

# EMOTIONAL INTELLIGENCE ASSESSMENT

## Instructions

This assessment is designed to help you gain deeper insights into your emotional intelligence as a leader. Emotional intelligence, often referred to as EQ, encompasses the ability to recognize, understand, and manage both our own emotions and those of others. As a leader, possessing high emotional intelligence is crucial for fostering effective relationships, making sound decisions, and navigating complex challenges with grace and resilience.

Answer the below questions with the 5-point scale and choose the rating you agree with most for each question. Calculate your total score.

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

1. I consistently assess and understand my emotional responses, recognizing their influence on my leadership decisions.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

2. I effectively navigate cultural or interpersonal differences within my team, bridging gaps and building stronger relationships through empathy.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

3. I regulate my emotions effectively in changing or challenging situations, ensuring rational decision-making and composure as a leader.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

4. I identify specific triggers that may hinder my leadership effectiveness and take proactive steps to mitigate their impact.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

5. I maintain a positive outlook and resilience, driven by my passion for achieving goals despite challenges and setbacks.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

6. I inspire and motivate myself and team members to stay focused and committed to what's important, especially during adversity.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

7. I prioritize the building of authentic and meaningful relationships with my team members, peers, and stakeholders, recognizing their contribution to my leadership effectiveness.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

8. I navigate challenging interpersonal dynamics within my team or organization, leading to improved collaboration and cohesion.

1 Strongly Disagree	2 Somewhat Disagree	3 Neutral	4 Somewhat Agree	5 Strongly Agree
---------------------	---------------------	-----------	------------------	------------------

# EMOTIONAL INTELLIGENCE ASSESSMENT

9. I maintain integrity and effectiveness by setting firm boundaries and saying "no" when necessary.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

10. I foster a culture of open communication and trust within my team, encouraging constructive feedback and dialogue while ensuring accountability and respect.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

11. I take responsibility for my actions and their emotional impact on myself and others.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

12. I often seek opportunities for self-improvement and growth, even when it requires stepping out of my comfort zone.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

13. I reconcile conflicting priorities or interests among different stakeholders, navigating relationships to achieve alignment and consensus effectively.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

14. I practice techniques to calm myself down when feeling overwhelmed emotionally.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

15. I actively listen to others perspectives & needs and offer support or assistance based on their emotional needs.

1 Strongly Disagree

2 Somewhat Disagree

3 Neutral

4 Somewhat Agree

5 Strongly Agree

## Answer Key

*Calculate your total score from the questions above and find the corresponding category.*

### **Score: 60-75: Empowered Leader**

Your results are impressive! Your ability to understand and manage emotions, both in yourself and others, shines through. As a leader, your high emotional intelligence plays a significant role in creating a positive work environment and fostering strong relationships within your team. A tip to keep up your skills: practice active listening, seek feedback, and reflect on your emotions. You might also consider mentoring others to further strengthen your own skills while helping them grow.

### **Score: 40-59: Developing Leader**

Your score shows that you're doing well in managing emotions as a leader. There's room for growth, but you've got a solid foundation to build on. By focusing on areas like self-awareness and empathy, you can enhance your leadership skills even further. Tips to further improve your skills: work on understanding your own emotions better and practice empathy to connect with your team members on a deeper level. Keep an open mind to feedback and seek opportunities to strengthen your relationships with others.

### **Score: Less than 39: Emerging Leader**

There's work to be done in developing your emotional intelligence as a leader, but this is the first step to improving. Building these skills will help you better understand and connect with your team, leading to more effective leadership. Follow these tips to better enhance your skills: start by taking time to reflect on your emotions and how they impact your actions. Practice active listening and focus on building stronger relationships with your team members. Consider seeking support through training or coaching to help you on your journey to becoming a more emotionally intelligent leader.

## Answer Key Continued

**This assessment encompasses five key categories: Self-Awareness, Self-Regulation, Empathy, Self-Motivation & Effective Relationships.**

**Self-Awareness (Questions 1, 4, & 11):** I consistently assess and understand my emotional responses, recognizing their influence on my leadership decisions. I identify specific triggers that may hinder my leadership effectiveness and take proactive steps to mitigate their impact. I take responsibility for my actions and their emotional impact on myself and others.

**Self-Regulation (Questions 3, 9, & 14):** I regulate my emotions effectively in changing or challenging situations, ensuring rational decision-making and composure as a leader. I maintain integrity and effectiveness by setting firm boundaries and saying "no" when necessary. I practice techniques to calm myself down when feeling overwhelmed emotionally

**Empathy (2 & 15):** I effectively navigate cultural or interpersonal differences within my team, bridging gaps and building stronger relationships through empathy. I actively listen to others perspectives & needs and offer support or assistance based on their emotional needs

**Self-Motivation (Question 5, 6 & 12):** I maintain a positive outlook and resilience, driven by my passion for achieving goals despite challenges and setbacks. I inspire and motivate myself and team members to stay focused and committed to what's important, especially during adversity. I often seek opportunities for self-improvement and growth, even when it requires stepping out of my comfort zone.

**Effective Relationships (Question 7, 8, 10 & 13):** I prioritize the building of authentic and meaningful relationships with my team members, peers, and stakeholders, recognizing their contribution to my leadership effectiveness. I navigate challenging interpersonal dynamics within my team or organization, leading to improved collaboration and cohesion. I foster a culture of open communication and trust within my team, encouraging constructive feedback and dialogue while ensuring accountability and respect. I reconcile conflicting priorities or interests among different stakeholders, navigating relationships to achieve alignment and consensus effectively.