



INTEGRATING EMOTIONAL INTELLIGENCE INTO
SELECTION AND TALENT MANAGEMENT

genos
INTERNATIONAL

OVERVIEW

Organisations are integrating Emotional Intelligence into Recruitment when selecting and hiring new employees, through to development and talent management initiatives in human resources, through to transitioning people into other positions.

Why is it important to integrate emotional intelligence into selection?

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, and use of, emotions. These skills are as important as your intellect in determining success at work and in life. Emotions influence, both productively and unproductively, our decisions, behaviour and performance.

Published psychometric studies have shown that scores on the Genos assessment meaningfully correlate with a number of important workplace variables. The higher people score on the Genos assessment, the higher they tend to also score on measures of:

- Workplace performance
- Leadership effectiveness
- Sales
- Customer service
- Resilience
- Team work effectiveness
- Employee Engagement

The approach

Organisations using this holistic approach are using the following framework:

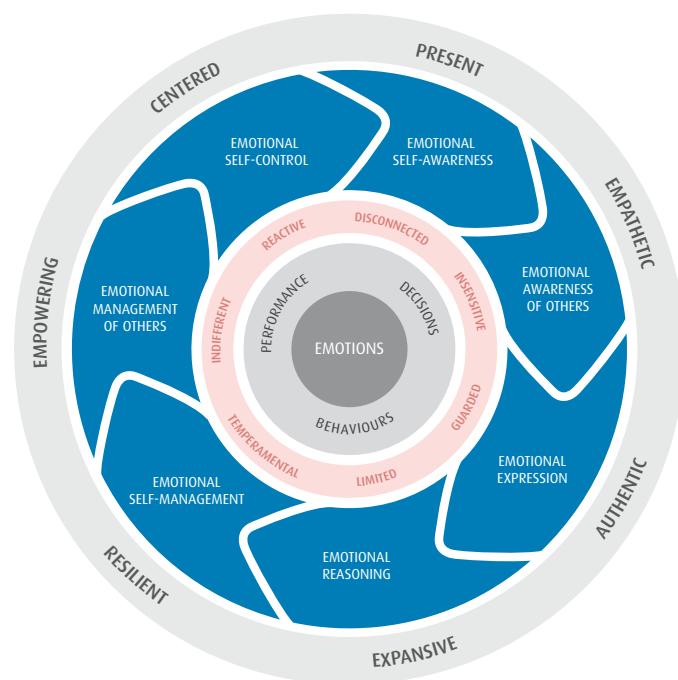
1. In the initial screening, they use an EI psychometric assessment to help identify candidates with high EI.
2. Then to assess the short list, candidates are interviewed or complete role-play based simulations.

3. Successful candidates are then on-boarded with an emotional intelligence self-assessment to introduce them to expected behaviours.

4. Followed by confirmation to ensure the employees are demonstrating EI sufficiently in the business using a 180° or 360° assessment.

The model

The Genos model, shown below, comprises a set of seven emotionally intelligent competencies. Competencies represent skills and behaviours, based on underlying abilities and experiences, that are measurable and observable. The Genos model captures the workplace skills and behaviours that manifest from emotional intelligence abilities.



The grey, outer ring of the model shows the productive states that are typically attained by a person who demonstrates the corresponding behaviours frequently, whereas the red, inner ring of the model shows the unproductive states that may be observed of a person who demonstrates the corresponding behaviours less frequently.

THE ASSESSMENT

The Genos emotional intelligence selection survey is the best measure of how often a candidate demonstrates emotional intelligence in the workplace.



Key features

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

Talent identification initiatives

Integrating into talent management and identification gives organisations the opportunity to benchmark their talent with the external market. The Genos EI assessments not only provides your talent with a benchmark, but also a development opportunity. Accompanied with Genos EI reports are development workbooks that can be used by the employee.

Talent management

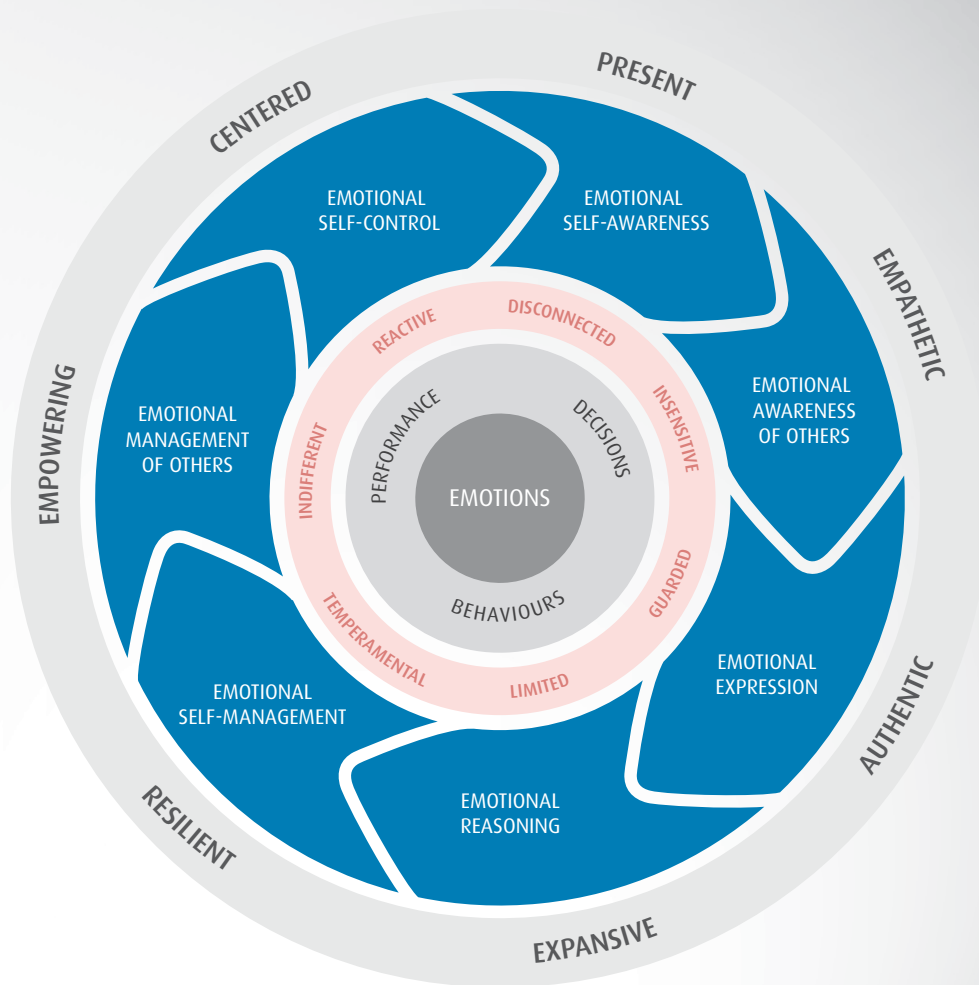
In terms of managing talent, the Genos EI Leadership 360° assessment ensures organisations:

- are being led by emotionally intelligent leaders,
- identifies leadership or behavioural issues at an early stage, and
- drives a sustained culture of emotionally intelligent leadership.

How to access the Genos EI Selection Report?

Genos will soon be providing free online training to administer the Genos EI Selection Report.

Currently, a Genos EI Certified Practitioner is required to run the Genos EI Selection Report and to debrief the results of the reports with hiring managers. Genos provides an EI Certification Program to allow learning and organisational development professionals, human resource consultants or managers, executive coaches, and organisational psychologists to administer Genos EI Assessments within their own or for client organisations.



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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