How Emotionally Intelligent are You? (Wong and Law Emotional Intelligence Scale, WLEIS)

Instructions

Here is a short 16-item measure of emotional intelligence, developed for use in management research and studies. The items on the Wong and Law Emotional Intelligence Scale (WLEIS) is based on the ability model of emotional intelligence. A list of statements are provided below, and to complete this questionnaire, mark the extent to which you agree or disagree to each of the statements.

	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
1. I have a good sense of why I feel certain feelings most of the time.							
2. I have a good understanding of my own emotions.							
3. I really understand what I feel.							
4. I always know whether I am happy or not.							
5. I always know my friends' emotions from their behaviour.							
6. I am a good observer of others' emotions.							
7. I am sensitive to the feelings and emotions of others.							
8. I have a good understanding of the emotions of people around me.							
9. I always set goals for myself and then try my best to achieve them.							
10. I always tell myself I am a competent person.							
11. I am a self-motivating person.							
12. I would always encourage myself to try my best.							
13. I am able to control my temper so that I can handle difficulties rationally.							
14. I am quite capable of controlling my own emotions.							
15. I can always calm down quickly when I am very angry.							
16. I have good control of my emotions.							

Scoring

Total Emotional Intelligence = Average items 1-16.
Total Self-emotions appraisal = Average items 1-4.
Total Regulation of Emotions = Average items 5-8.
Total Use of Emotion = Average items 9-12.
Total Others-Emotion Appraisal = Average items 13-16.

Interpretation

Mean scores from a sample of 418 undergraduate students in Hong Kong showed an average score of 4.01 for Self-emotions Appraisal, 3.78 for Regulation of Emotions, 4.09 for Use of Emotion and 4.15 for Others-Emotion Appraisal. A second sample of factory workers in China showed an average score of 4.84 for self-emotion appraisal, 4.27 for Regulation of Emotions. 4.57 for Use of Emotion and 4.60 for Others-Emotions Appraisal.

Reference

Law, K. S., Wong, C. S., & Song, L. J. (2004). The construct and criterion validity of emotional intelligence and its potential utility for management studies. *Journal of Applied Psychology*, *89*(3), 483-496.