

EQ Quick Quiz

.....

Emotional intelligence is your ability to recognize
and understand what you feel.
It helps you manage your responses to life and puts emotion to good use.

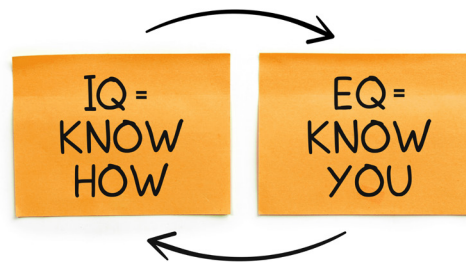
Please rate your behavior frequency honestly:

1 = Almost Never | 2 = Occasionally | 3 = Frequently | 4 = Very Frequently | 5 = Almost Always

- ☐ 1. I believe that leadership is mostly about serving others.
- ☐ 2. I'm aware of the concerns of many people in my life.
- ☐ 3. I have worked to understand my personal strengths and weaknesses.
- ☐ 4. I will take a stand based on my values, even if it is unpopular.
- ☐ 5. I appreciate diverse thought and try to look at multiple perspectives.
- ☐ 6. I seek candid feedback to improve myself, to learn, and to improve my team.
- ☐ 7. I regularly take quiet time for personal reflection.
- ☐ 8. I look for signs that indicate how others are feeling.
- ☐ 9. I keep confidential information confidential.
- ☐ 10. I can take a good guess to name what I'm feeling and what others are feeling.
- ☐ 11. I'm willing to let others see my humanity and imperfections.
- ☐ 12. I build trust by sincerely sharing more than required in communication when appropriate.

EQ Quick Quiz

.....



Higher Score (4 - 5)

Scores of 4's and 5's suggest you observe yourself and others thoughtfully.

You try to do what's right without peer pressure getting in your way.

Your natural gifts (and hard work) help you build trust.

You put yourself in others' shoes and this empathy helps you earn credibility.

You may find it challenging to manage personal feelings in professional situations.

Action for Higher Scorers

If EQ comes more easily to you, it's natural to expect that others are similarly oriented.

Many of us are not. Have reasonable expectations for others, especially those who use emotional intelligence less than you.

Diplomatically seek opportunities to share your learning experiences. Let others know how you perceive their communication, what you value, and what they could improve. Stay open to their feedback in return.

Lower-to-Average Score (1 - 3)

Scores predominantly in the 1's through 3's indicate that you usually separate feelings from decisions. People who rely on less emotional intelligence may prefer to avoid leading teams and enjoy managing systems more.

Your natural gifts tend toward using policy rather than engaging personally.

You likely use logic more than empathy or intuition to lead or decide. Both have their place. Control is important, but so is earning trust and connecting with others.

Action for Lower-to-Average Scorers

Think deeply about your communication style. It can be improved to blend with styles of people different from you. To gain emotional intelligence, ask for input. How do you behave and sound? What words/tone do you choose? Do you allow yourself to be vulnerable and warm when the situation calls for it?

Imagine receiving your communication. Is there anything you might want to change? Start today by seeking constructive feedback from others who know you well.