

Components of Emotional Intelligence

Compiled and expanded from EQ-i 2.0®, ESCI®, Rare Leadership, the Bible, and other sources

SELF-PERCEPTION / AWARENESS

All your other emotional and social intelligence competencies are built upon emotional self-awareness.



1. **Self-Regard.** Having a proper sense of one's value and dignity. Recognizing one's own personal limits and appropriately resisting mistreatment by others.
 2. **Emotional Self-Awareness.** This includes recognizing and understanding one's own emotions. This includes the ability to differentiate between subtleties in one's own emotions while understanding the cause of these emotions and the impact they have on the thoughts and actions of oneself and others.
 3. **Self-Actualization.** The willingness to persistently try to improve oneself and engage in the pursuit of personally relevant and meaningful objectives that lead to a rich and enjoyable life. This includes the lifelong process of growth in spirituality which provides one's primary motivation.
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SELF-EXPRESSION, ACT LIKE YOURSELF

Being free to be who you are when you are at your best, and to communicate openly and non-defensively with other people.



4. **Emotional Expression.** Openly expressing one's feelings verbally and non-verbally.
5. **Assertiveness.** This involves communicating feelings, beliefs and thoughts openly, and defending personal rights and values in a socially acceptable, non-offensive, and non-destructive manner.
6. **Independence.** The ability to be self-directed and free from emotional dependency on others. Decision-making, planning, and daily tasks are completed autonomously.

SELF-MANAGEMENT

Keeps you open minded and focused. Helps you channel your energies and contain your frustrations.



7. **Emotional Self-Control / Equanimity.** The ability to refrain from reactive and inappropriate actions, and to calm down and think carefully before acting. Remaining calm no matter what.
8. **Intentionality.** Understanding that progress and achievement come from deliberate actions rather than by chance. Deciding to take the right and courageous path rather than the easier or less risky ones by default.
9. **Achievement Orientation.** Recognizing that we are measured by what we accomplish, not by our dreams, good intentions, or sincere efforts.
10. **Adaptability.** The ability to have a plan yet not fall in love with it; being able to roll with the changes as circumstances may dictate.

STRESS MANAGEMENT

The ability to see the big picture and refrain from letting issues get out of hand.



11. **Optimism / Positive Outlook.** Optimism is an indicator of one's positive attitude and outlook on life. It involves remaining hopeful and resilient despite occasional setbacks. It includes the avoidance of being a chronic nag, critic, complainer, or victim.
12. **Flexibility.** Adapting emotions, thoughts and behaviors to unfamiliar, unpredictable, and dynamic circumstances or ideas.
13. **Stress Tolerance / Endure Hardship Well.** Coping with stressful or difficult situations and believing that one can manage or influence situations in a positive manner. Being able to accept help from others when necessary without being unpleasant.
14. **Return to Joy.** The ability to quickly return to a positive state of mind after setbacks, disappointments, etc.

SOCIAL AWARENESS

Helps you tune in and stay alert to others' feelings and perspectives, and enables you to observe—accurately—influencers, decision makers, relationships and networks.



15. **Organizational Awareness.** Appreciating the realities of the broader context and structures of which you a part, and knowing what is changeable and what isn't.
 16. **Situational Awareness.** Understanding the personalities around you and how they need to be treated. Recognizing that there are always a range of options available to you and that determining the best course of action may take considerable thought.
 17. **Social Responsibility.** Willingly contributing to society, to one's social groups, and generally to the welfare of others. Social Responsibility involves acting responsibly, having social consciousness, and showing concern for the greater community.
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RELATIONSHIP MANAGEMENT

Interpersonal Relationships refers to the skill of developing and maintaining mutually satisfying relationships that are characterized by trust and compassion.

Enables you to bring out the best in others. Helps you deliver much more than you possibly can on your own.



18. **Others-Regard.** Genuinely showing love and respect to others, without malice or prejudice. Appreciating that all people are made in the image of God. Graciously tolerating and acting sympathetically with others' limitations and boundaries.
19. **Remaining Relational.** Keeping your relationships with others as more important than your differences of opinion. Focusing on future success instead of past failures, and on actions rather than feelings.
20. **Empathy.** Recognizing, understanding, and appreciating how other people feel. It involves being able to articulate your understanding of another's perspective and behaving in a way that respects others' feelings.
21. **Humility.** Genuinely understanding that others may be more right or talented than you, and that you may be able to learn from them. Avoiding arrogance and talking down to others.
22. **Approachability.** Being a good listener, one who can open-minded and non-defensive. Being open to criticisms from others and



DECISION MAKING

The ability to make wise and timely choices in the absence of complete facts.

Recognizing when a decision should be made based on logic and when it should be based on gut feel.



looking for elements of truth even when not expressed well.

23. **Conflict Management.** Handling disagreements without being disagreeable. Defusing anger and defensiveness in other people. Being able to see the other person's point of view.
 24. **Coach and Mentor.** The ability to provide advice and assistance in an enthusiastic and supporting manner. Being able to patiently and clearly demonstrate and explain things.
 25. **Influence.** Encouraging others toward positive actions and results. Being a role good model.
 26. **Inspirational Leadership.** Creating and casting a vision for others that motivates them to higher levels of performance, quality, and pride.
 27. **Teamwork.** Being responsible and reliable to as a good team member who pulls his own load. Willingness to help others when they struggle.
 28. **Gentle Protector.** Taking responsibility to aid people who are hurting, at risk, or broken. Showing genuine love and practical support.
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29. **Problem Solving.** The ability to find solutions to problems in situations where emotions are involved. Problem solving includes the ability to understand how emotions impact decision making.
30. **Reality Testing/Objectivity.** Reality Testing is the capacity to remain objective by seeing things as they really are. This capacity involves recognizing when emotions or personal bias can cause one to be less objective.
31. **Impulse Control.** The ability to resist or delay an impulse, drive, or temptation to act and involves avoiding rash behaviors and decision making.