

# EMOTIONAL INTELLIGENCE 360-DEGREE ASSESSMENT REFLECTION



Developing emotional intelligence is a helpful way to improve self-awareness, strengthen interpersonal skills, and become a more effective team member or leader. This reflection form is designed to help you process your 360-degree assessment results, recognize your strengths, and areas for growth. It also supports group discussion and shared reflection to deepen learning through conversation.

## EMOTIONAL INTELLIGENCE 360-DEGREE ASSESSMENT RESULTS \_\_\_\_\_

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## INDIVIDUAL REFLECTION QUESTIONS FOR SELF ASSESSMENT \_\_\_\_\_

- Did my self awareness impact my self assessment results compared to what other individuals scores revealed?
- What surprised me about the results? What results were expected?
- What potential challenges exist that I may not have been aware of based on these results?
- What is one area I want to work on?
- What is one area I want to emphasize more as it may be my emotional intelligence superpower?
- How will I grow my emotional intelligence? What certain core component will I focus on more?
- How can I strengthen relationships based on my reflection of these results?
- What's one small change I can do daily that will help my emotional intelligence? How can others help me?
- What behaviors or habits do I need to let go of to grow my emotional intelligence? What behaviors or habits do I need to maintain?

## TEAM MEMBERS EMOTIONAL INTELLIGENCE 360-DEGREE ASSESSMENT RESULTS \_\_\_\_\_

Documenting the Emotional Intelligence 360-Degree Assessment results of your direct manager, senior leaders, peers, direct reports, and other key individuals will provide a deeper understanding of each person.

This section is optional. Sharing these results can feel very vulnerable. If the conditions do not feel safe and supportive, then it may not be the right setting to share them. Alternative options may include only sharing the top two EI results or allowing each participant to decide what to share.

### TEAM MEMBERS RESULTS \_\_\_\_\_



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## GROUP DISCUSSION QUESTIONS \_\_\_\_\_

- What word best describes how you felt after knowing your 360-degree assessment results?
- What did you identify with from your results?
- Where do you see your strengths and areas of improvement show up most often in work situations?
- Describe a moment when your areas of improvement and/or strengths really benefited or hindered a situation?
- What's a quality within emotional intelligence that you admire in other individuals?
- Think about someone who led you well. What was it in their emotional intelligence that stood out?
- How do you think others view/experience your emotional intelligence?
- When you have a stressful day, how does your emotional intelligence come out (positive and/or negative)?
- What was easier and/or harder to accept about your results?
- What's one behavior you plan to practice daily? What support from your colleagues can help?
- How does improved/growing emotional intelligence look like on the team for you? What's one thing you'd like your team to adapt or maintain?
- What's one thing you want your team members to understand about you?

## MANAGEMENT LENS GROUP DISCUSSION QUESTIONS \_\_\_\_\_

Note: Management lens questions should be discussed when someone has people management responsibilities.

- How is your emotional intelligence coming out when you lead? Positively and negatively.
- How is your EI affecting your team overall with engagement and trust?
- How do you think you respond in stressful situations? How is your emotional intelligence impacting the team? Positively and negatively.
- How can you encourage growth in each core component of EI for yourself and your team?
- What's one behavior change you plan to take moving forward that will positively affect your team?

## POST GROUP DISCUSSION REFLECTION QUESTIONS \_\_\_\_\_

- Did someone say anything that shifted your perspective on your emotional intelligence?
- What part of your 360-degree assessment results are you feeling more confident about after the group discussion?
- Did where you want to grow within emotional intelligence change from when doing your self reflection to after the group discussion?
- What support, feedback, or learning would help you continue to grow your emotional intelligence?
- What challenges or benefits may occur when working with people who excel or need to grow in different core component areas? How will you handle these differences?
- What's one change you will make as a result of these self reflections and group discussion?
- Who will support you in your continued growth?

