

EMOTIONAL INTELLIGENCE

The concept of Emotional Intelligence (EI), as popularized by psychologist Daniel Goleman, comprises these five core domains



Self-Awareness

Recognizing and understanding one's own emotions. This includes the ability to assess one's strengths and weaknesses accurately and to maintain a well-grounded sense of self-confidence.

Self-Regulation

Managing and regulating one's own emotions appropriately. This involves controlling or redirecting disruptive impulses and moods, and the propensity to suspend judgment and think before acting.

Motivation

Harnessing emotions to drive oneself towards goals. This domain is characterized by a passion to work for reasons that go beyond money or status and a propensity to pursue goals with energy and persistence.

Empathy

Recognizing, understanding, and considering other people's feelings especially when making decisions. Empathy is critical in managing relationships, listening, and relating to others..

Social Skills

Managing relationships to move people in desired directions. This involves handling social situations and conflicts, persuading and leading others, and establishing and maintaining networks..

EMOTIONAL INTELLIGENCE (EI)

Self Assessment Exercise

Reflect on each EI domain's grouping of statements and gauge how often those statements reflect your behavior. This isn't about perfection; it's about an honest look at your current patterns.

Use the scoring guide and identify a score for each EI domain. You'll notice there's no middle option of '3'. This is intentional to encourage a decisive assessment.

If scoring yourself proves difficult, consider these steps:

Pause and Reflect Take a moment to consider specific instances where you've demonstrated the behaviors in each statement. Write these down if it helps to see a pattern.

Dialogue, Not Monologue If you're stuck, talk it through with someone who knows you well. Outside perspectives offer great clarity.

Seek Multiple Opinions If you're still unsure, don't hesitate to ask several people for their perspective. This isn't about reaching a consensus but gathering insights to inform your self-evaluation.

Scoring Guide

5- I consistently embody these statements (90-100% of the time).

4- I often find these statements to be true for myself (70-89% of the time).

2- These statements are seldom true for me (10-39% of the time).

1- These statements do not reflect my behaviors (0-9% of the time).

Self-Awareness

I am keenly aware of my emotions and how they influence my thoughts and actions.

I actively seek and value honest feedback to enhance my self-understanding.

My actions consistently align with my core personal and professional values.

Score

Self-Regulation

I maintain composure and think clearly under pressure, demonstrating measured responses to stress.

I practice mindfulness to master my impulses and respond intentionally in challenging situations.

I am recognized for my adaptability and ability to manage change with resilience.

Score

Motivation

I am driven by a deep sense of purpose that goes beyond external rewards.

I demonstrate unwavering determination and perseverance in pursuing my goals.

I exhibit a high degree of initiative, often taking the lead in challenging circumstances.

Score

Empathy

I listen attentively and communicate understanding of others' perspectives with compassion.

I can readily walk in someone else's shoes and view situations from diverse perspectives.

My decisions and actions are informed by a genuine consideration of others' feelings and needs.

Score

Social Skills

I excel in facilitating teamwork and cooperation, and I am adept at resolving conflicts.

My leadership and communication skills are consistently praised by my peers.

I build and maintain robust professional networks and have a persuasive and influential presence in social settings.

Score