**Self-Assessment Scoring Key**

* **A score of 90-100 – “A Strength to capitalize on”:** Score is much higher than average and indicate a noteworthy strength.  These strengths probably come naturally to you, or exist because you have worked hard to develop them.  Seize every opportunity to use these emotionally intelligent behaviors to maximize your success.  You are highly competent in this skill, so work to capitalize on it and achieve your potential.
* **A score of 80-89 – “A Strength to build on”:** Score is above average.  However, there are a few situations where you don’t demonstrate emotionally intelligent behavior.  There are many things you’ve done well to receive this score and a few that could be better with some practice.  Study the behaviors for which you received this score and consider how you can polish your skills.
* **A score of 70-79 – “With a little improvement, this could be a strength”:** You are aware of some of the behaviors for which you received this score and you are doing well with them.  Other emotionally intelligent behaviors in this group are holding you back.  Lots of people start here and see a big improvement in their emotional intelligence once it is brought to their attention.  Use this opportunity to discover the difference and improve in the areas where you don’t do as well.
* **A score of 60-69 – “Something you should work on”:** This is an area where you sometimes demonstrate emotionally intelligent behavior but not usually.  You may be starting to let people down.  Perhaps this is a skill area that doesn’t always come naturally to you or that you don’t make sue of.  With a little improvement in this skill, your credibly will go way up.
* **A score of 59 or below – “A concern you must address”:** This skill area is either a problem for you, you don’t value it, or you didn’t know it was important.  The bad news is your skills in this area are limiting your effectiveness.  The good news is this discovery and choosing to do something about it will go a long way in improving your emotionally intelligent behavior.