

THE BOSTON EI QUESTIONNAIRE

The following questions are designed to help you establish just how aware you are of your emotional responses and how well you use your Emotional Intelligence.

The questionnaire follows a five - step model of EI. For each question circle the answer that comes closest to how you feel about the answer.

EI Development Questionnaire					
		1st	2nd	3rd	4th
1	Can you tell when your mood is changing?	Always	Sometimes	Rarely	Never
2	Do you know when you are becoming defensive?	Always	Sometimes	Rarely	Never
3	Can you tell when your emotions are affecting your performance?	Always	Sometimes	Rarely	Never
4	How quickly do you realise you are starting to lose your temper?	Very quickly	Not very quickly	Slowly	Very slowly
5	How soon do you realise that your thoughts are turning negative?	Straightaway	Quite soon	After a while	Usually too late
6	Can you relax when you are under pressure?	Very easily	Quite easily	Hardly ever	Not at all
7	Do you just get on with things when you are angry?	Usually	Sometimes	Not usually	Never
8	Do you engage in self - talk to vent feelings of anger or anxiety?	Often	Sometimes	Rarely	Never
9	Do you remain cool in the face of others' anger or aggression?	Always	Usually	Occasionally	Never
10	How well can you concentrate when you are feeling anxious?	Very well	Quite well	Just about	Not at all
11	Do you bounce back quickly after a setback?	Always	Sometimes	Occasionally	Never

12	Do you deliver on your promises?	Without fail	Quite often	Rarely	Never
13	Can you kick start yourself into action when appropriate?	Yes, always	Yes, sometimes	Not often	No, never
14	How willingly do you change the way you do things when current methods are not working?	Very willingly	Quite willingly	Quite reluctantly	Very reluctantly
15	Are you able to lift your energy level to tackle and complete boring tasks?	Always	Usually	Rarely	Never
16	Do you actively seek ways of resolving conflict?	Yes, often	Yes, sometimes	Not often	Never
17	To what extent do you influence others about the way things are done?	A great extent	To some extent	Very little	None
18	How willing are you to act as a spokesperson for others?	Very willing	Can be persuaded	Quite reluctantly	Not at all willing
19	Are you able to demonstrate empathy with others' feelings?	Always	Sometimes	Rarely	Never
20	To what extent do you find that others trust and confide in you?	Frequently	Occasionally	Hardly ever	Never
21	Do you find yourself able to raise morale and make others feel good?	Yes, often	Yes, sometimes	Rarely	Never
22	How freely do you offer help and assistance to others?	Very freely	Quite freely	Reluctantly	Not freely at all
23	Can you sense when others are feeling angry or anxious and respond appropriately?	Yes, always	Yes, often	Hardly ever	Never
24	How effective are you at communicating your feelings to others?	Very	Quite	Not Very	Not at all
25	Do you contribute to the management of conflict and emotion within your work group or family?	Yes, often	Yes, sometimes	Rarely	Never
My score is:					

EI Development Plan - Marking Your Answers

Give yourself 4 points for each first answer you circled, 3 points for each second answer, 2 for each third answer and 1 for each final answer.

If you scored 17 or more on any dimension you seem to shape up pretty well. A score of 13 to 16 indicates some remedial work is necessary. 12 to 9 roll up your sleeves. 8 or less means oh dear! But do not despair whatever your score. Now that you understand emotional intelligence you will be able to develop your own EI.

What can I do to raise my EI?

- The first step is to identify your own emotions.
- Take responsibility for them (This is much harder)
- Learn what compassion and empathy are. (This is much easier if you have taken the first two steps, impossible if you haven't)!!
- Read books on emotions. (Consult the mind body and soul section of any good book shop)
- Get involved with learning, Continuous Professional Development or other networks
- Find a quiet place/time to express your feelings. Keep a feeling journal

Reference : The Boston Consulting Group, USA (2010)

Please note that we have colour coded the five dimensions as follows:

- Questions 1-5: Self Awareness
- Questions 6-10: Self Management
- Questions 11-15: Motivation
- Questions 16-20: Social Skills
- Questions 21-25: Empathy

Therefore a score of 17 or more in any one dimension is very good.
A score of 16-13 in any area means that more work is required in that area.
A score of 12-9 in any area means that significantly more work is required in that area.
A score of 8 or less in any area means that that we have a long way to go in that area!