The Practical EQ Emotional Intelligence Self-Assessment

This self-assessment questionnaire is designed to get you thinking about the various competences of emotional intelligence as they apply to your life. It does not pretend to be a validated psychometric test and the answers you give might vary depending on your mood when you take it.

It is based on the five-competency model of emotional intelligence by Daniel Goleman in the book Emotional Intelligence.

How to complete the questionnaire

Complete each competency page (example below) and use the last page to chart your scores.

 I can expla 	ain my actions:				
Almost Never	Rarely	Sometimes	Usually	Almost Always	
			X		_
0	1	2	3	4	3
2 Other neo	nle don't see m	ne as I see mys	olf.		
Almost	Rarely	Sometimes	Usually	Almost	
Never				Always	
		X			
4	3	2	1	0	2
2 Lundoreta	nd the feedbac	k that others giv	10 mo:		
Almost	Rarely	Sometimes	Usually	Almost	
Never	rtaroly	Comounico	Coddiny	Always	
			X		
0	1	2	3	4	3
	-		3	4	3
	-	2 what I am feeli Sometimes	3	4 Almost	3
4. I can desc	ribe accurately	what I am feeli	3 ng:		3
4. I can desc Almost	ribe accurately Rarely	what I am feeli Sometimes	3 ng:	Almost	3
4. I can desc Almost	ribe accurately	what I am feeli	ng: Usually	Almost	3
4. I can desc Almost Never	ribe accurately Rarely	what I am feeli Sometimes	ng: Usually X	Almost Always	
4. I can desc Almost Never	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always	
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely	what I am feeli Sometimes	ng: Usually X	Almost Always	
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always 4	
4. I can desc Almost Never 0 5. Things that	ribe accurately Rarely 1 t happen in my	what I am feeli Sometimes 2	ng: Usually 3 se to me:	Almost Always Almost Always	

1. I can expla	ain my actions:				
Almost Never	Rarely	Sometimes Usually Almost Always		Almost Always	
0	1	2	3	4	
O Other res			- I£.		
2. Other peo		ne as I see mys Sometimes		Almost	
Never	Rarely	Sometimes	Usually	Always	
4	3	2	1	0	
			•		
		k that others ga			
Almost	Rarely	Sometimes	Usually	Almost	
Never				Always	
0	1	2	3	4	
4	wile experience to be	laat Lama faali			
Almost		what I am feeli Sometimes		Alman	
Never	Rarely	Sometimes	Usually	Almost Always	
inevel				Always	
0	1	2	3	4	
	1				
		/ life make sens			
Almost Never	Rarely	Sometimes	Usually	Almost	
INCVE				Always	
			i -		
0	1	2	3	4	Į
0	1	2	Total	4	_

is the ability to recognise what you are feeling, understanding your habitual emotional responses to events and recognising 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.

1. I can sta	ay calm, even	in difficult circums	tances:	
Almost	Rarely	Sometimes	Usually	Almost
Never				Always
0	1	2	3	4
<u> </u>				
2. I am pro	one to outburst	ts of rage:		
Almost	Rarely	Sometimes	Usually	Almost
Never				Always
			_	
4	3	2	1	0
0.14				·
3. I feel mi		0	1111	Alma t
Almost	Rarely	Sometimes	Usually	Almost
Never				Always
4	3	2	1	0
•			1.	
4. I get irri	tated by things	s, other people or	myself:	
Almost	Rarely	Sometimes	Usually	Almost
Never				Always
<u> </u>			 	
4	3	2	1	0
5 Last car	rried away and	d do things I regret	·•	
Almost	Rarely	Sometimes	Usually	Almost
Never	Raioly	Comounto	Coddiny	Always
. 10 101				7
4	3	2	1	0
			Total	
		is the ab	ility to stay	focused and thi
experienci	ng powerful er		y to otay	.coacca ana un
охропопог	ing powerrar or	notiono.		
Being able	e to manage v	our own emotion	al state is e	ssential for taking
		u from hasty decis		
	,	•	,	J

1. I am clea	r about my go	als for the futu	ıre:	
Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
2 My caree	r is moving in	the right direc	tion:	
Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
3. I find it has setbacks:	ard to maintair	n my enthusias	sm when I end	counter
Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0
1 I feel eve	ited when I thi	ink of my goals	· ·	
Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
5. Lact cons	sistently to mo	ve towards m	v doals:	
Almost Never	Rarely	Sometimes	Usually	Almost Always
	1	l	_	
0	1	2	3	4

goals. This ability enables you to take the initiative and to persevere in the face of obstacles and setbacks.

1. My collea	igues are unc	ommunicative	:		
Almost Never	Rarely	Sometimes	Usually	Almost Always	
_			_		
4	3	2	1	0	
2. I get on w	vell with each	of my work co	lleagues:		
Almost	Rarely	Sometimes	Usually	Almost	
Never				Always	
_			_		
0	1	2	3	4	
2 I find it or	acy to "road" o	other people's	omotions:		
Almost	Rarely	Sometimes	Usually	Almost	
Never	Raiely	Sometimes	Osually	Always	
140701				7 iiwaya	
0	1	2	3	4	
4 14'	ا ما ما ما ما		المالية المالية		
•	dictable how	my colleagues	will feel in ar	ny given	
situation:				ny given Almost	
•	dictable how Rarely	my colleagues	will feel in ar		
situation: Almost				Almost	
situation: Almost				Almost	
situation: Almost				Almost	
situation: Almost Never	Rarely 3	Sometimes 2	Usually 1	Almost Always	
situation: Almost Never 4 5. People cl	Rarely 3 noose to work	Sometimes	Usually 1	Almost Always	
situation: Almost Never 4 5. People cl talented col	Rarely 3 noose to work leagues:	Sometimes 2 with me in pro	Usually 1 eference to ea	Almost Always 0	_
situation: Almost Never 4 5. People cl talented col Almost	Rarely 3 noose to work	Sometimes 2 with me in pro	Usually 1	Almost Always 0 qually-	_
situation: Almost Never 4 5. People cl talented col	Rarely 3 noose to work leagues:	Sometimes 2 with me in pro	Usually 1 eference to ea	Almost Always 0	_
situation: Almost Never 4 5. People cl talented col Almost	Rarely 3 noose to work leagues:	Sometimes 2 with me in pro	Usually 1 eference to ea	Almost Always 0 qually-	
situation: Almost Never 4 5. People cl talented col Almost	Rarely 3 noose to work leagues:	Sometimes 2 with me in pro	Usually 1 eference to ea	Almost Always 0 qually-	_
situation: Almost Never 4 5. People cl talented col Almost Never	Rarely 3 noose to work leagues: Rarely	Sometimes 2 with me in pro Sometimes	Usually 1 eference to ed Usually	Almost Always 0 qually- Almost Always	_ ⊐ ∃

is the ability to sense, understand and respond to what other people are feeling.

Self-awareness is an essential underpinning of empathy. If you are not aware of your own emotions, you will not be able to read the emotions of others.

Almost Never Rarely Sometimes Usually Almost Always	1. I encount	er difficult ped	ople:			
2. I am comfortable talking to anyone: Almost Never Rarely Sometimes Usually Almost Always 0 1 2 3 4 3. I achieve win/win outcomes: Almost Never Rarely Sometimes Usually Almost Always 0 1 2 3 4 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 4 3 2 1 0 5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always Almost Rarely Sometimes Usually Almost Always 4 3 2 1 0		Rarely	1			
2. I am comfortable talking to anyone: Almost Never Rarely Sometimes Usually Almost Always 0 1 2 3 4 3. I achieve win/win outcomes: Almost Rarely Sometimes Usually Almost Always 0 1 2 3 4 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 1 1 2 3 4 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 1 1 0 5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always 1 2 1 0 5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always 1 2 1 0	Never				Always	
2. I am comfortable talking to anyone: Almost Never Rarely Sometimes Usually Almost Always 0 1 2 3 4 3. I achieve win/win outcomes: Almost Rarely Sometimes Usually Almost Always 0 1 2 3 4 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 1 2 3 4 4. I feel uncomfortable when other people get emotional: Almost Rarely Sometimes Usually Almost Always 1 1 0 5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always 1 2 1 0						
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Almost Never Rarely Sometimes Usually Almost Always O	2 Lam com	fortable talkin	a to anyono:			
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4 3 2 1 0 5. I get impatient with incompetent people: Almost Never Rarely Sometimes Usually Almost Always 4 3 2 1 0	4. I feel unc	omfortable wh	nen other peor	ole get emotic	onal:	
5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always 1	4. I feel unc	omfortable wh	nen other peor	ole get emotic	onal: Almost	
5. I get impatient with incompetent people: Almost Rarely Sometimes Usually Almost Always 1	4. I feel unc	omfortable wh	nen other peor	ole get emotic	onal: Almost	
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	4. I feel unc Almost Never 4 5. I get impa Almost	omfortable when Rarely 3 atient with income	Sometimes 2 competent people	ole get emotic Usually 1	Almost O Almost	
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	4. I feel unc Almost Never 4 5. I get impa Almost Never	omfortable where Rarely 3 atient with incomparison Rarely	nen other peop Sometimes 2 competent peop Sometimes	ole get emotic Usually 1 ole: Usually	Almost Almost Always Almost Always	

Relationship Management is the ability to manage, influence and inspire emotions in others.

Being able to handle emotions in relationships and being able to influence and inspire others are essential foundation skills for successful teamwork and leadership.

Total Scores

	Self- Awareness	Self- Management	Motivation	Empathy	Relationship Management
20					
19					
18					
17					
16					
15					
14					
13					
12					
11					
10					
9					
8					
7					
6					
5					
4					
3					
2					
1					
0					
Totals:					

Key

For each area, write the total in the bottom line and shade in the box against the appropriate number to give a graphical representation of your overall score.

14-20	This area is a strength for you
7-13	Some attention given to the aspects of this area you feel are weakest will pay dividends
0-6	This is an area you need to give priority to developing