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GENOS EMOTIONAL INTELLIGENCE SELECTION REPORT

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 making the best possible hiring decisions.

Organizations are integrating Emotional Intelligence into recruitment when selecting, hiring and developing new employees. 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 intellect, experience and background in determining success at work and in life.

HIRING FOR EMOTIONAL INTELLIGENCE USING THE GENOS EMOTIONAL INTELLIGENCE SELECTION REPORT

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SELECTION
EMOTIONAL INTELLIGENCE
REPORT

Tim Candidate
1 January 2020
Strictly Confidential

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HERE

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:

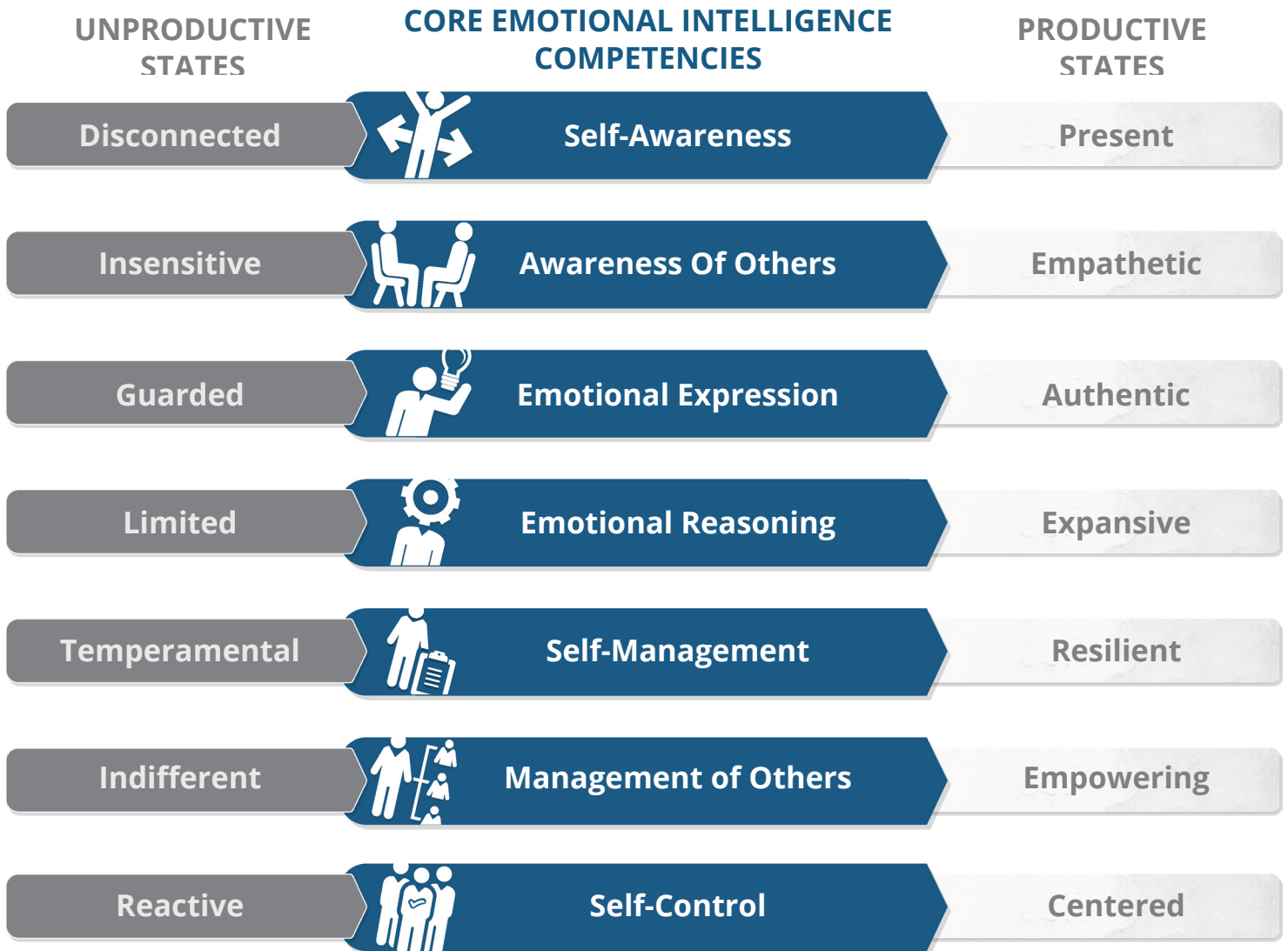
- Workplace performance
- Leadership effectiveness
- Sales and customer service
- Resilience
- Team work effectiveness
- Employee engagement

- In the initial screening, hiring managers utilize the Genos Selection Report to review the level of a candidate's emotional intelligence.
- Combined with other selection best practices and processes, candidates are interviewed and/or complete role-play based simulations.
- Successful candidates can then be on-boarded with a Genos EI Self-Assessment to introduce them to their behaviors.
- Organizations can then utilize the suite of Genos Workplace and Leadership Development reports and EI Enhancement Programs throughout the employee lifecycle.

KEY FEATURES OF THE REPORTS



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



- ✓ Extensively researched and validated model and measure.
- ✓ Results are presented in an engaging and readily accessible format with competency-specific, behaviorally-oriented recommended interview questions and evaluation guides.
- ✓ The simple and secure administration platform makes set up easy.
- ✓ The survey is timed, providing candidates with 30 minutes to complete.
- ✓ Includes sophisticated measures of manipulation, inflated scores and inconsistent responding, and adjusts scores accordingly to ensure meaningful results are provided.
- ✓ Candidates can complete surveys on their phone, tablet, PC or Mac, anywhere, at any time.
- ✓ Results are available immediately upon completion.



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