

Social & Emotional Intelligence Self Reflection

Purpose: This tool is designed for self-reflection.

- Read each statement and think of related specific situations, then rate yourself on the statement by marking the appropriate box (very difficult, difficult, easy, or very easy for you to do).
- When you finish, search for patterns of strengths and challenges. This information is for you, so answer accurately without judging responses as “good” or “not as good.”

Self-Awareness		Very difficult	Difficult	Easy	Very easy
EMOTIONAL SELF-AWARENESS	I can identify and name my emotions in the moment .				
	I use self-reflection to understand the factors that contribute to my emotions and how my emotions impact me.				
	I recognize when my emotions, thoughts, and biases influence my behavior and my reactions to people and situations, both negatively and positively.				
IDENTITY AND SELF KNOWLEDGE	I know and am realistic about my strengths and limitations.				
	I recognize and reflect on ways in which my identity is shaped by other people and by my race, gender, sexuality (and many other social identities), culture, experiences, and environments.				
	I recognize and reflect on ways in which my identities shape my views, biases, and prejudices.				
GROWTH MINDSET AND PURPOSE	I believe I will continue to learn and develop skills to better support all young people to succeed.				
	I can see how I have a valuable role in my work, my family, and my community.				

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Self-Management		Very difficult	Difficult	Easy	Very easy
MANAGING EMOTIONS	I find ways to manage strong emotions in ways that don't negatively impact others.				
	I can get through something even when I feel frustrated.				
	I can calm myself when I feel stressed or nervous.				
MOTIVATION, AGENCY, AND GOAL-SETTING	I hold high expectations that motivate me to seek self-improvement and encourage growth in those I lead.				
	I take action and impact change on issues that are important to me and the larger community.				
	I set measurable, challenging, and attainable goals and have clear steps in place to reach them.				
PLANNING AND ORGANIZATION	I modify my plans in the face of new information and realities.				
	When juggling multiple demands, I use strategies to regain focus and energy.				
	I balance my work & school life with personal renewal time.				

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Other Awareness		Very difficult	Difficult	Easy	Very easy
EMPATHY AND COMPASSION	I can grasp a person's perspective and feelings from verbal and nonverbal cues.				
	I pay attention to the feelings of others and recognize how my words and behavior impact them.				
	I show care for others when I see that they have been harmed in some way.				
PERSPECTIVE TAKING	I work to learn about the experiences of people of different groups (races, gender identifies, abilities, religions, etc.)				
	I learn from those who have different opinions than me.				
	I ask others about their experience & perspective before offering my version of events.				
UNDERSTANDING SOCIAL CONTEXT	I understand the systemic, historical, and organizational forces that operate among people.				
	I appreciate and honor the cultural differences within my school community/workplace.				

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Relationship Management		Very difficult	Difficult	Easy	Very easy
COMMUNICATION	I stay focused when listening to others and carefully consider their meaning.				
	I can articulate ideas that are important to me in ways that engage others.				
	I can have honest conversations about systemic issues like race and racism, homophobia, classism, etc. with others				
BUILDING RELATIONSHIPS AND TEAMWORK	I connect meaningfully people who are from a different race, culture, or socioeconomic background, etc. than I am.				
	I get to know the people around me.				
	I work well with others and generate a collegial atmosphere.				
	I make sure everyone has had an opportunity to share their ideas.				
CONFLICT MANAGEMENT	When I am upset with someone, I talk to them about how I feel and listen to their perspective.				
	I openly admit my mistakes to myself and others and work to make things right.				
	I can work through my discomfort when dealing with conflict, listen to feelings from all parties, and help them understand different perspectives.				

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Processing

- Put a [+] by the competencies within each quadrant where you scored mostly “easy” or “very easy”
- Put a [-] by the competencies within each quadrant where you scored mostly “difficult” or “very difficult”
- Put a [o] by the competencies within each quadrant where you scored relatively even between “easy” and “difficult”

Self-Awareness <ul style="list-style-type: none">➤ Emotional Self-Awareness➤ Identity and Self Knowledge➤ Growth Mindset & Purpose	Other Awareness <ul style="list-style-type: none">➤ Empathy and compassion➤ Perspective taking➤ Understanding social context
Self-Management <ul style="list-style-type: none">➤ Managing Emotions➤ Motivation, agency, and goal-setting➤ Planning and organization	Relationship Management <ul style="list-style-type: none">➤ Communication➤ Building relationships and teamwork➤ Conflict management

Reflection

- Which quadrant(s) are areas of strength?
- Which quadrant(s) are areas of growth?
- How much would your colleagues and direct reports agree with your self-assessment?
- How do your areas of strength and areas of growth influence how you lead and advocate for equity and inclusion?