

HIRING FOR EMOTIONAL INTELLIGENCE

Maximize your chances of making great hires...

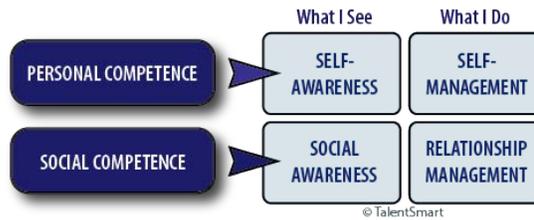
Research shows that it's not a lack of technical expertise that leads to turnover, performance issues, stress claims, and morale problems; It's the way people treat each other at work. Selecting an emotionally intelligent workforce addresses this important challenge.

Each candidate who walks in your door has an EQ skill level that can be observed during interviews. Get the added expertise you need to spot these EQ skills in action during the interview before hiring decisions are made.

...notice warning signs before hiring a toxic person.

Learn how to get beyond:

1. Rehearsed answers to common questions. *Learn to probe deeper.*
2. The words candidates are saying. *Zero in on what watch for.*
3. Individual interviewer opinions. *Pool your team's insights before making a final decision.*



What Is Emotional Intelligence (EQ)?

Emotional intelligence is the other kind of smart, and it's the secret to a successful new hire. A candidate's EQ is the product of four core skills (self-awareness, self-management, social awareness, and relationship management) that account for 58% of job performance.



Emotional intelligence is the foundation for critical skills.

Hiring for Emotional Intelligence...

Take your EQ skills even further. *Hiring for EQ* builds on the knowledge gained in *Mastering Emotional Intelligence Level 1*.

Hiring for EQ teaches you how to:

- ✓ Understand what EQ skills are and how to develop them
- ✓ Spot evidence of high and low EQ throughout the entire interview process
- ✓ Ask the right questions and dig below the surface
- ✓ Listen and watch for clues in candidate responses and behavior

Here's What You'll Do

1. Discover how Emotional Intelligence is used in the interview process.
2. Explore what high and low EQ look and sound like at your organization.
3. Practice the 12 EQ interview questions that will reveal high or low EQ.
4. Engage with EQ scenarios and solve real interview challenges shared by others.
5. Craft custom EQ interview questions that fit your organization's culture and ask them in role-plays.
6. Learn how to gather additional EQ behavioral evidence outside of the formal interview.
7. Discuss with your fellow participants how to use the EQ evidence to summarize and evaluate.

Here's What You'll Learn

1. How to spot candidates high in EQ.
2. How to hone your radar for detecting evidence of low EQ behaviors to avoid toxic hires.
3. How to identify and evaluate EQ skills both inside and outside of the formal interview to maximize a successful hiring process.

Here's What You'll Get

1. Hiring for EQ Insight and Action Guide
2. EQ Interview Guide containing all of the questions you'll need for future interviews
3. EQ Interview Summary