



EQ-i<sup>2.0</sup>

# Workbook

From Awareness to Action

Hile Rutledge, MSOD





# EQ-i 2.0<sup>®</sup> Self-Assessment

As you explore the EQ-i 2.0, think about how active it is in your life. Check the appropriate box: Low, Mid-Range, or High for each subscale. Low activity does not necessarily mean low skills and high does not necessarily mean refined ability.

Low    Mid    High

## SELF-PERCEPTION

Self-Regard			
Self-Actualization			
Emotional Self-Awareness			

## SELF-EXPRESSION

Emotional Expression			
Assertiveness			
Independence			

## INTERPERSONAL

Interpersonal Relationships			
Empathy			
Social Responsibility			

## DECISION MAKING

Problem Solving			
Reality Testing			
Impulse Control			

## STRESS MANAGEMENT

Flexibility			
Stress Tolerance			
Optimism			

## WELL-BEING

Happiness			
-----------	--	--	--

# About Me

Name: \_\_\_\_\_

Description of current role/job: \_\_\_\_\_

List three goals you would like to achieve this year in your current role.

# Self-Regard



**Self-Regard is respecting yourself while understanding and accepting your strengths and weaknesses. Self-Regard is often associated with feelings of inner strength and self-confidence.**

## Low

With too little Self-Regard, you can feel unsure of yourself and lack self-confidence—being both unable to enjoy your strengths and overly critical of your weaknesses. Too little Self-Regard yields feedback that you are:

- Self-doubting
- Self-critical
- Unhappy with or insecure about your contribution or abilities
- Lacking self-esteem

- Low scores (under 90) come from answers on the EQ-i 2.0 that reflect less engagement with Self-Regard than at least 75% of the population.
- For the most part, the people around you see that you lack self-esteem and confidence and are insecure about your abilities.
- Low Self-Regard scores can mean that you have difficulty in displaying self-esteem and confidence. A low Self-Regard score can also suggest Self-Regard skills that are fine but—for whatever reason—are only occasionally deployed. Infrequent use of Self-Regard should prompt the question of whether your feeling and displaying self-confidence more often would help you be more successful and effective.

## Mid-Range

An average level of Self-Regard manifests as reasonable or variable levels of self-confidence. You are pleased with some aspects of yourself, but not others. Your mid-range Self-Regard most likely reflects shifts from higher to lower self-esteem depending on your context. For instance, you may have high Self-Regard with a project team at work, but lower Self-Regard within the confines of a personal relationship.

If your EQ-i 2.0 score, like most people's, falls in this mid-range, identify the people, places, topics, and situations that impact your sense of self-esteem and confidence. Look for ways to increase your connection with and opportunities to learn from those things that boost your self-esteem and confidence while avoiding those things that diminish you.

- Any score between 90 and 109 is a mid-range score. The middle 50% of the population scores here.
- Because most people score here, this level of Self-Regard is average. In other words, your levels of confidence and self-esteem are going to look like most people's.
- Average scores do not necessarily reflect trouble spots or problem behavior.
- A mid-range score indicates a behavior that could be engaged in more frequently and improved.

## High

High Self-Regard yields consistent and steady self-acceptance, self-respect, and positive feelings about yourself. You like who you are; you come across as confident and self-assured.

- Self-Regard scores of 110 or higher come from answers that reflect more engagement with Self-Regard than 75% or more of the population.
- This score reflects behaviors that you tend to demonstrate frequently and intensely. Your default is to keep your Self-Regard turned “on.”
- For the most part, the people around you associate self-esteem and confidence with you.
- Highly engaged Self-Regard can indicate a well-developed sense of self-worth and self-respect.



## Balancing Self-Regard

Without balance, too much Self-Regard can be a problem, leading to feedback that you are:

- Arrogant, vain, and conceited
- Narcissistic
- Over-confident

The remedy, if Self-Regard is too high and unbalanced, is not to do less of anything, but rather to do MORE of the behaviors in subscales that can balance Self-Regard. Many different subscales can be used to balance Self-Regard. You can refer to the balancing subscales identified in your report, or

use the additional one(s) provided below:

- Interpersonal Relationships
- Empathy
- Social Responsibility



### To use Self-Regard in support of your team or group:

- Help others to act with pride and self-confidence.
- Use frequent “I” statements about personal opinions and accomplishments and encourage others to do the same.
- Allow and even encourage people to display pieces of their personal lives and passions.



### Immediate Actions

- Say positive statements out loud about your qualities and achievements. Compliment yourself.
- Set a goal—even an easy one—and attain it. When you attain a goal, acknowledge it to yourself.
- Stand up/sit up straight.
- Establish and maintain eye contact with people around you.
- Offer an opinion and speak so that people can hear you.



### Further Development

- Decorate your physical space with symbols of past success and evidence of your skill:
  - Diplomas or certificates
  - Trophies and awards
  - Photos of friends, family, or events that remind you of your worth and successes
  - Books about topics you know a lot about
- Think of where and when you are at your best and most powerful—at work, in conversation, in helping others, or even in your own head solving a problem. Remember that you are this masterful, in control person, even if you are feeling less than that now.
- Explore the uniqueness of your personality, personal communication, and problem-solving style.
- Surround yourself with positive people who know, support, and affirm your strengths.

Notes

# Empathy




Find a partner, and with this person take turns relating to each other a true story from your life about a time when you were angry, hurt, or scared. Pick an incident to relate that you can communicate well in three or four minutes. The person listening to the story should not merely hear the story, but make their partner feel heard. Actions the listener should practice are:

1




Maintain eye contact

2




Put away all physical objects (phone, computer, books, etc.) that may be distracting.

3



Ask questions about any detail in the story that seems particularly interesting or that you don't understand.

4



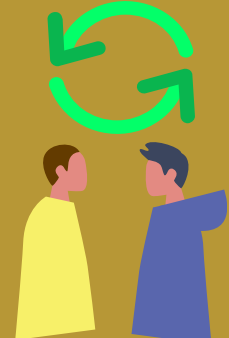
Nod your head, furrow your brow, and gently lean into the conversation to show that you are interested in what your partner is saying.

5



Offer verbal cues that you are following the story ("mmm," "you're kidding," "oh, no," or something similar).

6



When the story is over, the listener should repeat the story to their partner, being careful to relate not only the facts of the story, but the feelings that were related in that story—both in the original event and in the retelling just now. Once finished, the listener should ask their partner how they did at hearing and taking in the story. Then switch the roles of listener and story-teller and try these steps again.

**Empathy refers to your ability and tendency to care and to be curious about others and what they are needing and feeling. Being sensitive to others and considering things from their perspective is a powerful action to help us orient toward and connect with other people.**

SAMPLE



EQ-i<sup>2.0</sup>  
Workbook  
From Awareness to Action

