



Assess your Decision Making

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This is a practical activity that will help you to think about how you are using your emotional intelligence when making decisions and what other people think.

You are going to be asked to rate some of your decision making competencies and then get someone else to rate your competencies as well. Comparing how you score yourself with how someone else scores you will give you some very useful information. Ideally, complete this activity with someone that you trust at work.

If you are going to get the best out of this course, it is important that you complete this practical activity! *(I know that it is very easy to ignore this but you will not develop your emotional intelligence from just watching the video lessons!)*

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

A rating of 1 indicates a very low level of competence, whilst a rating of 10 indicates an extreme level of competence.

Then get someone else to rate you - a friend, a colleague or a manager. Don't show them your scores before they have had the chance to review the statements and give you their scores.

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Statement	Self Score	Other Score
You are able to find good, creative solutions to a range of problems and issues		
You are able to remain objective about situations that may cause you concern		
You are able to make quick decisions in a rational manner		

When you have both completed rating your competencies have a discussion. Compare your rating with theirs and talk about any similarities or differences. Ask for specific examples of things you do well and ideas of how you could improve for each of the statements.

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 but this may have become a liability.

Good scores are in the 6 to 8 range as these indicate a high level of competence with regards to your decision making.

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

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

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Here are a series of questions that you can consider for each rating score.

For example, if your rating score is 7, ask yourself:

- Why is my rating score 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?

Ask further questions to create a better understanding of your level of competence.

Identify the key area of each competence that you wish to work on.

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

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

Review your progress after a reasonable period of time. A reasonable period of time for most people is about six months.

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