

# ***Emotional Competence Model***

## ***Self-Assessment Questions***

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Use this page as an informal self-assessment profile. The following pages provide questions to guide you in your self-assessment.

Self Perception	Overused	Strong	OK	Underdeveloped	It's Complicated
Outlook	Overused	Strong	OK	Underdeveloped	It's Complicated
Taking Care of Me	Overused	Strong	OK	Underdeveloped	It's Complicated
Concern for You	Overused	Strong	OK	Underdeveloped	It's Complicated
Network	Overused	Strong	OK	Underdeveloped	It's Complicated
Emotional Dashboard	Overused	Strong	OK	Underdeveloped	It's Complicated
Whitewater	Overused	Strong	OK	Underdeveloped	It's Complicated
In Command	Overused	Strong	OK	Underdeveloped	It's Complicated

## Emotional Eyesight

### 1. Self Perception

To respect and accurately assess yourself, and to achieve your potential

### Self Perception Self- Assessment

- I feel good about myself on the whole.
- I am open to feedback, and find other's views useful.
- I feel sure of myself in most situations.
- I make my life fulfilling, interesting, and meaningful
- I am comfortable in new situations.
- I challenge myself to achieve more, and set higher goals.

<b>Emotional Eyesight</b>	1. Self Perception
	2. Outlook

To assess and respect yourself, and to achieve your potential

To be positive and to find the brighter side, and to be happy, content

### **Outlook Self- Assessment**

- I can usually find something positive in a difficult situation.
- I'm generally easy and fun to be with.
- I tend to focus on opportunities first, then obstacles.
- I find that I see the glass as half full most of the time.
- I find some happiness in most days.
- I see problems as about circumstances, not personal flaws.

To constructively express oneself and to be self reliant and independent

### Taking Care of Me Self- Assessment

- I'm able to express my ideas to others.
- I share my opinions even when unpopular or untraditional.
- When something is important to me, I will push harder for it.
- I am comfortable making decisions on my own.
- I can express my anger or frustration to others when I feel it.
- I express opinions that differ from those in my work group.

The World of Relationships	3. Taking Care of Me
	4. Concern for You

To constructively express oneself and to be self reliant and independent

To understand how others feel, and be a good team member

### Concern for You Self- Assessment

- I'm a dependable person.
- I care what happens to other people.
- I practice behaviors that will encourage good teamwork.
- I'm sensitive to other people's feelings and needs.
- I can set aside my own needs for the betterment of the team.
- I can be trusted with the concerns and feelings of others.

<b>The World of Relationships</b>	3. Taking Care of Me
	4. Concern for You
	5. Network

To constructively express oneself and to be self-reliant and independent

To understand how others feel, and be a good team member

To cultivate and maintain a web of relationships

### **Network Self-Assessment**

- I frequently initiate new relationships.
- I have a network of allies and supporters to draw from.
- I can share appreciation, affection, and admiration for others.
- It is easy for me to make friends.
- I keep people in the loop about things that matter to them.
- I am clued in to the social networks at work.

**Self  
Management**

**6. Emotional  
Dashboard**

To be aware of and understand one's emotions, and validate them externally

**Emotional Dashboard Self- Assessment**

- I am aware of what is happening to me, even under duress.
- I know which emotions I am feeling and why.
- I will check if others are feeling the same as I am.
- I recognize the links between my feelings and behavior.
- I am aware of how my feelings affect my performance.
- I like to get a “sanity check” with others about my feelings.

Self Management	6. Emotional Dashboard
	7. Permanent Whitewater

To be aware of and understand one's emotions, and validate them externally

To adapt and adjust to new situations, and solve problems with others

### Permanent White Water Self- Assessment

- I look at multiple possibilities when solving problems.
- I am able to be among the first to speak up for change.
- I adjust to new situations with relative ease.
- I routinely engage others when addressing problems.
- I'm able to consider a different view of things when asked.
- I can handle multiple demands during times of change.

<b>Self Management</b>	6. Emotional Dashboard
	7. Permanent Whitewater
	8. In Command

To be aware of and understand one's emotions, and validate them externally

To adapt and adjust to new situations, and solve problems with others

To effectively and constructively manage and control emotions

### In Command Self- Assessment

I handle stress without being distracted by nervousness.

I can channel my energy when things are turbulent.

I keep calm in difficult situations.

I can manage my impulses and be choiceful about them.

I stay composed, positive, and unflappable in trying moments.

I can think clearly and stay focused under pressure.