

Group EI Model and Assessment

	Awareness of Emotion	Management of Emotion
Individual Level	<ul style="list-style-type: none"> ✓ Interpersonal Understanding 	<ul style="list-style-type: none"> ✓ Confronting Members ✓ Caring Behavior
Group Level	<ul style="list-style-type: none"> ✓ Team Self-Evaluation 	<ul style="list-style-type: none"> ✓ Creating Resources ✓ Creating an Optimistic Environment ✓ Proactive Problem Solving
Cross Boundary Level	<ul style="list-style-type: none"> ✓ Organizational Awareness 	<ul style="list-style-type: none"> ✓ Building External Relationships

Team Assessment

Read the behaviors under each Norm and provide a score from 1-7 (see scale below) to indicate how accurately you believe the behaviors describe your work team.

(Please be as candid as possible)

How accurate is this statement in describing your work team?

<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
<i>Very Inaccurate</i>	<i>Mostly Inaccurate</i>	<i>Slightly Inaccurate</i>	<i>Neutral</i>	<i>Slightly Accurate</i>	<i>Mostly Accurate</i>	<i>Very Accurate</i>

LOW

HIGH

Interpersonal Understanding

We try to get to know one another.

We try very hard to understand each other.

We seek to learn and understand each other's strengths and weaknesses.

We strive to be aware of the specific cares and concerns of each member.

We know which tasks are best suited to the skills and interests of which members.

We make an effort to understand on another's attitudes and views.

AVERAGE SCORE _____ (from 1 – 7)

Confronting Members

We will inform a member if his or her behavior (or work) does not meet the team's standards.

We let members know if they are doing something considered unacceptable.

If someone isn't pulling his or her weight we mention it.

If a member behaves in a way that makes the rest of us uncomfortable, we tell the person directly.

We never grumble about members who behave inappropriately, we address them directly.

AVERAGE SCORE _____ (from 1 - 7)

Caring Behavior

During discussions we ask each other questions to make sure we accurately understand each other.

We let members know that we value their contributions.

In our group we try to accommodate one another's needs.

During discussions, when a group member doesn't understand something, we slow down because we feel it's more important to be clear than to keep moving.

In our group we express our appreciation for group member efforts.

Members of our group are always treated with respect.

Members of our group act in ways that show they care about one another.

AVERAGE SCORE _____ (from 1 – 7)

Team Self Evaluation

We regularly seek information that will help us evaluate the way we are operating.

Our group asks others if they are satisfied with the way we are functioning.

We spend time evaluating how well we are doing as a group.

We compare ourselves to other groups or to standards to get a sense of how well we are functioning. .

We try to be aware of our group's mood and how it is affecting our process.

We discuss what is helping or hurting the way we are functioning.

AVERAGE SCORE _____ (from 1 – 7)

Creating Resources for Working with EQ

When there is tension in our group, we acknowledge or talk about it.

We set aside time to let members discuss how they feel about things.

We make time to let members discuss frustrations.

We have certain words or phrases we use to make it easy to address the moods that arise in our group.

We are careful to not exclude our feelings when we have a group discussion.

We try to save time to talk about our successes during our process.

AVERAGE SCORE _____ (from 1 – 7)

Creating an Optimistic Environment

We spend more time finding ways to overcome obstacles than we do complaining about them.

When a problem disrupts our progress, members express optimism about fixing it.

We are optimistic about our ability to deal with difficulties.

A positive outlook is encouraged in our group.

We view challenges as opportunities rather than obstacles.

AVERAGE SCORE _____ (from 1 – 7)

Proactive Problem Solving

We take responsibility for getting our problems solved.

We work hard to solve our own problems so we don't have to rely on outside help.

We take actions to prevent problems that might occur before they happen.

Our group comes up with ways to solve problems that others might say are "out of control".

We act like we are in control of our destiny.

AVERAGE SCORE _____ (from 1 – 7)

Organizational Understanding

We seek out information about the concerns and needs of the decision makers in our organization.

We work to find out the concerns and needs of other groups with whom we work.

We work hard to clarify how the work done by our group impacts the organization.

We seek to understand how our work contributes to the overall progress of our communities.

We take time to figure out why our decision makers make certain decisions.

AVERAGE SCORE _____ (from 1 – 7)

Building External Relationships

We build relationships with people and groups who can provide resources and support to our team.

We make the time to help other groups succeed.

Other groups know that if they need our assistance or advice, we will give it.

We build relationships with people and groups that can help improve our performance.

AVERAGE SCORE _____ (from 1 – 7)