
TEST YOUR EQ

DEVELOP
A HIGH EQ
AND IMPRESS
POTENTIAL EMPLOYERS

Assess your emotional
intelligence with
22 personality
questionnaires



KOGAN
PAGE

PHILIP CARTER



TEST YOUR EQ

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Assess your emotional intelligence with
22 personality questionnaires

PHILIP CARTER



London and Philadelphia

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120 Pentonville Road
London N1 9JN
United Kingdom
www.koganpage.com

525 South 4th Street, #241
Philadelphia PA 19147
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Introduction

Your vision will become clear only when you can look into your own heart. Who looks outside, dreams; who looks inside, awakes.

Carl Jung

Emotional Intelligence (EI), often measured as an Emotional Intelligence Quotient (EQ), is the ability to be aware of one's own emotions and those of other people.

The two main aspects of EQ are:

- understanding yourself, your goals, aspirations, responses and behaviour;
- understanding others and their feelings.

The concept of emotional intelligence was developed in the mid-1990s by Daniel Goleman, coming to prominence with his 1995 book *Emotional Intelligence*. The early emotional intelligence theory was originally developed in the United States during the 1970s and 1980s by the work and writings of Howard Gardner of Harvard University, Peter Salovy (Yale) and John Mayer (New Hampshire).

The concept of emotional intelligence means, therefore, having a self-awareness that enables you to recognize feelings and manage your own emotions; and it involves self-motivation and being able to focus on a goal rather than demanding instant fulfilment.

Someone with a high EQ is also capable of understanding the feelings of others and is better at handling relationships.

In general, the term personality refers to the patterns of thought, feeling and behaviour that are unique in every one of us, and these are the characteristics that distinguish us from other people. Our personality thus implies the predictability of how we are likely to act or react under different circumstances, although in reality nothing is quite that simple and our reactions to situations are never entirely predictable.

Goleman summarized the five EQ domains as:

1. knowing your emotions;
2. managing your emotions;
3. motivating yourself;
4. recognizing and understanding other people's emotions;
5. managing relationships, ie managing the emotions of others.

It is now widely recognised that if someone is deemed intellectually intelligent it does not necessarily follow they are also emotionally intelligent, and possessing a high-IQ rating does not mean that success will automatically follow.

Being intellectually brilliant does not mean that a person is able to relate to other people socially, nor does it mean they are capable of managing their own emotions or able to motivate themselves.

The EQ concept argues that IQ, which has tended to be the traditional measure of intelligence, is too narrow and that there are wider areas of emotional intelligence, such as behavioural and character elements, that help dictate how successful we are. It is because of this that emotional intelligence, in addition to aptitude testing, is now an important part of recruitment interviewing and selection procedures.

Although scoring highly in an aptitude test may impress a prospective employer, it does not reveal the full story, as it does not automatically follow that the applicant will be suited to the position for which they are applying. Whilst they may be intellectually qualified to do the actual job, it may be they do not actually

enjoy many aspects of the work involved, or will not fit into a team, as a result of which they would be very likely to underperform.

Although personality questionnaires are usually referred to as tests, this can be misleading since they do not have pass or fail scores. They are sometimes more accurately described as quizzes and are designed to measure attitudes, habits and values, and are not usually timed.

The twenty-two personality tests in this book are designed to assess and analyse a range of aspects of your character and make-up. There is no requirement to read through these quizzes before attempting them, just the need to answer them instinctively, and without too much consideration. There is no right or wrong response.

Whenever you are faced with a personality questionnaire, it is necessary to answer the questions truthfully. Any attempt to guess at what you think should be the correct response serves no purpose and will not result in a true assessment. At all times, therefore, simply follow the instructions and be honest with your answers.

The following questionnaires are designed to test different aspects of your personality. The procedure for completing each of these is to answer the questions as truthfully and as realistically as possible, in other words be true to yourself at all times in order to obtain the most accurate assessment.

Strength of character

A man's character never changes radically from youth to old age. What happens is that circumstances bring out characteristics which had not been obvious to the superficial observer.

Hesketh Pearson

This first test is designed to assess overall strength of character as opposed to specific character traits.

In each of the following decide whether each word or short statement applies to you in a positive or negative way and then place a tick in either the POSITIVE set of boxes or NEGATIVE set of boxes according to the degree of positivity (5 being the most positive and 1 the least positive) or negativity (5 being the most negative and 1 the least negative). You must, therefore, place one tick in one box only for each of the 20 questions.

If you are unsure of the exact meaning of any of the words, the use of a dictionary or thesaurus is recommended in order to obtain the most accurate assessment.

1.

POSITIVE +

1	2	3	4	5

Persistent

NEGATIVE -

1	2	3	4	5

2.

POSITIVE +

1	2	3	4	5

Determined

NEGATIVE -

1	2	3	4	5

3.

POSITIVE +

1	2	3	4	5

Stubborn

NEGATIVE -

1	2	3	4	5

4.

POSITIVE +

1	2	3	4	5

I believe in making things happen

NEGATIVE -

1	2	3	4	5

5.

POSITIVE +

1	2	3	4	5

Influential

NEGATIVE -

1	2	3	4	5

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6.

POSITIVE +

1	2	3	4	5

Dominant

NEGATIVE -

1	2	3	4	5

7.

POSITIVE +

1	2	3	4	5

Important

NEGATIVE -

1	2	3	4	5

8.

POSITIVE +

1	2	3	4	5

Resolute

NEGATIVE -

1	2	3	4	5

9.

POSITIVE +

1	2	3	4	5

Demanding

NEGATIVE -

1	2	3	4	5

10.

POSITIVE +

1	2	3	4	5

In control

NEGATIVE -

1	2	3	4	5

11.

POSITIVE +

1	2	3	4	5

Forceful

NEGATIVE -

1	2	3	4	5

12.

POSITIVE +

1	2	3	4	5

Knowledge is power

NEGATIVE -

1	2	3	4	5

13.

POSITIVE +

1	2	3	4	5

Upbeat

NEGATIVE -

1	2	3	4	5

14.

POSITIVE +

1	2	3	4	5

Emphatic

NEGATIVE -

1	2	3	4	5

15.

POSITIVE +

1	2	3	4	5

Wholehearted

NEGATIVE -

1	2	3	4	5

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16.

POSITIVE +

1	2	3	4	5

In charge of my own life

NEGATIVE -

1	2	3	4	5

17.

POSITIVE +

1	2	3	4	5

Adamant

NEGATIVE -

1	2	3	4	5

18.

POSITIVE +

1	2	3	4	5

Tough

NEGATIVE -

1	2	3	4	5

19.

POSITIVE +

1	2	3	4	5

Self-motivated

NEGATIVE -

1	2	3	4	5

20.

POSITIVE +

1	2	3	4	5

Audacious

NEGATIVE -

1	2	3	4	5

Scoring

Add up all the numbers you have ticked in the positive boxes, and from this total deduct the sum of all the numbers you have ticked in the negative boxes to obtain your overall strength of character rating.

Total score above 70	Excessively high strength of character rating
Total score 55–69	Very high strength of character rating
Total score 40–54	High strength of character rating
Total score 25–39	Above average
Total score 10–24	Average
Total score 0–9	Below average
Total score below 0	Low strength of character rating

Assessment

The original Latin meaning of the word ‘character’ is an inscription or marking that differentiated one thing from another for the purposes of identification. Whilst this meaning is still appropriate in terms of personality, the most common synonyms now in use are personality, characteristic, attribute or trait.

Every individual possesses a degree of strength of character. This may manifest itself in many different ways, for example our strength of character defines our ability to overcome adversity and realize our ambitions, and determines our capacity to interact with others, as well as determining how others may perceive us. Strength of character is, therefore, to possess strong characteristics that are of value to oneself and to others.

People who have an extremely strong personality are usually tough, ambitious and assertive. Such people are likely to know exactly what they want out of life and are not able to rest until

they achieve their goals. Whilst many such people are likely to be a success, one downside of having an excessively strong personality is that they may find difficulty in interacting with others who may see them, in extreme cases, as over opinionated or dictatorial. People with a very high strength of character rating may also become frustrated and unhappy if they do not achieve their targets.

On the other hand, a less than strong personality may indicate a lack of confidence and doubt in one's own abilities, which may mean that some such people are not exploiting their potential sufficiently and need to set higher goals.

The advantage of having a balanced strength of character rating is that such people are likely to be as supportive of others as they are ambitious for their own aspirations, but there is no reason why this should prevent them achieving their objectives. They are as a result likely to be excellent team players and know what they want out of life, but at the same time are able to accept life's inevitable ups as well as the downs.

There is no reason why a strong strength of character cannot be tempered by an equally strong sense of social justice.

Success factor

Answer each question or statement by choosing which one of the three alternative responses given is most applicable to you.

1. How often do you feel depressed at the thought of returning to work after a break or holiday?
- A Frequently
 - B Sometimes
 - C Never

Answer

2. What, generally, is the most important factor to achieving success in a chosen profession?
- A A high IQ
 - B A high level of academic qualifications
 - C Persistence

Answer

3. How important to you is it that you are a success in your chosen profession?

- A It is not as important as having a steady job that provides a regular income and security
- B I work hard and hope for success, but it is not the be all and end all
- C Very important

Answer

4. Do you think you are somewhat stuck in a rut?

- A Maybe, but aren't most people to a certain extent
- B Not really
- C No, if I thought I was stuck in a rut I would get myself out of it

Answer

5. How often do you leave jobs uncompleted?

- A The road to nowhere is paved with good intentions and sometimes it just isn't worth pursuing a job or project that you realize it was unwise to have started in the first place
- B Occasionally, as I like moving onto other things and often have several projects on the go at the same time
- C Very rarely, if ever

Answer

6. How difficult is it for you to focus on one thing at a time?

- A Quite difficult
- B Sometimes difficult
- C Not at all difficult

Answer

7. Do you believe that you get out of life as much as you put in?
A Not really – life is not as simple as that
B Sometimes – life has its ups and downs
C Yes

Answer

8. How necessary is the help and cooperation of others in order to achieve a high level of success?
A Not very important as there are many very successful self-made men
B Quite important
C Very important

Answer

9. Do you feel you are getting mentally stronger as time goes by?
A Not particularly
B I believe so
C Yes, in many respects

Answer

10. Which of the following is of the most importance to you:
being motivated by your own inner beliefs and aspirations or
being motivated by your desire to succeed?
A Being motivated by my own inner beliefs and aspirations
B Being motivated by my desire to succeed
C Both of equal importance

Answer

11. Are you constantly on the lookout for new opportunities to grasp?

- A Not constantly, but it is always nice when a new opportunity presents itself
- B Usually I am too busy with what I am doing, but occasionally I have benefited from new opportunities that have come my way
- C Yes

Answer

12. Which of the following words best describes you?

- A Well-liked
- B Hard-working
- C Tenacious

Answer

13. What do you think is the secret of success?

- A Being in the right place at the right time
- B Working hard in your chosen profession
- C There is no one secret of success as many different factors are involved

Answer

14. How often do you set yourself goals?

- A Rarely if ever
- B Occasionally
- C Frequently

Answer

15. What is your attitude to change?

- A It is inevitable
- B It can present a new challenge
- C It can present new opportunities

Answer

16. Would you give up your favourite hobby completely if it meant success in your chosen career?

- A The circumstances would have to be very exceptional before I would consider doing so – surely doing something you enjoy is the most important thing in life
- B I'm not sure
- C Yes, if it was absolutely necessary

Answer

17. Do you enjoy the career/job you are doing?

- A Not particularly
- B Sometimes
- C Yes

Answer

18. How important is the power of hindsight?

- A Not very important as you can't turn back the clock
- B Sometimes it is interesting to look back and analyse; however, anyone can be a genius and a success with the power of hindsight
- C Very important

Answer

19. If you knew then what you know now would you have chosen a different career?

- A Yes
- B Maybe there are things I would have done differently if I had known then what I know now
- C No, I am happy with the way things have turned out

Answer

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