

## EMOTIONAL INTELLIGENCE (EI) RATING SCALE ASSESSMENT

The following is a rating instrument designed to obtain the ratings from self and/or others and is not intended to be a statistically validated instrument. The content generated can be used for assessment and goal setting. Individuals, work teams and workplace leaders can find this tool useful to evaluate, benchmark and enhance emotional intelligence. (Andy Visser)\*

**Instructions:** Circle the number (1 Never – 4 Nearly Always) that most closely correspond to the frequency you observe this attribute in yourself, or the individual being rated. Add the number value for each category and use it to contrast to the total possible points. Emotional intelligence skill enhancement efforts can be geared to those areas where scores are lowest. Multiple ratings over time can be used to evaluate growth and increasing emotional intelligence competence.

Name: \_\_\_\_\_ Self or \_\_\_ Other (mark x to indicate) Date: \_\_\_\_\_

### A. SELF-AWARENESS (1 Never, 2 Occasionally, 3 Often, 4 Nearly Always)

1. Recognizing his/her own emotions and their effect	1	2	3	4	
2. Accurately assesses personal strengths and deficits	1	2	3	4	
3. Adequate Self-Concept showing little need to prove his/her value (see quote below)	1	2	3	4	
<p><i>"... but neither worth nor happiness is obtainable by a direct striving for it. It is the by-product of fulfilling one's life. We are here to contribute, to be useful; not to prove our value. Only if we realize we have a place in life, can we forget about finding one and become responsive to the needs of the situation (or others) and not to the needs of our prestige or our desires."</i></p> <p style="text-align: right;">-Rudolph Driekurs</p>					
TOTAL SCORE					_____/12

### B. SELF-REGULATION (1 Never, 2 Occasionally, 3 Often, 4 Nearly Always)

1. Individual maintains control over their emotions keeping disruptive impulses in check	1	2	3	4	
2. Trustworthiness maintaining standards of honesty and integrity such as delaying one's personal gratification in the interest of another's welfare	1	2	3	4	
3. Conscientious, takes full responsibility for personal behavior and performance	1	2	3	4	
4. Adaptable and flexible when recovering from emotionally intense situations	1	2	3	4	
5. Innovative being comfortable with new and novel ideas approaches and information	1	2	3	4	
TOTAL SCORE					_____/20

### C. MOTIVATION (1 Never, 2 Occasionally, 3 Often, 4 Nearly Always)

1. Achievement driven toward excellence	1	2	3	4	
2. Commitment to the mission and goals of the team	1	2	3	4	
3. Takes initiative and is ready to act on opportunities	1	2	3	4	
4. Optimism, sees obstacles and setbacks as learning opportunities	1	2	3	4	
TOTAL SCORE					_____/16

### D. EMPATHY (1 Never, 2 Occasionally, 3 Often, 4 Nearly Always)

1. Sensing and understanding other's emotions, needs, and perspective. Takes an active interest in their concerns.	1	2	3	4	
2. Tuned in and anticipates other's needs and takes action to develop their abilities	1	2	3	4	
3. Leverages diversity, recognizes uniqueness as a gift and harnesses existing abilities	1	2	3	4	
4. Political awareness, reading emotional currents and power relationships	1	2	3	4	
TOTAL SCORE					_____/16

### E. SOCIAL SKILLS (1 Never, 2 Occasionally, 3 Often, 4 Nearly Always)

1. Listens and speaks effectively enhancing interpersonal trust and influence	1	2	3	4	
2. Leadership which inspires and models respect and positive regard for others	1	2	3	4	
3. Manages and resolves conflict well	1	2	3	4	
4. Builds bonds that nurture helpful relationships	1	2	3	4	
5. Promotes collaboration and cooperative team effort	1	2	3	4	
TOTAL SCORE					_____/20