

Emotional Intelligence Competencies and I Love it, I Like it, I Need it

Directions:

- First, understand this is a private assessment for your eyes only unless you choose to share it.
- Set aside about 15 minutes alone to do this self-assessment.
- Read each competency and think of examples of when you rocked the competency and when you may have needed to show more of it.
- Did you love the way you handled yourself?
 - o If you truly loved the way you handled yourself, you:
 - Would have wanted to be on the receiving end of you and your actions.
 - Can't think of a better way the situation could have turned out.
- Did you think you could have done better?
 - o If you think you could have done better, you:
 - Might not want to have been on the receiving end of you and your actions.
 - Recognize things could have gone better.
- Do you think you didn't exhibit this competency at all?
 - o If you think you didn't exhibit this competency at all, you:
 - Definitely wouldn't have wanted to be on the receiving end of you or your actions.
 - Recognize this emotional competency was missing.
 - Might be able to identify how things could have gone better.
- Reminder: This is for you. It is not to share unless you choose to share. No one can or should make you share.
- Keep this as a guide for things you may need to improve upon to increase your emotional intelligence. You may want to use agile prioritization methods to choose the most important thing to work on based on your stakeholders, your customers (those that are important to you).
- After you've done some work on these competencies, you may find it useful to retrospect and see where and how much you've grown in the emotional intelligence arena.

This exercise was created to help both individuals and teams increase their emotional intelligence ratings.

Notes to Facilitators:

- If you are facilitating this in a team setting you may want to invite people to fan out or move their chair so that they feel there is some privacy in filling this out.
- You can also use this in a retrospective to have the team identify their team's emotional intelligence competencies. After the team has come to an agreement, have them prioritize the competencies and make a plan to work on them in future sprints.

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Self-Awareness competency: concerns knowing one's internal states, preferences, resources, and intuitions. This segment contains three competencies.	Love it 	Like it 	Need it 
Emotional Awareness: Recognizing one's emotions and their effects.			
Accurate Self-Assessment: Knowing one's strengths and limits.			
Self-Confidence: A strong sense of one's self-worth and capabilities			
Self-Management competency: refers to managing ones' internal states, impulses, and resources. This segment contains six competencies.	Love it 	Like it 	Need it 
Emotional Self-Control: Keeping disruptive emotions and impulses in check			
Transparency: Maintaining integrity, acting congruently with one's values			
Adaptability: Flexibility in handling change			
Achievement: Striving to improve or meeting a standard of excellence			
Initiative: Readiness to act on opportunities			
Optimism: Persistence in pursuing goals despite obstacles			
Social Awareness competency: refers to how people handle relationships and awareness of others' feelings, needs, and concerns. This segment contains three competencies.	Love it 	Like it 	Need it 
Empathy: Sensing others' feelings and perspectives, and taking an active interest in their concerns			
Organizational Awareness: Reading a group's emotional currents and power relationships			
Service Orientation: Anticipating, recognizing, and meeting customers' needs			
Relationship-Management competency: concerns the skill or adeptness at inducing desirable responses in others. This segment contains six competencies.	Love it 	Like it 	Need it 
Developing Others: Sensing others' development needs and bolstering their abilities			
Inspirational Leadership: Inspiring and guiding individuals and groups			
Change Catalyst: Initiating or managing change			
Influence: Wielding effective tactics for persuasion			
Conflict Management: Negotiating and resolving disagreements			
Teamwork & Collaboration: Working with others toward shared goals. Creating group synergy in pursuing collective goals.			

Exercise created from EQ Competencies of EI Consortium