

I Get So Emotional Baby! Emotional Intelligence in the Legal Profession

NALP Annual Education Conference

April 18, 2024

[Gina Alexandris](#), [Neil Dennis](#), [Waleska Vernon](#)

Sample Interview Questions to Assess EQ

1. Who inspires you, and why?
2. How do you value friendships in the workplace?
3. What kind of behavior makes you angry/annoyed?
4. What is one of your proudest achievements?
5. How do you celebrate success?
6. How do you recover from failure?
7. How do you de-stress after a bad day at work?
8. How do you respond when a colleague challenges you?
9. When have you felt demotivated, and what did you do to overcome this?
10. Have you ever been asked to change your behaviour? Why did you have to change, and how did you do so?
11. Tell me about a time when your mood had an impact on your work (this could be positively or negatively).
12. Describe an example of when you have had to be confrontational to achieve results. What did you do and how was it received?
13. Tell me about a time when you had to neutralize a stressful situation in a professional environment.
14. Tell me about a time when you had to work cohesively as a team with people you didn't like.
15. Describe a time when you had to deliver some bad news to someone.

From [25 Sharp Emotional Intelligence Questions](#) (2019).

See also "[Interviewers Are Looking for Emotional Intelligence—So Be Prepared for These Questions](#)", by Alexandra Frost (2021), the Muse

Sample EQ Coaching Questions

1. What do you consider to be your most significant strengths?
2. How do you think your biggest strengths benefit you in life, at school, or in the workplace?
3. What do you consider to be your biggest weakness?
4. How do you think your weakness will impact your success at achieving your goals?
5. Do you consciously consider your emotions when you're at school/work? Why?

From [25 Sharp Emotional Intelligence Questions](#) (2019).

Online Free Emotional Intelligence Self-Assessments

1. [Emotional intelligence Self-assessment, Workplace Strategies for Mental Health](#)
2. [How Emotionally Intelligent Are You? \(by verywellmind\)](#)
3. [Emotional Intelligence Test/Quiz \(by IceBreaker ideas\)](#)

Additional Resources

1. Goleman, D. (2005). Emotional intelligence. New York: Random House.
2. Muir, Ronda (2017). Beyond Smart: Lawyering with Emotional Intelligence. ABA Book Publishing.
3. [The Business Case for Emotional Intelligence](#) (Six Seconds, 2023).
4. [How emotional intelligence makes you a better lawyer](#) (ABA, 2017).
5. [Progressive muscle relaxation script](#) (Therapist Aid, 2017).
6. [ABA Model Rules of Professional Conduct](#)
7. [Law Society of Ontario Rules of Professional Conduct](#)