

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. For more information on the EQ-i, please contact me at info@eqcoachingsolutions.com

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. Place a check mark in the appropriate box.

Statement	Seldom	Sometimes	Often	Usually
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 in healthy ways.	[]	[]	[]	[]
8. I am patient with myself and with others even when things aren't working out.	[]	[]	[]	[]
9. I manage stress without becoming too frazzled.	[]	[]	[]	[]
10. I am comfortable in trying new things.	[]	[]	[]	[]
11. I see obstacles as a challenge and remain positive.	[]	[]	[]	[]
12. I am self-motivated and do not need external rewards or incentives.	[]	[]	[]	[]

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|--|-----|-----|-----|-----|
| 13. My past coworkers would say that I understand and support them. | [] | [] | [] | [] |
| 14. I am able to read others fairly well by what they say and do. | [] | [] | [] | [] |
| 15. In assessing a situation, I look at my biases & adjust my view. | [] | [] | [] | [] |
| 16. I solicit ideas from others when assessing a problem. | [] | [] | [] | [] |
| 17. I like to help others and serve my community. | [] | [] | [] | [] |
| 18. My past coworkers would say I am often thinking of others and the group before myself. | [] | [] | [] | [] |
| 19. I am honest and act according to my values. | [] | [] | [] | [] |
| 20. I communicate openly and express my views without offending others. | [] | [] | [] | [] |
| 21. I am willing to compromise to meet the team goal. | [] | [] | [] | [] |
| 22. I am able to maintain my work/personal relationships and develop new ones. | [] | [] | [] | [] |
| 23. I deal with disagreements openly and confidently. | [] | [] | [] | [] |
| 24. Others would say that I inspire and encourage them to reach their goals. | [] | [] | [] | [] |

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 72 or more shows you are using your emotional intelligence to your advantage.

A score of 51-71 shows some emotional intelligence strengths but also some underused skills that, if improved, will help you to reach your goals.

A score of 50 or less shows unused emotional intelligence skills and opportunities for growth.

Now go back and draw a line under statements 6, 12, and 18 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 7-12: Self-management _____

Statements 13-18: Social awareness _____

Statements 19-24: Social skills _____

Focusing on which area you can improve is more important than focusing on your total score. By working on a particular skill area, you can be more focused in your development and evaluate your progress more clearly over time. ©2010 EQ Coaching Solutions, LLC. All Rights Reserved.

Now that you know what emotional intelligence skills you need to improve, how do you develop 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 or borrow it from the library. 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.

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