

Emotional Intelligence Competencies

1. Intrapersonal – A person high in intrapersonal skills is able to express their feelings, live and work independently, feel strong and have confidence in expressing their ideas and beliefs.

Self Regard - Knowing your strengths and weaknesses and liking yourself, “warts and all”. This component is associated with general feelings of security, inner strength, self-assuredness, self-confidence and self-adequacy.

1 2 3 4 5 6 7 8 9 10
Area for growth Neither good nor bad Personal strength

Emotional Self-Awareness - The ability to recognize your feelings, to differentiate between them, to know why you are feeling these feelings and to recognize the impact your feelings have on others.

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Assertiveness - The ability to express feelings, the ability to express beliefs and thoughts openly, the ability to stand for personal rights without being aggressive or abusive.

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Independence - The ability to be self-directed and self-controlled in your thinking and actions and to be free of emotional dependency. Independent people are self-reliant in planning and making important decisions.

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Self-Actualization - The ability to realize your potential capacities. It involves the setting and accomplishment of long and short-term goals, being involved in enjoyable and meaningful activities and a feeling of self-satisfaction with your life.

1 2 3 4 5 6 7 8 9 10
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2. Interpersonal – A person high in interpersonal skills tends to be responsible and dependable. They understand, interact with and relate well to others in a variety of situations. They inspire trust and function well as part of a team.

Empathy - The ability to be aware of, to understand and to appreciate the feelings and thoughts of others. Being empathetic means being able to “emotionally read” other people, to care about others and to show interest in and concern for them.

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Social Responsibility - The ability to demonstrate that you are a cooperative, contributing and constructive member of your social group. It means that you can act in a responsible manner, even though you might not benefit personally, doing things for and with others, accepting others, acting in accordance with your conscience and upholding social rules.

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Interpersonal Relationships - The ability to establish and maintain mutually satisfying relationships that are characterized by intimacy and by giving and receiving affection.

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3. Stress Management – The ability to withstand stress without caving in, falling apart, losing control or going under. People high in stress management skills are usually calm, rarely impulsive and cope well under pressure.

Stress Tolerance - You have the capacity to choose courses of action for dealing with stress, an optimistic disposition toward new experiences and change. You can stay calm and maintain control.

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Impulse control - The ability to resist or delay an impulse, drive or temptation to act. You have the capacity for identifying your angry and aggressive impulses, for being composed and for putting the brakes on angry, aggressive, hostile and irresponsible behavior.

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4. Adaptability – People high in adaptability can grasp problems and devise effective solutions, deal with and resolve family issues and meet conflicts within their social group and in the workplace.

Reality Testing - The ability to assess the correspondence between what is experienced and what objectively exists, “tuning in” to the immediate situation. You can see things objectively, the way they are, rather than the way we wish or fear them to be.

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Flexibility - The ability to adjust your emotions, thoughts and behavior to changing situations and conditions. You have the ability to adapt to unfamiliar, unpredictable and dynamic circumstances.

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Problem Solving - The ability to identify and define problems as well as to generate and implement potentially effective solutions.

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5. General Mood – One’s outlook on life. People with high general mood skills tend to enjoy themselves and others and have overall feelings of contentment and satisfaction.

Optimism - The ability to look at the brighter side of life and to maintain a positive attitude, even in the face of adversity. Optimism assumes a measure of hope in your approach to life.

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Happiness - The ability to feel satisfied with your life, to enjoy yourself and others and to have fun. Happiness combines self-satisfaction, general contentment and the ability to enjoy life.

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