

## **APPENDIX - II**

Sir/ Madam,

As part of my Ph.D. thesis, I have constructed a tool to measure Emotional Intelligence and Integrity. I'm in the process of testing this tool and for this purpose, I request your cooperation. I assure you that the data and information collected will not be divulged to any source and hence will be used for research purpose only.

Thanking you,

Yours truly

**Priya Nair**

## Instruction

Kindly put a tick (✓) on any one of the 5 options given below, based on your personal experience.

Sr.		Always true	True	To some extent true	Not true	Not at all true
1.	I'm aware of what's happening around me even when I'm upset					
2	I try to see things the way they are					
3.	I don't allow people to take me for granted					
4	I can't say 'no' to unreasonable demands.					
5.	Consistency is very important in life.					
6	I tend to fade out and lose contact with my surroundings.					
7.	Idealism has no place in my life.					
8.	My refusal is usually quite polite but firm.					
9.	Usually I can't be forced into doing things that I wouldn't want to.					
10.	I stand up for my rights.					
11.	Every individual should be respected irrespective of his status					
12.	I have a sense of what's achievable and what's not.					
13.	Everybody should have the right to voice their views					
14	Irrespective of one's age, sex, race or religion, he/she should strive for his/her rights.					
15.	I have full control over my emotions.					
16.	I do a lot of cool thinking before taking a decision.					
17.	Frustrating situations can be handled best when one is in complete control of his/ her emotions.					
18.	I care for the feelings of even those who are mere acquaintances.					
19.	I can control my anger even when it feels like an upheaval task.					
20.	Keeping a check on impulses is a sign of emotional maturity.					
21	Even if I dislike something I don't get abusive					
22	I'm deeply involved with others feelings.					
23.	I have an urge to help people in need					
24.	Patience can work wonders in controlling impulsiveness					
25.	I avoid hurting others' feelings.					
26.	My emotions are visible only when its absolutely required.					

Sr.		Always true	True	To some extent true	Not true	Not at all true
27	I communicate my views clearly to my peers, superiors and subordinates					
28	I can be flexible when it comes to team development.					
29	People can very well understand what I communicate.					
30.	I voice my views openly.					
31.	I believe that "hope should never die".					
32.	I will support a joint effort for problem solving.					
33.	I believe that open and clear communication is a function of emotional maturity.					
34	Even in the worst situation, I remain a positive thinker					
35.	I communicate fearlessly.					
36.	I'm sure of myself whenever I have to take an initiative.					
37	I go by my convictions even if I'm discouraged by people around me					
38	People have found it difficult to discourage me					
39.	I'm confident of handling upsetting situations.					
40.	Criticisms don't deter me.					
41.	I listen to people carefully.					
42.	I see an opportunity in every calamity.					
43.	I'm aware of my needs.					
44.	I'm fond of generating new ideas.					
45.	I'm sure of what I want.					
46.	When I'm upset, I'm fully aware of the reason for it.					
47.	Most of my ideas and suggestions are accepted by people around me					
48	I know my strengths and weaknesses.					
49.	I'm aware of not just my conscious desire but also my unconscious desire.					
50.	I have a realistic view of my abilities.					
51.	I would prefer to continue taking risky steps even if I failed in such actions previously					
52.	I'm conscious of what's happening to me even when I'm upset.					
53.	I go for realistic ideas.					
54	New ideas and solutions seem exciting to me.					
55.	I have the ability to define a concept in a new way.					
56.	I'm adventurous					
57	When faced with a problem, I try new ways of problem solving					
58	I'm not worried about the consequences of doing something new					
59	I take a chance with new ideas even if there is a risk of it failing.					

Sr.		Always true	True	To some extent true	Not true	Not at all true
60.	I take it in my stride even if the consequence of starting something new is harmful to me.					
61	I believe that even if an idea is new, one should take a chance.					
62.	A lot of thinking goes into my work.					
63	I'm analytical in my approach.					
64	I don't give up easily, I probe and probe and probe till I get to the root of an issue					
65	I have a clear understanding of what I want.					
66	I look at all possibilities before deciding.					
67.	I accept justified criticism even from those who are against me.					
68	I'm friendly with people.					
69.	I can forget and forgive to maintain relationships.					
70	I feel lonely even when I'm with people.					
71	I prefer activities that involve helping and developing others.					
72.	I convey a sense of respect for people around me.					
73	I try to learn from others.					
74.	Personal relationships mean a lot to me					
75	I prefer organized work.					
76.	I often venture out into unknown areas on my own.					
77	I'm enthusiastic about most things.					
78.	It gives me a thrill to do new things.					
79	I prefer activities that allow creative expression.					
80.	I'm so engrossed with my artistic pursuits that I hardly bother about the way I look.					
81.	People who are ready to take the plunge should be appreciated					
82	I express my emotions through my creativity.					
83.	I indulge in wild imaginations.					
84	I often get impulsive					
85	Initiative takers are highly motivated individuals.					
86.	I enjoy social gatherings					
87.	I have difficulty in making appropriate remarks in group conversations					
88	Very often, I have difficulty thinking clearly					
89.	I have experienced lack of real love and affection at home.					
90	I often feel like running away from home.					
91.	I try to keep my words even if it may be difficult for me at times.					
92.	I'm often assigned responsible tasks because people have faith in me.					

Sr.		Always true	True	To some extent true	Not true	Not at all true
93.	I wouldn't hesitate to take up a challenging task even if I've failed previously					
94.	I have full faith in my abilities.					
95.	People trust me because I can make things happen.					
96.	One should never run away from owning responsibility, however tough it may be					
97.	I do stick to my beliefs even if it may mean lots of personal hardship to me.					
98.	I accept my mistake and take full responsibility for committing it.					
99.	I often go beyond my promise					
100.	Even when told by my superiors, I cannot do anything against my conscience					
101.	I'm open about my intentions					
102.	The information that I believe I don't need to share with others, I hide it completely even if it may be important for others to know.					
103.	I try to instil the same commitment in my team with which I work.					
104.	When I take initiative, I do that without fear or apprehensions.					
105.	I hide information because I fear competition.					
106.	People look up to me for leadership when it comes to acting courageously					
107.	It is hard for me to compromise if it is against my beliefs					
108.	I don't care about the obstacles that may come my way while leading					
109.	I'm fully committed to the cause that I take up.					
110.	I believe that a feeling of interpersonal trust is essential within a team.					
111.	I speak the truth even if it is difficult for me otherwise.					
112.	I don't play dirty to get ahead of others					
113.	I believe that valour and courage are important in life.					
114.	I do not stoop to a level which belittles my dignity.					

**We wish to seek some personal information. They are required for research purpose only and will be kept confidential. Kindly furnish the following information**

- 1. NAME:**
- 2. AGE:**
- 3. NO: OF YEARS IN SERVICE (including all organizations):**
- 4. PRESENT POSITION/ DESIGNATION:**
- 5. NO: OF PROMOTIONS OBTAINED IN YOUR ENTIRE CAREER:**
- 6. BASIC SALARY:**
- 7. GRADE (Pay scale):**
- 8. YEARLY GROSS SALARY (including all taxable & non- taxable):**
- 9. NO: OF FAMILY MEMBERS:**
- 10. NO: OF DEPENDENTS: MARRIED/ UNMARRIED/  
WIDOW/ WIDOWER**
- 11. ARE YOU SATISFIED WITH YOUR PRESENT JOB? YES/ NO**

**THANK YOU,**