
Appendix A - Emotional Intelligence Questionnaire

Self-Awareness**1. I can explain my actions:**

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

2. Other people don't see me as I see myself:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

3. I understand the feedback that others give me:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

4. I can describe accurately what I am feeling:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

5. Things that happen in my life makes sense to me:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

Self-Management**1. I can stay calm, even in difficult circumstances:**

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

2. I am prone to outbursts of anger:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

3. I feel miserable:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

4. I get irritated by things, other people or myself:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

5. I get carried away and do things I regret:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

Motivation**1. I am clear about my future goals:**

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

2. My career is moving in the right direction:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

3. I find it hard to maintain my enthusiasm what I encounter setbacks:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

4. I feel excited when I think of my goals:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

5. I act consistently to move towards my goals:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

Empathy

1. I encounter difficult people:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

2. I get on well with each of my work colleagues:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

3. I find it easy to "read" other people's emotions:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

4. It is unpredictable how my colleagues will feel in any given situation:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

5. People choose to work with me in preference to equally-talented colleagues:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

Relationship Management

1. I encounter difficult people:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

2. I feel comfortable talking to anyone:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

3. I achieve win/win outcomes:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4

4. I feel uncomfortable when other people get emotional:

Almost Never	Rarely	Sometimes	Usually	Almost Always
4	3	2	1	0

5. I suffer fools gladly:

Almost Never	Rarely	Sometimes	Usually	Almost Always
0	1	2	3	4
