



Tool

Emotional Intelligence assessment

PURPOSE: An exercise designed to help you identify your EQ strengths and areas of development.

EQ is the term given to our ability to understand and manage our own emotions and read those of others; covering skills such as empathy; self-regulation; self-awareness; motivation and ability to build relationships with others.

Daniel Goleman popularised the term EQ in his book *Emotional Intelligence* (1995) in which he cites studies that have found EQ to be significantly more important in the workplace than IQ. Most significantly, these same studies suggested EQ to be a staggering six times more important than IQ in leadership roles. Google's in-house research team have recently confirmed these findings: suggesting EQ to be the critical success factor in their highest performing teams and line-managers.

SOURCE: The original source of the questionnaire below is courtesy of RD1st, adapted from Robin Grille (psychologist) www.our-emotional-health.com.

HOW TO DO THE EXERCISE (OVERLEAF):

Answer each question in turn, go with your gut response – don't overthink it. Give yourself a score: 10 is highest.

Area	Score 0-10
Can you express anger freely and non-destructively and then let it go?	
Do you quickly let go of grudges and resentment?	
When you are afraid, do you let trusted others see your fear?	
Are you able to recognise when you need help, then ask for help or support?	
Can you receive help, as well as give it?	
Can you say 'no' without feeling guilty?	
If you are sad, grieving or mourning, do you cry? Can you cry openly in front of others?	
Can you motivate others without resorting to fear tactics or manipulation?	
Can you strongly protest against mistreatment of self or others?	
Do you easily express, as well as receive, tenderness, love and passion?	
Can you enjoy your own company yet gladly and comfortably accept intimacy?	
Can you empathise with the needs and feelings of others, without judgement?	
Can you feel moved by the courage or the spirit of others?	
Do you allow yourself to frequently experience and enjoy pleasure?	
When necessary, can you contain your impulses and delay your gratification?	
Do you allow yourself to experience bliss, excitement, fascination and awe?	
Do you often laugh out loud — a deep belly laugh?	
Can you accept and even enjoy others who have different needs and world-views?	
Can you focus your energy on work, yet balance this with fun and rest?	
Do you let yourself be spontaneous, play like a child, be silly?	
Can you forgive yourself your mistakes, and take yourself lightly?	
Can you accept your own shortcomings, without feeling ashamed and remain excited about learning and growing?	
Can you bear disappointment or frustration, without succumbing to criticism of self or others?	
Are you kind to yourself, do you avoid being hard — even punishing towards yourself?	

FURTHER NOTES:

It's not unusual to find your score depends on context – we might score higher at home than work or vice versa.

Looking at the areas where you score yourself lowest, think about what action you might like to take to do things differently in future?

Looking at the areas where you score yourself highest, what has enabled you to excel in this area of EQ? Can you apply any of that learning to the areas you wish to grow?