

The Boston Emotional Intelligence 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.

For each question tick the box that comes closest to how you feel about the answer.

	A	B	C	D
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 that you are starting to lose your temper?	Always	Sometimes	Rarely	Never
5. How soon do you realise that your thoughts are turning negative?	Always	Sometimes	Rarely	Never

	A	B	C	D
6. Can you relax when you are under pressure?	Always	Sometimes	Rarely	Never
7. Do you 'just get on with things' when you are angry?	Always	Sometimes	Rarely	Never
8. Do you engage in 'self-talk' to vent feelings of anger or anxiety?	Always	Sometimes	Rarely	Never
9. Do you remain cool in the face of others' anger or aggression?	Always	Sometimes	Rarely	Never
10. How well can you concentrate when you are feeling anxious?	Always	Sometimes	Rarely	Never

	A	B	C	D
11. Do you bounce back quickly after a setback?	Always	Sometimes	Rarely	Never
12. Do you deliver on your promises?	Always	Sometimes	Rarely	Never
13. Can you 'kick start' yourself into action when appropriate?	Always	Sometimes	Rarely	Never
14. How willingly do you change the way you do things when current methods aren't working?	Always	Sometimes	Rarely	Never
15. Are you able to lift your energy level to tackle & complete boring tasks?	Always	Sometimes	Rarely	Never

	A	B	C	D
16. Do you actively seek ways of resolving conflict?	Always	Sometimes	Rarely	Never
17. To what extent do you influence others about the way things are done?	Always	Sometimes	Rarely	Never
18. How willing are you to act as a spokesperson for others?	Always	Sometimes	Rarely	Never
19. Are you able to demonstrate empathy with others' feelings?	Always	Sometimes	Rarely	Never
20. To what extent do you find that others trust & confide in you?	Always	Sometimes	Rarely	Never

	A	B	C	D
21. Do you find yourself able to raise morale & make others feel good?	Always	Sometimes	Rarely	Never
22. How freely do you offer help & assistance to others?	Always	Sometimes	Rarely	Never
23. Can you sense when others are feeling angry or anxious & respond appropriately?	Always	Sometimes	Rarely	Never
24. How effective are you at communicating your feelings to others?	Always	Sometimes	Rarely	Never
25. Do you contribute to the management of conflict & emotion within your workgroup or family?	Always	Sometimes	Rarely	Never

The Boston Emotional Intelligence Questionnaire - Marking Your Answers

Give yourself 4 points for each box ticked in column A, 3 for each box ticked in column B, 2 for C and 1 for D. Enter the scores in the boxes below.

QUESTION						
1	2	3	4	5	Total	(Questions 1-5)
						Your score for Self-awareness
6	7	8	9	10	Total	(Questions 6-10)
						Your score for Self-regulation (emotion management)
11	12	13	14	15	Total	(Questions 11-15)
						Your score for Self-motivation
16	17	18	19	20	Total	(Questions 16 -20)
						Your score for Empathy (relationship management)
21	22	23	24	25	Total	(Questions 21-25)
						Your score for Social Skills (emotional coaching)

What your scores mean

If you scored **17** or more on any dimension you seem to shape up pretty well.

A score of **13 – 16** indicates some remedial work is necessary.

12 – 9 suggests that you'll have to put some effort into this area.

8 or less indicates an area that needs real focus.

The good news about EQ is that, unlike IQ, it can change, with attention and practice.