

The Quick Emotional Intelligence Self-Assessment

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Read each statement and decide how strongly the statement applies to YOU.
Score yourself 0 to 4 based on the following guide:

0 = Never

1 = Rarely

2 = Sometimes

3 = Often

4 = Always

1.	My feelings are clear to me at any given moment	0	1	2	3	4
2.	I accept responsibility for my reactions	0	1	2	3	4
3.	I consider the impact of my decisions on other people	0	1	2	3	4
4.	I am able to show affection	0	1	2	3	4
5.	Emotions play an important part in my life	0	1	2	3	4
6.	I find it easy to make goals and stick with them	0	1	2	3	4
7.	I can easily tell if the people around me are becoming annoyed	0	1	2	3	4
8.	My relationships are safe places for me	0	1	2	3	4
9.	My moods impact the people around me	0	1	2	3	4
10.	I am an emotionally balanced person	0	1	2	3	4
11.	I sense it when a person's mood changes	0	1	2	3	4
12.	I find it easy to share my deep feelings with others	0	1	2	3	4
13.	I find it easy to put words to my feelings	0	1	2	3	4
14.	I am a very patient person	0	1	2	3	4
15.	I am able to be supportive when giving bad news to others	0	1	2	3	4
16.	I am good at motivating others	0	1	2	3	4
17.	My moods are easily affected by external events	0	1	2	3	4
18.	I can accept critical comments from others without becoming angry	0	1	2	3	4
19.	I am generally able to understand the way other people feel	0	1	2	3	4
20.	I am a fairly cheerful person	0	1	2	3	4
21.	I can easily sense when I'm going to be angry	0	1	2	3	4
22.	I maintain my composure, even during stressful times	0	1	2	3	4
23.	My friends can tell me intimate things about themselves	0	1	2	3	4
24.	It is easy for me to make friends	0	1	2	3	4
25.	I readily tell others my true feelings	0	1	2	3	4
26.	If an issue does not affect me directly, I don't let it bother me	0	1	2	3	4
27.	It genuinely bothers me to see other people suffer	0	1	2	3	4
28.	People tell me I am sociable and fun	0	1	2	3	4
29.	I find it easy to describe my feelings	0	1	2	3	4
30.	I can restrain myself when I feel anger towards someone	0	1	2	3	4
31.	I usually know when to speak and when to be silent	0	1	2	3	4

32.	I like helping people	0	1	2	3	4
33.	Even when I'm upset, I'm aware of what's happening to me	0	1	2	3	4
34.	I control urges to overindulge in things that could damage my well being	0	1	2	3	4
35.	I care what happens to other people	0	1	2	3	4
36.	Others can depend on me	0	1	2	3	4
37.	I am able to stand apart from my thoughts and feelings and examine them	0	1	2	3	4
38.	I direct my energy into creative work or hobbies	0	1	2	3	4
39.	I understand when people's plans change	0	1	2	3	4
40.	I am able to talk someone down if they are very upset	0	1	2	3	4

Daniel Goleman (1995) found that while the qualities traditionally associated with leadership (e.g., intelligence, toughness, determination and vision are required for success, they are insufficient), effective leaders are also distinguished by a high degree of emotional intelligence, which includes:

- **Self-awareness** – The ability to recognise what you are feeling, to understand your habitual emotional responses to events and to recognise how your emotions affect your behaviour and performance. When you are self-aware, you see yourself as others see you, and have a good sense of your own abilities and current limitations.
 - Can you identify your strengths and non-strengths? Are you comfortable asking for feedback to help understand yourself and then look for ways to improve?
- **Self-management** – The ability to stay focused and think clearly even when experiencing powerful emotions. Being able to manage your own emotional state is essential for taking responsibility for your actions, and can save you from hasty decisions that you later regret.
 - Can you adequately harness your anger, disappointment or fear so your emotions don't interfere with your ability to listen or problem solve?
- **Social awareness** – The ability to sense, understand and respond to what other people are feeling. Self-awareness is essential to having empathy with others. If you are not aware of your own emotions, you will not be able to read the emotions of others.
 - Can you tell when you are unintentionally making another person uncomfortable or when someone who is smiling is really upset?
- **Relationship management** – The ability to manage, influence and inspire others. Being able to handle emotions while building strong relationships and correctly reading a situation are essential foundational skills for successful teamwork and leadership.
 - Can you remain calm, energized and focused in the face of another's distress or during an upsetting situation?

Domain	Score																				
	Area for Enrichment												Effective Functioning				Enhanced Skills				
Self-awareness	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40
Self-management	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40
Social awareness	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40
Relationship management	0	2	4	6	8	10	12	14	16	18	20	22	24	26	28	30	32	34	36	38	40