

# Quick Emotional Intelligence Self-Assessment

Adults as well as youth need to be able to identify their emotions. One way to equip staff is to help them become more aware of their own emotions. Emotional Intelligence (sometimes referred to as EQ) is defined as the ability to be aware of, understand, and manage one's emotions. This quick self-assessment can help adults feel grounded in some of the language we use in supporting SEL with youth.

## Why This Matters

- In order for adults to best support youth learning SEL skills, they need to have a sense of their own emotions. This activity will help build self-awareness through completing and reflecting on the assessment tool. The four skill domains addressed by this assessment are:
  - Emotional Awareness
  - Emotional Management
  - Social Emotional Awareness
  - Relationship Management

## Getting Started

- **Audience:** Adult youth workers who will be focusing on SEL skills with youth
- **Materials:** Copies of the Quick Emotional Intelligence Self-Assessment adapted for the San Diego City College MESA program.
- **Time:** Plan for 30-40 minutes; 10 to complete the assessment, and 20-30 for discussion.

## How To Use It

- 1) Pass out an assessment for each staff. Complete and score the assessment individually and then debrief in a small group using the conversation starters below. Allow for 20-30 minutes of de-briefing time to enrich the understanding about the 4 domains assessed
  - What was your strongest domain?
  - How does this help your daily and work life?
  - What was your weakest domain?
  - What ideas do you have for how you might strengthen your understanding of this domain, and take some action to improve it?
  - Were there questions in the assessment that were difficult for you to answer? Why?

## Take It Further

- Anyone interested in going further can reference the book Emotional Intelligence 2.0 by Travis Bradberry and Jean Greaves. This book describes EQ research and includes an online assessment that produces an individualized report that can be printed.
- Have staff develop SMART goals related to improving their EQ. Track these goals in 1:1 meets or do team check-ins throughout the year.

# Tool: Quick Emotional Intelligence Self-Assessment

## *The Quick Emotional Intelligence Self-Assessment\**

\*Adapted for the San Diego City College MESA Program from a model by Paul Mohapel (paul.mohapel@shaw.ca)

Emotional intelligence (*referred to as EQ*) is your ability to **be aware of, understand and manage your emotions**. *Why is EQ important?* While intelligence (*referred to as IQ*) is important, success in life depends more on EQ. Take the assessment below to learn your EQ strengths!

Rank each statement as follows:    **0 (Never)**    **1 (Rarely)**    **2 (Sometimes)**    **3 (Often)**    **4 (Always)**

### **Emotional Awareness – Total:** \_\_\_\_\_

0	1	2	3	4	My feelings are clear to me at any given moment
0	1	2	3	4	Emotions play an important part in my life
0	1	2	3	4	My moods impact the people around me
0	1	2	3	4	I find it easy to put words to my feelings
0	1	2	3	4	My moods are easily affected by external events
0	1	2	3	4	I can easily sense when I'm going to be angry
0	1	2	3	4	I readily tell others my true feelings
0	1	2	3	4	I find it easy to describe my feelings
0	1	2	3	4	Even when I'm upset, I'm aware of what's happening to me
0	1	2	3	4	I am able to stand apart from my thoughts and feelings and examine them

### **Emotional Management – Total:** \_\_\_\_\_

0	1	2	3	4	I accept responsibility for my reactions
0	1	2	3	4	I find it easy to make goals and stick with them
0	1	2	3	4	I am an emotionally balanced person
0	1	2	3	4	I am a very patient person
0	1	2	3	4	I can accept critical comments from others without becoming angry
0	1	2	3	4	I maintain my composure, even during stressful times
0	1	2	3	4	If an issue does not affect me directly, I don't let it bother me
0	1	2	3	4	I can restrain myself when I feel anger towards someone
0	1	2	3	4	I control urges to overindulge in things that could damage my well being
0	1	2	3	4	I direct my energy into creative work or hobbies

### **Social Emotional Awareness – Total:** \_\_\_\_\_

0	1	2	3	4	I consider the impact of my decisions on other people
0	1	2	3	4	I can tell easily tell if the people around me are becoming annoyed
0	1	2	3	4	I sense it when a person's mood changes
0	1	2	3	4	I am able to be supportive when giving bad news to others
0	1	2	3	4	I am generally able to understand the way other people feel
0	1	2	3	4	My friends can tell me intimate things about themselves
0	1	2	3	4	It genuinely bothers me to see other people suffer
0	1	2	3	4	I usually know when to speak and when to be silent
0	1	2	3	4	I care what happens to other people
0	1	2	3	4	I understand when people's plans change

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**Relationship Management – Total:** \_\_\_\_\_

0	1	2	3	4	I am able to show affection
0	1	2	3	4	My relationships are safe places for me
0	1	2	3	4	I find it easy to share my deep feelings with others
0	1	2	3	4	I am good at motivating others
0	1	2	3	4	I am a fairly cheerful person
0	1	2	3	4	It is easy for me to make friends
0	1	2	3	4	People tell me I am sociable and fun
0	1	2	3	4	I like helping people
0	1	2	3	4	Others can depend on me
0	1	2	3	4	I am able to talk someone down if they are very upset

**My EQ strengths!** Mark your EQ total scores to assess your strengths and areas for improvement.

Domain	Score
Emotional Awareness	0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40
Emotional Management	0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40
Social Emotional Awareness	0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40
Relationship Management	0 2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40
Measure your effectiveness in each domain using the following key: <b>0 – 24</b> Area for Enrichment: <b>Requires</b> attention and development <b>25 – 34</b> Effective Functioning: Consider <b>strengthening</b> <b>35 – 40</b> Enhanced Skills: Use as <b>leverage</b> to develop weaker areas	

**Using your EQ strength** – for your strongest EQ domain, give an example of how you demonstrate your strength in your daily life or work: \_\_\_\_\_

\_\_\_\_\_

**Effects of your EQ strength** – for your weakest EQ domain, give an example of how this affects you AND others in your daily life or work: \_\_\_\_\_

\_\_\_\_\_

**Improving your EQ strength** – for your weakest EQ domain, what steps can you take to strengthen yourself in this area? How will this benefit you in your daily life or work? \_\_\_\_\_

\_\_\_\_\_

For help in developing your EQ strengths, visit the City College Mental Health Counseling Center (Room A-221)