

How Emotionally Intelligent Are You?



Instructions

Evaluate each statement as you actually are, rather than as you think you should be. When you've finished, calculate your total score and use the table that follows to think about next steps.

1

I can recognize my emotions as I experience them. **(Self-Awareness)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

2

I lose my temper when I feel frustrated. **(Self-Regulation)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

3

People have told me that I'm a good listener. **(Empathy)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

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4

I know how to calm myself down when I feel anxious or upset. **(Self-Regulation)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

5

I enjoy organizing groups. **(Social Skills)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

6

I find it hard to focus on something over the long term. **(Motivation)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

7

I find it difficult to move on when I feel frustrated or unhappy. **(Self-Regulation)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

8

I know my strengths and weaknesses. **(Self-Awareness)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

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9

I avoid conflict and negotiations. **(Social Skills)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

10

I feel that I don't enjoy my work. **(Motivation)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

11

I ask people for feedback on what I do well, and how I can improve. **(Self-Awareness)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

12

I set long-term goals, and review my progress regularly. **(Motivation)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

13

I find it difficult to read other people's emotions. **(Empathy)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

14

I struggle to build rapport with others. **(Social Skills)**

Not at all = 5

Rarely = 4

Sometimes = 3

Often = 2

Very often = 1

15

I use active listening skills when people speak to me. **(Empathy)**

Not at all = 1

Rarely = 2

Sometimes = 3

Often = 4

Very often = 5

Calculate Your Score

=

So... what does your score mean?

The final section of this quiz enables you to interpret your score and identify the key areas to work on next.

Score Interpretation

15-34

You need to work on your emotional intelligence. You may find that you feel overwhelmed by your emotions, especially in stressful situations; or, you may avoid conflict because you think that you'll find it distressing.

Don't worry – there are plenty of ways that you can build emotional intelligence, starting now.

35-55

Your emotional intelligence level is... OK.

You probably have good relationships with some of your colleagues, but others may be more difficult to work with.

The good news is that you have a great opportunity to improve your working relationships significantly.

56-75

Great! You're an emotionally intelligent person. You have great relationships, and you probably find that people approach you for advice.

Researchers have found that emotionally intelligent people often have great leadership potential. Realize this potential by seeking opportunities to improve even further.

Key Points

Developing high emotional intelligence (or EI) is incredibly important for a successful career. When we have high levels of emotional intelligence, we're able to build strong working relationships and manage difficult situations more effectively.

Influential psychologist Daniel Goleman developed a framework of five elements that define emotional intelligence:

Self-Awareness

Self-Regulation

Motivation

Empathy

Social Skills

Even if you already have many of the elements of emotional intelligence, it's important to look for opportunities to build it further. This will increase your leadership potential, and improve the quality of your relationships.