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.

1. I can expla	ain my actions:				
Almost Never	Rarely	Sometimes	Usually	Almost Always	
			X		_
0	1	2	3	4	3
2 Other neo	nle don't see m	ne as I see mys	olf.		
Almost	Rarely	Sometimes	Usually	Almost	
Never	1 15.1 5.9			Always	
		X			
4	3	2	1	0	2
2 Lundoreta	nd the feedbac	k that others gi	10 mo:		
Almost	Rarely	Sometimes	Usually	Almost	
Never	, taroly		Coddiny	Always	
			X		
0	1	2	3	4	3
	•		3	4	3
	•	2 what I am feeli Sometimes	3	4 Almost	3
4. I can desc	ribe accurately	what I am feeli	3 ng:		3
4. I can desc Almost	ribe accurately Rarely	what I am feeli Sometimes	3 ng:	Almost	3
4. I can desc Almost	ribe accurately	what I am feeli	ng: Usually	Almost	3
4. I can desc Almost Never	ribe accurately Rarely	what I am feeli Sometimes	ng: Usually X	Almost Always]
4. I can desc Almost Never	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always]
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely	what I am feeli Sometimes	ng: Usually X	Almost Always]
4. I can desc Almost Never 0 5. Things that Almost	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always 4]
4. I can desc Almost Never 0 5. Things that Almost	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always 4 Almost Always]

Self-Awareness

1. I can expla	ain my actions:			
Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
2 Other need	nla dan't aga m		olf.	
Almost	Rarely	e as I see mys Sometimes	Usually	Almost
Never	Kalely	Sometimes	Osually	Always
4	3	2	1	0
0 1 1 1	1.4. 6. 11			
		k that others ga		A l (
Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
-				4
4. I can desc	ribe accurately	what I am feeli	ing:	·
-				4 Almost Always
4. I can desc Almost	ribe accurately	what I am feeli	ing:	Almost
4. I can desc Almost	ribe accurately	what I am feeli	ing:	Almost
4. I can desc Almost Never	ribe accurately Rarely 1	what I am feeli Sometimes	ng: Usually 3	Almost Always
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely 1 t happen in my	what I am feeling Sometimes 2	ng: Usually 3 se to me:	Almost Always
4. I can desc Almost Never	ribe accurately Rarely 1	what I am feeli Sometimes	ng: Usually 3	Almost Always
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely 1 t happen in my	what I am feeling Sometimes 2	ng: Usually 3 se to me:	Almost Always 4 Almost
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely 1 t happen in my	what I am feeling Sometimes 2	ng: Usually 3 se to me:	Almost Always 4 Almost

Emotional Self-Awareness is the ability to recognise what you are feeling, understanding your habitual emotional responses to events and recognising how your emotions affect your behaviour 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

1. I can stay	calm, even in c	difficult circumst	ances:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
0 1000 0000		f =0 = 0 ·			
Almost	to outbursts o	Sometimes	Usually	Almost	
Never	Raiely	Sometimes	Usually	Always	
4	3	2	1	0	
	·				
3. I feel mise			T		
Almost	Rarely	Sometimes	Usually	Almost	
Never				Always	
4	3	2	1	0	
				0	
4. I get irritate	ed by things, of	ther people or n	nyself:		
4. I get irritate Almost				Almost	
4. I get irritate	ed by things, of	ther people or n	nyself:		
4. I get irritate Almost	ed by things, of	ther people or n	nyself:	Almost	
4. I get irritate Almost	ed by things, of	ther people or n	nyself:	Almost	_ _
4. I get irritate Almost Never	ed by things, of Rarely	ther people or n Sometimes	nyself: Usually 1	Almost Always	
4. I get irritate Almost Never 4 5. I get carrie	ed by things, of Rarely 3 ed away and do	ther people or no Sometimes 2 things I regret:	nyself: Usually 1	Almost Always	
4. I get irritate Almost Never 4 5. I get carrie Almost	ed by things, of Rarely	ther people or n Sometimes	nyself: Usually 1	Almost Always 0 Almost	
4. I get irritate Almost Never 4 5. I get carrie	ed by things, of Rarely 3 ed away and do	ther people or no Sometimes 2 things I regret:	nyself: Usually 1	Almost Always	
4. I get irritate Almost Never 4 5. I get carrie Almost	ed by things, of Rarely 3 ed away and do	ther people or no Sometimes 2 things I regret:	nyself: Usually 1	Almost Always 0 Almost	
4. I get irritate Almost Never 4 5. I get carrie Almost	ed by things, of Rarely 3 ed away and do	ther people or no Sometimes 2 things I regret:	nyself: Usually 1	Almost Always 0 Almost	

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

Almost Never]
2. My career is moving in the right direction: Almost Rarely Sometimes Usually Almost	
2. My career is moving in the right direction: Almost Rarely Sometimes Usually Almost	
Almost Rarely Sometimes Usually Almost	
Almost Rarely Sometimes Usually Almost	
0 1 2 3 4	
O I find it hand to maintain any authorizant when I are south a	
I find it hard to maintain my enthusiasm when I encounter setbacks:	
Almost Rarely Sometimes Usually Almost	
Never Always	
4 3 2 1 0	
4. I feel evoited when I think of my godle.	
4. I feel excited when I think of my goals: Almost Rarely Sometimes Usually Almost	
Never Sometimes Osdany Amost Always	
0 1 2 3 4	
5. I act consistently to move towards my goals:	
Almost Rarely Sometimes Usually Almost	
Never Always	
Thevel	
0 1 2 3 4	7

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

1. My collea	gues are unc	ommunicative	:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
2 Laet on w	vell with each	of my work co	lleagues.		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
3 I find it ea	asy to "read" o	other people's	emotions:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
		l <u> </u>	l <u></u>		
0	1	2	3	4	
		2 my colleagues		-	
4. It's unpre				-	
4. It's unpre situation:	dictable how	my colleagues	will feel in ar	ny given Almost	
4. It's unpre situation:	dictable how	my colleagues	will feel in ar	ny given Almost	
4. It's unpresituation: Almost Never 4 5. People cl	Rarely 3	my colleagues Sometimes	will feel in ar Usually	Almost Always	
4. It's unpre situation: Almost Never	Rarely 3	my colleagues Sometimes	Usually 1 eference to ec	Almost Always	
4. It's unpresituation: Almost Never 4 5. People chalented coll Almost	Rarely 3 noose to work leagues:	Sometimes 2 with me in pre-	Usually 1 eference to ec	Almost Always O qually- Almost	
4. It's unpresituation: Almost Never 4 5. People chalented coll Almost	Rarely 3 noose to work leagues:	Sometimes 2 with me in pre-	Usually 1 eference to ec	Almost Always O qually- Almost	

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

1. I encount	er difficult ped	pple:			
Almost Never	Rarely	Sometimes	Usually	Almost Always	
4	3	2	1	0	
0 1	fautalala talliin	- 1			
Almost	fortable talkin	g to anyone: Sometimes	Harrelly	Almost	
Never	Rarely	Sometimes	Usually	Always	
0	1	2	3	4	
2 Lashiava					
	win/win outco		I I a a III .	Alman	
Almost Never	Rarely	Sometimes	Usually	Almost Always	
0	1	2	3	4	
4. I feel unc	omfortable wh	nen other peop	ple get emotio	nal:	
4. I feel unc				nal: Almost	
4. I feel unc	omfortable wh	nen other peop	ple get emotio	nal:	
4. I feel unc	omfortable wh	nen other peop	ple get emotio	nal: Almost	
4. I feel unc	omfortable wh	nen other peop	ple get emotio	nal: Almost	
4. I feel unce Almost Never	omfortable when Rarely	nen other peop Sometimes	Die get emotion Usually	nal: Almost Always	
4. I feel unce Almost Never 4 5. I get impa	omfortable where Rarely 3 attient with incomparison.	nen other peop Sometimes 2 competent peop	Die get emotion Usually 1	nal: Almost Always	
4. I feel unce Almost Never 4 5. I get impa	omfortable when Rarely	nen other peop Sometimes	Die get emotion Usually	nal: Almost Always 0	
4. I feel unce Almost Never 4 5. I get impa	omfortable where Rarely 3 attient with incomparison.	nen other peop Sometimes 2 competent peop	Die get emotion Usually 1	nal: Almost Always	
4. I feel unce Almost Never 4 5. I get impa	omfortable where Rarely 3 attient with incomparison.	nen other peop Sometimes 2 competent peop	Die get emotion Usually 1	nal: Almost Always 0	
4. I feel unce Almost Never 4 5. I get impa	omfortable where Rarely 3 attient with incomparison.	nen other peop Sometimes 2 competent peop	Die get emotion Usually 1	nal: Almost Always 0	

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.

Total Scores

	Self- Awareness	Self- Management	Motivation	Empathy	Relationship Management
20					
19					
18					
17					
16					
15					
14					
13					
12					
11					
10					
9					
8					
7					
6					
5					
4					
3					
2					
1					
0					
tals:					

Key

For each area, write the total in the bottom line and shade in the box against the appropriate number to give a graphical representation of your overall score.

14-20	This area is a strength for you
7-13	Some attention given to the aspects of this area you feel are weakest will pay dividends
0-6	This is an area you need to give priority to developing

You can find practical suggestions on how to develop each competency area in the How to Develop Your Emotional Intelligence guide at www.practicaleq.com/products/