

Emotional Intelligence Self-Assessment

<https://icebreakerideas.com/emotional-intelligence-test/>

General Reactions:

The following two questions determine your general emotional reactions to words and situations.

<p>1. When criticized, I: ___A. Ignore the criticism ___B. Listen and learn ___C. Become defensive ___D. Get angry</p> <p>Score: A=3 points B=4 points C=2 points D=1 point <i>Your score for this question:</i> _____</p>
<p>2. In a difficult situation, I: ___A. Get scared ___C. Manage the situation with a positive attitude ___B. Retreat if possible ___D. Let others take the lead to manage the situation</p> <p>Score: A=1 point B=2 points C=4 points D=3 points <i>Your score for this question:</i> _____</p> <p style="text-align: right;">Your score for General Reactions section: _____</p>

Behavior/Responses:

This set of questions helps you understand how you behave/respond to varying emotions and how well you can describe the emotions are experiencing.

Emotional Reaction: When faced with situations, we react emotionally.				
	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree
3. When pursuing a goal, I am able to manage anxiety, anger, fear, and stress.	€ A	€ B	€ C	€ D
4. I am able to utilize feedback and criticism to grow personally and professionally	€ A	€ B	€ C	€ D
5. I maintain a sense of humor at appropriate times and in appropriate places, without using sarcasm or hurting the feelings of others.	€ A	€ B	€ C	€ D
6. I am able to see things from another person's perspective	€ A	€ B	€ C	€ D
7. I recognize how my behavior affects others emotionally	€ A	€ B	€ C	€ D
8. When I have a complaint, I am capable of expressing it properly	€ A	€ B	€ C	€ D
9. I listen to others with patience and understanding.	€ A	€ B	€ C	€ D
	Score: A=1 point B=2 points C=3 points D=4 points			

	Your score for Emotional Reaction section: _____
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Awareness of Emotional Reaction:				
When presented with a situation, we can describe our emotional reaction.				
	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree
10. I have a great deal of discipline and I am self-motivated	€ A	€ B	€ C	€ D
11. In stressful situations, I do not get irritated easily and I am able to contain my emotions.	€ A	€ B	€ C	€ D
12. Even if I believe I am right about something, I make an effort to listen to other people's viewpoints.	€ A	€ B	€ C	€ D
Score: A=1 point B=2 points C=3 points D=4 points Your score for Awareness section: _____				

Situational Emotional Reactions

Your emotional responses determine how you would react in different types of common situations.

13. Two of your friends are having an argument. Your response is to . . .	<input type="checkbox"/> A. Try to help each one understand the other's one's point of view <input type="checkbox"/> B. Avoid both of your friends until they quit fighting <input type="checkbox"/> C. Choose a side and bad-mouth the other person <input type="checkbox"/> D. Let both of them vent their emotions to you Score: A=4 points B=2 points C=1 point D=3 points <i>Your score for this question:</i> _____
14. Your friend tells you her mother has died. Your response is to . . .	<input type="checkbox"/> A. Allow your friend to express her emotions and offer your support <input type="checkbox"/> B. Convince your friend to go out somewhere with some friends to get her mind off of her loss <input type="checkbox"/> C. Give your friend some time alone <input type="checkbox"/> D. Spend time with her, but avoid talking about her loss Score: A=4 points B=1 point C=2 points D=3 points <i>Your score for this question:</i> _____
15. You are faced with an unpleasant task. Your response is to . . .	<input type="checkbox"/> A. Make a plan and work on the task a bit each day <input type="checkbox"/> B. Put completion of the task off until the last minute <input type="checkbox"/> C. Get the task over with as soon as possible

	<p>_____ D. Not do the task at all</p> <p>Score: A=4 points B=2 points C=3 points D=1 point</p> <p><i>Your score for this question:</i> _____</p>
<p>16. You find yourself involved in a heated discussion. Your response is to . . .</p>	<p>_____ A. Ask for a short break before resuming the discussion</p> <p>_____ B. Give in and apologize because you want to end the argument</p> <p>_____ C. Insult the other person</p> <p>_____ D. Get quiet and stop responding to the other person</p> <p>Score: A=4 points B=3 points C=1 point D=2 points</p> <p><i>Your score for this question:</i> _____</p>
<p>17. Although you work hard on an assignment, you get a bad grade. Your response is to . . .</p>	<p>_____ A. Think about ways you could have improved your work and received a better grade</p> <p>_____ B. Confront the teacher, asking for a better grade</p> <p>_____ C. Feel disappointed and criticize your own work</p> <p>_____ D. Decide the class is stupid and stop putting working hard on assignments</p> <p>Score: A=4 points B=3 points C=2 points D=1 point</p> <p><i>Your score for this question:</i> _____</p>
<p>18. Your friend at work has an annoying habit. Every day it seems more annoying and worse. Your response is to . . .</p>	<p>_____ A. Tell your friend about her annoying habit and why it bothers you</p> <p>_____ B. Make a complaint to her supervisor</p> <p>_____ C. Talk about your coworker's annoying habit to others</p> <p>_____ D. Suffer silently</p> <p>Score: A=4 points B=3 points C=1 point D=2 points</p> <p><i>Your score for this question:</i> _____</p>
<p>19. You are already involved in many tasks and projects and feel overworked when your boss assigns you big new project. You feel. . .</p>	<p>_____ A. Worried that you will never get all the work done</p> <p>_____ B. Completely overwhelmed by the task before you</p> <p>_____ C. Angry at your boss because he has not noticed how overworked you are</p> <p>_____ D. Deeply depressed and sure you will never finish it all</p> <p>Score: A=4 points B=3 points C=2 points D=1 point</p> <p><i>Your score for this question:</i> _____</p>
<p>20. You work hard on a project and the person with whom you are working publically takes credit for work you did. Your response is to . . .</p>	<p>_____ A. Immediately and publicly confront the person about the ownership of the work</p> <p>_____ B. Take the person aside and tell them you want them to credit you when talking about your work</p> <p>_____ C. Do nothing</p> <p>_____ D. After the person finishes speaking, thank her immediately for sharing your work and then give the group more details</p>

Score:

A=2 points B=3 points C=1 point D=4 points

Your score for this question: _____

Your score for Situations section: _____

Now add up all of your points to see your current level of emotional intelligence.

General Reactions section: _____

Emotional Reaction section: _____

Awareness section: _____

Situations section: _____

Emotional Intelligence Score: _____

If your Emotional Intelligence score is...

Between 68 and 80:

You have extremely high emotional intelligence. You are skilled at understanding, interpreting, and acting appropriately upon your emotions and those of others. You deal effectively with emotional and social situations and conflicts, and express your feelings without hurting the feeling of others.

However, when so many people admire your people skills, it's easy to lose sight of your own needs so remember to make time for continued reflection and learning opportunities.

Between 60 and 67:

Although you score relatively high, you do have room for improvement. Watch the reactions of others to determine when you are using your emotional intelligence effectively and when you are not.

Objectively looking at social and personal situations where emotions run high and analyzing your success will help you improve your already high emotional intelligence even more.

Between 48 and 59:

You fall in the middle range when it comes to your emotional intelligence. Although you are responding appropriately in most situations, you still find yourself losing it sometimes. You probably have good relationships with some of your colleagues, but others may be more difficult to work with. You also get impatient with others and are sometimes uncomfortable in emotional situations.

Between 40 and 47:

Your emotional intelligence is a bit low. You probably struggle to manage your emotions in high pressure situations or when you get angry. You have some work to do to improve. Begin by trying to express your emotions after you are calm.

Below 40:

Your emotional intelligence is in the lower range. You are probably experiencing anxiety and stress on a daily basis. It's likely, too, that you find it hard to calm down after you've felt upset, and you may struggle to build strong relationships. Additionally, you are probably having difficulty at work, not making the progress you wish to or have strained interactions with colleagues.

Final Thoughts on Emotional Intelligence:

No matter how high or low your score, you can increase your emotional intelligence by learning more about how you respond in various situations. This can be done by focusing on yourself as you engage

with others or even by asking a few people you to provide feedback about how you respond/behaviors you display. Additionally, an increase in emotional intelligence can help you engage in healthy interactions with team members and leaders, which can lead to increased satisfaction and engagement at work. Increasing emotional intelligence can also enhance your interactions with family and friends.