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# Leadership Emotional Intelligence Scorecard

**Understand how you think, communicate and respond - particularly under pressure.**

This scorecard is designed to help you reflect on how you lead, communicate and show up at work.

It provides a simple way to assess your current strengths and identify areas where small changes could make a meaningful difference. Please answer it as honestly and openly as possible for the best and most accurate results.

## **Instructions:**

Rate each statement from 1 - 4:

- 4 = Consistently
- 3 = Often
- 2 = Sometimes
- 1 = Rarely

## Rate each statement:

1. I clearly understand how my behaviour impacts others  
1 2 3 4
  
2. I remain clear and focused under pressure  
1 2 3 4
  
3. People understand what I'm trying to communicate  
1 2 3 4
  
4. I consistently handle difficult conversations effectively  
1 2 3 4
  
5. I pick up on how others are feeling, even if they don't say it directly  
1 2 3 4
  
6. I confidently make clear decisions under pressure  
1 2 3 4
  
7. I show up consistently as the leader I want to be  
1 2 3 4
  
8. I often reflect on my behaviour and seek feedback  
1 2 3 4
  
9. I respond constructively and calmly when others are under pressure  
1 2 3 4
  
10. I am consistent in how I think and behave across different situations  
1 2 3 4

# RESULTS

## Your Score

Your score reflects how consistently you demonstrate emotional intelligence - particularly when it matters most.

Add up your numbers : Total Score: \_\_\_\_\_ / 40

**32-40** → Strong Foundation

**22-31** → Developing Consistency

**10-21** → Under Pressure

### Strong Foundation

You demonstrate a strong level of awareness and consistency in how you think, communicate and lead. You are already operating from a solid foundation - and that's not common.

At this level, the difference isn't capability - it's precision. Small shifts in how you respond, communicate and make decisions often have a disproportionate impact on your leadership and performance.

Most people here aren't struggling - they're just not yet operating at their full potential.

### Developing Consistency

You have strong capability - but it's not consistently showing up, particularly under pressure.

You likely recognise moments where you're clear, effective and confident - and others where things feel more reactive or less controlled. This gap between how you can operate and how you actually operate is where the biggest opportunity sits.

Left unaddressed, this inconsistency quietly limits your impact, decision-making and how others experience your leadership.

### Under Pressure

Pressure is having a noticeable impact on how you think, communicate and respond.

This isn't about ability - it's about how pressure is shaping your behaviour in real situations. Over time, this doesn't just affect performance - it influences trust, relationships and how others experience you as a leader.

The important thing is: this is highly changeable with the right focus - and often improves faster than people expect once addressed properly.

Most people find that seeing this written down highlights gaps they hadn't fully recognised. If you'd like to explore what this means in your specific context, you're welcome to book a 30-minute conversation: [info@growthcollective.uk](mailto:info@growthcollective.uk)