

# Intelligent Development, LLC

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## A Free Mini-Version of the Self Assessments from the Four Domains of Intelligent Development

The following is a blended mini-version of four distinct self assessment tools, designed for your general use on our website. Your responses will provide a basic sense of your overall level of intelligent development. The questions are drawn from the four domains as well as a set of questions from an integrated intelligence perspective.

We invite you to print this out. Take about 10 minutes to respond to the questionnaire, compute your scores, and determine your change strategies. For this mini-version, **focus on your professional life and work, not your personal life.** For each of the items listed below, circle the number that **best indicates how you currently think or feel about yourself at work.** There are no "right" or "wrong" answers, only your honest responses.

	Not True of Me	Slightly True of Me	Mostly True of Me	True of Me
1. I am aware of the physical warning signs about my physical health.	1	2	3	4
2. At work, I know how my emotions impact my performance.	1	2	3	4
3. I know my strengths & limitations concerning my expertise at work.	1	2	3	4
4. I practice ways to tap into and nurture my spirit.	1	2	3	4
5. I am aware of the interplay between my mind, body, emotions, & spirit.	1	2	3	4
6. I get enough rest and sleep so that my energy is renewed.	1	2	3	4
7. I can bounce back after feeling disappointed.	1	2	3	4
8. When I express my values and beliefs, I try to do so in confident and constructive language that is neither aggressive nor defensive.	1	2	3	4
9. I know when I'm feeling whole or fragmented in how I'm living in the world.	1	2	3	4
10. I am aware of the impact of my self-talk on my emotions, body, & spirit.	1	2	3	4
11. I am aware of how my physical presence affects my connection with my community and colleagues.	1	2	3	4
12. I am able to read other people's emotions from their affect and body language.	1	2	3	4
13. When noticing what others say and do, I assume best intentions.	1	2	3	4
14. I feel compassion for those struggling in life, and recognize we are part of one mutually connected human community.	1	2	3	4
15. I follow the deeper wisdom of my body, mind, heart, and spirit to know what to do in emergency situations.	1	2	3	4
16. I mentor, coach, or intentionally contribute to developing others.	1	2	3	4
17. I regularly ask people about their emotional reactions to situations.	1	2	3	4
18. When in discussions with others I have the integrity and courage to maintain my beliefs even if they are unpopular.	1	2	3	4
19. When I could speak ill or well of another, I choose to speak well.	1	2	3	4

20. An integral part of my life involves speaking up for the dignity of those less fortunate and the balance and sustainability of nature.	1	2	3	4
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**Step One:** From the previous page, write into the Scoring Chart (below) your scores for each section:

Add your scores for each of the following items:	Your Score	Domains	Need for attention	Change Strategy
#1 ( ) + #6 ( ) + #11 ( ) + #16 ( ) =		PI		
#2 ( ) + #7 ( ) + #12 ( ) + #17 ( ) =		EI		
#3 ( ) + #8 ( ) + #13 ( ) + #18 ( ) =		CI		
#4 ( ) + #9 ( ) + #14 ( ) + #19 ( ) =		SI		
#5 ( ) + #10 ( ) + #15 ( ) + #20 ( ) =		Integrated Intelligence		

**Step Two:**

Score for each section	Need for attention	Change Strategy
17+	Low	Reinforce
14-16	Moderate	Observe
13 or below	High	Develop

**Step Three:** Now, to learn how you scored based on quadrants across domains, fill in the Scoring Chart (below):

Add your scores for each of the following items:	Your Score	Quadrants	Need for attention	Change Strategy
#1 ( ) + #2 ( ) + #3 ( ) + #4 ( ) + #5 ( ) =		Self Awareness		
#6 ( ) + #7 ( ) + #8 ( ) + #9 ( ) + #10 ( ) =		Self Care		
#11 ( ) + #12 ( ) + #13 ( ) + #14 ( ) + #15 ( ) =		Social Awareness		
#16 ( ) + #17 ( ) + #18 ( ) + #19 ( ) + #20 ( ) =		Social Contribution		

#### Step Four:

Score for each section	Need for attention	Change Strategy
14+	Low	Reinforce
11-13	Moderate	Observe
10 or below	High	Develop

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In the full Intelligent Development process, if your scores indicate a "Moderate" or "High" **Need for Attention** in numerous quadrants in one or more of the domains, there are many practices for developing those areas. This is useful data for you- possible areas for attention or development! If your scores suggest a "Low Need for Attention" we also have practices that further develop your areas of strength. On your own, you could think of quite a few practices that would work well. Please jot down a few in the margins alongside ours.

We encourage you to purchase any of the books in our Guidebook Series for specific practices. We also encourage you to attend any of our Building Intelligent Development (BID) programs offered throughout the country and contractually for your organization. Please see those details on our website, [www.intelligent-development.com](http://www.intelligent-development.com).

Below are 16 sample practices, one from each quadrant of each domain, to give you an idea of how simple an effective practice can be.

### Physical Intelligence Practices

**Self Awareness:** Practice making discernments around your inner body states. Notice your energy level at various points of the day, when you seem to be more focused and productive. Track those variables for a week.

**Self Care:** For one week, eat nutritious and healthful foods, have caffeine or sugar in minimal amounts, walk or exercise 20 minutes daily, and get a good night's sleep every night. Journal what results you experienced.

***Social Awareness:*** Notice what messages you get from the way others present themselves physically and how they use their body to express who they are.

***Social Contribution:*** Experiment with different ways that you can physically express your openness and accessibility to others when in conversation. Ask a friend for some feedback around this.

### **Emotional Intelligence Practices**

***Self Awareness:*** Be aware of when your emotions shift throughout the day. As accurately as possible try to notice these emotional experiences in particular: I'm feeling glad, sad, mad, or scared.

***Self Care:*** When you are angry, recognize that you are in that emotion, and pause until the anger is no longer controlling you. Then see what difference that makes in what you say and do.

***Social Awareness:*** Notice the emotional impact that others have when you are in the presence of a group. How do their emotions affect yours?

***Social Contribution:*** When someone you know is suffering (with sadness, anger, or fear), notice the impact on their well-being simply by being with them in a nonjudgmental and compassionate way and not trying to fix them or make things better.

### **Cognitive Intelligence Practices**

***Self Awareness:*** Notice your internal dialogue when reflecting on your day or life. Is your language appreciative or critical? What impact does that have on you?

***Self Care:*** When feeling hesitant about what others may think about your opinions, speak your views calmly and clearly. Even if it was a struggle to do so, how did it affect your sense of intellectual integrity?

***Social Awareness:*** Notice the different responses evoked by people in positions of authority when they speak to others in a well-reasoned manner. What do reason and logic contribute that is valuable to people?

***Social Contribution:*** In a conversation with others, when something disrespectful of a person or group is being expressed, speak up and ask if that was the intention. Let it be known that you are standing witness to the dignity of others. See what difference this makes in the integrity of the people and the integrity of the conversation.

### **Spiritual Intelligence Practices**

***Self Awareness:*** Notice when you experience a sense of connection and flow with life. What is it that you are grateful about in your life? Make a list and add to it for two weeks. Read over that list every morning for the following week.

***Self Care:*** Take time daily to do whatever allows you to feel more harmonious with life – whether through art, music, dance, being in nature, meditating, volunteering to serve others, or other avenues.

***Social Awareness:*** Be attentive to what kinds of activities or events build a sense of esprit de corps and morale in groups or organizations. Notice what impact that has on the energy and creative power of the people involved.

***Social Contribution:*** In group discussions, experiment with introducing a topic that is important to the well-being of the world community (e.g., AIDS, pollution, international conflict, diversity, patriarchy, etc.). Help moderate the diverse views in ways that maintain mutual respect and allow insights to emerge for learning. Help others learn to listen and inquire. Journal about your experience.

May your journey be full of intentional steps from awareness to actions, filled with Intelligent Development!