19 or below