

EMOTIONAL INTELLIGENCE: Level 2 Inputs

This assessment is used to evaluate whether the courses and learning experiences in the Foundational track of the Leadership Learning and Development Program (LLDP) enable participants to attain the intended Leadership Competency growth and learning goals.

1. Select your current level of leadership within UMGC:

- Senior (SVP/VP)
- Mid-Level (AVP/Director)
- First-Level (Managers, supervisors, assistant/associate directors, collegiate asst professor, or faculty coordinator)
- Individual contributor (not currently in a leadership position)

2. Rate your current level of proficiency for each Leadership Competency addressed in this track.

Apply Emotional Intelligence			
Novice	Somewhat Proficient	Proficient	Very Proficient
○	○	○	○

3. Answer the following content-related questions.

Learning Objective	Pre-Test Question	Post-Test Question	Associated Course
Explain the concept of Emotional Intelligence and describe how emotions and behavior are initiated in the brain.	What is the definition of emotional intelligence? (Choose the best answer.) a. The capacity to think about and manage one's emotions, choose appropriate responses, and relate effectively with other people. b. An awareness of the different emotions a person feels over their life span: youth, adulthood, and old age. c. The ability to express one's emotions freely in various contexts without self-consciousness. d. Applying empathy through mental connection and verbal expression in personal and professional settings.	What part of the brain is primarily responsible for initiating and regulating emotions? a. Cerebellum b. Hippocampus c. Amygdala d. Corpus Callosum	Understanding and Applying Emotional Intelligence

Learning Objective	Pre-Test Question	Post-Test Question	Associated Course
Describe characteristics of emotionally intelligent people.	Which of these are characteristics of emotionally intelligent people? a. Contemplative, sensitive, reactive b. Self-aware, adaptable, empathetic c. Solutions-oriented, attentive-to-detail, driven d. Outgoing, assertive, helpful	What does it mean to have social skills? a. Able and willing to attend most social functions without cancellations, postponements, or logistical complications. b. Participates in various social outlets, including civic and community organizations that serve people of all ages and backgrounds. c. Excels at interpersonal communication, builds and maintains positive relationships, resolves conflicts diplomatically, and collaborates effectively in diverse groups. d. Delegates tasks to others in a way that facilitates effective teamwork, task completion, and project management.	Understanding and Applying Emotional Intelligence

Learning Objective	Pre-Test Question	Post-Test Question	Associated Course
Explain how awareness of one's level of emotional intelligence can lead to cultivating habits that contribute to success.	In what way can awareness of one's emotional intelligence have an impact on personal development and success? a. It has no significant influence on personal habits or success but is useful for organizations and results in improved mental health for employees. b. It translates to earning \$40,000 more per year (on average) than those without awareness. c. It encourages self-reflection to better understand emotions, reactions, and interpersonal dynamics. d. It reminds us of how other people's feelings affect us and how it is better to function autonomously for more peace.	Which is NOT a benefit of healthy emotional regulation? a. Able to recognize triggers for stress and frustration and plan healthy responses rather than knee-jerk reactions. b. Able to develop coping mechanisms, such as deep breathing, mindfulness, and short breaks to gain composure. c. Able to maintain focus, make sound decisions, and navigate challenges more successfully. d. Able to confront friends, family, and coworkers with grievances in a way that guarantees consensus about ideas and decisions.	Understanding and Applying Emotional Intelligence

Learning Objective	Pre-Test Question	Post-Test Question	Associated Course
Explain how to improve Emotional Intelligence and use EI strengths to address interpersonal or leadership situations in a work setting.	In a workplace setting, which of the following is the most likely benefit of applying emotional intelligence? a. Increased innovation from team members b. More employees enjoying work-life balance. c. Improved teamwork and conflict resolution d. Increased remote work opportunities	How can emotional intelligence contribute to effective leadership in a professional setting? a. By increasing employees' understanding of the benefits of occasional micromanagement. b. By fostering a culture of innovation, technological advancement, and agile design. c. By promoting empathy, understanding, and clear communication. d. By emphasizing team building and staff development over organizational growth and community outreach.	Understanding and Applying Emotional Intelligence
Describe the five-step process for making logical, timely, data-driven decisions aligned with purpose.	What are the five steps (in order) of Data Driven Decision Making?	How can data-driven decision making be integrated with emotional intelligence in a workplace setting?	Understanding and Applying Emotional Intelligence

Learning Objective	Pre-Test Question	Post-Test Question	Associated Course
	a. Direct others, complete assessments, inform stakeholders, re-test for understanding, and evaluate results b. Define the problem, collect relevant data, analyze data, develop and implement a plan, and evaluate results c. Collect relevant data, evaluate results, define the problem, analyze data, develop and implement a plan. d. Identify participants, collect relevant data, analyze data, implement a plan, and seek feedback.	a. By relying primarily on quantifiable metrics and giving secondary weight to emotional factors. b. By incorporating emotional insights and qualitative data alongside quantitative metrics. c. By considering the importance of workplace alliances in decision making processes. d. By making decisions based primarily on intuition with some consideration given to quantified data.	