

START OF THE ASSESSMENT
Assessing Your Own Emotionally Intelligent/SEL Leadership Skills

For each of the statements below, give yourself a rating. Imagine your colleagues being asked to rate you on the statement. What would *they* say? Your overall response should be informed by the rating you would envision them giving you. Remember, this is not about how you would *like* to be as a leader—it's how you currently *are* functioning as a leader in your school/district.

Rating: 4=Strongly True for Me, 3=True, 2=Somewhat True, 1=Mostly Not True, 0=Strongly Not True for Me

Self-Awareness

- Awareness of my own feelings and my body cues and emotional triggers
- Awareness how my emotions affect my performance.
- Ability to laugh at my mistakes and learn from them
- Consider myself to be a “presence” when I enter a room
- Receptive to positive and negative feedback
- Consider myself good at what I do.

Self-Management

- Calmness under stress
- Control my emotional impulses, especially angry/hurtful ones
- Align my actions to my beliefs
- Act ethically
- Follow through on commitments
- Change plans midstream even if I believe I am right
- Make difficult situations positive
- Courage to take calculated risks
- Set measurable goals for myself and others
- Think and act out of the box and embrace new challenges as they come

Socially Aware

- See, hear, and observe the perspectives of others
- Sensitive to the many differences in others
- Embrace differences
- Truly listen without judgment
- Read the political current of my school/district

- Understand power relationships and utilize them positively
- Understand and influence the culture in which I work
- Know what my people need to thrive and I am available to them when needed

Relationship Management and Problem Solving

- Mentor and coach others effectively
- Give constructive feedback to others
- See the strengths of others
- Inspire others with my vision
- Motivate others to value what I value
- Engage others verbally and nonverbally
- Energize and guide others to make needed change
- Willing to face difficult problems
- Good at decision-making and problem-solving
- Know how to manage conflict positively
- Nurture relationships and build community
- Work well in teams and encourage others to do the same

Once you have completed your rating, review the results and select one statement in each area for which you rated a 1 or 0 (or a 2, if you don't have any in an area with a 1 or 0). Note also the areas rated 3 or 4, which represent strengths that you bring to teams and related groups. The 0-1-2 group represents the emotional intelligence/SEL competencies for which you should develop and implement a professional improvement plan.

Assessment adapted by Maurice J. Elias, Ph.D.