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**Student Leaders Programme**

**Emotional Intelligence Questionnaire**

Emotional Intelligence is the capacity for recognising your own thoughts and feelings as well as those around you. Being motivated to recognise that your own thoughts and feelings can affect the way you behave and being able to recognise why you react in a certain way, what triggers such a reaction and whether the response is appropriate.

It was recognised by theorists Goleman and Boyatzis that emotional intelligence played an essential part in leadership alongside more traditional qualities such as intelligence, determination and vision. Together Goleman and Boyatzis developed an Emotional and Social Intelligence Model which outlined 4 key competencies; **Social Awareness, Self – Awareness, Self – Management and Relationship Management**.

**How to the Questionnaire Works**

This questionnaire has been developed to get you to think about the emotional intelligence competencies and how each of these competencies apply to you as an individual.

To carry out the questionnaire simply score each statement out of 5 in terms of how much it relates to you. The scoring system works as follows:

|  |  |
| --- | --- |
| Score | Indication  |
| 1 | The statement does not apply to me at all  |
| 2 | The statement applies to me sometimes  |
| 3 | The statement applies to me half of the time  |
| 4 | The statement applies to me most of the time  |
| 5 | The statement applies to me all the time  |

**Emotional Intelligence Questionnaire**

|  |  |  |
| --- | --- | --- |
| No. | Statement | Score (out of 5) |
| 1 | I quickly understand when I am unable to control my anger  | 1 | 2 | 3 | 4 | 5 |
| 2 | I am able to see and understand other people’s points of view  | 1 | 2 | 3 | 4 | 5 |
| 3 | I am good at mixing with new people  | 1 | 2 | 3 | 4 | 5 |
| 4 | I am very good at actively listening to others  | 1 | 2 | 3 | 4 | 5 |
| 5 | I can recognise when I feel happy  | 1 | 2 | 3 | 4 | 5 |
| 6 | I am very good at relating to someone else’s problem  | 1 | 2 | 3 | 4 | 5 |
| 7 | I am good at re-evaluating a bad situation quickly  | 1 | 2 | 3 | 4 | 5 |
| 8 | I always allow other people time to speak | 1 | 2 | 3 | 4 | 5 |
| 9 | I can recognise when I am stressed and what is causing stress | 1 | 2 | 3 | 4 | 5 |
| 10 | I can tell when I have upset someone  | 1 | 2 | 3 | 4 | 5 |
| 11 | I am able to express my feelings appropriately  | 1 | 2 | 3 | 4 | 5 |
| 12 | I am good at adapting in different situations  | 1 | 2 | 3 | 4 | 5 |
| 13 | I can recognise when my emotions are affecting my performance/behaviour | 1 | 2 | 3 | 4 | 5 |
| 14 | I can recognise when individuals within a team are not getting along  | 1 | 2 | 3 | 4 | 5 |
| 15 | Others can rarely tell what kind of mood I am in | 1 | 2 | 3 | 4 | 5 |
| 16 | I find other people very interesting  | 1 | 2 | 3 | 4 | 5 |
| 17 | I can recognise when I feel anxious | 1 | 2 | 3 | 4 | 5 |
| 18 | I can understand the reasons behind why someone may be acting difficultly towards me  | 1 | 2 | 3 | 4 | 5 |
| 19 | I am able to control my anger  | 1 | 2 | 3 | 4 | 5 |
| 20 | I really enjoy meeting new people  | 1 | 2 | 3 | 4 | 5 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 21 | I can recognise when I have done a good job  | 1 | 2 | 3 | 4 | 5 |
| 22 | I can appreciate the difference people have to me rather than seeing them as difficulties  | 1 | 2 | 3 | 4 | 5 |
| 23 | I always make good use of my time  | 1 | 2 | 3 | 4 | 5 |
| 24 | I like to work with a variety of people as I find this adds to my enjoyment of my job  | 1 | 2 | 3 | 4 | 5 |
| 25 | I am able to understand how my behaviour affects others | 1 | 2 | 3 | 4 | 5 |
| 26 | I can understand the effect my behaviour has on others and why it might upset them  | 1 | 2 | 3 | 4 | 5 |
| 27 | I try to approach people in an open and direct way  | 1 | 2 | 3 | 4 | 5 |
| 28 | I like finding out what is important to people  | 1 | 2 | 3 | 4 | 5 |
| 29 | I can recognise when I have achieved something  | 1 | 2 | 3 | 4 | 5 |
| 30 | I can always understand both sides to an argument  | 1 | 2 | 3 | 4 | 5 |
| 31 | I am always able to motivate myself  | 1 | 2 | 3 | 4 | 5 |
| 32 | I find working with difficult individuals a challenge I am willing to take on  | 1 | 2 | 3 | 4 | 5 |
| 33 | I am able to reflect on my behaviour after a difficult situation  | 1 | 2 | 3 | 4 | 5 |
| 34 | I can recognise when I am expecting too much from someone or something  | 1 | 2 | 3 | 4 | 5 |
| 35 | I am able to change my frame of mind or mood when I am feeling low | 1 | 2 | 3 | 4 | 5 |
| 36 | I am good at bringing people together despite their differences  | 1 | 2 | 3 | 4 | 5 |
| 37 | I am able to understand and recognise when I should remove myself from a situation  | 1 | 2 | 3 | 4 | 5 |
| 38 | I can sometimes see things from another individuals point of view  | 1 | 2 | 3 | 4 | 5 |
| 39 | I do not let stressful situations affect me  | 1 | 2 | 3 | 4 | 5 |
| 40 | I build strong relationships with my colleagues  | 1 | 2 | 3 | 4 | 5 |

Once you have scored each statement you can then transfer your scores to the calculation table and total your results.

When answering the questionnaire be aware that depending on your mood the answers to each statement may differ. Each time you carry out the questionnaire your overall scores may also differ.

**Calculation Table**

|  |  |  |  |
| --- | --- | --- | --- |
| Self-Awareness | Social Awareness | Self-Management  | Relationship Management  |
| Question No. | Score | Question No. | Score | Question No. | Score | Question No.  | Score  |
| 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 |  |
| Total = |  | **Total =** |  | **Total =** |  | **Total =** |  |

Once you have totalled your scores you can then interpret your results using the interpretation guide. This will allow you reflect upon your results and identify one or two of the emotional intelligence clusters that you could improve and develop. For each emotional intelligence competency simply tick what you scored allowing you to identify areas of improvement.

**Interpretation Guide**

|  |  |  |
| --- | --- | --- |
| Score | Interpretation | Emotional Intelligence Competencies (Tick) |
|  | **Self-Awareness** | **Social – Awareness** | **Self – management** | **Relationship Management** |
| 35 - 50 | You have **strength** within this emotional intelligence cluster. |  |  |  |  |
| 20 - 34 | This emotional intelligence cluster requires **some development.** |  |  |  |  |
| 0 - 19 | This emotional intelligence cluster **requires immediate development.** |  |  |  |  |

Now that you have obtained and interpreted the results from your questionnaire you can now identify one or two actions which you can take to develop and improve your emotional intelligence.

Below there is a reminder of the four emotional intelligence competencies and a brief description of each.

**Emotional Intelligence Competencies**

**Social Awareness**

The ability to hear, recognise and understand the thoughts, feelings and concerns of others by actively listening and recognising non-verbal communication. By doing so you are able to see the situation or circumstance from another’s point of view. You can understand the importance of relationships within your team and the organisation and the power having strong relationships can have.

**Self-Awareness**

The ability to understand who you are as a person in terms of your; personality, behaviour, emotions, strengths and weaknesses. You are able to recognise your own emotions and feelings and the effect they can have in making a decision. Being able to recognise how you respond to certain situations and assessing and reflecting upon that response. You can see how your own emotions can affect your performance and behaviour.

**Self-Management**

The ability to understand and take responsibility for your own emotions and the effects they have on your behaviour and on others. Being able to be flexible and work effectively with others towards a standard of excellence; in turn to improve your own performance. Having the ability to see the positive side of situations and bring a positive attitude to your work or team.

**Relationship Management**

The ability to coach and mentor others to encourage their long term learning and development. You are able to work co-operatively with others integrating into a team and working together towards a goal. You have a desire to lead and taking on the role of a leader naturally within a team. You have the ability to handle difficult individuals or groups of people with diplomacy and tact.

The Student Leaders Programme offers a range of Skills Workshops to develop your emotional intelligence competencies. The table below contains the workshop/s recommended to attend depending on the emotional intelligence competency you wish to develop and improve.

**Skills Workshops**

|  |  |
| --- | --- |
| Emotional Intelligence Competencies | Skills Workshop |
| Social Awareness | Negotiation Skills |
| Coaching and Mentoring |
| Advanced Public Speaking |
| Self-Management | Resilience Training |
| Effective Project Leadership |
| Strategic Thinking |
| Coaching and Mentoring |
| Advanced Public Speaking |
| Relationship Management | Negotiation Skills |
| Coaching and Mentoring |
| Effective Project Leadership |
| Strategic Thinking |
| Resilience Training |
| Advanced Public Speaking |
| Self-Awareness | Effective Project Leadership |
| Coaching and Mentoring |
| Advanced Public Speaking |