

Emotional Competence/Leadership Self-Assessment

The following self-assessment is designed to help you reflect on qualities and characteristics associated with emotional competency/leadership. The indicators used in this self-assessment are based on leadership theories and practices of Emotional Intelligence (Goleman, Boyatzis and McKee), Appreciative Inquiry (Cooperrider, Whitney, Trosten-Bloom and Kaplin), and best practices in the field of leadership development. Leaders possess a variety of values, characteristics and skills. Not everyone has the same mix or the same strengths. We invite you to use this opportunity to reflect, celebrate, and seek opportunities for learning.

A. Self-Awareness (Internal)

		Frequently	Sometimes	Seldom	Never
1	I am self-confident yet aware of all who have helped me				
2	I am aware of my strengths				
3	I am aware of the qualities and skills I need to enhance				
4	I can take an objective look at my goals and leadership style				
5	I honor the use of intuition and imagination				
6	I recognize the need to use both the strong and soft sides of my personality				
7	I am decisive				

B. Self-management (Internal)

		Frequently	Sometimes	Seldom	Never
1	I value personal change, development and learning				
2	I learn from my experiences and mistakes				
3	I have integrity and am trustworthy				
4	I am self-motivated and self-directed				
5	I am action-oriented, I have a strong drive to achieve my goals				
6	I am optimistic				
7	I am able to keep my disruptive emotions under control				

A. Social Awareness (External)

		Frequently	Sometimes	Seldom	Never
1	I am able to sense others' emotions and take an active interest in their concerns				
2	I understand others' perspectives				
3	I understand the uniqueness of organizational or local politics				
4	I can identify with groups of people that have a stake in a critical issue				
5	I am aware of the power and equity dynamics at my organization and in my community				
6	I can recognize and meet the needs of staff, clients and the community				

B. Relationship Management (External)

		Frequently	Sometimes	Seldom	Never
1	I am able to share my vision with others				
2	I inspire others to act				
3	I build the capacity of others to do their best work				
4	I manage conflict effectively				
5	I feel connected to a community of like-minded people				
6	I build a sense of community and collaboration among people				
7	I build mutually helpful relationships with others				
8	I respect others' contributions				
9	I can work with organizations or groups to do meaningful planning				
10	I know how and when to delegate responsibility and authority				
11	I honor and respect diversity in my organization and community				
12	I provide positive feedback to the people I work with; I commend their work				

Taking Stock of Your EC

1. What do the results of your self-assessment mean for you?
2. What areas do you feel confident about?
 - What are your strengths related to the internal domains of Self-Awareness and Self-Management? How might you build on these strengths?
 - What are your strengths related to the external domains of Social Awareness and Relationship Management? How might you build on these strengths?
3. What areas challenge you?
 - How might you address challenges related to the internal domains?
 - How might you address challenges related to external domains?