



BE UNSTOPPABLE

COACHING



Emotional Intelligence Test

Tool and Worksheet





Emotional Intelligence Test

Improve your emotional intelligence skills through objective assessment, learning and practice. This test will help you identify your strengths and weaknesses in the five emotional intelligence categories: Self-awareness, Social Skills, Optimism, Emotional Control and Flexibility, in order for you to assess and cultivate more skills.

Focus on one life domain (e.g. home or work environment, with family or friends) and respond to the statements honestly and objectively about what you ACTUALLY DO NOW. Indicate 'yes' if you practice the statement more than 75% of the time. Mark your selection with an 'X'

		YES	NO
1.	<i>I am aware when I start to become angry or defensive.</i>		
2.	<i>When I am dealing with other's anger, I keep relaxed and goal orientated.</i>		
3.	<i>I remain cheerful and enjoy working with new ideas.</i>		
4.	<i>I follow through on assignments, support others and build trust.</i>		
5.	<i>Despite setbacks and problems, I continue to work on projects in a calm manner.</i>		
6.	<i>I use positive thinking even when I am in a conflict or in a difficult situation.</i>		
7.	<i>I can feel and see things from another person's viewpoint.</i>		
8.	<i>Before I make a decision or take action, I listen to other's ideas.</i>		
9.	<i>When I communicate with others, I help them feel good.</i>		
10.	<i>To resolve conflicts, I encourage honest and respectful discussion.</i>		
11.	<i>I help people who hold different opinions to reach an agreement.</i>		
12.	<i>When I am making changes, I consider the feelings of others.</i>		
13.	<i>I am aware of when I start to use negative thinking.</i>		
14.	<i>I practice stress management to be calm and healthy.</i>		
15.	<i>I have a good sense of humour.</i>		

Total Number of YES Answers:

Emotional Intelligence Rating:

13-15 = very high	10-12 = high	7-9 = average	4-6 = below average	1-3 = very low
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Five Emotional Intelligence Skills

SELF AWARENESS	SOCIAL SKILLS	OPTIMISM	EMOTIONAL CONTROL	FLEXIBILITY
<i>Emotionally intelligent people are aware of how they feel, what motivates and de-motivates them, and how they affect others.</i>	<i>Emotionally intelligent people communicate and relate well to others. They listen intently and adapt their communications to other's unique needs, including diverse backgrounds. They show compassion.</i>	<i>Emotionally intelligent people have a positive and optimistic outlook on life. Their mental attitude energizes them to work steadily towards goals, despite setbacks.</i>	<i>Emotionally intelligent people handle stress evenly. They deal calmly with emotionally stressful situations, such as change and interpersonal conflicts.</i>	<i>Emotionally intelligent people adapt to changes. They use problem-solving to develop options.</i>

Five Emotional Intelligence Skills

To interpret your scores in each group, match the "YES" you indicated from each statement with the "Y" in the table. Make sure you mark each 'Y' across the row for every statement that you answered 'YES'.

Statement Number	Self-Awareness	Social Skills	Optimism	Emotional Control	Flexibility
1	Y				
2	Y	Y		Y	Y
3			Y	Y	
4	Y	Y	Y		
5	Y		Y	Y	Y
6	Y		Y	Y	Y
7		Y			
8		Y	Y	Y	Y
9		Y	Y		Y
10	Y	Y		Y	Y
11		Y		Y	Y
12	Y	Y			
13	Y		Y		Y
14				Y	
15			Y		
Skill Total					
Interpretation					

Interpretation Rating:

8 = very high	6-7 = high	4-5 = average	2-3 = below average	0-1 = very low
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Improve Your Emotional Intelligence Skills ... Reflection

My best emotional intelligence skills are (skills with a high or very high rating):

My emotional intelligence skills most need of improvement are (skills with below average or low rating):

The emotional intelligence skills that are most important for me to improve are:

What is the desired change I want to see in my communication and connection with others, as a result of improving my emotional intelligence skills?



Improve Your Emotional Intelligence Skills ... Action Goals

What action goals are you going set to improve your emotional intelligence? Reflect on the choices you have noted through this worksheet for each area to be improved and write these goals below, including action steps to begin immediately.

Remember that enhanced emotional intelligence is essential for effective communication, connection, leadership and working with others. It is also essential to have high emotional intelligence for self awareness and emotional control, which will impact your life outcomes.

GOALS

ACTION STEPS