

EMOTIONALLY INTELLIGENT LEADERSHIP: A SNAPSHOT

Think about a formal or informal leadership role you have played and keep this in mind as you assess yourself on the following items. A formal leadership role may be a position you held in an organization or on a team (president or co-captain) or informal role you played in a group (e.g., helped with some aspect of a project, led a team for a class project). With this context and role in mind, assess *yourself* on the EIL facets and capacities below.

Consciousness of Self

Being aware of yourself in terms of your abilities, emotions and perceptions

Low Capacity 1 2 3 4 5 High Capacity

Emotional Self-Perception

Identifying emotions and their influence on behavior

Low Capacity 1 2 3 4 5 High Capacity

Emotional Self-Control

Consciously moderating emotions

Low Capacity 1 2 3 4 5 High Capacity

Authenticity

Being transparent and trustworthy

Low Capacity 1 2 3 4 5 High Capacity

Healthy Self-Esteem

Having a balanced sense of self

Low Capacity 1 2 3 4 5 High Capacity

Flexibility

Being open and adaptive to change

Low Capacity 1 2 3 4 5 High Capacity

Optimism

Having a positive outlook

Low Capacity 1 2 3 4 5 High Capacity

Initiative

Taking action

Low Capacity 1 2 3 4 5 High Capacity

Achievement

Striving for excellence

Low Capacity 1 2 3 4 5 High Capacity

Consciousness of Others

Being aware of the abilities, emotions and perceptions of others

Low Capacity 1 2 3 4 5 High Capacity

Displaying Empathy

Being emotionally in tune with others

Low Capacity 1 2 3 4 5 High Capacity

Inspiring Others

Energizing individuals and groups

Low Capacity 1 2 3 4 5 High Capacity

Coaching Others

Enhancing the skills and abilities of others

Low Capacity 1 2 3 4 5 High Capacity

Capitalizing on Difference

Benefiting from multiple perspectives

Low Capacity 1 2 3 4 5 High Capacity

Developing Relationships

Building a network of trusting people

Low Capacity 1 2 3 4 5 High Capacity

Building Teams

Working with others to accomplish a shared purpose

Low Capacity 1 2 3 4 5 High Capacity

Demonstrating Citizenship

Fulfilling responsibilities to the group

Low Capacity 1 2 3 4 5 High Capacity

Managing Conflict

Identifying and resolving conflict

Low Capacity 1 2 3 4 5 High Capacity

Facilitating Change

Working toward new directions

Low Capacity 1 2 3 4 5 High Capacity

Consciousness of Context

Being aware of the setting and situation

Low Capacity 1 2 3 4 5 High Capacity

Analyzing the Group

Interpreting group dynamics

Low Capacity 1 2 3 4 5 High Capacity

Assessing the Environment

Interpreting external forces and trends

Low Capacity 1 2 3 4 5 High Capacity

What Do You Think?

- In which facets and/or capacities do you see your greatest strengths?

- Which facets and/or capacities do you see as pertinent in a formal or informal leadership role you hold in a group?