QUIZ: What level is Social & Emotional Intelligence in your Team?

Just like individuals do, teams develop collective attitudes and behaviours that eventually turn into habits of mind and action.

We bet there’s habits of behaving and emotional patterns you and your team have developed over time that serve you well in the workplace. We’d be equally confident there are things your team has picked up that get in the way of getting along and working well together.

To raise levels of ‘Social and Emotional Team Intelligence’ (SETI), any team needs to reflect deeply on how they currently behave and commit to creating more emotionally and socially intelligent ways of being. This quiz gets you to do some *preliminary* thinking about what SETI enhancements might be beneficial for your team to work on right now. It can also help you highlight some specific goals and challenges to explore in more detail in our SETI coaching clinic: *“Socially Intelligent Leadership”*.

* What does my Team need to work on?

**1. Think of specific situations** that arise in your team that sometimes make you feel uneasy or you wish could handle differently somehow. For example, perhaps you notice:

* Certain emotional undertones in your team like apathy, lack of focus, scratchiness, abrasive behaviour or disrespect.
* Areas your team mishandles, or could handle better, such as giving feedback about team member behaviours, handling conflict or being more open and honest in conversations

**2. Go through the situations we've listed**. Do any of your situations match-up with any of these SETI situations, goals and challenges?  Tick any that resonate with you.

| * Reflect on situations your team finds challenging. Are there things you feel uneasy about or wish were different? *Does your team need to...*
 | TICK |
| --- | --- |
| 1 | Manage disruptive emotions, moods or behaviours better? |  |
| 2 | Increase awareness of the impact we have on each other? |  |
| 3 | Learn how to handle work pressures and stress better? |  |
| 4 | Be more resilient or handle set-backs and upsets better? |  |
| 5 | Talk more openly and honestly about feelings in the team? |  |
| 6 | Show more respect, tolerance or sensitivity to each other? |  |
| 7 | Work in better together and collaborate with each other? |  |
| 8 | Stop competing or cutting across each other’s efforts? |  |
| 9 | Talk better together - have more constructive conversation? |  |
| 10 | Handling conflict or difficult team moments in better ways? |  |
| 11 | Take a more positive outlook to changes or challenges? |  |
| 12 | Discuss emotional strengths and weaknesses as a team? |  |
| 13 | Be more aware of the way emotions impact performance? |  |
| 14 | Build a more positive and supportive team culture? |  |
| 15 | Work together in more complementary ways? |  |
| 16 | Tune into emotions more and see how they affect us all? |  |
| 17 | Get individuals to be more self-responsible for emotions? |  |
| 18 | Be more aware of negative or uncomfortable behaviour? |  |
| 19 | Build more team spirit or rediscover a sense of identity? |  |
| 20 | Make people feel more recognised, valued or respected? |  |
| 21 | Listen more carefully and considerately to each other? |  |
| 22 | Develop more of a shared vision or common purpose? |  |
| 23 | Be more alert to signals of a positive or negative climate? |  |
| 24 | Stop alienating some people - build more belongingness? |  |
| 25 | Increase positive behaviours like encouraging or valuing? |  |
| 26 | Connect better or show more empathy and understanding? |  |
| 27 | Stop looking after themselves and act for the team? |  |
| 28 | Be less judging/more tolerant of each others differences? |  |
| 29 | Be more inclusive, generous and make it safe to belong? |  |
| 30 | Be less defensive and make it easier to raise hard issues? |  |
| 31 | Improve the way we relate and interact with each other? |  |
| 32 | Work together more collectively on joint activities? |  |
| 33 | Share information freely across work-role boundaries? |  |
| 34 | Be more respectful, supportive or trusting of one another? |  |
| 35 | Act less-stressed or address well-being issues at work? |  |
| 36 | Build better relations – get along well with each other? |  |
| 37 | Take emotions more seriously and focus on positive ones? |  |
| 38 | Learn how to like and appreciate each other more? |  |
| 39 | Be more upfront about our feelings with each other? |  |
| 40 | Share our best thinking about what this team can achieve? |  |
|  | * Here’s a key to link items you ticked to the 10 SETI Dimensions:

**Dimension 1:** Emotional Awareness... Qs 2, 13, 16, 18, 37 **Dimension 2:** Emotional Candour... Qs 5, 12, 39**Dimension 3:** Emotional Control... Qs 1, 17**Dimension 4:** Connectivity & Likingness... Qs 6, 20, 24, 25, 26, 28, 29, 34, 36    **Dimension 5:** Collaborative Conversations... Qs 9, 21, 31  **Dimension 6:** Constructive Confrontation... Qs 10, 30**Dimension 7:** Vision and Purpose... Qs 22, 40**Dimension 8:** Cohesion & Commitment... Qs 7, 8, 15, 19, 27, 32, 33, 38 **Dimension 9:** Resilience and Positivity... Qs 3, 4, 11, 35**Dimension 10:** Climate & Culture... Qs 14, 23 |  |

Teams don’t improve their level of SETI without practice. The emotional patterns your team has picked up in terms of how they interact and relate to each other, weren’t learned overnight. You have to practise something for it to become an ingrained habit.... and you also have to practise to unlearn habits and relearn new ones.

* What challenges does your team face where you think a bit more SETI might help?