

Understanding and Applying Emotional Intelligence

Emotional Intelligence Appraisal



FOUR CORE SKILLS



	What I See	What I Do
Personal Competence	Self-Awareness	Self-Management
Social Competence	Social Awareness	Relationship Management

Select each of the four squares in the matrix on this screen to learn more about these core skills.

FOUR CORE SKILLS

SELF-AWARENESS

The core skill of self-awareness relates to your ability to accurately perceive your own emotions in the moment and understand your tendencies across situations. It's about understanding what makes you tick, including your reactions to specific events, challenges, and people. Increasing your self-awareness skills will help you make sense of your emotions quickly and accurately and increase your ability to tolerate uncomfortable or negative feelings.



Brian scored high in self-awareness.

"I know I tend to be a 'lone wolf' at work (in the rest of my life, too, if I'm honest!) so I make sure to check in with my accountability partner if I have stayed quiet too long or gone too long completing tasks on my own. It helps to get periodic feedback from colleagues to ensure I haven't gone in the wrong direction in my work."

CLOSE

FOUR CORE SKILLS

SELF-MANAGEMENT

The core skill of self-management relates to the ability to **use** awareness of your emotions to direct positive and appropriate behavior. Self-management includes resisting explosive, negative, or problematic behavior; staying flexible; putting your momentary needs on hold to pursue larger long-term goals; managing your natural tendencies; and seeing things through.



Amira scored high in self-management.

“When I find myself getting angry or frustrated at work, one trick that works for me is to take several slow, deep breaths, or do a 3-minute guided meditation on my phone to calm down. Then I redirect that energy into diving into a project and use my competitive nature to complete it quickly and make it the best my manager has ever seen!”

CLOSE

FOUR CORE SKILLS

SOCIAL AWARENESS

The core skill of social awareness relates to the ability to accurately pick up on others' emotions and understand what is going on with them, what they are thinking or feeling. People with high social awareness are good listeners and have finely tuned observational skills. They focus on others instead of themselves when communicating.



Mitchell scored high in social awareness.

“During a presentation, my teammate was having trouble delivering her part. She looked upset and wasn’t focused during everyone else’s parts. At first, I was annoyed, but I redirected myself. When I checked in with her afterwards, she told me about a health issue she got news about just before the presentation. She later told me I helped her tremendously by listening and empathizing.”

CLOSE

FOUR CORE SKILLS

RELATIONSHIP MANAGEMENT

The core skill of relationship management relates to your ability to **use** your awareness of your and others' emotions to manage social and relational interactions successfully. Communication and handling conflict are hallmarks of the relationship management skill. Competent relationship management also allows you to build bonds over time with others.

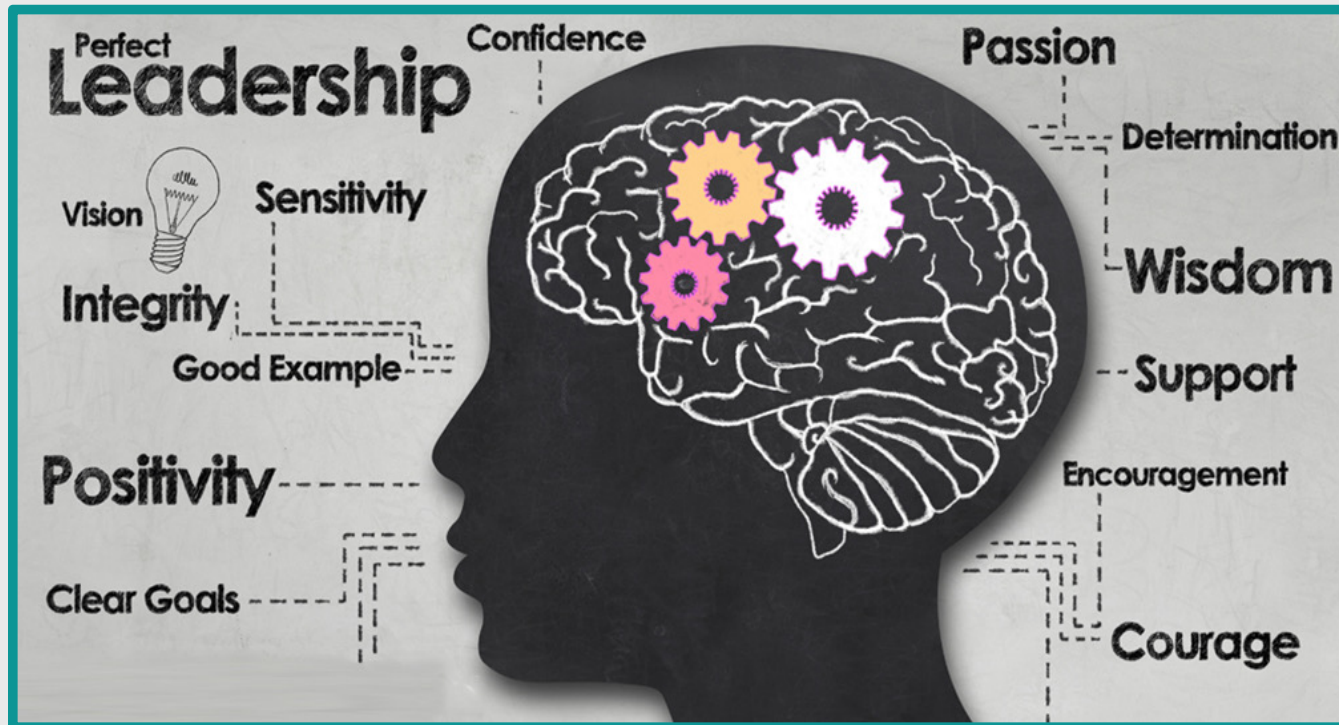


Terri scored high in relationship management.

“Carol and I had always gotten along well when collaborating on projects. It was a surprise when we differed on a team assignment in the last quarter. My instinct was to push strongly for my approach. However, I reminded myself that Carol prefers to take charge. I adapted my approach to her disposition. We were able to mesh our ideas and continue to get along.”

CLOSE

WHAT'S YOUR EQ?



TALENTSMARTEQ



Email instructions from
your team administrator



Select NEXT to continue.

SELF EDITION ASSESSMENT



Select NEXT to continue.

EMOTIONAL INTELLIGENCE SCORE REPORT

TalentSmartEQ

Access results

Download PDF

Review results and
feedback

EQ score and four
core skills score



Select NEXT to continue.

EQ DEVELOPMENTAL RESOURCES

eLearning courses

Activities

Goal tracking system

One retest



YOUR EQ RESULTS

Individual Reflection

What do your self-assessment results say about your emotional intelligence? In which core skills are you already strong, and in which areas do you need to improve? Describe what the self-assessment process and exploring Developmental Resources was like for you and what you learned.

Type your response here.

SUBMIT

Type your response and select SUBMIT to continue.



INDIVIDUAL REFLECTION

Reflection helps us grow.

Thanks for sharing your experience! Taking a self-assessment is a valuable tool to understand your current status regarding Emotional Intelligence and the areas you need to work on. We hope you continue to use the TalentSmartEQ resources to develop your emotional intelligence.



CONTINUE

SUMMARY AND NEXT STEPS

Four Core Skills:

- Self-Awareness
- Self-Management
- Social Awareness
- Relationship Management

TalentSmartEQ Self-Assessment

- Results
- Resources

What's Next?

Strategies

