

# Emotional Intelligence - Self Assessment for Leaders

## Instructions on how to complete:

Rate yourself honestly on each statement using the scale below. Then, total your scores for each EQ domain to identify strengths and growth opportunities.

Rarely	Sometimes	Often	Consistently
1	2	3	4

## 1. Self-Awareness -

I can identify what I'm feeling in the moment.	
I'm aware of how my emotions affect my behaviour.	
I know my emotional triggers and patterns.	
I seek feedback to understand how others experience me.	
I reflect on my emotional responses after challenging situations.	
Subtotal (out of 20)	

## 2. Self-Regulation

I stay calm and composed under pressure	
I pause and think before reacting emotionally.	
I can adapt my response depending on the situation.	
I rarely let frustration or stress spill over into my communication.	
I can acknowledge emotions without being ruled by them.	
Subtotal (out of 20)	

### 3. Motivation

I have a clear sense of purpose in my leadership.	
I stay optimistic, even when facing setbacks.	
I look for learning in failures rather than blaming	
I stay focused and driven without needing external rewards.	
I inspire others with energy and commitment.	
Subtotal (out of 20)	

### 4. Empathy

I actively try to understand others' perspectives.	
I notice non-verbal cues (tone, body language) during conversations.	
I consider how my decisions affect others emotionally.	
I respond with compassion when others are struggling.	
I make space for people to share how they feel.	
Subtotal (out of 20)	

## 5. Social Skills

I build strong, trusting relationships at work.	
I resolve conflict constructively and calmly.	
I can influence and collaborate across diverse teams.	
I create a climate where people feel heard and respected.	
I give and receive feedback in a way that strengthens relationships	
Subtotal (out of 20)	

### Your EQ Profile

Domain	Score	What it tells you
Self Awareness	/20	Foundation for managing emotions & growing
Self Regulation	/20	Crucial for calm, intentional leadership.
Motivation	/20	Drives resilience and inspiration.
Empathy	/20	Builds trust, safety, and team connection.
Social Skills	/20	Enables influence, collaboration & strong culture

### Development Focus Suggestions:

#### Score 17–20:

- High strength. Keep sharpening this through real-time practice and mentoring others.

#### Score 13–16:

- Solid foundation. Focus on consistency and using this skill in more challenging contexts.

#### Score 9–12:

- Development area. Choose 1–2 small daily habits to strengthen this domain.

#### Score < 9:

- Priority focus. Consider coaching, feedback, or specific learning to develop capability.