**Emotional Intelligence Assessment**

Instructions: For each question, choose the response that best matches what you would do in that situation. Consider your typical behaviour rather than what you think you should do.

**Questions**

1. **During a heated team meeting, a colleague harshly criticizes your project idea. How do you typically respond?**

a) Immediately defend your position and point out flaws in their thinking

b) Remain silent and withdraw from the discussion

c) Take a deep breath, acknowledge their perspective, and seek to understand their specific concerns

d) Feel personally attacked and complain about it to other colleagues later

**2. You notice your friend seems unusually quiet and distant lately. What's your approach?**

a) Give them space and wait for them to bring up any issues

b) Directly ask what's wrong and insist they tell you

c) Share your observation gently and let them know you're available to talk if they'd like

d) Assume they're mad at you and become anxious about the relationship

**3. When facing a significant setback at work, how do you typically handle it?**

a) Analyse what went wrong and immediately start planning next steps

b) Feel overwhelmed and struggle to focus on other tasks

c) Acknowledge your disappointment while maintaining perspective on the bigger picture

d) Blame yourself or others and dwell on the failure

**4. Your partner tells you they need more emotional support. What's your first reaction?**

a) Feel defensive and list all the ways you already provide support

b) Promise to do better without asking for specifics

c) Ask them to help you understand what specific support they need

d) Feel guilty and inadequate as a partner

**5. When you see someone crying in public, what's your instinctive response?**

a) Avoid eye contact and walk past quickly

b) Feel uncomfortable but wonder if you should help

c) Assess the situation and offer assistance if appropriate

d) Feel overwhelmed by their emotion and become anxious yourself

**6. A colleague receives a promotion you wanted. How do you handle it**?

a) Maintain a professional facade while avoiding the colleague

b) Congratulate them publicly but feel resentful privately

c) Process your disappointment while genuinely acknowledging their achievement

d) Let your disappointment affect your work performance

**7. During a conflict, you realize you were wrong. What do you typically do?**

a) Change the subject or find ways to justify your position

b) Apologize quickly to end the uncomfortable situation

c) Acknowledge your mistake and explore how to make things right

d) Become extremely self-critical and apologize repeatedly

**8. You're feeling stressed and notice it affecting your mood. What's your usual approach?**

a) Push through and ignore the stress until the work is done

b) Take a break but feel guilty about not working

c) Recognize your limits and take intentional steps to manage stress

d) Let the stress spiral into anxiety about everything else

**9. A team member is consistently underperforming. How do you handle it?**

a) Report them to management without discussing it with them

b) Drop hints about their performance but avoid direct conversation

c) Have a private, constructive conversation about their challenges and potential solutions

d) Compensate by taking on their work yourself

**10. You receive unexpected criticism from your supervisor. What's your typical reaction**?

a) Argue your point and explain why they're wrong

b) Accept it quietly but feel resentful

c) Listen actively and ask for specific examples to better understand

d) Take it personally and doubt all your abilities

Scoring Guide:

For each question, score your answers as follows:

"a" responses = 1 point

"b" responses = 2 points

"c" responses = 4 points

"d" responses = 0 points

**Total Score Interpretation:**

35-40: Excellent emotional intelligence

25-34: Good emotional intelligence with some areas for growth

15-24: Developing emotional intelligence with significant room for improvement

0-14: Opportunity for substantial emotional intelligence development