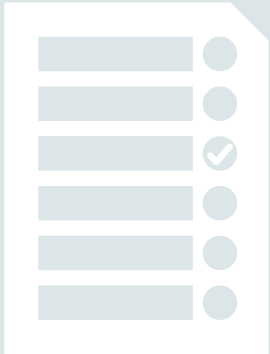


## Activity 4:

# Examining Emotional Intelligence Skills

Complete the *Emotional Intelligence Skills Inventory* and follow the scoring instructions to achieve a score for each of the EI competency areas.

Once you have scored your results, consider the following questions and points for reflection:



- What specific EI competencies are the highest? How do you currently use these competencies in your workplace?
- What EI scores are lower? How might you further develop these competencies?
- On the Emotional Skills Inventory, there are specific strategies for developing each of the EI competences. Consider applying some of these strategies as you continue to develop your EI capacity.

# Emotional Intelligence Skills Inventory

Examining EI Strengths and Areas for Development

Complete the inventory and follow the scoring instructions to achieve a score for each of the EI competency areas. Consider applying some of these strategies as you continue to develop your EI capacity.

# Emotional Intelligence Skills Inventory

Please complete the Emotional Intelligence Inventory using the following scale:

- ❖ "1" is **Least Like Me**
- ❖ "3" is **Somewhat Like Me**
- ❖ "5" is **Most Like Me**

Circle the number that best represents your response.

1	I am aware of my strengths. (SA)	1	2	3	4	5
2	I am able to manage my emotions in difficult situations. (SR)	1	2	3	4	5
3	I exhibit passion for my work. (M)	1	2	3	4	5
4	I am sensitive to the feelings of people. (E)	1	2	3	4	5
5	I enjoy networking with others. (SI)	1	2	3	4	5
6	I am confident about my abilities. (SA)	1	2	3	4	5
7	I feel comfortable in dealing with change. (SR)	1	2	3	4	5
8	I like to take on new challenges. (M)	1	2	3	4	5

# Emotional Intelligence Skills Inventory

9	I am an effective listener. (E)
	1      2      3      4      5
10	I build rapport with others easily (SI)
	1      2      3      4      5
11	I recognize needed areas for personal development or growth. (SA)
	1      2      3      4      5
12	I take time to reflect before acting. (SR)
	1      2      3      4      5
13	I am energized to develop personally. (M)
	1      2      3      4      5
14	I consider the feelings of others when decisions are made. (E)
	1      2      3      4      5
15	I inspire and motivate people. (SI)
	1      2      3      4      5
16	I seek constructive feedback from others. (SA)
	1      2      3      4      5
17	I can redirect feeling of frustration into energy for solving problems.(SR)
18	I am optimistic in the face of challenges. (M)
19	I am committed to helping others grow and succeed. (E)
20	I am a team builder (SI)

For scoring, refer to the attached Scoring Sheet

# Scoring Sheet

Add up your rating scales for each Emotional Intelligence Competency Area: SA=Self Awareness; SR=Self Regulation; M=Motivation; E= Empathy; and SI= Social Influence. Indicate your top two highest scores for the emotional intelligence competency areas.

SA: (Statements #1+#6 + #11+ #16)= \_\_\_\_\_

SR: (Statements #2 + #7 + #12 + #17)= \_\_\_\_\_

M: (Statements #3+#8 + #13 + #18)= \_\_\_\_\_

E: (Statements #4+#9 + #14 + #19)= \_\_\_\_\_

SI: (Statements #5+#10 + #15 + #20)= \_\_\_\_\_

My highest two Emotional Intelligence competency scores are:

---

---

Once you have your results, consider the following questions:

- What specific EI competencies are the highest? How do you currently use these competencies in your workplace?
- What EI scores are lower? How might you further develop these competencies?