

Emotional Competence Assessment

NAME

DATE

How well do you know and manage your emotions?

Because it can be hard to know our own emotional competencies, we've designed this questionnaire to be completed by two (or more) people:

- The person being assessed.
- An observer (such as a coach, teacher, and/or parent).

The more observers who complete the questionnaire, the more accurate the results are likely to be. An observer should be someone who knows the person well, such as a coach who has supervised their athlete for a full season of training and competition.

Part 1 of this questionnaire is a SELF-assessment.

Part 2 is an OBSERVER assessment.

Part 1: Self-assessment

To be filled out by the client / athlete

For each statement, mark how much you agree, or how much like you that statement feels.

In general...

1. I'm aware of what I'm feeling.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME
SOMETIMES, SORT OF LIKE ME

2. I know what triggers strong emotions in me.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME
SOMETIMES, SORT OF LIKE ME

3. I know how my feelings affect my actions.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME
SOMETIMES, SORT OF LIKE ME

4. When I feel something strongly, I reflect on why that happened.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

5. I know what my strengths and weaknesses are.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

6. I take feedback openly, even if that feedback is hard to hear.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

7. I try to have a sense of humor about myself and my performance.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

8. I believe in myself and my ability to handle things.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

9. I rarely act impulsively.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

10. When I'm frustrated, stressed and/or upset, I can calm myself down.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

11. When I make a mistake, I admit it openly, and look to do better in future.

NEVER, NOT AT ALL LIKE ME 1 2 3 4 5 6 7 8 9 10 ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

12. I can easily adapt to new or changing situations.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

13. I look for ways to improve my performance or process.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

14. I try to look on the bright side or stay hopeful, even during hard times or setbacks.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

15. I try to listen to others and understand them.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

16. If I'm part of a team or organization like a gym, I understand the group dynamics. (For instance, who has power or influence, and who doesn't.) Skip this one if it doesn't apply.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

17. I try to lead by example, following my deeper values.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

18. I try to help, serve, and/or have a positive impact on others.

NEVER, NOT AT ALL LIKE ME (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) ALWAYS, TOTALLY ME

SOMETIMES, SORT OF LIKE ME

Are there any ways that you notice your emotions affecting your training, preparation, performance, competition, recovery, or some other aspect of your movement, exercise, and/or sport? If so, what and how?

Are there any ways that you notice your emotions affecting your eating habits and food choices? If so, what and how?

Self-assessment total score:

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Part 2: Observer assessment

To be filled out by an observer who knows the client / athlete, such as a coach, teacher, or parent.

For each statement, mark how much you agree, or how much like that person that statement feels.

In general...

1. This person is aware of what they're feeling.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

2. This person knows what triggers strong emotions in them.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

3. This person knows how their feelings affect their actions and/or performance.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

4. When this person feels something strongly, they reflect on why that happened.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

5. This person knows honestly what their strengths, weaknesses, and "blind spots" are.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

6. This person takes feedback openly, with a desire to do better, even if that feedback is hard to hear.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

SOMETIMES, SORT OF LIKE THAT PERSON

ALWAYS, COMPLETELY LIKE THAT PERSON

7. This person tries to have a sense of humor about themselves and their performance.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

8. This person believes in themselves and their ability to handle things.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

9. This person is careful and thoughtful in what they do; they rarely act impulsively.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

10. This person can usually calm themselves down when they're frustrated, stressed and/or upset, and doesn't take it out on others.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

11. When this person makes a mistake, they admit it openly, and look to do better in future.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

12. This person can easily adapt to new or changing situations.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

13. This person looks for ways to improve their performance or process.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

14. This person stays generally optimistic and hopeful, even during hard times or setbacks.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

15. This person tries to listen to others and understand them.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

16. This person understands the group dynamics in their team, and/or among their peer group. (For instance, who has power or influence, and who doesn't.)

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

17. This person tries to lead by example, following their deeper values.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

18. This person tries to help, serve, and/or have a positive impact on others.

NEVER, NOT AT ALL LIKE THAT PERSON

1 2 3 4 5 6 7 8 9 10

ALWAYS, COMPLETELY LIKE THAT PERSON

SOMETIMES, SORT OF LIKE THAT PERSON

From your perspective, what aspects of emotional competence is this person generally doing well? How might those aspects help the athlete perform, develop, and stick to a nutrition plan?

Emotional competence assessment (cont'd)

From your perspective, are there areas where this person is struggling emotionally? How might those areas of emotional development affect their performance, development, and ability to stick to a nutrition plan?

Consider how you might communicate any of this feedback or insight with the person being discussed.

Observer assessment total score:

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Where are the areas for development?

QUESTIONS COVER THE FOLLOWING DOMAINS.

Self-awareness

1. I'm aware of what I'm feeling.
2. I know what triggers strong emotions in me.
3. I know how my feelings affect my actions and/or performance.
4. When I feel something strongly, I reflect on why that happened.

Accurate self-assessment

5. I know honestly what my strengths and weaknesses are.
6. I take feedback openly, with a desire to do better, even if that feedback is hard to hear.
7. As much as I can, I try to have a sense of humor about myself and my performance.

Confidence

8. I believe in myself and my ability to handle things.

Self-regulation

9. I am careful and thoughtful in what I do; I rarely act impulsively.
10. I don't take it out on others when I'm frustrated, stressed and/or upset.

Transparency

11. When I make a mistake, I admit it openly, and look to do better in future.

Adaptability

12. I can easily adapt to new or changing situations.

Achievement & initiative

13. I look for ways to improve my performance or process.

Optimism

14. I try to look on the bright side or stay hopeful, even during hard times or setbacks.

Empathy

15. I try to listen to others and understand where they're coming from.

Group awareness

16. I understand the group dynamics of my team.

Inspirational leadership & influence

17. I try to lead by example, following my deeper values.
18. I try to help, serve, and/or have a positive impact on others.

How to interpret the scores

A HIGHER TOTAL SCORE SHOWS MORE OVERALL EMOTIONAL INTELLIGENCE AND COMPETENCE.

You can also look for particular domains where you (or your athlete / client):

- excels or thrives; and
- may need targeted help to build emotional competence skills.

Then:

1. Celebrate specifically what is going well.
2. Identify areas for further development. (See below.)

Having good emotional competence strongly predicts success in life as well as athletics.

For instance, good emotional competence can help us:

- Calm ourselves under pressure
- Communicate and work well with teammates
- Adapt to changing circumstances
- Give and receive feedback maturely and productively
- Stick to a nutrition plan despite distractions or cravings

This questionnaire is not a clinical diagnostic tool.

Instead, think of this as a way to:

- open a conversation;
- show potential connections between emotional competence and performance; and
- identify areas for you and your client or athlete to work on.

Final questions for the coach:

CELEBRATIONS AND POSITIVE FEEDBACK

If you were to identify one thing your client / athlete is doing WELL (or has significantly improved), what might that be?

How might you celebrate and recognize that explicitly?

AREAS AND ACTIONS FOR GROWTH

If you were to identify one small next action for your client / athlete to work on to improve their emotional competence, what might that be?

How might you support them in this task?
