Emotional Intelligence Test

Below are 5 tests that will allow you to test different aspects of your emotional intelligence. Rate each of the statements from 1-10, with 10 being strongly agree and 1 strongly disagreeing.

- Self-Perception Test
- Self-Expression Test
- Interpersonal Skills Test
- Decision Making Test
- Stress Management Test

See our article on Emotional Intelligence for background information about this subject, and a detailed walkthrough each of these aspects, including tips on improving weak points.

Self-Perception Test

Self-perception refers to how accurately you understand yourself and evaluate yourself.

Self-Regard

- I easily accept compliments. ___
- I don't berate myself if I make a mistake. ___
- I take time off when I'm feeling run-down. ___

Self-Awareness

- I often think about my feelings. ___
- I often think about the feelings of others. ___
- I apologize when I'm wrong. ___

Self-actualization

- I generally like who I am. ___
- I am content when working alone. ___
- I am generally relaxed and carefree. ___

Total score for self-perception: _____
Self-Expression Test

Self-expression refers to how well you express yourself.

Emotional Expression

- I don’t let negative emotions affect my mood for long. ___
- I don’t act on negative emotions. ___
- I show gratitude and praise when someone does something good. ___

Assertiveness

- I speak my mind when I believe in something. ___
- I don’t act against my values and principles. ___
- I actively speak up when I have something to contribute. ___

Independence

- I don’t rely on others to make important decisions for me. ___
- I’m comfortable getting input from others without accepting it. ___
- I don’t use others to fulfill emotional needs. ___

Total score for self-expression: ___

Interpersonal Skills Test

This category is broken down into empathy, interpersonal relationships, and social responsibility.

Empathy

- I respond to angry coworkers by trying to understand them. ___
- I often think about how others are feeling. ___
- When I disagree with someone, I try to get to know them better instead of ignoring them. ___

Interpersonal Relationships

- Most of my coworkers like me. ___
- I rarely have any conflicts when working in a team. ___
- I bring people together when they can help each other. ___
Social Responsibility

- I help coworkers when they are struggling. 
- I speak up when I think I can help my team. 
- I make sacrifices when my company is under a tight deadline.

Total score for interpersonal skills: ____

Decision Making Test

Decision making is all about making the best decision you can.

Problem-Solving

- I evaluate whether or not logic or emotion is driving a decision. 
- I don’t get discouraged by doubt when trying to solve a problem. 
- I don’t let emotions distract me (e.g., causing daydreaming) when solving a problem.

Reality Testing

- I consider multiple viewpoints before making decisions. 
- I regularly evaluate results of my decisions to see if my decisions were objective. 
- I don’t easily accept new facts just because it agrees with my viewpoints.

Impulse Control

- I often pause before speaking and acting. 
- I take extra time to make important decisions. 
- I think of long and short-term consequences when making a decision.

Total score for decision making: ____

Stress Management Test

Stress management refers to how well you handle adversity.

Flexibility

- When asked to fulfill an unusual role, I’m happy to try. 
- I don’t get stressed out if my work hours temporarily change. 
- If I’m moved to a new position or team, I’m excited to adapt and try something new.
Stress Tolerance

- I remain mindful during tasks, even during high-pressure situations. ___
- During deadlines, I’m still able to be happy in general. ___
- Negative feedback doesn’t stress me out. ___

Optimism

- I don’t over-react to challenges, because I’m confident I’ll make it through them. ___
- I understand both positive and negative viewpoints of a situation and choose to be positive. ___
- I review negative feedback as a chance to learn. ___

Total score for stress management: ____

Scoring

Add up your scores for each of the five sections. This will make your strengths and weaknesses obvious.

- >15 points = You are extremely weak in this area and should look for ways to improve.
- 15-35 points = You are below average and should strengthen yourself in this area.
- 35-65 points = You understand, but have work to do.
- 65-80 points = You are reasonably strong in this area.
- 80-90 points = You are exceptionally strong in this area.

If you want to know more, and get tips on improving each of these skills, check out our full article: Emotional Intelligence: Is It Why You Didn't Get the Promotion?