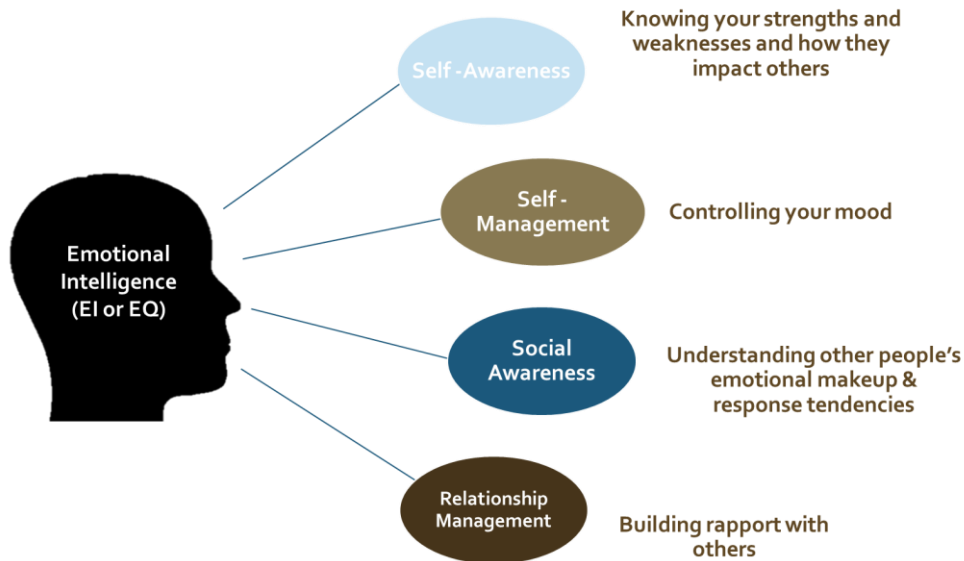


Emotional Intelligence... "Knowing Thyself is Only Half of It"

Emotional Intelligence Elements (EQ)



The Goldman Framework: EI Four Learned Competencies

Bradbery, T and Greaves, J. The Emotional Intelligence Quickbook, Talent Smart, 2003.

EQ Element	
Self-Awareness	Can you walk in a room, meet a stranger and quickly sense that something is not as it seems? Formerly known as "intuition," this instinctual knowledge is based on emotional intelligence.
Self-Management	Can you adequately harness your anger, disappointment or fear so your emotions don't interfere with your ability to listen or problem solve? Do you know when you need help AND can ask for it?
Social Awareness	Can you tell when you are unintentionally making another person uncomfortable or when someone who is smiling is really upset?
Relationship Management	Can you remain calm, energized and focused in the face of another's distress or during an upsetting situation? Can you defuse conflict?

Self-Assessment

*Adapted from the San Diego City College MESA Program from a model by Paul Mohapel

Rank each statement as follows: 0 (Never) 1 (Rarely) 2 (Sometimes) 3 (Often) 4 (Always)

Self-Awareness – Total: _____					
0	1	2	3	4	My feelings are clear to me at any given moment.
0	1	2	3	4	Emotions play an important part in my life.
0	1	2	3	4	My moods impact the people around me.
0	1	2	3	4	I find it easy to put words to my feelings.
0	1	2	3	4	My moods are easily affected by external events.
0	1	2	3	4	I can easily sense when I am going to be angry.
0	1	2	3	4	I readily tell others my true feelings.
0	1	2	3	4	I find it easy to describe my feelings.
0	1	2	3	4	Even when I am upset, I am aware of what is happening to me.
0	1	2	3	4	I am able to stand apart from my thoughts and feelings and examine them.

Self-Management – Total: _____					
0	1	2	3	4	I accept responsibility for my actions.
0	1	2	3	4	I find it easy to make goals and stick with them.
0	1	2	3	4	I am an emotionally balanced person.
0	1	2	3	4	I am a very patient person.
0	1	2	3	4	I can accept critical comments from others without becoming angry.
0	1	2	3	4	I maintain my composure, even during stressful times.
0	1	2	3	4	If an issue does not affect me directly, I do not let it bother me.
0	1	2	3	4	I can restrain myself when I feel anger toward someone.
0	1	2	3	4	I control my urges to overindulge in things that could damage my well-being.
0	1	2	3	4	I direct my energy into creative work or hobbies.

Social Awareness – Total: _____					
0	1	2	3	4	I consider the impact of my decisions on other people.
0	1	2	3	4	I can easily tell if people around me are becoming annoyed.
0	1	2	3	4	I sense when a person's mood changes.
0	1	2	3	4	I am able to be supportive when giving bad news to others.
0	1	2	3	4	I am generally able to understand the way other people feel.
0	1	2	3	4	My friends can tell me intimate things about themselves.
0	1	2	3	4	It genuinely bothers me to see other people suffer.
0	1	2	3	4	I usually know when to speak and when to be silent.
0	1	2	3	4	I care what happens to other people.
0	1	2	3	4	I understand when other people's plans change.

Relationship Management – Total: _____	
0 1 2 3 4	I am able to show affection.
0 1 2 3 4	My relationships are safe places for me.
0 1 2 3 4	I find it easy to share my deep feelings with others.
0 1 2 3 4	I am good at motivating others.
0 1 2 3 4	I am a fairly cheerful person.
0 1 2 3 4	It is easy for me to make friends.
0 1 2 3 4	People tell me I am sociable and fun.
0 1 2 3 4	I like helping people.
0 1 2 3 4	Others can depend on me.
0 1 2 3 4	I am able to talk someone down if they are very upset.

Scoring

Domain	Score
Emotional Awareness	
Emotional Management	
Social Emotional Awareness	
Relationship Management	

Score	Master Level
0-24	Area for Enrichment: Requires attention and development
25-34	Effective Functioning: Consider strengthening
35-40	Enhanced skills: Use as leverage to develop weaknesses

Personal Reflection

Which EQ skill is your strength?

- Self-Awareness Self-Management Social Awareness Relationship Management

What behaviors and actions do you exhibit that indicate it's a strength?

Which EQ skill has potential for improvement?

- Self-Awareness Self-Management Social Awareness Relationship Management

What behaviors and actions have you exhibited that indicate it's a gap?

Personal Mastery

Which of the EQ skills will you work on?

Self-Awareness Self-Management Social Awareness Relationship Management

List three strategies you will practice:

- 1.
- 2.
- 3.

Who do you know who is gifted in your chosen EQ skill and would be willing to provide feedback on your progress?

Name: _____

Strengthening Your EQ Muscle

- ✓ Understand the importance of emotional intelligence in all aspects of your life
- ✓ Learn to recognize stress triggers and how to deal with them
- ✓ Be open-minded, intellectually curious and agreeable
- ✓ Be outgoing and empathetic
- ✓ Be conscientious and prepared to deliberate
- ✓ Be attentive and self-aware – know thyself
- ✓ Practice communication skills
- ✓ Be optimistic. You got this!