

EQ Subscale Reflection Worksheet

This worksheet will help you reflect on the 15 different subscales of the EQ-i 2.0 model*. For each subscale, think about and make notes of situations or examples that you believe demonstrate strength or ability in this area. Then, in the next space, note down situations or examples where you feel that you demonstrate a lack of strength or ability in this subscale.

Once you have completed the reflections (use extra paper if you need to), take an honest look at what you have noted down and think about whether this is an area where you need to develop and grow, or an area where you believe you are really quite strong.

Finally, circle or mark the most appropriate box at the bottom of each subscale table to indicate a Development Area, or a Strength Area. If it's an area of development, also indicate if this is a High, Medium, or Low priority area of development for you. You can use this information later on to inform your development planning. There is a table on the last page of this worksheet that you can use to record your overall results.

Note: This worksheet may take some time to complete, so I recommend that you don't attempt to do it all at once. Instead, commit to working on 2-3 subscales per day over the course of the next week. You may also find it useful and interesting to make a conscious effort to self-observe and reflect on the subscales during the day, and then complete your reflections each evening. This will help you make more current observations rather than relying on past experiences.

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<p>Self-Regard - is respecting oneself while understanding and accepting one's strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.</p>				
<p>What examples can you give where you demonstrate strength in this area:</p>				
<p>What examples can you give that demonstrate a need to develop in this area:</p>				
<p>Taking everything into consideration, do you feel that Self-Regard is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?</p>				
<p>Development Area</p>	<p>High Priority</p>	<p>Medium Priority</p>	<p>Low Priority</p>	<p>Strength Area</p>

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Self-Actualization - is the willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Self-Actualization is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Emotional Self-Awareness - includes recognizing and understanding one’s own emotions. This includes the ability to differentiate between subtleties in one’s own emotions while understanding the cause of these emotions and the impact they have on one’s own thoughts and actions and those of others.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Emotional Self-Awareness is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Emotional Expression - is openly expressing one's feelings verbally and non-verbally.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Emotional Expression is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Assertiveness - involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Assertiveness is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Independence - is the ability to be self-directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Independence is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Interpersonal Relationships - refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Interpersonal Relationships is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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EQ Subscale Reflection Worksheet

Empathy - is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Empathy is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Social Responsibility - is willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Social Responsibility is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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EQ Subscale Reflection Worksheet

Problem Solving - is the ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Problem Solving is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Reality Testing - is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Reality Testing is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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EQ Subscale Reflection Worksheet

Impulse Control - is the ability to resist or delay an impulse, drive or temptation to act and involves avoiding rash behaviors and decision making.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Impulse Control is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Flexibility - is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Flexibility is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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EQ Subscale Reflection Worksheet

Stress Tolerance - involves coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Stress Tolerance is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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Optimism - is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient, despite occasional setbacks.

What examples can you give where you demonstrate strength in this area:

What examples can you give that demonstrate a need to develop in this area:

Taking everything into consideration, do you feel that Optimism is one of your stronger areas of EQ, or an area where you need to develop, and is this a High, Medium, or Low priority for you (circle as appropriate)?

Development Area	High Priority	Medium Priority	Low Priority	Strength Area
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EQ Subscale Reflection Worksheet

Subscale of EQ-i 2.0 Model	Description	Develop – (High, Medium, Low) or Strength
Self-Regard	Is respecting oneself while understanding and accepting one's strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.	
Self-Actualization	Is the willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life.	
Emotional Self-Awareness	Includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on one's own thoughts and actions and those of others.	
Emotional Expression	Is openly expressing one's feelings verbally and non-verbally.	
Assertiveness	Involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.	
Independence	Is the ability to be self-directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.	
Interpersonal Relationships	Refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.	
Empathy	Is recognizing, understanding, and appreciating how other people feel. Empathy involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.	
Social Responsibility	Is willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.	
Problem Solving	Is the ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.	
Reality Testing	Is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.	
Impulse Control	Is the ability to resist or delay an impulse, drive or temptation to act and involves avoiding rash behaviors and decision making.	
Flexibility	Is adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.	
Stress Tolerance	Involves coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner.	
Optimism	Is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient, despite occasional setbacks.	