

# EMOTIONAL INTELLIGENCE (EQ)

## EQ SELF-ASSESSMENT

Emotional intelligence (otherwise known as emotional quotient or EQ) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. It can also help increase productivity, performance, and well-being.

By learning to keep stress and emotions in check, you'll not only improve how you communicate with others, but you'll also be able to get off the "emotional rollercoaster", bring your life into balance, and flourish into your full potential.

ON A SCALE OF 1 (NOT AT ALL) TO 5 (VERY OFTEN), RATE THE FOLLOWING QUESTIONS:

	1 Not at all	2 Rarely	3 Sometimes	4 Often	5 Very often
1 I can recognize my emotions as I experience them.	<input type="checkbox"/>				
2 I know my strengths and weaknesses.	<input type="checkbox"/>				
3 I ask people for feedback on what I do well, and how I can improve.	<input type="checkbox"/>				
4 I am able to manage my temper when I feel frustrated.	<input type="checkbox"/>				
5 I know how to calm myself down when I feel anxious or upset.	<input type="checkbox"/>				
6 I find it easy to move on when I feel frustrated or unhappy.	<input type="checkbox"/>				
7 I enjoy organizing groups.	<input type="checkbox"/>				
8 I embrace conflict and negotiations.	<input type="checkbox"/>				
9 I am able to easily build rapport with others.	<input type="checkbox"/>				
10 I find it easy to focus on something over the long term.	<input type="checkbox"/>				
11 I feel that I enjoy my work.	<input type="checkbox"/>				
12 I set long-term goals, and review my progress regularly.	<input type="checkbox"/>				
13 I have been told that I'm a good listener.	<input type="checkbox"/>				
14 I find it easy to read other people's emotions.	<input type="checkbox"/>				
15 I use active listening skills when people speak to me.	<input type="checkbox"/>				

### Scoring:

- ✓ Assign a value from 1 - 5 for each statement based on the frequency of response (very often = 5)
- ✓ Add all scores together for a total score out of a possible 75

## SCORING

Individual scores can range from 15 to 75 with higher scores indicating higher self-assessed EQ.

### ➤ Scores ranging from 15-34 would be considered low EQ.

You may feel overwhelmed by your emotions, especially in stressful situations or you may avoid conflict because you think that you'll find it too distressing. It is also likely that you find it difficult to calm down after you've been upset and you may struggle to build strong working relationships. Don't worry! There are plenty of ways that you can build emotional intelligence, starting today. Read below to find out more.

### ➤ Scores ranging from 35-55 would be considered moderate EQ.

You probably have good relationships with some of your colleagues, but others may be more difficult to work with. The great news is that you have an opportunity to improve your relationships. Read below to boost your EQ further.

### ➤ Scores ranging from 56-75 would be considered high EQ.

You are an emotionally intelligent person! You likely experience great relationships and you probably find that people often approach you for advice. Researchers have found that emotionally intelligent people often have great leadership potential. Read below for opportunities to further realize this potential.

Also, it is possible that when so many people admire your people skills, you can lose sight of your own needs. Read below to find more tips on how to continue to build your EQ.

This assessment evaluates 5 elements of emotional intelligence:

- ✓ Self-awareness
- ✓ Self-regulation
- ✓ Motivation
- ✓ Empathy
- ✓ Social skills

### **SELF-AWARENESS** (Questions 1, 2, & 3)

Daniel Goleman, in his book “Emotional Intelligence: Why it can Matter More than IQ”, explained that people with high self-awareness are “aware of their moods as they are having them”.

To increase self-awareness, the practice of mindfulness is useful. This involves a focus on how you are showing up in the present moment, including how you’re feeling. Keeping a journal can be extremely helpful in understanding the emotional situations that you experience on a day-to-day basis.

### **SELF-REGULATION** (Questions 4, 5, & 6)

Self-regulation is the ability to respond and manage difficult emotions, rather than reacting to them. If you find yourself easily angered and/or reacting in anger, notice your triggers and examine why you are experiencing anger. Techniques such as deep breathing can be helpful to calm down, as well as giving yourself some time before responding to emails or requests.

You may also be affected by uncomfortable feelings such as situational anxiety and stress. The first step is to recognize how feelings are fueling your actions. Ask yourself, “what do I do when I am feeling this feeling”?

### **SOCIAL SKILLS** (Questions 7, 8, & 9)

Even if you don’t consider yourself a ‘people person’, it is possible to develop better social skills. Don’t shy away from negative situations. Learn how to manage conflict, set boundaries, and assert yourself effectively. If you are uncomfortable with social situations, work on building self-confidence. Start slowly, and look for opportunities to practice your skills with bigger groups.

## **MOTIVATION** (Questions 10, 11, & 12)

The ability to take action is fueled by your emotions. When distracted by uncomfortable emotions, it may be challenging to see tasks through.

Boost your motivation level by developing your self-discipline and by monitoring your progress. Celebrating small wins can give you a sense of achievement and help fuel momentum. Also, setting longer-term goals can help you create focus and motivation, especially when you connect personal and professional goals. If you're still struggling to get motivated in your current role, take some time to reconnect with your personal values.

## **EMPATHY** (Questions 13, 14, & 15)

Empathy is the ability to recognize emotions and understand how your perspective is influencing your emotions. An understanding of your own emotional state can help you understand the perspectives of others and how those perspectives are influencing their emotions.

Daniel Goleman refers to empathy as the “fundamental people skill”.

To develop empathy, simply start by thinking about the viewpoints of others. Imagine how their perspective might be causing their emotions and behaviours. Also, practice active listening skills to deepen your understanding of their motivations when they express their emotions to you. Try not to interrupt or talk about your own feelings during this conversation. With practice watching and listening to others, you can quickly attune yourself to how they might be feeling.

## **EQ SUMMARY**

As you develop the capacity to better recognize and understand your own emotions, you'll find it easier to appreciate how others are feeling, improving how you communicate and helping your personal and professional relationships to flourish.

Also, as you bring stress into balance and learn how to tolerate unpleasant emotions, you'll discover that your capacity for experiencing positive emotions has also grown and intensified. You'll find it easier to play, laugh, and experience joy.

No matter how stressed, or emotionally out-of-control you feel, by drawing on these tools, life can, and will, get lighter and brighter.

[Contact Kim](#) to discover new ways to increase your emotional intelligence skills.