



EI Insights Inventory

For each item listed below, please indicate how well it describes you and the way you apply EI in your role as a leader. Circle the number on the rating scale that best represents your style. Five indicates *most* like you while one is *least* like you.

In my role as a leader, I:

1. Can identify my negative feelings when they occur	5	4	3	2	1
2. Am aware of how my behavior impacts others	5	4	3	2	1
3. Know how I am perceived by others	5	4	3	2	1
4. Can identify my strengths and development needs	5	4	3	2	1
5. Allow my beliefs and values to guide my actions	5	4	3	2	1
6. Keep my feelings and emotions in check	5	4	3	2	1
7. Avoid focusing on the negatives	5	4	3	2	1
8. Stay relaxed and composed under pressure	5	4	3	2	1
9. Can accept criticism without becoming defensive	5	4	3	2	1
10. Never contribute to the rumor mill	5	4	3	2	1
11. Am sensitive to other people's needs and concerns	5	4	3	2	1
12. Can put myself in someone else's shoes	5	4	3	2	1
13. Work hard to be a good listener	5	4	3	2	1
14. Avoid making snap judgments about people	5	4	3	2	1
15. Believe everyone has something to contribute	5	4	3	2	1

TOTAL SCORE _____

If you scored 50 or more, you are doing a good job of applying some of the key elements of emotional intelligence. If you scored between 35 and 49, you are well on your way to reaping the benefits of EI but need to improve your understanding of the process. If you scored less than 30, this is an important development opportunity for you. Solicit guidance from a trusted colleague or mentor and look for ways to expand your knowledge of EI and its link to leadership excellence.

This non-validated assessment should be used as an "introductory gauge" that is intended to provide a basic understanding of potential development opportunities. For a deeper understanding of your EI development needs it is recommended that you utilize validated tools and criteria linked to your organization's specific needs and culture.