

Emotional intelligence analysis

This analysis is designed to help you gain greater insight into the abilities and skills you have within Daniel Goleman's definitions of the 5 areas of emotional intelligence.

Goleman's theory is that the archetypal qualities for success and happiness in life - logical and rational intelligence, perseverance, determination, and visionary behaviour - are far from exhaustive in describing all the parameters that influence the experience of joy and success.

People who experience success and happiness have high emotional intelligence. Goleman defines five areas that together describe the size of emotional intelligence:

Self-awareness

- to be aware of your emotions.

You know and recognize your past and how it affects you in the present moment. You have the ability to reconcile with your past and make peace with what happened to you. You are aware of your beliefs, emotions, and patterns of behaviour. You see and are aware of the patterns in your relationships with other people - romantic, professional, friends, etc. You take responsibility for your feelings, attitudes, limitations, and actions..

Self-management

- the ability to delay impulses and consciously process emotions.

You are able to relax and give yourself attention and care. You are aware of impulses and thoughts before they turn into actions. You are able to give yourself positive affirmations and motivate yourself. You take care of your body and make sure you are in good physical shape.

Social awareness

- sensing what others are thinking and feeling.

You are good at understanding and interpreting the body language of others and yourself. You have a developed the ability to see the positive in other people, even if you strongly disagree with them. You have an understanding of basic emotional needs in other people and can see through "drama" and "games" between people. Intuitively, you are good at building trust and safety between yourself and others.

Relationship management

- the ability to elicit a desired response in others.

You are able to manage, influence, and inspire emotions in other people. You understand how to handle emotions in relationships with others and can influence and inspire collaboration, collective understanding, and positive group leadership.

Empathy

- the ability to sense, understand, and react to what others are feeling.

You possess the ability to listen and to be empathetic. You can communicate assertively and have enough self-awareness to quickly see whether a feeling resides in you or the other person. You actively prevent conflicts and handle conflicts constructively. You enjoy supporting and affirming others.

Complete the analysis:

Rate each statement in the table from 1 to 5.

1 indicates that the statement **does not** apply to **you** at all

3 indicates that the statement **applies to you 50%** of the time

5 indicates that the statement **always** applies to **you**.

How much does the statement apply to you?		Value assessment				
		Mark the value with an X				
1	I notice it when I lose my temper	1	2	3	4	5
2	I can turn negative situations into positive ones really quickly	1	2	3	4	5
3	I am good at listening and making others feel understood and acknowledged	1	2	3	4	5
4	I can see things and subject matters from the point of view of others	1	2	3	4	5
5	I am good at listening	1	2	3	4	5
6	I notice it when I am happy	1	2	3	4	5
7	I rarely wear my emotions on my sleeve	1	2	3	4	5
8	I provide others with support and affirmations when I sense they need it	1	2	3	4	5
9	I am good at empathising with other people's problems	1	2	3	4	5
10	I avoid interrupting other people's conversations	1	2	3	4	5
11	I notice when I am stressed	1	2	3	4	5
12	Others can easily see which mood I am in	1	2	3	4	5
13	I am good at communicating what I think and feel in a constructive way	1	2	3	4	5
14	I can sense when someone is unhappy with me	1	2	3	4	5
15	I am good at adapting and being with different types of people	1	2	3	4	5
16	I am aware when I become emotional	1	2	3	4	5
17	I avoid losing my temper with other people	1	2	3	4	5
18	I avoid wasting time	1	2	3	4	5
19	I can sense if a group of people are not getting along with each other	1	2	3	4	5
20	What interests me the most is people	1	2	3	4	5
21	When I am anxious, I usually know the reason	1	2	3	4	5
22	Difficult people do not irritate me in any way	1	2	3	4	5
23	I can see when there is a conflict brewing and is able to prevent it	1	2	3	4	5

24	I often understand why some people have difficult behavior towards me	1	2	3	4	5
25	I love meeting new people and hearing about what interests them	1	2	3	4	5
26	I quickly recognize when I am being unreasonable	1	2	3	4	5
27	I can consciously change my mood and state of mind	1	2	3	4	5
28	I know that most people like me shortly after they meet me	1	2	3	4	5
29	I see difficult people more in the light of them being "different"	1	2	3	4	5
30	I need many different kinds of colleagues in order to make my work interesting	1	2	3	4	5
31	Being aware of, and monitoring my feelings is very important to me	1	2	3	4	5
32	I avoid letting stressful situations or people affect me when I am not working.	1	2	3	4	5
33	I have the ability to predict how well I will get along with others.	1	2	3	4	5
34	I understand and acknowledge when I am being unreasonable.	1	2	3	4	5
35	I enjoy asking people about what is important to them.	1	2	3	4	5
36	I notice when someone is bothering me or upsetting me.	1	2	3	4	5
37	I rarely worry about work or life in general.	1	2	3	4	5
38	I find it easy to inspire others to take action.	1	2	3	4	5
39	I quickly understand why my actions may upset others.	1	2	3	4	5
40	It is a good challenge for me to win over difficult colleagues.	1	2	3	4	5
41	If I am angry, I quickly let go of the feeling so it completely disappears.	1	2	3	4	5
42	I can suppress my emotions when necessary.	1	2	3	4	5
43	Most people I meet quickly trust me.	1	2	3	4	5
44	I can easily see things from other people's perspectives.	1	2	3	4	5
45	When I disagree with someone, I make compromises.	1	2	3	4	5
46	I know what makes me happy.	1	2	3	4	5
47	I can hide my feelings from my surroundings.	1	2	3	4	5
48	I am good at making other people feel secure.	1	2	3	4	5
49	I can always see the cause of disagreements.	1	2	3	4	5
50	Overall, I build strong relationships with my colleagues.	1	2	3	4	5

Your results:

1. Write your 1, 2, 3, 4, 5 answers in the table below. The table organises the responses into emotional competence lists.

Self-awareness		Self-management		Relationship management		Empathy		Social awareness	
1		2		3		4		5	
6		7		8		9		10	
11		12		13		14		15	
16		17		18		19		20	
21		22		23		24		25	
26		27		28		29		30	
31		32		33		34		35	
36		37		38		39		40	
41		42		43		44		45	
46		47		48		49		50	

2. Add up the numbers for each of the 5 emotional competencies.

Total =									
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3. Assess the results for each competency area according to the guide below..

40-50	This area is a strength for you.
18-39	<i>Pay attention to areas where you have potential for more and feel the difference in your life.</i>
10-17	Make this area a prioritised development area. You have so far been unaware of this area. The analysis is your opening to discover and develop yourself within this area.

4. Mark which of the emotional intelligence competences

	Strenght	Pay attention to	Prioritised development area.
Self-awareness			
Self-management			
Relationship management			
Empathy			
Social awareness			

5. Look at your **results** and choose **one** or **two** things you can do **immediately** to strengthen your emotional intelligence.

Results:

The areas where you scored "Strength" are areas where you already have a natural or developed ability to be aware and act in accordance with your emotions in a constructive way.

The areas where you scored "Pay attention to" are areas where you are partially aware and where you can greatly benefit from developing the area further through daily targeted attention to your thoughts, feelings, and actions in the moment. Allow yourself to think and feel about the area - you're already on your way.

Your scores for the areas "Prioritized development area" are a fantastic opportunity for you to become more aware of the area and develop your skills. When you give daily energy to observing yourself acting and reacting within the area, you gain insight and the opportunity to transform your patterns of behaviour into more constructive ones. You have simply been less aware until now, but with targeted mental work and self-monitoring, you can prioritize developing the area and improving your emotional intelligence.

Read this:

Be aware that no manual analysis is perfect, and this one is no exception.

The result of your analysis is ONLY based on what you have answered to the questions. A more accurate analysis requires a more comprehensive and in-depth analysis.

Consider this analysis as an immediate communication to yourself. You can only use the analysis as a tool to understand your current probable emotional intelligence. Use it as a tool to become even more emotionally intelligent.

When you want to develop your emotional intelligence, you should focus on these things:

Your relationship with yourself:

- **Imagine** how your **ideal** "self" is
- **Accept** how **you** are and how you are **perceived** by others
- **Make** a plan for **how** to get from **where** you are now to your **ideal** self

- **Practice** and **train** every day

Open your heart:

- Be **open** about your **feelings**
- **Ask** others to **share** their **feelings**
- **Accept** or **reject** someone else's **acknowledgment**
- Give yourself **acknowledgment**

Overview of emotions:

Action/emotion statement

- **Accept** an action/feeling
- **Respect** your **intuitive** experience
- **Validate** your **intuitive** experience

Take responsibility:

- **Acknowledge** and **apologise** for your mistakes
- **Accept** or **reject** apologies from others
- **Ask** for **forgiveness** from **yourself** and **others**
- **Consciously** give or **withhold** forgiveness to yourself and others