Emotional intelligence

For each item below, rate how well you are able to display the ability de­scribed. Before responding, try to think of actual situations in which you have had the opportunity to use the ability.

**Very Slight Ability Moderate Ability Very Much Ability**

**1 2 3 4 5**

|  |  |
| --- | --- |
| 1. Associate different internal physiological cues with different emotions. |  |
| 2. Relax when under pressure in situations. |  |
| 3. "Gear up" at will for a task. |  |
| 4. Know the impact that your behavior has on others. |  |
| 5. Initiate successful resolution of conflict with others. |  |
| 6. Calm yourself quickly when angry. |  |
| 7. Know when you are becoming angry. |  |
| 8. Regroup quickly after a setback. |  |
| 9. Recognize when others are distressed. |  |
| 10. Build consensus with others. |  |
| 11. Know what senses you are currently using. |  |
| 12. Use internal "talk" to change your emotional state. |  |
| 13. Produce motivation when doing uninteresting work. |  |
| 14. Help others manage their emotions. |  |
| 15. Make others feel good. |  |
| 16. Identify when you experience mood shifts. |  |
| 17. Stay calm when you are the target of anger from others. |  |
| 18. Stop or change an ineffective habit. |  |
| 19. Show empathy to others. |  |
| 20. Provide advice and emotional support to others as needed. |  |
| 21. Know when you become defensive. |  |
| 22. Know when you are thinking negatively and head it off. |  |
| 23. Follow your words with actions. |  |
| 24. Engage in intimate conversations with others. |  |
| 25. Accurately reflect people's feelings back to them. |  |

Scoring

Sum your responses to the twenty-five questions to obtain your overall emotional intelligence score.

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| |  |  | | --- | --- | | self-awareness | | | 1 |  | | 6 |  | | 11 |  | | 16 |  | | 21 |  | |  |  | | |  |  | | --- | --- | | managing emotions | | | 2 |  | | 7 |  | | 12 |  | | 17 |  | | 22 |  | |  |  | |
| |  |  | | --- | --- | | social skill | | |  |  | | 5 |  | | 10 |  | | 15 |  | | 20 |  | | 25 |  | | |  |  | | --- | --- | | empathy | | | 4 |  | | 9 |  | | 14 |  | | 19 |  | | 24 |  | |  |  | |
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|  |  |
| --- | --- |
| motivating yourself | |
| 3 |  |
| 8 |  |
| 13 |  |
| 18 |  |
| 23 |  |
|  |  |

Interpretation

This questionnaire provides some indication of your emotional intelligence. you received a total score of 100 or more, you are certainly considered a person with high emotional intelligence. A score from 50 to 100 means you have a good platform of emotional intelligence from which to develop your leadership capability. A score below 50 indicates that you realize that you are prob­ably below average in emotional intelligence. For each of the five components of emotional intelligence—self-awareness, managing emotions, motivating one's self, empathy, and social skill—a score above 20 is considered high, while a score below 10 would be considered low. Compare your scores to those of other students. What will you do to improve your scores?

*SOURCE:* Adapted from Hendrie Weisinger, *Emotional Intelligence at Work* (San Francisco: Jossey-Bass, 1998), 214-215.