

Emotional Intelligence Self-Assessment



*“As more and more artificial intelligence is entering into the world,
more and more emotional intelligence must enter into leadership.”*

Amit Ray

▪ Overview

“One of the most valuable qualities of a good leader is a high emotional quotient and the ability to read people’s emotions and empathise with others.

- Undercover Recruiter

“Up to 90% of the difference between outstanding and average leaders is linked to Emotional Intelligence (EQ).”

In his research, Daniel Goleman, author of bestselling books ‘Emotional Intelligence’ and ‘Working with Emotional Intelligence’, found that Emotional Intelligence (EQ) is twice as important as Intelligence Quotient (IQ) and technical skills combined when accounting for outstanding performance.

This is a very simple test to assess your Emotional Intelligence. Please complete the assessment before the webinar, as you will have to refer to your self-assessment results during the webinar.

▪ Purpose

To understand your Emotional Intelligence (EQ) strengths and areas of improvement for the five (5) EQ competencies.

▪ Objective

Complete the questionnaire to ascertain how emotionally intelligent you are.

▪ Timing

Activity: Maximum 15 minutes

Emotional Intelligence Self-Assessment

Circle the choice that best represents your view.

1. What do you do when you become angry?
 - A. Shout and show my anger so the other person knows I am not happy.
 - B. Keep it inside me and avoid confrontation.
 - C. Say something sarcastically, keep a stiff face and stop communicating with the other person.
 - D. Take a deep breath, put myself in the other guy's position and understand the motive.

2. What do you think of self-talk?
 - A. It's a sign of madness.
 - B. I occasionally do self-talk, though most of my self-talk is criticism.
 - C. I actively use self-talk to find new solutions and get encouragement.
 - D. I use self-talk to think about technical details and planning.

3. Someone comes to you and starts complaining about the current setup in his/her workplace and seems quite annoyed. What do you do?
 - A. Listen and nod.
 - B. Listen intently to understand the problem and then offer suggestions as best as you can.
 - C. Listen carefully, reflect using your own phrases to explain the situation as you understand and encourage more discussion.
 - D. Listen, but explain that you may not be the right person to talk to.

4. What do you do when you are bored?
 - A. Sleep.
 - B. Change environment and behaviour drastically to kick start my enthusiasm.
 - C. Go to a quiet room and reflect.
 - D. Find someone to interact with.

5. How much do you trust people?
 - A. I don't generally trust people.
 - B. I trust everyone unless they prove untrustworthy.
 - C. It all depends on them and the context.
 - D. They have to earn my trust.

6. How much do you think others trust you?
 - A. Everyone trusts me.
 - B. I don't really care as long as I get what I want.
 - C. I actively put a lot of effort to make sure others will trust me. I go to great length for this.
 - D. Trust is just a tool to use as necessary.

7. How does other people's emotional state affect you, such as being upset, in despair or bored?
 - A. I am quite strong; it doesn't affect me at all.
 - B. I get easily affected by it and usually end up in the same state.
 - C. I try to understand them and talk to them to ease their pain. I may get slightly emotional, but I manage to control my pose.
 - D. I don't like emotional encounters, so I try to avoid them.

8. How do you evaluate yourself on being able to influence others?
 - A. I have a strong presence and people usually look at me in groups expecting advice and commands.
 - B. I can influence those that I know well. As for others, I need to work on it.
 - C. I like to influence others, but I find it difficult to do so consistently.
 - D. I am not particularly good at it.

9. Do you freely offer help to others?
 - A. Yes, when they need it.
 - B. Yes, when I know them.
 - C. No, unless I can actually help.
 - D. No, unless they ask for it.

10. Do you raise morale and get everyone to become more enthusiastic?
 - A. I like to be good at this, but I am not.
 - B. Maybe once in a while is good, but excessive use takes a lot of employee time and is counterproductive.
 - C. I love giving motivational speeches and getting everyone energised.
 - D. I don't think these kinds of speeches have any effect. They are mere words and will be forgotten soon.

11. Can you tell you are about to become emotional?
- A. Yes, I can usually spot the triggers and take appropriate actions.
 - B. No, I don't always see it coming. Sometimes, I am completely surprised.
 - C. I know certain triggers can make me emotional and I try to avoid these situations if I can.
 - D. It all depends on the situation, it's generally hard to tell.
12. Which one sounds better?
- A. I am the best.
 - B. I am good.
 - C. I am getting better every day.
 - D. Intention is more important than the result.
13. If you were a leader, what do you think about sharing your ideas with your staff?
- A. My staff are not always aware of what is going on, so explaining the direction isn't always easy or useful.
 - B. I will share my vision with my staff, so they know where we are going.
 - C. If they are competent staff, I expect them to understand where we are heading anyway, so I don't have to tell them every day what they should do.
 - D. I can't discuss my true vision with them because it is sensitive and the ideas might fall into the hands of my competitors, something I want to avoid at all costs.
14. You are about to give a presentation. How do you feel?
- A. I get overwhelmed. I have butterflies in my stomach though I calm myself and think positively.
 - B. I enjoy giving presentations and I take it as another opportunity to practice public speaking and spreading my ideas.
 - C. I am afraid that I may completely fail, forget what I have to say and basically get stage freeze.
 - D. I don't give presentations.
15. Do you have a temper?
- A. I don't get angry when I don't want to and so I usually don't get angry.
 - B. Sometimes I find situations unbearable, so I express my anger.
 - C. Anger is a tool. You can use it to show your personal view so others can correct their behaviour.
 - D. I don't have a temper, but I do get angry sometimes and I try to calm myself down.

16. Does anyone come to you feeling comfortable to share their secrets with you?
- A. No, not much. I don't think people are comfortable sharing their secrets with others anyway.
 - B. My close colleagues share a lot with me, though I am not well known to people outside of my close group. I like to expand my network though.
 - C. I don't care what people do in their personal lives or what the latest gossips are. All I care is that they do their job properly and on time.
 - D. I am known as a trustable person, so many like to share their thoughts with me and I really enjoy it.
17. How do you motivate yourself?
- A. State what I want to do, plan it and walk through it.
 - B. Go for a walk.
 - C. Share my ideas with someone else, get them to give me feedback and brainstorm it until I get really excited about it.
 - D. Go shopping or do something completely different like going on a holiday until I feel I really want to get back and do something big.
18. Can you remain calm when others are angry or show aggression?
- A. Anger is a sign of losing control, so I tell them to stop it, if necessary, by showing anger in return.
 - B. There is only one way you can deal with aggression; to show aggression in return. Otherwise they will be all over you.
 - C. I tend to control myself most of the time, though sometimes it is really unfair, and I need to respond in return.
 - D. People get angry when they have something to say, so I listen.
19. Do you tend to lead conversations when with a group of people such as in meetings?
- A. I am a natural leader, so I tend to guide the conversation making sure everyone follows the correct set of topics I have in mind.
 - B. I like everyone to have equal airtime so we can hear everyone's views. As a result, I tend to listen very carefully to what others say and take initiative to make sure everyone had a chance to talk.
 - C. It is always better to appear talkative than silent, so I tend to speak more than listen, but I make sure I am not the only one who speaks.
 - D. I like to listen and observe initially to understand how people think and perhaps learn something new. Later, I would join to present my views as well.

20. What do you do when you are worried or upset?
- A. I like to go to a quiet room, relax and contemplate on my situation.
 - B. I do something that energises me, like improving my image, wearing nice clothes, socialising, sports, etc.
 - C. If I am upset, I tend to cry it out until I can get it out of my system.
 - D. I go for a walk.

Scoring Sheet

1. For each question, circle the number in the tables below that corresponds to your answer. For example, if you answer B to question 14, find question 14 under Self-Management (second column) and circle the box for B which in this case has value of 1 in it.
2. Add all the numbers you have circled for each competency and write it the total column. This represents your score for that competency.

Self-Management

Question ->	3	14	18
A	1	1	1
B	1	1	0
C	4	2	2
D	0	2	4

Self-Awareness

Question ->	1	2	11	14	Total
A	0	0	4	2	
B	2	1	1	4	
C	1	4	2	0	
D	4	1	0	0	

Self-Management

<i>Question -></i>	3	15	18	20	<i>Total</i>
A	1	4	1	0	
B	1	1	0	4	
C	4	0	2	0	
D	0	1	4	1	

Motivation

<i>Question -></i>	4	12	13	17	<i>Total</i>
A	0	1	1	2	
B	4	0	4	0	
C	0	4	0	4	
D	2	0	0	4	

Social Awareness

<i>Question -></i>	7	9	16	19	<i>Total</i>
A	0	4	0	0	
B	1	2	2	4	
C	4	1	0	1	
D	0	0	4	2	

Relationship Management

<i>Question -></i>	<i>5</i>	<i>6</i>	<i>8</i>	<i>10</i>	<i>Total</i>
<i>A</i>	0	1	4	1	
<i>B</i>	4	0	2	0	
<i>C</i>	1	4	1	4	
<i>D</i>	2	0	0	0	

Interpretation of Scores:

1. Compare the scores for each competency with each other
2. Use the ranges below as a measure for each score - to Identify your strengths and development areas.
3. Use the Information you will learn In the webinar to find ways to Increase your emotional Intelligence.

Between 0 and 8: Need to develop In this area

Between 9 and 11: Not bad, room for further development

More than 11: You are good in this

Additional Support:

If you would like support to accelerate your career goals, please visit this www.bpdassociates.com/contact-us to schedule a complimentary consultation.

For a more in depth EQ assessment visit:

<https://www.talentsmart.com/products/emotional-intelligence-appraisal.php>

“True intelligence is emotional intelligence.”

Wald Wassermann

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Georgina Terry FCCA PMP

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Managing Director

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