



Best Practices Coach

Proven Coaching Results Based on Best Practices

Emotional intelligence (EI) is a crucial aspect of personal and professional success. This self-assessment is designed to help you gain insights into your emotional awareness, self-regulation, motivation, empathy, and social skills. By understanding these areas, you can identify your strengths and areas for improvement, leading to better relationships, enhanced communications, and greater effectiveness in your personal and professional life.

To get the most accurate and useful results, it is important to be as honest and truthful as possible when answering each question. There are no right or wrong answers—only your personal experiences and perceptions matter. Take your time, reflect on your typical behaviors and feelings, and respond candidly.

The following BPC Emotional Intelligence Self-Assessment offers key questions with multiple-choice answers based upon behaviors. Each section includes an answer key with brief descriptions of the characteristics for improvement.

Thank you for taking this important step towards understanding and improving your emotional intelligence. Let's begin!

Emotional Intelligence Self-Assessment

For each statement, select the response that best describes how you feel. On a separate piece of paper or in your device, list numbers 1-25 and write in your letter response to the corresponding numbered question. You will need these results to calculate your score.

Self-Awareness

1. I am aware of my emotions as I experience them.

A: I often realize I'm upset only after I've acted on it.
B: I sometimes notice my emotions as they happen.
C: I often recognize my emotions in the moment.
D: I usually know how I am feeling as it happens.
E: I am always conscious of my emotions as they arise.

2. I can identify my emotions and understand why I am feeling them.

A: I rarely know what I'm feeling or why.
B: I sometimes can identify my emotions and their causes.
C: I often understand my emotions and their origins.
D: I usually know what I am feeling and why.
E: I always understand my emotions and the reasons behind them.

3. I understand how my emotions can affect my thoughts and behavior.

A: I rarely see the connection between my emotions and actions.
B: I sometimes notice how my emotions influence me.
C: I often see how my emotions impact my thoughts and behavior.
D: I usually recognize the effect of my emotions on my actions.
E: I am always aware of how my emotions influence my behavior.

4. I am aware of my strengths and weaknesses.
- A: I rarely think about my strengths and weaknesses.
 - B: I sometimes reflect on my strengths and weaknesses.
 - C: I often know my strengths and areas for improvement.
 - D: I usually have a clear understanding of my abilities.
 - E: I am always aware of what I am good at and where I can improve.
5. I can recognize how my feelings influence my performance.
- A: I rarely see a connection between my feelings and performance.
 - B: I sometimes notice how my feelings impact my work.
 - C: I often recognize the influence of my emotions on my performance.
 - D: I usually understand how my emotions affect my effectiveness.
 - E: I am always conscious of the impact of my emotions on my performance.

Self-Regulation

6. I am able to stay calm under pressure.
- A: I rarely stay calm in stressful situations.
 - B: I sometimes manage to stay calm under pressure.
 - C: I often remain calm when stressed.
 - D: I usually maintain my composure in difficult times.
 - E: I always stay calm in high-pressure situations.
7. I rarely lose my temper.
- A: I often lose my temper.
 - B: I sometimes get angry and lose my temper.
 - C: I often manage to stay in control of my anger.
 - D: I usually keep my temper in check.
 - E: I almost never lose my temper.
8. I can manage my emotions in stressful situations.
- A: I rarely control my emotions when stressed.
 - B: I sometimes manage my emotions in stress.
 - C: I often handle my emotions well in stressful times.
 - D: I usually manage my emotions effectively when stressed.
 - E: I always control my emotions in stressful situations.
9. I think before I act.
- A: I rarely pause to think before acting.
 - B: I sometimes think before I act.
 - C: I often consider my actions beforehand.
 - D: I usually reflect before taking action.
 - E: I always think carefully before acting.
10. I can adapt to changing circumstances effectively.
- A: I rarely adapt well to change.
 - B: I sometimes struggle to adapt to new situations.
 - C: I often manage to adapt to changes.
 - D: I usually handle changes well.
 - E: I always adapt effectively to new circumstances.

Motivation

11. I am driven to achieve my goals.
A: I rarely feel motivated to achieve my goals.
B: I sometimes feel driven to reach my objectives.
C: I often have a strong drive to achieve my goals.
D: I usually feel motivated to accomplish my aims.
E: I always have a strong drive to achieve my goals.
12. I maintain a positive attitude even when faced with setbacks.
A: I rarely stay positive in the face of setbacks.
B: I sometimes keep a positive outlook despite obstacles.
C: I often remain positive even when things go wrong.
D: I usually maintain a positive attitude during challenges.
E: I always stay optimistic despite setbacks.
13. I am passionate about what I do.
A: I rarely feel passionate about my work.
B: I sometimes feel enthusiastic about my tasks.
C: I often feel passionate about what I do.
D: I usually feel excited and passionate about my work.
E: I always feel a strong passion for what I do.
14. I can delay immediate gratification for long-term rewards.
A: I rarely resist the urge for immediate gratification.
B: I sometimes delay gratification for future benefits.
C: I often wait for long-term rewards.
D: I usually delay immediate pleasures for future gains.
E: I always prioritize long-term rewards over immediate gratification.
15. I stay focused and don't get easily distracted from my objectives.
A: I rarely stay focused on my goals.
B: I sometimes get distracted from my objectives.
C: I often stay focused on what I need to achieve.
D: I usually remain focused and avoid distractions.
E: I always stay on track and avoid distractions from my goals.

Empathy

16. I can understand and share the feelings of others.
A: I rarely understand or share others' emotions.
B: I sometimes can empathize with others.
C: I often understand and share others' feelings.
D: I usually can put myself in others' shoes.
E: I always empathize with and understand others' emotions.
17. I am a good listener and give others my full attention.
A: I rarely give my full attention when listening.
B: I sometimes listen attentively.
C: I often give others my full attention.
D: I usually listen carefully and attentively.
E: I always listen actively and give my full attention.

18. I am sensitive to the needs and emotions of others.
A: I rarely notice others' needs and feelings.
B: I sometimes recognize others' emotions.
C: I often am aware of others' needs and feelings.
D: I usually notice and respond to others' emotions.
E: I always am sensitive to and considerate of others' needs.
19. I can see things from another person's perspective.
A: I rarely understand others' viewpoints.
B: I sometimes see things from others' perspectives.
C: I often can understand different viewpoints.
D: I usually can see things from others' perspectives.
E: I always understand and appreciate others' viewpoints.
20. I respond to others' emotions appropriately and with compassion.
A: I rarely respond to others' emotions appropriately.
B: I sometimes respond with compassion.
C: I often respond appropriately to others' feelings.
D: I usually show compassion in my responses.
E: I always respond with understanding and compassion.

Social Skills

21. I find it easy to build rapport with others.
A: I rarely build rapport with others easily.
B: I sometimes can build rapport.
C: I often find it easy to connect with others.
D: I usually build rapport quickly and easily.
E: I always build strong connections with others.
22. I am good at resolving conflicts and disagreements.
A: I rarely resolve conflicts effectively.
B: I sometimes manage to resolve disagreements.
C: I often can resolve conflicts well.
D: I usually handle conflicts effectively.
E: I always resolve disagreements constructively.
23. I can work well in a team.
A: I rarely work well with others.
B: I sometimes collaborate effectively.
C: I often work well in team settings.
D: I usually am an effective team member.
E: I always collaborate successfully with others.
24. I can communicate my thoughts and feelings effectively.
A: I rarely communicate effectively.
B: I sometimes express myself well.
C: I often communicate my thoughts and feelings clearly.
D: I usually convey my ideas effectively.
E: I always communicate clearly and effectively.
25. I am able to influence and inspire others.
A: I rarely influence or inspire others.
B: I sometimes can inspire people.
C: I often influence and motivate others.
D: I usually can inspire and lead people.
E: I always influence and inspire those around me.

Scoring

Scoring Key:

- A (1 point):** Rarely or never true
B (2 points): Sometimes true
C (3 points): Often true
D (4 points): Usually true
E (5 points): Always true

- **Total Score:** Sum the points from all 25 questions.
 - **Self-Awareness (Q1-5):** /25
 - **Self-Regulation (Q6-10):** /25
 - **Motivation (Q11-15):** /25
 - **Empathy (Q16-20):** /25
 - **Social Skills (Q21-25):** /25

Interpretation:

- **Overall Score:**
 - **105-125:** Very high emotional intelligence
 - **85-104:** High emotional intelligence
 - **65-84:** Average emotional intelligence
 - **45-64:** Below average emotional intelligence
 - **25-44:** Low emotional intelligence
- **Individual Sections:**
 - **21-25:** Very strong in this area
 - **16-20:** Strong in this area
 - **11-15:** Average in this area
 - **6-10:** Needs improvement in this area
 - **1-5:** Significant need for development in this area

Characteristics and Tips for Improvement

1. **Self-Awareness:**
 - **Characteristics:** Understanding your emotions, recognizing their impact on your behavior, knowing your strengths and weaknesses.
 - **Tips:** Practice mindfulness, keep a journal to track your emotions, regularly reflect on your experiences and feelings.
2. **Self-Regulation:**
 - **Characteristics:** Managing emotions, staying calm under pressure, thinking before acting, adapting to change.
 - **Tips:** Develop stress management techniques, practice deep breathing and meditation, set personal standards and goals to help maintain control.
3. **Motivation:**
 - **Characteristics:** Drive to achieve goals, maintaining a positive attitude, passion for tasks, focusing on long-term rewards.
 - **Tips:** Set clear, achievable goals, find intrinsic motivators, celebrate small successes to maintain enthusiasm, and stay focused.
4. **Empathy:**
 - **Characteristics:** Understanding and sharing the feelings of others, active listening, sensitivity to others' needs, seeing things from others' perspectives.
 - **Tips:** Practice active listening, engage in conversations with diverse perspectives, show genuine concern for others' well-being, and strive to understand their viewpoints.

5. **Social Skills:**

- **Characteristics:** Building rapport, resolving conflicts, effective teamwork, clear communication, influencing and inspiring others.
- **Tips:** Work on communication skills, participate in group activities, practice conflict resolution techniques, and seek feedback to improve interpersonal interactions.

Disclaimer

The content and results provided by this Emotional Intelligence Self-Assessment are intended for informational and educational purposes only. They are designed to offer insights and recommendations to help you understand and improve your emotional intelligence.

Please be aware that the information presented is not a substitute for professional legal, medical, or psychological advice. The results of this assessment should not be interpreted as definitive or diagnostic. Always seek the advice of qualified professionals with any questions or concerns you may have regarding your emotional health, psychological well-being, or any other personal matters.

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