

# Emotional Intelligence Self-Evaluation

Begin with Part I: Rating and proceed sequentially through each of the other parts.

**Part I: Rating.** In the space provided next to each of the following statements, please check the number that best describes your agreement with the item, using the scale immediately below.

1 = Disagree Very Much  
 2 = Disagree Moderately  
 3 = Disagree Slightly

4 = Agree Slightly  
 5 = Agree Moderately  
 6 = Agree Very Much

1.	I use both negative and positive emotions as a source of wisdom about how to navigate my life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
2.	Negative feelings help me to address what I need to change in my life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
3.	I am calm under pressure.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
4.	I have the ability to monitor my feelings from moment to moment.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
5.	When challenged, I am good at getting calm and focused to flow with life's demands.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
6.	When challenged, I am able to summon a wide range of positive emotions such as fun, joy, fighting spirit, and humor.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
7.	I am in charge of how I feel.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
8.	After something has upset me, I find it easy to regain my composure.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
9.	I am effective at listening to other people's problems.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
10.	I do not recycle and dwell on negative emotions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
11.	I am sensitive to the emotional needs of others.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
12.	I have a calming influence on other people.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
13.	I am able to motivate myself to try and try again in the face of setbacks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
14.	I try to be creative with life's challenges.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
15.	I respond appropriately to other people's moods, motivations, and desires.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
16.	I can easily enter into a "zone" state, or a state characterized by calmness, alertness, and focus.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
17.	When the time is right, I face my negative feelings and work through what the issue is.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
18.	I am capable of soothing myself after an upsetting event.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
19.	Knowing my true feelings is crucial to my well-being.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
20.	I am good at understanding the emotions of other people, even when the emotions are not directly expressed.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

21.	I am adept at reading people's feelings by their facial expressions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
22.	I can easily set negative feelings aside when called upon to perform.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
23.	I am aware of subtle social signals that indicate what others need.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
24.	People view me as an effective coach for others' emotions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
25.	People who are aware of their true feelings are better pilots of their lives.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
26.	I am often able to improve the moods of others.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
27.	I am a good person to come to for advice about handling relationships.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
28.	I am strongly attuned to others' feelings.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
29.	I help others use their motivations to achieve their personal goals.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
30.	I can easily shake off negative feelings.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

**Part II. Scoring.** Add your score for the various areas of emotional intelligence according to the instructions below.

<i>Emotional Competency</i>	<i>Item Numbers</i>	<i>Your Score</i>
Emotional Awareness	Items: 1 + 2 + 4 + 17 + 19 + 25	
Managing One's Emotions	Items: 3 + 7 + 8 + 10 + 18 + 30	
Self-Motivation	Items: 5 + 6 + 13 + 14 + 16 + 22	
Empathy	Items: 9 + 11 + 20 + 21 + 23 + 28	
Coaching Others' Emotions	Items: 12 + 15 + 24 + 26 + 27 + 29	

**Part III. Interpreting Your Scores.** Comparing your scores with the chart below will allow you to assess your current standing on the various emotional competencies relative to a cross-industry sampling of managers and other professionals.

<i>Emotional Competency</i>	<i>Definite Strength</i>	<i>Needs Some Development</i>	<i>Needs Substantial Development</i>
Emotional Awareness	31 or above	26 - 30	25 or below
Managing One's Emotions	32 or above	27 - 31	26 or below
Self-Motivation	31 or above	27 - 30	26 or below
Empathy	31 or above	26 - 30	25 or below
Coaching Others' Emotions	30 or above	25 - 29	24 or below

Each of the above competencies are important for being able to perform well in most managerial and professional jobs and are important to leading a fulfilling life in general. Therefore, you should consider creating a plan of self-development for areas in which your scores fell into the "needs substantial development" or "needs some development" range.