



Linking Emotional Intelligence Cornerstones to Your Leadership

What are your core emotional intelligence skills and abilities? Complete the table below to self-assess these qualities, evaluate their impact and set goals to improve your EI skills.

STEP 1 Self-assess your ability in each cornerstone of emotional intelligence listed in the table by using the following numerical scale:

0–Never | 1–Rarely | 2–Sometimes | 3–Often | 4–Always

STEP 2 Describe the impact of your ratings in each cornerstone on your success as an emotionally intelligent leader.

STEP 3 Set goals to enhance your skills in each cornerstone area, and/or to develop new emotional intelligence leadership skills.

El Cornerstones	Self-Assessment	EI Leadership Impact (+ or -)	Goal
<p>AWARE Ability to understand my own emotions</p>	<p>I find it easy to put words to my feelings. _____</p> <p>My moods impact the people around me. _____</p> <p>Even when I am upset, I am aware of what's happening to me. _____</p>		
<p>CONNECT Ability to perceive and understand the emotions of the people around me</p>	<p>I can tell if the people around me are becoming annoyed. _____</p> <p>I am generally able to understand the way other people feel. _____</p> <p>I generally know when to speak and when to be silent. _____</p>		
<p>MANAGE Ability to monitor and assess your own emotions and make adjustments</p>	<p>I maintain my composure even during stressful times. _____</p> <p>I can accept critical comments from others without becoming angry. _____</p> <p>I am an emotionally balanced person. _____</p>		
<p>ACHIEVE Ability to direct my emotions in a positive and productive manner</p>	<p>I am good at motivating others. _____</p> <p>Others see me as someone who is constructive. _____</p> <p>I build positive relationships with others. _____</p>		

After you have reviewed your self-assessment and developed a plan of action to address any skill gaps, be sure to revisit this chart so you can re-assess and evaluate your progress.