

Emotional Intelligence Self-Evaluation

Introduction

The purpose of this self-evaluation is to measure your tendencies and abilities within various areas of emotional intelligence. The Emotional Intelligence Self-Evaluation measures five areas of emotional intelligence including:

- Emotional Awareness
- Managing One's Emotions
- Self-Motivation
- Empathy
- Coaching Others' Emotions

Directions for Completing the Emotional Intelligence Self-Evaluation

- Part I: Rating
- Part II: Scoring
- Part III: Interpreting Your Scores

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 write in the number which 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.
2. ____	Negative feelings help me to address what I need to change in my life.
3. ____	I am calm under pressure.
4. ____	I have the ability to monitor my feelings from moment to moment.
5. ____	When challenged, I am good at getting calm and focused to flow with life's demands.
6. ____	When challenged, I am able to summon a wide range of positive emotions such as fun, joy, fighting spirit, and humor.
7. ____	I am in charge of how I feel.
8. ____	After something has upset me, I find it easy to regain my composure.
9. ____	I am effective at listening to other people's problems.
10. ____	I do not recycle and dwell on negative emotions.
11. ____	I am sensitive to the emotional needs of others.
12. ____	I have a calming influence on other people.
13. ____	I am able to motivate myself to try and try again in the face of setbacks.
14. ____	I try to be creative with life's challenges.
15. ____	I respond appropriately to other people's moods, motivations, and desires.
16. ____	I can easily enter into a "zone" state, or a state characterized by calmness, alertness, and focus.
17. ____	When the time is right, I face my negative feelings and work through what the issue is.
18. ____	I am capable of soothing myself after an upsetting event.
19. ____	Knowing my true feelings is crucial to my well-being.
20. ____	I am good at understanding the emotions of other people, even when the emotions are not directly expressed.
21. ____	I am adept at reading people's feelings by their facial expressions.
22. ____	I can easily set negative feelings aside when called upon to perform.
23. ____	I am aware of subtle social signals that indicate what others need.
24. ____	People view me as an effective coach for others' emotions.
25. ____	People who are aware of their true feelings are better pilots of their lives.
26. ____	I am often able to improve the moods of others.
27. ____	I am a good person to come to for advice about handling relationships.
28. ____	I am strongly attuned to others' feelings.
29. ____	I help others use their motivations to achieve their personal goals.
30. ____	I can easily shake off negative feelings.

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

Emotional Competency	Item Numbers	Your Score
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.

Emotional Competency	Definite Strength	Needs Some Development	Needs Substantial Development
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. Many books and seminars are available on each of the above emotional competencies to aid you in your development. Begin by checking with your local bookstore or library for materials related to the emotional competencies listed above.

Developed by Dr. Nicholas Hall, psychoneuroimmunologist

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