

## The *Practical* EQ Emotional intelligence Self-Assessment

This self-assessment questionnaire is designed to get you thinking about the various competences of emotional intelligence as they apply to your life. It does not pretend to be a validated psychometric test, and the answers you give might vary depending on your mood when you take it.

It is based on the five-competency model of emotional intelligence by Daniel Goleman in the book *Emotional Intelligence*.

### How to complete the questionnaire

Complete each competency page (example below) and use the last page to chart your scores. If you would rather not score the questionnaire, your intake therapist will be happy to do that for you.

#### \* EXAMPLE \*

I can explain my actions:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<i>My score:</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="3"/>
0	1	2	3	4	

Other people don't see me as I see myself:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="text" value="2"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

I understand the feedback that others give me:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="text" value="3"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

I can describe accurately what I am feeling:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="text" value="3"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

Things that happen in my life make sense to me:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="text" value="2"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

Total for Self-Awareness:

## Self-Awareness

I can explain my actions:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<i>My score:</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	

Other people don't see me as I see myself:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

I understand the feedback that others give me:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

I can describe accurately what I am feeling:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

Things that happen in my life make sense to me:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
0	1	2	3	4	

*Total for Self-Awareness:*

**Emotional Self-Awareness** is the ability to recognize what you are feeling, understanding your habitual emotional responses to events, and recognizing how your emotions affect your behavior and performance.

When you are self-aware, you see yourself as others see you, and have a good sense of your own abilities and current limitations.

## Self- Management

I can stay calm, even in difficult circumstances:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<i>My score:</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
0	1	2	3	4	

I am prone to outbursts of rage:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

I feel miserable:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

I get irritated by things, other people or myself:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

I get carried away and do things I regret:

ALMOST NEVER	RARELY	SOMETIMES	USUALLY	ALMOST ALWAYS	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4	3	2	1	0	

*Total for Self-Management:*

**Emotional Self-Management** is the ability to stay focused and think clearly even when experiencing powerful emotions.

Being able to manage your own emotional state is essential for taking responsibility for your actions, and can save you from hasty decisions that you later regret.

## Motivation

I am clear about my goals for the future:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

*My score:*

My career is moving in the right direction:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

I find it hard to maintain my enthusiasm when I encounter setbacks:

ALMOST NEVER  
  
4

RARELY  
  
3

SOMETIMES  
  
2

USUALLY  
  
1

ALMOST ALWAYS  
  
0

I feel excited when I think of my goals:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

I act consistently to move toward my goals:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

*Total for Motivation:*

**Motivation** is the ability to use your deepest emotions to move and guide you towards your goals. This ability enables you to take the initiative and to persevere in the face of obstacles and setbacks.

## Empathy

My colleagues are uncommunicative:

ALMOST NEVER

4

RARELY

3

SOMETIMES

2

USUALLY

1

ALMOST ALWAYS

0

*My score:*

I get along well with each of my work colleagues:

ALMOST NEVER

0

RARELY

1

SOMETIMES

2

USUALLY

3

ALMOST ALWAYS

4

I find it easy to "read" other people's emotions:

ALMOST NEVER

0

RARELY

1

SOMETIMES

2

USUALLY

3

ALMOST ALWAYS

4

It's unpredictable how my colleagues will feel in any given situation:

ALMOST NEVER

4

RARELY

3

SOMETIMES

2

USUALLY

1

ALMOST ALWAYS

0

People choose to work with me in preference to equally-talented colleagues:

ALMOST NEVER

0

RARELY

1

SOMETIMES

2

USUALLY

3

ALMOST ALWAYS

4

*Total for Empathy:*

**Empathy** is the ability to sense, understand and respond to what other people are feeling.

Self awareness is an essential underpinning of empathy. If you are not aware of your own emotions, you will not be able to read the emotions of others.

## Relationship Management

I encounter difficult people:

ALMOST NEVER  
  
4

RARELY  
  
3

SOMETIMES  
  
2

USUALLY  
  
1

ALMOST ALWAYS  
  
0

*My score:*

I am comfortable talking to anyone:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

I achieve win/win outcomes:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

I feel uncomfortable when other people get emotional:

ALMOST NEVER  
  
4

RARELY  
  
3

SOMETIMES  
  
2

USUALLY  
  
1

ALMOST ALWAYS  
  
0

It is easy for me to tolerate people's foolishness:

ALMOST NEVER  
  
0

RARELY  
  
1

SOMETIMES  
  
2

USUALLY  
  
3

ALMOST ALWAYS  
  
4

*Total for Relationship Management:*

**Relationship Management** is the ability to manage, influence and inspire emotions in others.

Being able to handle emotions in relationships and being able to influence and inspire others are essential foundation skills for successful teamwork and leadership.

*Adapted from Coaching Leaders LTD 2008*