**EXERCISE: Assessing My Emotional & Social Intelligence**

Emotional Intelligence

*“Recognizing our own feelings and those of others, motivating ourselves, managing emotions well in ourselves and in our relationships.”*

The following questions will allow you to reflect on your own Emotional and Social Intelligence. For questions asking for a numerical evaluation, rate yourself on a 1-5 scale (with 1 meaning you display this behavior to the least extent or degree, 3 meaning you display this behavior to a moderate extent or degree, and 5 meaning you display this behavior to the greatest extent or degree), then support your assessment by answering each question.

To the least extent/degree

To the greatest

extent/degree

**Self-Awareness**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| Recognizing how your emotions affect your performance |  |  |  |  |  |
| Knowing your own inner resources, abilities, and limits  |  |  |  |  |  |
| Honesty in your positive and negative biases, and your own strengths and weaknesses |  |  |  |  |  |
| Being open to feedback  |  |  |  |  |  |
| Having a sense of humor about yourself |  |  |  |  |  |
| **Total**  |  |  |  |  |  | **Grand Total**  |

Describe a situation in which you demonstrated a lack of self-awareness.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe a situation in which you demonstrated a great deal of self-awareness.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Self-Management**

To the greatest

extent/degree

To the least extent/degree

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| Keeping disruptive emotions and impulses in check |  |  |  |  |  |
| Having flexibility in handling change  |  |  |  |  |  |
| Striving to meet or exceed a standard of excellence |  |  |  |  |  |
| Demonstrating persistence in pursuing goals despite obstacles and setbacks  |  |  |  |  |  |
| **Total**  |  |  |  |  |  | **Grand Total**  |

Describe a situation in which you demonstrated a lack of self-management.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe a situation in which you demonstrated a great deal of self-management.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Social-Awareness**

To the greatest

extent/degree

To the least extent/degree

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| Sensing others’ feelings and perspectives  |  |  |  |  |  |
| Taking an active interest in their concerns  |  |  |  |  |  |
| Reading a group’s emotional currents and power relationships |  |  |  |  |  |
| **Total**  |  |  |  |  |  | **Grand** **Total**  |

Describe a situation in which you demonstrated a lack of social-awareness.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe a situation in which you demonstrated a great deal of social-awareness.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Relationship-Management**

To the greatest

extent/degree

To the least extent/degree

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| Having positive impact on others |  |  |  |  |  |
| Inspiring and guiding individuals and groups |  |  |  |  |  |
| Taking an active interest in others’ development needs and bolstering their abilities |  |  |  |  |  |
| Negotiating and resolving conflict |  |  |  |  |  |
| Working with others toward a shared goal |  |  |  |  |  |
| **Total**  |  |  |  |  |  | **Grand Total**  |

Describe a situation in which you demonstrated a lack of relationship-management.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe a situation in which you demonstrated a great deal of relationship-management.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**To score your assessment:**

* Total each column: add the numerical values of the ratings for each column
* Get grand total score for the competency: add the total column values together for a grand total

**EXAMPLE**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Self-Management** | **1** | **2** | **3** | **4** | **5** |
| Keeping disruptive emotions and impulses in check |  | ✓ |  |  |  |
| Having flexibility in handling change |  | ✓ |  |  |  |
| Striving to meet or exceed a standard of excellence |  |  |  | ✓ |  |
| Demonstrating persistence in pursuing goals despite obstacles and setbacks |  |  | ✓ |  |  |
| **Total**  |  | 4 | 3 | 4 |  | **Grand Total**11 |

The following scale may be used to guide your decisions about areas of strength in which you may want to build and areas of opportunity in which you may want to improve.

|  |  |  |
| --- | --- | --- |
|  | **Strength** | **Area of Opportunity** |
| **Self-Awareness** | 21 - 25 | 14 or below |
| **Self-Management** | 17 - 20 | 11 or below |
| **Social-Awareness** | 13 - 15 | 8 or below |
| **Relationship-Management** | 21 - 25 | 14 or below |

Bradberry, T., & Greaves, J. (2009). *Emotional intelligence 2.0*. San Diego: TalentSmart.