

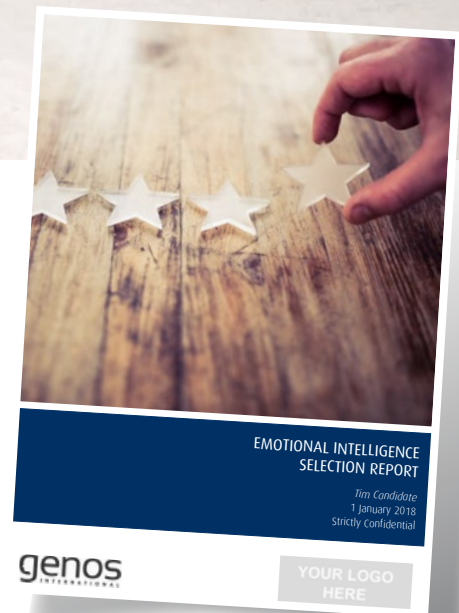


Emotional Intelligence into Selection and Talent Management

Successful organizations are now integrating emotional intelligence into their talent management processes. From selecting and hiring new employees, to transitioning and development existing team members.

The World Economic Forum released their top job skills for success by 2020, and emotional intelligence was ranked in the top 10.

Emotional Intelligence is a set of skills that help us better perceive, understand and manage emotions in ourselves and in others. Collectively they help us make intelligent responses to our emotions. These skills are as **important as your intellect**, experience and background in determining success at work and in life. Emotions influence, both productively and unproductively, our decisions, behavior and performance.

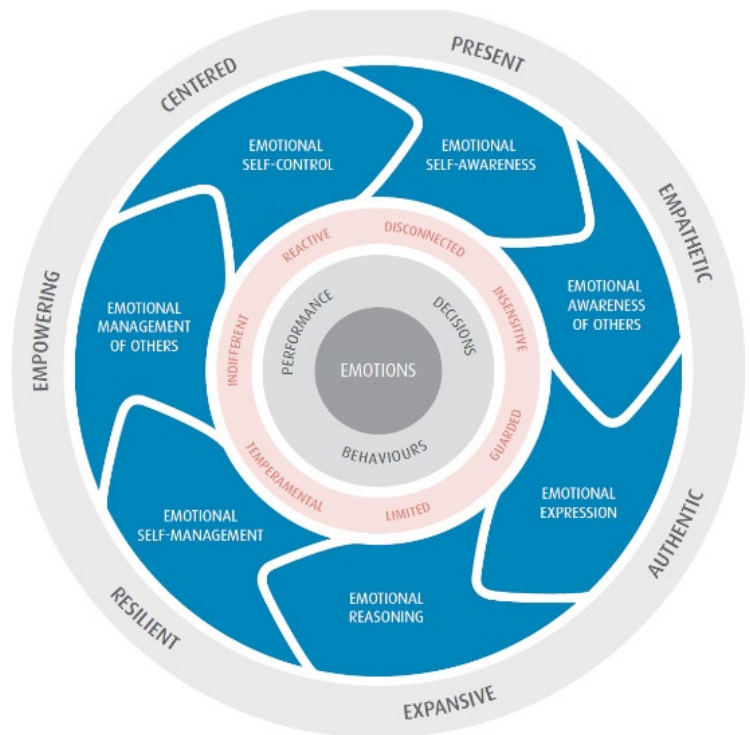


The Genos Emotional Intelligence Selection Report is the best measure of how often a candidate demonstrates emotional intelligence in the workplace. The report allows hiring managers to utilize EI measures as an additional means to avoiding bad hires.

Best practices for integrating emotional intelligence into selection

Organizations use a framework similar to:

1. In the initial screening, the hiring manager utilizes the Genos Selection Report to review the level of an individual's emotional intelligence.
2. Combined with other selection best practices and processes, candidates are interviewed and/or complete role-play based simulations.
3. Successful candidates are then on-boarded with a Genos EI Self-Assessment to introduce them to their behaviors.
4. Organizations then continue to utilize the suite of Genos Workplace and Leadership Development reports throughout the employee lifecycle.



Emotional Intelligence Selection Assessment:

- » Extensively researched and validated model and measures.
- » Results are presented in an engaging and readily accessible format with recommended interview questions and evaluation guides for the hiring manager.
- » The simple and secure administration platform makes it easy to set up survey groups, monitor survey progress and download finished reports.
- » Survey is timed, providing candidates with 30 minutes to complete.
- » Includes sophisticated measures of distortion, inflated scores and inconsistent responding, and adjusts scores accordingly to ensure meaningful results are provided.

Game changing for business. Life changing for people.

Genos helps professionals apply core emotional intelligence skills that enhance their self-awareness, empathy, leadership, and resilience.

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PREDICTING PERFORMANCE THRU ASSESSMENTS