

WHAT'S YOUR EQ?



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"Emotional intelligence is the ability to identify and manage your own emotions and the emotions of others. It is generally said to include three skills: emotional awareness; the ability to harness emotions and apply them to tasks like thinking and problem solving; and the ability to manage emotions, which includes regulating your own emotions and cheering up or calming down other people." Psychology Today

Pulling from this definition, as well as research on resonant leadership, appreciative inquiry, and neuroscience, emotional intelligence (EI or EQ) for ECE leaders can be conceptualized across five broad constructs:

1 Self-Awareness

2 Self-Regulation

3 Situational Awareness

4 Social Awareness

5 Spirituality



DIRECTIONS

To learn more about your emotional intelligence, read and consider the paired statements. Spend no more than 20 seconds on each pair, and then determine which statement best describes you. The one on the left or the right. Try not to overthink it...go with your initial and most honest response. Highlight the statement or place a check mark in the circle next to the statement that best describes you. This quiz is also available online at <https://kristiepf.com/online-eq-quiz>

SELF-AWARENESS

I am aware of my emotions in the present moment.



I am able to reflect on my emotions, but it is often after-the-fact.

I am aware of my strengths and the impact I have on others.



It's hard for me to see my strengths or to think of myself as having an impact on those around me.

I am flexible, and readily accept feedback and different ways of doing things.



I tend to like my routine and my way of completing tasks.

I'm aware the impact my moods, emotions, and motivations have on my actions.



I'm sometimes surprised by my emotional reaction to situations and struggle to use what I perceive to guide my actions.

I make an effort to direct my behavior in a positive way.



I seem "doomed to be negative" and find myself complaining more often than not.

I am able to choose how best to respond, even during times of conflict or disagreement.



I tend to react instead of respond, particularly when I feel challenged, undervalued, or misunderstood.

SELF-REGULATION

I create clear boundaries that help me prioritize my time and achieve my goals.



I get caught up in saying "Yes" to everyone, and as a result, I am stretched too thin.

I can easily control or redirect negative thoughts and disruptive impulses.



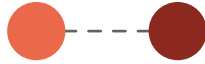
It's hard to suspend judgment and resist my impulse to take action.

I am able to think before I take an action, even when I feel inadequate or challenged.



I tend to act before thinking, particularly when I feel inadequate or challenged.

Most of my interactions and decisions lead to a productive outcome.



I find myself "spinning my wheels" and revisiting the same issues over and over.

I adapt and manage change easily.



It's hard for me to try new things or accept suggestions by others.

I understand the best response for most situations.



I often wonder if I could have responded better.

SITUATIONAL AWARENESS

I understand how divergent factors impact me and the decisions I make.



Outside influences cause me to feel "out of control".

I feel confident in most situations in my personal and professional life.



I often feel like an imposter and wonder why I've been assigned to my current roles and responsibilities.

I am able to see and understand why things are happening and can often anticipate what might happen next.



The unknown causes me a great deal of anxiety, particularly when I don't have control over key decisions.

I make an effort to notice issues, concerns, and other factors that impact group dynamics.



Group dynamics (aka drama) consumes a great deal of my time and energy.

I have strong networking skills and know which groups and meetings to be involved in to create the greatest change.



I struggle to be "in the loop" and at the "right tables."

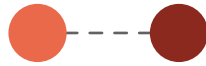
I understand and feel in control of how I allocate my limited resources and energy.



I feel like "I'm along for the ride" and that the day is not mine to prioritize.

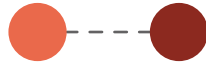
SOCIAL AWARENESS

I am really good at deep and “mindful” listening.



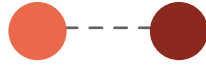
I become distracted, preoccupied, and restless when others share a concern.

I’m good at “reading people” and I can easily uncover what is really going on.



I forget that when others are “emotional”, they need me to listen instead of defending or fixing things.

I am able to consider what others want and need, and then take appropriate action.



It’s hard for me to consider what everyone wants, particularly when there are often too many conflicting needs.

I am empathetic (i.e., I “feel what others feel.”; understand the emotional makeup of others). This allows me to account for the views and beliefs of all concerned, and to manage interactions successfully.



I find myself using the phrase, “Well at least _____”, when others share a problem or concern, and I struggle to manage the strong emotions of others.

I operate from a place of being open and receptive.



I am slow to warm up ,and approach situations with a healthy dosage of caution.

I work hard to not judge myself or others.



I’m my own worst critic and find myself rushing to judge others.

SPIRITUALITY

I regularly engage in contemplative practices such as journaling, meditating, volunteering, or making time for silence.



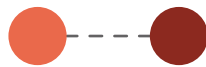
I don’t have time for contemplative practices like journaling and meditation, there are too many fires to put out.

When I have to make a difficult decision, I tend to weigh it against the consequences for everyone involved.



When I have to make a difficult decision, I tend to rely on the data, and try not to let emotions cloud my judgement.

I am secure in who I am, and I don’t feel like I need to change to “fit in”.



I think of myself as a chameleon, one who changes colors to “fit in”.

I see patterns in most things, and love to connect myself and others across contexts and seemingly disparate ideas.



I prefer to spend time with like-minded people and avoid conflicts or situations where I’ll feel uncomfortable.

I aim to be a bright light for those around me, and at the same time, I am aware of when I am casting a shadow.



I don’t have time to explore the complexities and paradoxes of my life and my work.

I feel connected to others, including those who have beliefs, customs, and values different from my own.



Let’s face it, we live in an us vs. them culture and the only thing that brings us together is our shared fear or dislike of a particular group or topic.

SCORING DIRECTIONS



For each construct of emotional intelligence, give yourself a point if you highlighted/circled a statement from the left hand column in the table.



This will produce a sub-test score, which you can place in the corresponding boxes below the graphics. Note, there is a total of 6 points possible for each construct.



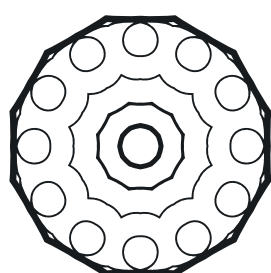
You can also depict your results by coloring the portion of the image below, which represents the degree to which you have:

-Strengths (i.e., shade/color most or all of the image because you scored a 5 or 6)

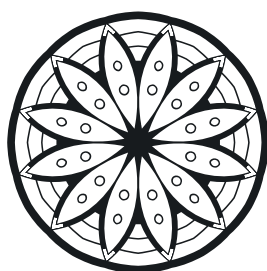
-Emerging skills (i.e., shade/color half of the image because you scored a 3 or 4)

-Room for growth (i.e., leave the image blank because you scored a 1 or 2)

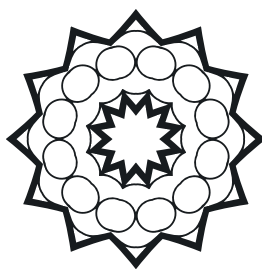
-Request a full size coloring sheet at <https://kristiepf.com/eq-coloring-sheet>



Self-awareness



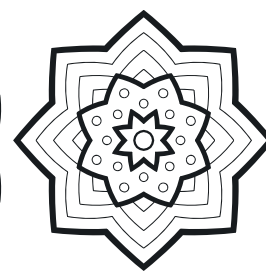
Self-regulation



Situational
awareness



Social awareness



Spirituality



Your ECE Leadership EQ At-A-Glance

Calculate your overall EQ by summing your points from across the five constructs.
A total score of 30 is possible.

TOTAL EQ

0-5 points	You have some work to do. But don't worry, it's possible to raise your EQ!
6-11 points	Keep going! You have started down a path to become a strong leader. Now's the time to flex those EQ muscles!
12-18 points	Not a bad place to be! You have several skills to build from, and more often than not, you work and move through challenges with grace and bravery.
19-24 points	Your EQ is well above average! You are a resonant leader who is mindful, hopeful, and compassionate.
25-30 points	You are a rockstar! A leader we should give notice to! Continue to be the light in the world and help to raise the EQ of those around you.

ADDITIONAL RESOURCES



For more on emotional intelligence, research, and a valid assessment developed by Dan Goleman and colleagues, go to <http://www.danielgoleman.info/ei-assessments>



For more on emotional intelligence, and the delivery of effective professional development for early educational professionals, go to <https://kristiepf.com/self1>



To raise your EQ, and support the EQ of those you serve, go to <https://kristiepf.com/whats-your-eq>



Join a Mastermind for ECE Leaders...it's guaranteed to raise your EQ - <https://kristiepf.com/ece-mastermind>