

Emotional Intelligence Self-Assessment

The Emotional Intelligence Self-Assessment is intended to raise your awareness of the competencies of emotional intelligence and to highlight which competencies you have developed or may need to work on or enhance as a leader.

Rank each statement below on a scale of 1-5 and then record your responses on the Self-Assessment Scoring

Tool. 1 = almost never 2 = rarely 3 = sometimes 4 = often 5 = always

Rank	Statement
	1. I am aware of my physical reactions (twinges, stomach-ache, sudden changes) that signal a “gut reaction” to my staff’s actions or comments.
	2. I readily admit mistakes and apologize to my staff members.
	3. When I feel angry or stressed, I can still stay composed.
	4. I generally have an accurate idea of how another staff member perceives me during a particular interaction.
	5. In assessing a situation, I look at my biases and adjust my assessment accordingly.
	6. I can keep going on an emergency response or other complex project, despite the obstacles.
	7. I can engage in an interaction with another staff members and pretty well size-up his/her mood based on non-verbal signals.
	8. Other staff members feel encouraged after talking to me.
	9. I consider my “emotional temperature” before I make important decisions.
	10. When I feel a strong impulse to do something, I usually pause to reflect and decide whether I really want to act on it.
	11. I can deal calmly, sensitively, and proactively with the emotional displays of other staff members.
	12. I can identify the emotion I am feeling at any given moment.
	13. I am able to honestly say how I feel without getting other staff members upset.
	14. I can show empathy and match my feelings with those of another staff member in an interaction.
	15. I think about the emotions behind my actions.
	16. I am respected and liked by other staff members, even when they don’t agree with me.
	17. I watch how other staff members react to me to understand which of my own behaviors are effective and which are not.
	18. I am good at managing my moods, and I refrain from bringing negative emotions to work.
	19. It is easy for me to understand why others feel the way they do.
	20. I can effectively persuade other staff members to adopt my point of view without coercing them.

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