

## What Is Your EQ?

Just as you have an IQ that can be measured by an IQ test, your EQ can be obtained through an EQ assessment. Although getting an accurate assessment of your EQ score requires a more rigorous test, the quiz I provide here can give you a rough idea of your EQ strengths and weaknesses. Most important, it will give you an idea of what areas you can improve to be more effective in landing the right job for you.

For a more in-depth picture of your EQ, consider taking the EQ-i assessment. You can take the EQ-i by purchasing the assessment on my website under **Purchase Services**. Once payment is received you will receive a link to take the assessment and will later be contacted once your results are developed for a phone feedback session.

### Exercise: Assess Your EQ

In order to rate your emotional intelligence skills as you approach your job search, assess how these statements pertain to you.

<i>Statement</i>	<i>Seldom</i>	<i>Sometimes</i>	<i>Often</i>	<i>Usually</i>
1. I am aware of my feelings at any given moment.	[ ]	[ ]	[ ]	[ ]
2. I am aware of my daily moods.	[ ]	[ ]	[ ]	[ ]
3. I know what triggers my anger and frustration in my job search.	[ ]	[ ]	[ ]	[ ]
4. I know what strengths I can offer to employers.	[ ]	[ ]	[ ]	[ ]
5. I know my weaknesses and how they affect my actions.	[ ]	[ ]	[ ]	[ ]
6. I am confident that I have much to offer a new employer.	[ ]	[ ]	[ ]	[ ]
7. I manage my anger without much difficulty.	[ ]	[ ]	[ ]	[ ]
8. I am patient with myself and with others as I search for my next job.	[ ]	[ ]	[ ]	[ ]
9. I manage stress without becoming too frazzled.	[ ]	[ ]	[ ]	[ ]
10. I can deal easily with change.	[ ]	[ ]	[ ]	[ ]
11. I am comfortable in trying new things.	[ ]	[ ]	[ ]	[ ]
12. I see obstacles as a challenge and strive to find solutions.	[ ]	[ ]	[ ]	[ ]
13. I am self-motivated and do not need external rewards or incentives.	[ ]	[ ]	[ ]	[ ]

- |  |     |     |     |     |
|--|-----|-----|-----|-----|
| 14. My past coworkers would say that I understand and support them.                      | [ ] | [ ] | [ ] | [ ] |
| 15. I am able to read others fairly well by what they do and say.                        | [ ] | [ ] | [ ] | [ ] |
| 16. My past coworkers would say I have a good handle on seeing things as they truly are. | [ ] | [ ] | [ ] | [ ] |
| 17. I am good at assessing the reality of a situation and facing it openly.              | [ ] | [ ] | [ ] | [ ] |
| 18. I like to help others and serve my community.  | [ ] | [ ] | [ ] | [ ] |
| 19. My past coworkers would say I am often thinking of others and the group as a whole.  | [ ] | [ ] | [ ] | [ ] |
| 20. My past coworkers would describe me as an honest person.                             | [ ] | [ ] | [ ] | [ ] |
| 21. I communicate openly and express my views without offending others.                  | [ ] | [ ] | [ ] | [ ] |
| 22. My past coworkers would describe me as a good team player.                           | [ ] | [ ] | [ ] | [ ] |
| 23. I am able to maintain my work and personal relationships and develop new ones.       | [ ] | [ ] | [ ] | [ ] |
| 24. I deal with disagreements openly and confidently.                                    | [ ] | [ ] | [ ] | [ ] |
| 25. Others would say that I inspire and encourage them to reach their goals.             | [ ] | [ ] | [ ] | [ ] |
| 26. Others would say that I value and respect them and the work that they do.            | [ ] | [ ] | [ ] | [ ] |

**Scoring**

Total the number of checks in each column:

Multiply this number by:

Add these four numbers:

_____	_____	_____	_____
x1	x2	x3	x4
_____ +	_____ +	_____ +	_____

Total: = \_\_\_\_\_

### What Your Score Means

A score of 78 or more shows you are using your emotional intelligence to your advantage.

A score of 52-77 shows some emotional intelligence strengths but also some underused skills that, if improved, will help you to reach your goals.

A score of 51 or less shows unused emotional intelligence skills and opportunities for growth.

Now go back and draw a line under statements 6, 13, and 19 above. You now have four groupings of statements. Count the number of check marks that you have in the Often and Usually columns for each grouping and write the number on the line below. Compare your numbers. The highest number shows an area of strength for you. The lowest number represents an area of EQ that is the weakest.

Statements 1-6: Self-awareness \_\_\_\_\_

Statements 7-13: Self-management \_\_\_\_\_

Statements 14-19: Social awareness \_\_\_\_\_

Statements 20-26: Social skills \_\_\_\_\_

Focusing on which area you can improve is more important than focusing on your total EQ score. By working on a particular skill area, you can be more focused in your development and evaluate your progress more clearly over time.

Now that you know what emotional intelligence skills you have to improve, how do you go about developing these skills, and how do you gauge your improvement?

You can purchase my book: [The Smart New Way to Get Hired: Use Emotional Intelligence And Land the Right Job](#) at your local bookstore or Amazon.com.

In my book I explain these skills in great detail and give you exercises that help you develop your EQ skills. I provide strategies and tips on how to use your EQ through the career transition process and into your new job.

Working with a coach is a great way to develop your emotional intelligence skills. Meeting or speaking by phone regularly with your coach over a period of time allows you time to practice and then time to evaluate your progress with an objective person. Please contact Lisa for more information on follow up coaching to improve your EQ.