Are you a socially intelligent leader?—checklist

This is a quick checklist to examine your current emotional intelligence (EI). Unfortunately, self-report assessments aren’t very reliable for EI, so the most thorough and recommended method to check and develop EI is to engage a specialist to administer a behavioural assessment tool (at LDC we use The Genos Emotional Intelligence Development Assessment). It can be used as a 360 degree evaluation instrument by which bosses, peers, direct reports, clients, and sometimes even family members assess a leader.

However, check through this list to see whether you can isolate an area for development. Score yourself by circling the best answer: 1—never, 2—sometimes, and 3—often.

Empathy

| Do you understand what motivates other people, even those from different backgrounds? | 1 2 3 |
| Are you sensitive to others’ needs? | 1 2 3 |

Attunement

| Do you listen attentively and think about how others feel? | 1 2 3 |
| Are you attuned to others’ moods? | 1 2 3 |

Organisational Awareness

| Do you appreciate the culture and values of the group or organisation? | 1 2 3 |
| Do you understand social networks and know their unspoken norms? | 1 2 3 |

Influence

| Do you persuade others by engaging them in discussion and appealing to their self-interests? | 1 2 3 |
| Do you get support from key people? | 1 2 3 |
Developing Others

Do you coach and mentor others with compassion and personally invest time and energy in mentoring?  
1  2  3

Do you provide feedback that people find helpful for their professional development?  
1  2  3

Inspiration

Do you articulate a compelling vision, build group pride, and foster a positive emotional tone?  
1  2  3

Do you lead by bringing out the best in people?  
1  2  3

Teamwork

Do you solicit input from everyone on the team?  
1  2  3

Do you support all team members and encourage cooperation?  
1  2  3

Results

- If you have a low score (0-11) it is worth your while to invest some time into developing your EI—and do it now!
- If you have a mid-range score then you are probably aware that there are areas that you need to develop, so why wait?
- If you have a high score (17-21) then you might have great EI… or you aren’t yet aware of your deficiencies, so a 360 degree feedback process is important for your development.

Based on


