



## THE SMARTER EMOTIONAL AND SOCIAL INTELLIGENCE ASSESSMENT

This self-evaluation will measure your perception of the seven areas of emotional and social intelligence within *The SMARTER Employability Model* that I have developed. **In the space provided next to each of the following statements, circle the number that best describes your agreement with the item, using the scale below.** After each series of five questions, calculate the total and write it in the shaded area *before* each section.

- |                         |                       |                      |
|-------------------------|-----------------------|----------------------|
| 1 = Mostly Disagree     | 3 = Slightly Disagree | 5 = Moderately Agree |
| 2 = Moderately Disagree | 4 = Slightly Agree    | 6 = Mostly Agree     |

<b>Strengths Total</b>	
1. I use negative <i>and</i> positive emotions as a source of wisdom about how to navigate my life.	1 2 3 4 5 6
2. I know the BestFit components required for my career success and significance (see Strengths: My BestFit Life, chapter 4).	1 2 3 4 5 6
3. I have confidence that my strengths will positively impact my own and others' career and life.	1 2 3 4 5 6
4. I know how to manage my own and others' expectations of my success.	1 2 3 4 5 6
5. People who know their emotional, cognitive and social strengths are better pilots of their lives.	1 2 3 4 5 6
<b>Mastery Total</b>	
6. I face my negative feelings and work through the issue at hand.	1 2 3 4 5 6
7. I am in charge of how I feel about myself.	1 2 3 4 5 6
8. After something has upset me, I find it easy to regain my composure.	1 2 3 4 5 6
9. I challenge my life stories and create new ones based on present reality.	1 2 3 4 5 6
10. I know when I react from a position of strength or weakness after a crucial event.	1 2 3 4 5 6
<b>Attraction Total</b>	
11. When challenged, I am good at attracting what I need to flow with life's demands.	1 2 3 4 5 6
12. I see life as half-full and not half-empty.	1 2 3 4 5 6
13. I am often able to improve the moods of others.	1 2 3 4 5 6
14. I am adept at reading people's feelings by their facial expressions.	1 2 3 4 5 6
15. I know how to minimize the distractions in my life.	1 2 3 4 5 6



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<b>Resilience Total</b>	
16. I do not recycle and dwell on negative emotions that reinforce the blame or victim role.	1 2 3 4 5 6
17. I am able to motivate myself to try again in the face of setbacks.	1 2 3 4 5 6
18. When challenged, I know how to move from a survive mode of fight or flight to a thrive mode of hope and solutions.	1 2 3 4 5 6
19. I easily enter into a thrive-and-flow state, a state characterized by calmness, alertness and focus.	1 2 3 4 5 6
20. I see setbacks as challenges to learn from, and I move on to try new approaches.	1 2 3 4 5 6
<b>Tolerance Total</b>	
21. I am effective at listening to other people's problems.	1 2 3 4 5 6
22. I am sensitive to the emotional needs of others and respond appropriately.	1 2 3 4 5 6
23. I know what to get rid of in my life to be more tolerant.	1 2 3 4 5 6
24. I am aware of subtle social signals that indicate what others need.	1 2 3 4 5 6
25. I demonstrate empathy toward others and myself.	1 2 3 4 5 6
<b>Evolution Total</b>	
26. I am able to formulate and execute a life and career plan.	1 2 3 4 5 6
27. I know how to influence others by responding appropriately to their emotions, motivations and desires.	1 2 3 4 5 6
28. I use positive energy to create positive outcomes in my own and others' lives.	1 2 3 4 5 6
29. I can easily set negative feelings aside when called upon to perform.	1 2 3 4 5 6
30. I seek creative and rational solutions to life's challenges.	1 2 3 4 5 6
<b>Reciprocity Total</b>	
31. I have a calming and inspiring influence on other people, and often improve the moods of others.	1 2 3 4 5 6
32. I easily receive advice, wisdom and leadership from others.	1 2 3 4 5 6
33. People view me as an effective model for bringing out the best in others.	1 2 3 4 5 6
34. I am a good person to come to for advice about handling relationships.	1 2 3 4 5 6
35. I help others use their motivations to achieve their personal goals.	1 2 3 4 5 6
<b>All Total</b>	



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**Interpreting Your Scores**

Compare your scores with the chart below to assess your current standing on the various social and emotional competencies relative to a cross-industry sampling of managers and professionals. Each of the SMARTER competencies are important to perform well in all careers, whether at home, on site, in the virtual community or in another country. Most importantly, *these SMARTER competencies are needed to have a life filled with career success and significance.* This book will provide you with the knowledge, tools and actions to create a development plan to bring out the personal best in yourself and others!

SMARTER Competency	Needs Substantial Development	Needs Some Development	Definite Strength
<b>Strengths</b> Knowing how to use your strengths and emotions to make decisions that bring out your own and others' personal best. <b>Strengths and Efficacy</b>	25 or below	26 - 30	31 or above
<b>Mastery</b> Mastering your emotional impulses to thrive and not just survive. <b>Emotions, Thoughts, Stories and Actions</b>	26 or below	27 - 31	32 or above
<b>Attraction</b> Attract what needs to be present to be your personal best, and eliminate or manage distractions. <b>Energy and Optimism</b>	26 or below	27 - 30	31 or above
<b>Resilience</b> Persist in the face of setbacks and build reserves to pursue your goals. <b>Adapt, Reinvent and Renew</b>	25 or below	26 - 30	31 or above
<b>Tolerance</b> Accept other people's emotions and behaviors without judgment, and eliminate tolerations that restrict evolving. <b>Accept, Acknowledge and Appreciate</b>	24 or below	25 - 29	30 or above
<b>Evolution</b> Seek opportunities to achieve success and significance. <b>Innovate, Initiate and Improve</b>	25 or below	26 - 30	31 or above
<b>Reciprocity</b> Willingness, readiness and ability to <b>Teach and Be Taught, Lead and Be Led, Receive and Give</b>	24 or below	25 - 29	30 or above
<b>Total</b>	139 or below	140 - 184	185 or above

