

# EI Inventory<sup>1</sup>

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*This is an informal inventory. Its validity has not been verified through testing.*

Prayerfully rate each statement. Use a scale of 1 to 5, where:

1 means “*This statement is **almost never** true for me.*”

2 means “*This statement is **occasionally** true for me.*”

3 means “*This statement is **sometimes** true for me.*”

4 means “*This statement is **often** true for me.*”

and

5 means “*This statement is **almost always** true for me.*”<sup>2</sup>

## Part 1 – God and me

- Self-awareness (emotional awareness, accurate self-assessment, self-confidence)
- Self-regulation (emotional self-control, transparency and trustworthiness, conscientiousness, adaptability, innovativeness)
- Self-motivation (achievement drive, commitment, initiative, optimism)

### Self-awareness

- \_\_\_ 1. I am aware of *how* I feel and *why* I feel the way I do.
- \_\_\_ 2. I know my strengths and my limitations.
- \_\_\_ 3. I am confident that through Christ and in partnership with Him, I can do whatever God wants me to do.
- \_\_\_ 4. My assessment of myself and my behavior is accurate.
- \_\_\_ 5. I know how my feelings may influence what I think, say, and do, and make wise decisions about how to proceed.
- \_\_\_ 6. I set realistic goals.
- \_\_\_ 7. I trust God with all my heart, even in hard times, and I know (experientially) that I am loved and accepted by Him.
- \_\_\_ 8. I can (appropriately) laugh at myself.
- \_\_\_ 9. I know what I value.

Additional comments:

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<sup>1</sup> Many of the questions on this assessment were adapted from concepts in “The Emotional Competence Framework”, by The Consortium for Research on Emotional Intelligence in Organizations, [www.eiconsortium.org](http://www.eiconsortium.org), which can presently be found online at the following site: [http://www.eiconsortium.org/pdf/emotional\\_competence\\_framework.pdf](http://www.eiconsortium.org/pdf/emotional_competence_framework.pdf) .

Some questions in this assessment were developed based on concepts found in *Leadership without Easy Answers*, by Ronald A Heifetz *Leadership on the Line*, by Ronald A Heifetz and Marty Linsky, and *The 8<sup>th</sup> Habit*, by Stephen R. Covey.

<sup>2</sup> If you’re evaluating someone else using this form, please leave blank any questions you don’t have enough information to answer.

## Self-regulation

- \_\_\_10. I practice self-control and express my feelings in an appropriate, godly way.
- \_\_\_11. I am flexible and respond appropriately to disappointments and obstacles.
- \_\_\_12. I change direction when that is the best course of action.
- \_\_\_13. I base my decisions on biblical principles.
- \_\_\_14. I work through my negative feelings in an appropriate and godly way.
- \_\_\_15. I share information appropriately, while guarding confidentiality.
- \_\_\_16. I seek and actively consider new ideas and solutions, and test them appropriately.
- \_\_\_17. I have healthy boundaries<sup>3</sup>.
- \_\_\_18. I take appropriate risks and welcome needed change.
- \_\_\_19. I adapt well to changing circumstances.
- \_\_\_20. I speak only true and edifying things about others.
- \_\_\_21. I am honest and genuine with others.
- \_\_\_22. I live what I believe.
- \_\_\_23. I enjoy seeking God for wisdom on how to solve problems, including creative ideas and solutions.
- \_\_\_24. I consistently act and speak in ways that are above reproach.

Additional comments:

## Self-motivation

- \_\_\_25. I work as unto the Lord and practice self-discipline.
- \_\_\_26. I normally feel joyful and empowered.
- \_\_\_27. I seek feedback (both negative and positive), receive it graciously, and grow from it.
- \_\_\_28. I can be trusted to make appropriate commitments and follow through with them.
- \_\_\_29. I actively pursue the dreams and visions God has entrusted to me.
- \_\_\_30. I believe that failure (or perceived failure) can open the door to greater future victory.
- \_\_\_31. I actively seek ways to glorify God.
- \_\_\_32. I actively pursue learning how I can grow.
- \_\_\_33. I seek wisdom and continue to learn and grow.
- \_\_\_34. I have someone I share openly with about what's really going on in my heart and life.
- \_\_\_35. I have regular times of reflection and am increasing in loving God with all my heart, soul, mind, and strength.
- \_\_\_36. I flee temptation – including counterfeit desires for power, control, affirmation, importance, intimacy, and delight.
- \_\_\_37. I persevere with confidence, despite obstacles.
- \_\_\_38. I respond to my sin in a godly way.
- \_\_\_39. I truly believe (at a heart level) that everything that happens is under God's control and will ultimately be used for good and for His glory.

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<sup>3</sup> Having healthy boundaries includes knowing how to care about and for others, yet not take responsibility for the things that are theirs to be responsible for (such as how they feel). It also includes knowing how to make wise choices, such as fleeing temptation.

Additional comments:

## **Part 2 – God, me, and others**

- Social awareness (empathy, service orientation, developing others, leveraging diversity, strategic awareness)
- Social skills (influence, communication, leadership, change catalyst, conflict management, building bonds, collaboration and cooperation, team capabilities)

### **Social awareness**

- \_\_\_1. I understand different worldviews, including the worldview of those I am seeking to reach.
- \_\_\_2. I respond in an appropriate, godly way to other's speech and actions.
- \_\_\_3. I listen to people, including those who are very different from me, and understand their perspectives.
- \_\_\_4. I respond to other's needs in an appropriate, godly way.
- \_\_\_5. I know that diverse opinions bring with them unique opportunities, including the potential for synergistic solutions to problems.
- \_\_\_6. I rejoice with people over their accomplishments and show compassionate understanding for their struggles.
- \_\_\_7. I help others grow in responding to their emotions in an appropriate, godly way.
- \_\_\_8. I know how to help people with differing viewpoints find a solution that is best for all.
- \_\_\_9. I love others and consistently show this by my actions.
- \_\_\_10. I know how others feel and respond to them in an appropriate, godly way.
- \_\_\_11. I encourage and exhort people in an appropriate, godly way that builds them up and helps them to reach their God-given potential.
- \_\_\_12. I know what the impact of my actions on others is likely to be.
- \_\_\_13. I treat others the way I would like them to treat me.
- \_\_\_14. People feel that I love them, believe in their God-given potential, and help them grow through wise feedback and guidance.
- \_\_\_15. After seeking God, I know the best course of action for difficult situations.

Additional comments:

## **Social skills**

- \_\_\_16. People respond well to my leadership and feel empowered by me.
- \_\_\_17. I help others to see and embrace needed change, challenging the status quo where needed.
- \_\_\_18. I work well with others and have many friends among my co-workers.
- \_\_\_19. I help others resolve their conflicts and find solutions that are best for everyone involved.
- \_\_\_20. People are convinced by what I say.
- \_\_\_21. I help others to work well together.
- \_\_\_22. I welcome needed change, and model the desired behavior as appropriate.
- \_\_\_23. I help to connect people with one another in ways that facilitate Kingdom advance.
- \_\_\_24. I consider others more important than myself.
- \_\_\_25. I help others to love one another.
- \_\_\_26. I am used by God to help others grow in their passion for the things of God.
- \_\_\_27. I appropriately promote change and help to remove any barriers to it.
- \_\_\_28. I continue to respond in love when others are upset with me.
- \_\_\_29. I connect well with God and others; and have healthy, growing intimate relationships with them.
- \_\_\_30. I use emotional clues and other information to fine tune my message so that those I am communicating with can better understand me.
- \_\_\_31. I mobilize others for advancing God's Kingdom.
- \_\_\_32. I balance task and relationship in a godly way, and people know that I believe in their God-given potential.
- \_\_\_33. I seek first to understand, then to be understood.
- \_\_\_34. I voice unpopular views that need to be voiced in a way that others can most easily hear.
- \_\_\_35. People seem to trust me.
- \_\_\_36. I resolve conflicts in an appropriate, godly way.
- \_\_\_37. I communicate well with others, including those in my immediate family.
- \_\_\_38. I respond well to those in authority over me.
- \_\_\_39. I handle difficult people with tact and diplomacy.

Additional comments: