

Emotional Intelligence Questionnaire

Instructions:

Rate your agreement with each statement below using the following scale: Be honest—this is about self-awareness, not perfection.

1 = Always (100%)

2 = Often (about 75%)

3 = Sometimes (about 50%)

4 = Rarely (less than 25%)

5 = Never (0% of the time)

Section 1: Self-Awareness

1.	I can easily name the emotions I'm feeling at any given moment.	
2.	I understand how my mood affects my thoughts and behavior.	
3.	I reflect on my emotional responses after important events.	
4.	I recognize recurring emotional patterns in my life.	
5.	I am aware of how I come across when I'm under stress.	

Section 2: Self-Regulation

6.	I manage impulsive reactions in tense situations.	
7.	I stay calm and composed even when provoked.	
8.	I take responsibility for my emotional responses.	
9.	I make an effort to pause and think before responding emotionally.	
10.	I recover quickly after emotionally challenging events.	

Section 3: Motivation

11.	I pursue my goals even when I face repeated setbacks.	
12.	I am driven by internal values more than external rewards.	
13.	I remain optimistic even when progress is slow.	
14.	I challenge myself to grow, even if success isn't guaranteed.	
15.	I find purpose in the effort, not just the result.	

Section 4: Empathy

16.	I can tell when someone is feeling upset, even if they don't say it.	
17.	I make an effort to see situations from others' perspectives.	
18.	I ask others how they feel rather than assuming.	
19.	I try to understand someone's emotions before offering advice.	
20.	I show genuine concern when others are struggling emotionally.	

Section 5: Social Skills

21.	I communicate effectively with people from different backgrounds.	
22.	I adapt my approach depending on who I'm interacting with.	
23.	I resolve conflicts in a way that respects everyone involved.	
24.	I make meaningful contributions to group conversations and decisions.	
25.	I foster trust and rapport in both personal and professional relationships.	

Scoring

Add up your total score

Score Range Interpretation (Total Possible Score: 25–125)

Score 25–49 / Exceptional Emotional Intelligence - You consistently demonstrate emotional mastery across all dimensions, awareness, regulation, empathy, motivation, and social finesse. You likely serve as an emotional anchor in your relationships and teams. You don't just react; you reflect, respond thoughtfully, and uplift those around you. Others likely seek your insight during moments of tension or uncertainty because you exude calm, clarity, and compassion.

Proactive Suggestions

- Mentor someone who struggles with emotional regulation, teaching deepens mastery.
- Seek out high-stakes group situations (negotiation, crisis, team conflict) to refine your calm-under-pressure capabilities.
- Explore emotional nuance: Expand your emotional vocabulary beyond “angry,” “sad,” and “happy” (e.g., “disillusioned,” “elated,” “resentful”).

Reflection

- How have you handled emotionally charged moments with grace recently?
- In what ways can you lead others into greater emotional maturity?
- Where do your emotional instincts still surprise you?
- Ideal for coaching, leadership, and mentorship roles.
- Maintain this by challenging yourself in complex interpersonal dynamics.

Score 50–74 / Strong EI Skills - *You possess solid emotional intelligence and apply it effectively in most situations. You're generally self-aware, emotionally steady, empathetic, and socially fluent, though you may notice the occasional stumble, perhaps under sustained stress or conflict. Still, you learn quickly from emotional experiences and are receptive to feedback.*

Proactive Suggestions

- Use brief daily reflections to track mood triggers and regulation strategies.
- Practice “emotion-labeling” out loud (e.g., “I’m feeling tense because...”).
- Experiment with emotional storytelling in conversations to build relatability and authenticity.

Reflection

- Which emotional patterns show up in my toughest conversations?
- When do I default to “keeping the peace” instead of stating how I feel?
- What strategies help me recover quickly after emotional stress?
- You thrive with intentional reflection and targeted practice (e.g., grounding techniques or emotional labeling).
- A solid foundation for developing emotional leadership capacity.

Score 75–99 / Moderate EI - *You show growing self-awareness and the capacity to empathize and regulate, but the expression of these abilities might be inconsistent. Specific triggers may derail your emotional clarity, or social dynamics might feel overwhelming at times. You're likely working to understand your patterns and seeking practical strategies for more consistency.*

Proactive Suggestions

- Focus on one domain (e.g., empathy) for a week—observe, journal, apply.
- Begin your day with a one-minute check-in: “What am I feeling? Why?”
- Read fiction or memoirs to enhance perspective-taking and emotional nuance.

Reflection

- What emotions do I struggle to name or express clearly?
- How do I behave when I’m emotionally dysregulated? What patterns emerge?
- Where do I notice emotional growth—and where do I resist it?

Score 100-125 / Emerging EI Skills - *This score suggests emotional intelligence may be underdeveloped, unrecognized, or hidden behind internal or external challenges. It may feel difficult to name feelings, empathize deeply, or respond thoughtfully in stressful moments but this doesn't mean those capacities don't exist. They're just waiting to be cultivated with awareness, practice, and support.*

Proactive Suggestions

- Start small: Use a mood tracker or journal with simple prompts (e.g., “What happened today? How did I feel?”).
- Practice pausing count to three before responding when emotions run high.
- Try nonverbal exercises (e.g., mindful breathing, body scans) to reconnect mind and emotion.

Reflection

- What emotions feel “off-limits” or uncomfortable for me to explore?
- When I felt emotionally distant or reactive, what was underneath that reaction?
- How does my environment impact my emotional confidence?