

TESTING YOUR OWN EIQ & SEL SKILLS – Self-reflection sheet

Depending on how skilled you are, according to the following statements you will hear/read; or how much or how little progress you think you have made in the different areas, colour or draw symbols in 1 (less strong) and up to 4 (very strong) boxes.

	Q1				Q2				Q3				Q4				Q5				Q6				Q7				Q8				Q9				Q10			
1																																								
2																																								
3																																								
4																																								

- Self-awareness** → “The ability to read and understand your emotions as well as recognize their impact on others”. It includes Emotional self-awareness; Accurate self-assessment; Self-confidence
- Self-management** → *or self-regulation*, “the ability to manage one’s actions, thoughts, and feelings in flexible ways to get the desired results”. Characteristics: Emotional self-control; Transparency; Adaptability; Achievement; Initiative; Optimism
- Social awareness** → “The ability to the ability to accurately notice the emotions of others and ‘read’ situations appropriately”. Refers to: Empathy; Organisational Awareness; Service
- Relationship/social skills** → “The ability to take one’s own emotions, the emotions of others, and the context to manage social interactions successfully”. It encompasses: Inspirational leadership; Influence; Developing others; Change catalyst; Conflict management; Building bonds; Teamwork and collaboration

RESULTS: Add up how many squares you have for every area → What does this number mean?

- **0-24** Area for Enrichment – *requires attention and development*
- **25-34** Effective Functioning – *considering strengthening*
- **35-40** Enhanced Skills – *use as “leverage” to develop weaker areas*

FURTHER REFLECTION:

- Using your EQ strength → Give an example of how you demonstrate your strength in your daily life/work
- Effects of your EQ weakness → For your weakest EQ domain, give an example of how this affects you AND others in your daily life/work
- In which areas do I feel I have improved? Why?
- What are still my weaknesses? Why? How could I improve it?

Based in the following frameworks:

- Goleman, D. (1998). *Working with emotional intelligence*. New York: Bantam Books.
- Goleman, D., Boyatzis, R. & McKee, A. (2002). *Primal Leadership: Realizing the Importance of Emotional Intelligence*, Harvard Business School Press: Boston.
- CASEL framework (SEL)

STATEMENTS

(1) Self-awareness:

- 1) My feelings are clear to me at any given moment.
- 2) Emotions play an important part in my life.
- 3) My moods impact the people around me.
- 4) I find it easy to put words to my feelings.
- 5) My moods are easily affected by external events.
- 6) I can easily sense when I'm going to be angry.
- 7) I readily tell others my true feelings.
- 8) I find it easy to describe my feelings.
- 9) Even when I'm upset, I'm aware of what's happening to me.
- 10) I am able to stand apart from my thoughts and feelings and examine them.

(2) Self-management:

- 1) I accept responsibility for my reactions.
- 2) I find it easy to make goals and stick with them.
- 3) I am an emotionally balanced person.
- 4) I am a very patient person.
- 5) I can accept critical comments from others without becoming angry.
- 6) I maintain my composure, even during stressful times.
- 7) If an issue does not affect me directly, I don't let it bother me.
- 8) I can restrain myself when I feel anger towards someone.
- 9) I control urges to overindulge in things that could damage my well-being.
- 10) I direct my energy into creative work or hobbies.

(3) Social awareness

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

(4) Relationship/social skills

- 1) I am able to show affection.
- 2) I am able to manage relationships well.
- 3) I find it easy to share my deep feelings with others.
- 4) I am good at motivating others.
- 5) I am a fairly cheerful person.
- 6) It is easy for me to make friends.
- 7) People tell me I am sociable and fun.
- 8) I like helping people.
- 9) Others can depend on me.
- 10) I am able to make someone else feel better if they are very upset.

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