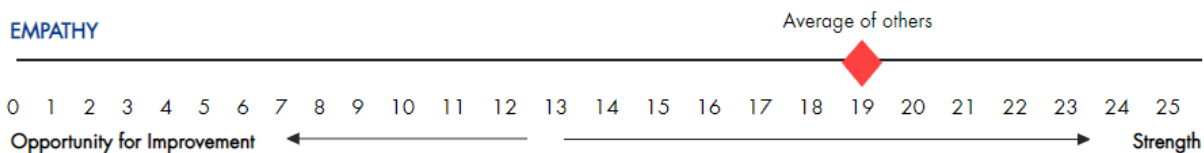
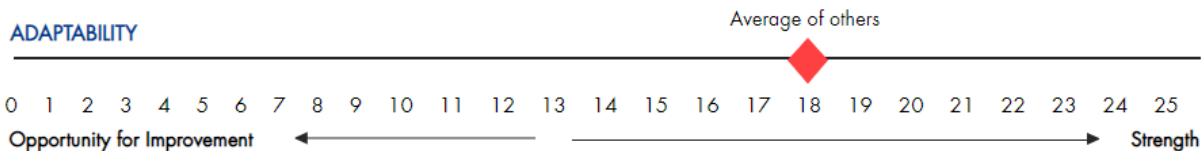
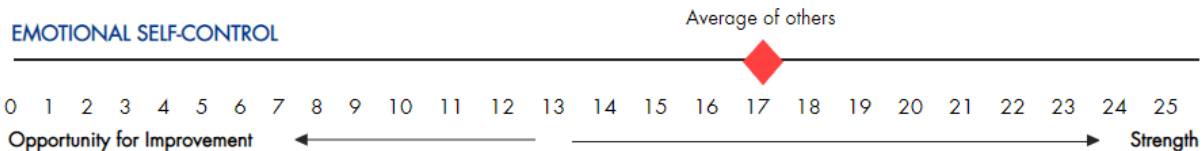
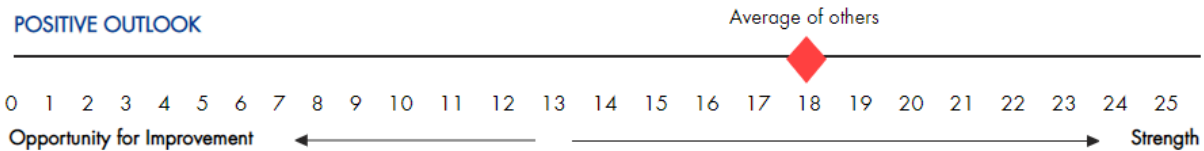
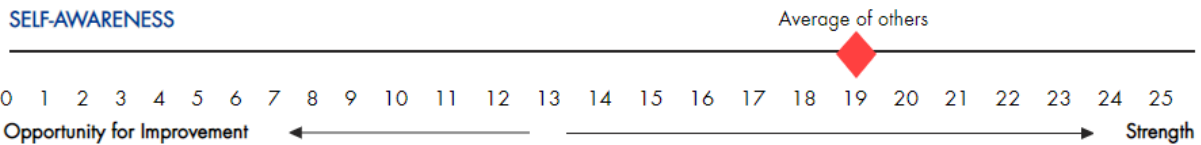




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Quiz Results: Do You Lead with Emotional Intelligence?

Mark your score for each of the 5 sections below to see how you compare with the average of others.



Now that you've reflected on your emotional intelligence, it's time to check your self-perception against someone else's perspective.

1. Select a friend or colleague with whom you can have an honest and caring conversation about your EI. Choose someone "safe" and has your best interests in mind—someone who would not use this exercise against you or otherwise do you harm.



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2. Explain that you would value his or her opinion to help check your assumptions. Send that person this PDF (it's the same quiz you too but reframed so that others can score you). Offer to reciprocate; your colleague can take the quiz and you can score them.
3. Set up a time to discuss their responses and how they align—or don't—with yours. It's important to do this in person, over the phone, or by video, but don't use email for this. There's too much room for misunderstanding if the other party simply sends you scores and writes a few comments.

In the conversation, listen deeply. Candid feedback is a gift and something to be thankful for. Gratitude, like other positive emotions, helps you stay centered and open to new information. Try to see things from your friend's perspective. Ask what you can do to leverage your EI skills. The focus for improvement should be more in favor of your strengths, not your deficiencies. Resist the urge to focus on your problem areas. That will help you keep defensiveness at bay.

To improve your emotional self-awareness:

Reflect on the impact your “emotional style” has on others.

Appreciate the importance of self-awareness as a foundational component of emotional intelligence.

Meditate and write down your key plans and priorities.

Take a few psychometric tests.

To work on having a more positive outlook:

Train your brain to be positive by developing new habits.

Make an effort to have positive conversations.

Believe you will succeed (but don't assume the road will be easy).



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To exercise greater emotional self-control:

Take care of your mind and body to increase your capacity for self-control.

Learn to resist the immediate gratification of technology and other interruptions.

Invest in your capacity to focus.

Be mindful of your thoughts and feelings, not trapped in them.

Perform better under stress by talking to yourself in the third person.

To improve your adaptability:

Understand why change is hard—for you and for others.

Get out of your comfort zone.

Strengthen your resilience.

To become more empathic:

Improve your ability to listen—start by making it a priority.

Slow down, take the time to hear and learn from others, and ask brilliant questions.

Put yourself in your colleagues' shoes.

Further Reading:

HBR's 10 Must Reads on Emotional Intelligence (2015)

"Can You Really Improve Your Emotional Intelligence?" (2013)

Primal Leadership (2013)

Resonant Leadership (2005)

Becoming a Resonant Leader (2008)

Questions adapted from the Hay Group's Emotional and Social Competency Inventory and Richard Boyatzis's article "Competencies in the 21st Century" (*Journal of Management Development*, 2008, 27:1, 5-12).