



Assess your Interpersonal Relationships

Ei4Change

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Below are three statements. For each statement, rate yourself between 1 and 10.

A rating of 1 indicates a very low level of competence, while 10 indicates a very high level of competence.

Then get someone else, someone who knows you well and who you trust (a friend, a colleague or a manager) to rate you. Don't show them your scores before they have had the chance to answer the questions and give you their scores.

Statement	Self Score	Other Score
You are able to develop and maintain relationships built on trust		
You are able to read, understand and appreciate the emotional needs of others		
You are able to work according to good ethical principles and values		

When you have both completed the rating scales get some feedback. Discuss and compare your own view with theirs and make notes. When you discuss the rating scores ask for specific examples of things you do well and ideas of how you could improve for each of the statements.

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The rating scores are dependent upon the person's understanding of what you have asked them to do as well as their perception of the rating scale and how they relate to the statements. For this reason it is necessary to understand how they arrived at their rating scores and how they have related them to you and your behaviour.

The rating scores are important. A score that is very low (1 or 2) indicates the possibility of a real or perceived weakness whilst a score that is very high (9 or 10) indicates a strength that may have become a liability.

Good scores are in the 6 to 8 range as these indicate a high level of competence with the attribute.

Make a note of the discussions that you have around the major attribute with particular reference to any relevant findings and any examples given to support your level of competence.

Determine the core qualities and strengths that you possess in this area.

An interesting set of questions to ask is around each individual rating score. For example, if your rating score is 7 it is worth asking yourself and others ask:

- Why is my rating score on this attribute 7?
- How happy am I that my rating score is 7?
- What would my behaviour look like if I scored 8?
- What would my behaviour look like if I scored 6?
- What do I need to do to improve my rating to 8?
- Do I want to invest resources to improve my rating to 8?

Identify the key area of the competence that you wish to work on. Your own questions can be developed to create a better understanding of your own level of competence, how it is rated by yourself and by others.

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For the key areas for improvement determine how you will go about achieving the improvements. Gain acceptance from the other person who rated your competence. Ask for ideas and support that will help to you improve your competence with the attribute.

As you work on developing your competence seek feedback on how you are progressing.

Review after a reasonable period of time – at least six months.

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