

EQ Quick Quiz

Emotional Intelligence is your ability to recognize and understand your own and others' feelings.

It helps you manage your responses to life, and put emotions 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 am 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 look at all sides to guide my decisions.
6. I seek criticism from others 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 ask for candid feedback about how I'm coming across.
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 is required in communication.

Total Score:

My Score:

Total score: $\div 12 =$.

Higher Score (4 - 5)

Scores of 4's and 5's suggest you reflect on what good leadership means.

You observe yourself and others thoughtfully.

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

Your natural gifts (and hard work, probably) help you build trust with others.

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

You may find it hard to separate personal feelings from professional decisions because you feel strongly.

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. Establish reasonable expectations for others, especially those who use emotional intelligence less than you.

Using diplomacy, seek opportunities to coach those who possess different intelligences by sharing your learning experiences. Let them 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 use 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 the trust and support of others.

Action for Lower-to-Average Scorers

Think deeply about your communication style. It can be improved to blend with the styles of people who are different from you. To gain emotional intelligence,

objectively observe yourself and ask for input. How do you behave and sound?

What words/tone do you choose? Do you allow yourself to be vulnerable and warm?

Imagine receiving your communication. Is there anything you might want to change?

Recognizing shortfalls is key to growth. Start today by seeking constructive feedback from others who know you well.

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