

Emotional and Social Intelligence Questionnaire

1. Emotional Intelligence

Score this Emotional Intelligence section below to get a measure of your “emotional quotient”, a recognised measure of your emotional and social intelligence. Read each statement and give it a score of 1-5 using the scoring criteria in the table below.

Scoring Criteria

Strongly Disagree	1
Disagree	2
Neither Agree nor Disagree	3
Agree	4
Strongly Agree	5

Self-Management	Awareness and Competencies	Score 1-5
Self-awareness	I am self-confident and set challenges that I believe can be met	
	I am realistic about myself and my strengths and weaknesses	
	I am conscious of my moods and drives and the impact on others	
	I see myself as capable and talented	
Self-regulation	I am able to control or redirect my impulses and reactions to situations	
	People say that I am conscientious	
	I am a good organiser when pursuing goals I have to achieve	
	I am known as someone who will follow through to meet my obligations	
Emotional self-control	I am able to control my emotions and suppress hostile feelings	
	Others see me as emotionally disciplined and stable	
	I can manage my emotions under stress and in crisis situations	
Flexibility	I enjoy the challenge of change and variety	

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Self-Management	Awareness and Competencies	Score 1-5
	I am comfortable in situations where I am not fully in control	
	I am open to new experiences and I look on these as useful learning for the future	
	I am open to and can live with ambiguity	
Motivation	I pursue goals with energy	
	I am strongly driven by achievement	
	I am inherently optimistic and positive about things	
Achievement	I am driven by a desire to do well	
	I believe I have the ability to achieve things through my own action	
	I like taking the initiative at work	
Well-being and stress management	I work to maintain my good physical and mental wellbeing	
	I am optimistic about the future	
	I have good resilience and am able to cope with most situations I face	
Total Score (out of 120)		

2. Social Intelligence

Score this Social Intelligence section below to get a measure of your “social quotient”, a recognised measure of your emotional and social intelligence. Read each statement and give it a score of 1-5 using the scoring criteria in the table below.

Scoring Criteria

Strongly Disagree	1
Disagree	2
Neither Agree nor Disagree	3
Agree	4
Strongly Agree	5

Influencing Others	Awareness and Competencies	Score 1-5
Demonstrative empathy	I can anticipate and cope with the emotional reaction of others	
	I display sensitivity to the needs of others in the way I express things	
	I am comfortable with people showing personal feelings	
	I can fit in and feel at home in most social situations	
Energy	I generally show commitment towards others	
	I regularly seek and share feedback on the performance of others in order to support them	
	I am active and open in asserting my views and feelings when working with others	
Social skills	I am good at building and sustaining relationships	
	I am at ease socially, in work and non-work situations	
	I am self-assured in group and networking situations	
	I enjoy communicating with others	
	I listen well and am responsive to the needs of others	
	I am trusted by the people I work with	

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Influencing Others	Awareness and Competencies	Score 1-5
Tolerance	I demonstrate understanding and patience with others' beliefs and values	
	I am known to be fair-minded	
	I am able to communicate respect for others during situations of conflict	
Persuasiveness	I am able to make a good impression on others	
	I regularly and readily solicit others' points of view	
	I offer ideas and suggestions openly and non-defensively	
	I am known as someone who is a problem solver	
Ability to lead	I am able to be appropriately dominant and assertive when needed	
	I provide direction and make things happen once decisions are made	
	I foster collaboration in my team(s) by ensuring there are clear individual and team goals and roles	
	I seek open engagement and common understanding across group members	
Total Score (out of 120)		

In each section, you can interpret the emotional and social scores as follows:

>94	Very Good
72-94	Good
50-71	Ok
30-49	Poor
<30	Very Poor.

Emotional and social intelligence is very closely connected to effective and sustainable leadership. Where your scores fall below 72 you should reflect on this and consider taking some improvement action. Where you fall below 50 you really do need to prioritise self-improvement and create a meaningful personal development plan.