



THE EQ EDGE TEST

Find out how you handle emotions — and where your edge lies.

A free self-check made by

INSIDE EDGE

25 statements • about 10 minutes • 5 EQ strengths

INSIDE EDGE

About This Test

The EQ Edge Test is a simple self-check made by Inside Edge to help you understand your emotional intelligence at work — how well you notice, manage, and respond to emotions, both your own and other people's. It's based on well-known ideas about emotional intelligence, and made for working professionals, not doctors or therapists.

There are no right or wrong answers. Everyone is a mix of these five strengths, and which ones you lean on can shift with the situation. This test simply shows where your natural strengths currently sit.

How to take it

- Read each statement and answer honestly, based on how you actually behave — not how you'd like to behave.
- Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).
- Answer quickly, with your first thought — this isn't a test to overthink.
- Takes about 10 minutes.

Rating scale

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

Write your score (1–5) directly in the box next to each statement. When you finish, turn to the Scoring Key to find your result.

The Statements

Rate how much each statement sounds like you at work, from 1 (Strongly Disagree) to 5 (Strongly Agree).

#	Statement	Score (1–5)
1	I can usually name exactly what I'm feeling, not just "good" or "bad."	
2	I stay calm even when a situation gets tense.	
3	I keep going on a task even when it stops being exciting.	
4	I can usually tell how someone is feeling before they say it.	
5	I can bring people with different opinions to a shared decision.	
6	I notice when my mood is affecting how I'm working with others.	
7	I think before I respond, especially when I'm frustrated.	
8	I set my own goals, rather than waiting to be told what to aim for.	
9	I notice when someone on my team is struggling, even if they don't mention it.	
10	I build relationships easily, even with people very different from me.	
11	I know which situations tend to trigger a strong reaction in me.	
12	I don't let a bad moment early in the day affect the rest of it.	
13	Setbacks make me more determined, not less.	
14	I try to see a disagreement from the other person's side first.	
15	I know how to raise a difficult topic without damaging the relationship.	
16	I'm honest with myself about my own weaknesses.	
17	I can hold back a reaction I'll regret later.	
18	I look for the "why" behind a task to stay motivated.	
19	People often come to me when they need to be understood.	
20	I'm comfortable being the one who resolves a conflict.	
21	I can tell when I'm about to react emotionally, before it happens.	
22	I recover quickly after a setback or disappointment.	
23	I finish what I start, even when no one's checking on me.	
24	I adjust how I say something based on how the other person might take it.	
25	People find it easy to work with me.	

Scoring Key

For each style below, add up the scores you gave to the listed statements. Write the total in the last column. Your highest total is your Main Style. Your second-highest total is your Second Style — together, they show how you actually show up day to day.

Style	Add up your scores for statement numbers...	Your Total
The Mirror	1, 6, 11, 16, 21	
The Steady Hand	2, 7, 12, 17, 22	
The Fire	3, 8, 13, 18, 23	
The Reader	4, 9, 14, 19, 24	
The Weaver	5, 10, 15, 20, 25	

If your top two totals are close, think of both as your style — most people lead with a mix of two.

Your Result: The Five EQ Strengths

Find your Main Strength below (and your Second Strength too, if it's close). Read both — most people draw on a real mix of these.

The Mirror — Knows their own emotions well

You know yourself well — your emotions, your triggers, and your patterns.

Strengths

- Rarely blindsided by your own reactions
- Makes decisions with real self-knowledge
- Open to honest feedback about yourself

Watch-outs

- Self-awareness alone doesn't always change behavior in the moment
- Can overthink your own reactions instead of acting
- May expect the same self-awareness from others too quickly

Best-fit situations: Roles needing sound judgment under scrutiny, coaching others, high-stakes decisions.

Your growth edge: Pair your self-awareness with a small action step each time — noticing is only half the work.

The Steady Hand — Manages emotions under pressure

You stay level-headed, even when things get tense.

Strengths

- Rarely reacts in the heat of the moment
- Creates calm for others under pressure
- Recovers quickly from setbacks

Watch-outs

- Can appear unreadable or too composed
- May suppress a reaction instead of actually processing it
- Others may not realize when something is actually bothering you

Best-fit situations: Crisis situations, high-pressure negotiations, roles requiring composure.

Your growth edge: Let people know when something did affect you — steadiness doesn't require silence.

The Fire — Driven from the inside

You're driven from the inside, not by outside pressure.

Strengths

- Keeps going when motivation naturally dips
- Sets your own high bar
- Turns setbacks into fuel

Watch-outs

- Can burn out by pushing through when you should rest

- May get impatient with less internally-driven people
- Can attach your self-worth too tightly to achievement

Best-fit situations: Long-term projects, entrepreneurial work, roles with little external structure.

Your growth edge: Build in a real stopping point — “done” needs to be allowed to mean done sometimes.

The Reader — Reads other people well

You pick up on what people are feeling, often before they say it.

Strengths

- Notices when someone needs support
- Builds real trust quickly
- Sees more than one side of a disagreement

Watch-outs

- Can absorb other people's stress or emotions
- May avoid necessary hard conversations to protect someone's feelings
- Can be seen as overly accommodating

Best-fit situations: People management, coaching, customer-facing or care-driven roles.

Your growth edge: Practice separating “I understand how you feel” from “I have to fix how you feel.”

The Weaver — Brings people together

You bring people together and make relationships work.

Strengths

- Builds a strong network naturally
- Good at resolving conflict without damaging trust
- People genuinely enjoy working with you

Watch-outs

- Can prioritize harmony over hard truths
- May spread your energy across too many relationships
- Can avoid conflict that actually needs addressing

Best-fit situations: Cross-functional leadership, client relationships, team culture building.

Your growth edge: Practice raising the one difficult thing you've been avoiding, directly and early.

Want to Go Deeper?

This test gives you a starting point. If you'd like to explore how your emotional intelligence shows up in real relationships and pressure moments — or how to build the areas that don't come as naturally — Inside Edge offers one-on-one coaching, team workshops, and EQ development programs built for exactly this.

Reach out to discuss what would help most for you or your team.



This test is an original tool made by Inside Edge to help with personal and career growth.

INSIDE EDGE