

EQ INDICATORS CHECKLIST

Recognizing Low and High Emotional Intelligence in Action

LOW EQ INDICATORS

Emotional Awareness

- Emotional reality is present but ignored or minimized
- Stress, frustration, fear, or fatigue go unacknowledged

Self-Regulation

- Ideas are defended like territory instead of evaluated for merit
- Decisions are rushed or avoided to escape discomfort or dissent

Attention Regulation

- People disengage: silent, multitasking, or mentally absent
- Devices, side conversations, and interruptions go unaddressed

Social Awareness

- One or two voices dominate; listening is minimal
- People self-censor based on power, rank, or role

Relational Skill

- Conflict shows up as tension, blame, avoidance, or passive aggression
- No one challenges anything; compliance masquerades as alignment

HIGH EQ INDICATORS

Emotional Awareness

- Emotional reality is acknowledged
- Leaders notice and respond to shifts in the room

Self-Regulation

- Ideas are explored with curiosity rather than defended
- Discomfort is tolerated long enough to make sound decisions

Attention Regulation

- Focus is intentionally cultivated and protected
- Engagement is actively designed, not assumed

Social Awareness

- Speaking time is balanced and inclusive
- Power dynamics are named and managed

Relational Skill

- Conflict is addressed early, directly, and respectfully
- Dissent is welcomed and used to strengthen decisions

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