

EMOTIONAL INTELLIGENCE  
skills assessment

EiSA

Self

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Pfeiffer  
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MHS

Emotional Intelligence  
Assessments and Solutions

# Instructions

The EISA: Self consists of fifty items designed to assess emotional intelligence in adults. Please read each statement carefully and select the response from the following 5-point scale that best represents how often this statement is true of you:

- 1 = Very seldom or not true of me
- 2 = Seldom true of me
- 3 = Sometimes true of me
- 4 = Often true of me
- 5 = Very often true of me or true of me


Record your response on the line to the left of each item. Please respond to all items; do not leave any items blank.

- \_\_\_\_\_ 1. When faced with a difficult situation, I like to collect all the information about it that I can.
- \_\_\_\_\_ 2. It is a problem controlling my anger.
- \_\_\_\_\_ 3. I am attuned to other people's reactions to me.
- \_\_\_\_\_ 4. It's hard for me to smile.
- \_\_\_\_\_ 5. I feel sure of myself in most situations.
- \_\_\_\_\_ 6. I tend to exaggerate.
- \_\_\_\_\_ 7. I believe in my ability to achieve what I set out to achieve.
- \_\_\_\_\_ 8. When upset I often lose control.
- \_\_\_\_\_ 9. I often feel anxious when working toward a meaningful goal.
- \_\_\_\_\_ 10. My approach in overcoming difficulties is to move step by step.
- \_\_\_\_\_ 11. I'm in touch with my emotions.
- \_\_\_\_\_ 12. In the past few years I've accomplished little.

# Scoring

*Instructions:* Transfer your scores from your assessment into the grid below. For each numbered item, place your score in the highlighted box. If the corresponding box for the item is shaded gray, use the reverse response shown in the key, rather than your original response. Thus, if you scored yourself a 5, for a reverse-scored item, you'd enter a 1 in the box.

When you've entered all of your scores, sum each column to find the subtotal score for each factor. Then add each factor's subtotal scores together and record this number in the total box for each factor.

| Reverse Key  |   |
|--|---|
|  | If the box for an item is light gray, use the reverse score as shown below: |
| Original Response  | Reverse Response  |
| 1  | 5   |
| 2  | 4   |
| 3  | 3   |
| 4  | 2   |
| 5  | 1   |

| Item | Perceiving | Managing | Decision Making | Achieving | Influencing |
|------|------------|----------|-----------------|-----------|-------------|
| 1    |            |          |                 |           |             |
| 2    |            |          |                 |           |             |
| 3    |            |          |                 |           |             |
| 4    |            |          |                 |           |             |
| 5    |            |          |                 |           |             |
| 6    |            |          |                 |           |             |
| 7    |            |          |                 |           |             |
| 8    |            |          |                 |           |             |
| 9    |            |          |                 |           |             |
| 10   |            |          |                 |           |             |
| 11   |            |          |                 |           |             |
| 12   |            |          |                 |           |             |
| 13   |            |          |                 |           |             |
| 14   |            |          |                 |           |             |
| 15   |            |          |                 |           |             |
| 16   |            |          |                 |           |             |
| 17   |            |          |                 |           |             |
| 18   |            |          |                 |           |             |
| 19   |            |          |                 |           |             |
| 20   |            |          |                 |           |             |
| 21   |            |          |                 |           |             |
| 22   |            |          |                 |           |             |
| 23   |            |          |                 |           |             |
| 24   |            |          |                 |           |             |
| 25   |            |          |                 |           |             |

Subtotals 

|  |  |  |  |  |
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|  |  |  |  |  |
|--|--|--|--|--|

| Item | Perceiving | Managing | Decision Making | Achieving | Influencing |
|------|------------|----------|-----------------|-----------|-------------|
| 26   |            |          |                 |           |             |
| 27   |            |          |                 |           |             |
| 28   |            |          |                 |           |             |
| 29   |            |          |                 |           |             |
| 30   |            |          |                 |           |             |
| 31   |            |          |                 |           |             |
| 32   |            |          |                 |           |             |
| 33   |            |          |                 |           |             |
| 34   |            |          |                 |           |             |
| 35   |            |          |                 |           |             |
| 36   |            |          |                 |           |             |
| 37   |            |          |                 |           |             |
| 38   |            |          |                 |           |             |
| 39   |            |          |                 |           |             |
| 40   |            |          |                 |           |             |
| 41   |            |          |                 |           |             |
| 42   |            |          |                 |           |             |
| 43   |            |          |                 |           |             |
| 44   |            |          |                 |           |             |
| 45   |            |          |                 |           |             |
| 46   |            |          |                 |           |             |
| 47   |            |          |                 |           |             |
| 48   |            |          |                 |           |             |
| 49   |            |          |                 |           |             |
| 50   |            |          |                 |           |             |

Subtotals 

|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  |  |
|--|--|--|--|--|

Totals 

|  |  |  |  |  |
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|--|--|--|--|--|