

EMOTIONALLY INTELLIGENT LEADERSHIP QUIZ

- Competent leaders drive results, develop star performers, and get a group of people to productively complete the right work.
- They inspire and motivate people, resonating energy and **enthusiasm**.
- Each of the competencies on the quiz is linked to outstanding executive success.
- It is based on the **emotional intelligence competencies** developed by Psychologists at Harvard, Yale and Rutgers and used by effective leaders.
- Selecting **strategies** that result in positive outcomes is evidence you are skilled in these competencies.
- Be honest and score each item according to how much of the time each statement applies to you.

Quiz

The Scale: **5(always), 4(often), 3(sometimes), 2 (rarely), 1(never)**

Score

1. I convey excitement and enthusiasm that motivates others.
2. I am open, honest, and candid when dealing with staff.
3. I understand and accept responsibility to teach, coach, and counsel.
4. I foster collaboration by promoting team goals.
5. I am open about my values, intentions and actions.
6. I handle pressure well from clients/customers/boss.
7. I involve others in decisions that affect them.
8. I develop people by focusing on their strengths.
9. I engender trust by acting with integrity.
10. I enlist others in a common vision, and am an agent of change.
11. In times of conflict, I stay focused and look for opportunities to partner.
12. I create a collaborative and team-based culture.
13. I show others they are appreciated on a regular basis.
14. I create an environment for learning that includes training.
15. I help followers understand their role in achieving business objectives.
16. I communicate optimism about the future.
17. I demonstrate flexibility regarding work-life balance.
18. I am sensitive to personal and cultural differences.
19. I face moral and ethical dilemmas, and create a culture of values.
20. In difficult times, I replace uncertainty and fear with purpose and courage.

Results

- **Scores:**
 - 81-100 = Great EQ leadership – Share insights with others; continue to build on your skills.
 - 61-80 = Could benefit from some skills training and more awareness of your EQ problem areas.
 - 41-60 – Definitely should consider a course or workbook on the EQ skills.
 - 0-40: Practice with others and use trusted peers for advice and support. You need it.
 - Call 805-390-6384 for more information.