

PRAELISCERE

THE DEEP DIVE COLLECTION - EMOTIONAL INTELLIGENCE 360-DEGREE ASSESSMENT

Emotional Intelligence is something that can be continually developed and improved.

CORE COMPONENTS

Depending on the source, there can be different models of emotional intelligence. Below are some of the options, along with potential correlations between them.

- Self-Awareness
- Social Awareness/Empathy
- Self-Management/Self-Regulation & Motivation
- Relationship Management/Social Skills

ASSESSMENTS & RESULTS

There are both free and paid online questionnaire options available that assess an individuals score in the different areas of emotional intelligence.

Focus on reviewing the individual scores for each section to identify where you/they are excelling and where there might be room for improvement. Keep in mind that your personal overall score may be influenced by your current level of self-awareness.

EMOTIONAL INTELLIGENCE 360-DEGREE ASSESSMENT

Please have each individual conduct their evaluation of the person being assessed across all core components of emotional intelligence. This will provide a comprehensive view of their strengths and areas for growth. You don't need to provide the specific score for each core component; instead, rank them from 1 to 4, with 1 representing the highest score the individual received. By not sharing the exact scores, this approach can encourage more honest responses, especially if there are concerns about psychological safety.

Self-Rating

Self-Awareness _____

Relationship Management/Social Skills _____

Social Awareness/Empathy _____

Self-Management/Self-Regulation & Motivation _____

Leader Rating

Self-Awareness _____

Relationship Management/Social Skills _____

Social Awareness/Empathy _____

Self-Management/Self-Regulation & Motivation _____

Peer Rating

Self-Awareness _____

Relationship Management/Social Skills _____

Social Awareness/Empathy _____

Self-Management/Self-Regulation & Motivation _____

Direct Report Rating

Self-Awareness _____

Relationship Management/Social Skills _____

Social Awareness/Empathy _____

Self-Management/Self-Regulation & Motivation _____

External Stakeholder

Self-Awareness _____

Relationship Management/Social Skills _____

Social Awareness/Empathy _____

Self-Management/Self-Regulation & Motivation _____

Development Plan

Once the ratings have been collected, take time to reflect on the results, especially any discrepancies in ratings. After reflecting, set clear goals for areas of improvement, along with actionable steps and a timeline to achieve them. Upon reaching the established timeline, complete the 360-degree assessment again to assess progress.

For more information about this material, email kmcclain@praeliscere.com or visit <https://praeliscere.com/>. Copyright Kathryn McClain.

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