



The Boston EI Questionnaire

Emotional intelligence, interpersonal relationships, soft skills

What is this?

The Boston EI Questionnaire is a self-assessment tool that helps you measure your Emotional Intelligence (EI) in the five-dimension model originally proposed by Daniel Goleman (1995). It was developed in 2010 by the Boston Consulting Group.

Why is this important?

Emotional intelligence (EI) is the ability to understand and to regulate emotions in oneself and in others.

High EI is associated with more optimism, greater impulse control, better mood, more empathic perspective taking, more closeness and warmth in relationships, more persistence under frustrating circumstances, and other similar outcomes.

In education, EI is increasingly regarded as plus in a teacher's qualifications, both as a self-management tool, a perception enhancement device and the basis for a more balanced rapport with young people and other adults.

What can I use it for?

This self-assessment tool will give you a separate score for each of the five dimensions of the "mixed model" of Emotional Intelligence (i.e. the components of E.I. originally identified by Daniel Goleman):

1. Self-awareness – the ability to know one's emotions, strengths, weaknesses, drives, values and goals and recognize their impact on others while using gut feelings to guide decisions.
2. Self-regulation – involves controlling or redirecting one's disruptive emotions and impulses and adapting to changing circumstances.
3. Social skill – managing relationships to get along with others
4. Empathy – considering other people's feelings especially when making decisions
5. Motivation – being aware of what motivates them.

Since EI can be improved with appropriate training – e.g. in empathy or in self-regulation of emotions – you may use it as a starting point to work on your EI and to check your progress.

This is a resource you should only use for your own personal and professional development. **It is not intended to be applied to your students.**

How can I use it?

The Boston EI Questionnaire includes 25 questions self-rated in a 4-point scale. Each dimension is covered by 5 questions

You will find the questionnaire the following pages, along with the instructions for tabulating and making sense of the results.

Keep in mind that your responses may be biased by knowing that the scale measures EI.



The Boston EI Questionnaire

For each question, circle the response that comes closest to how you feel about the answer.

Try to be honest – it's a waste of time to try to improve your score just to look good!

	A	B	C	D
1. Can you tell when your mood is changing?	Always	Sometimes	Rarely	Never
2. Do you know when you are becoming defensive?	Always	Sometimes	Rarely	Never
3. Can you tell when your emotions are affecting your performance?	Always	Sometimes	Rarely	Never
4. How quickly do you realise you are starting to lose your temper?	Very quickly	Not very quickly	Slowly	Very slowly
5. How soon do you realise that your thoughts are turning negative?	Straightaway	Quite soon	After a while	Usually too late
6. Can you relax when you are under pressure?	Very easily	Quite easily	Hardly ever	Not at all
7. Do you just get on with things when you are angry?	Usually	Sometimes	Not usually	Never
8. Do you engage in self - talk to vent feelings of anger or anxiety?	Often	Sometimes	Rarely	Never
9. Do you remain cool in the face of others' anger or aggression?	Always	Usually	Occasionally	Never
10. How well can you concentrate when you are feeling anxious?	Very well	Quite well	Just about	Not at all
11. Do you bounce back quickly after a setback?	Always	Sometimes	Occasionally	Never
12. Do you deliver on your promises?	Without fail	Quite often	Rarely	Never
13. Can you kick start yourself into action when appropriate?	Yes, always	Yes, sometimes	Not often	No, never
14. How willingly do you change the way you do things when current methods are not working?	Very willingly	Quite willingly	Quite reluctantly	Very reluctantly
15. Are you able to lift your energy level to tackle and complete boring tasks?	Always	Usually	Rarely	Never
16. Do you actively seek ways of resolving conflict?	Yes, often	Yes, sometimes	Not often	Never
17. To what extent do you influence others about the way things are done?	A great extent	To some extent	Very little	None
18. How willing are you to act as a spokesperson for others?	Very willing	Can be persuaded	Quite reluctantly	Not at all willing
19. Are you able to demonstrate empathy with others' feelings?	Always	Sometimes	Rarely	Never
20. To what extent do you find that others trust and confide in you?	Frequently	Occasionally	Hardly ever	Never



	A	B	C	D
21. Do you find yourself able to raise morale and make others feel good?	Yes, often	Yes, sometimes	Rarely	Never
22. How freely do you offer help and assistance to others?	Very freely	Quite freely	Reluctantly	Not freely at all
23. Can you sense when others are feeling angry or anxious and respond appropriately?	Yes, always	Yes, often	Hardly ever	Never
24. How effective are you at communicating your feelings to others?	Very	Quite	Not Very	Not at all
25. Do you contribute to the management of conflict and emotion within your work group or family?	Yes, often	Yes, sometimes	Rarely	Never

Tabulating your answers

Give yourself 4 points for each box circled on column A, 3 points for each box circled in column B, 2 for C and 1 for D. Enter the scores in the boxes below and fill in the totals.

1	2	3	4	5	Total	Total questions 1-5 Your score for SELF-AWARENESS
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
6	7	8	9	10	Total	Total questions 6-10 Your score for SELF-REGULATION
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
11	12	13	14	15	Total	Total questions 11-15 Your score for MOTIVATION
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
16	17	18	19	20	Total	Total questions 16-20 Your score for SOCIAL SKILLS
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
21	22	23	24	25	Total	Total questions 21-25 Your score for EMPATHY
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	

Interpreting your results

- A score of 17 or more in any dimension means that you seem to shape up pretty well
- 13-16 indicates some remedial work is necessary
- 9-12 means rolling up your sleeves for some action
- 8 or under and you are causing yourself a lot of headaches