



The EQ-i®
helps you find
the right person
for the right job.



SHAPING THE VEST

You have a vested interest in finding the right fit for that new job posting. The wrong decision could be costly.

The EQ-i® can help you shape and shorten your search. At the same time, this predictive tool minimizes the headaches of recruitment and selection and, ultimately, saves you money. The challenge you face—as a leader, consultant, or HR specialist—is well known to researchers around the world. In fact, one of the reasons we developed the Emotional Quotient Inventory (EQ-i®) is to help people like you find the right person for the right job.

CUT AND CUSTOMIZE

Identify the skills and qualities you deem critical to on-the-job success. Before recruiting, measure the “vest” you want to fill. If the size and shape are not clear cut, the EQ-i can provide the pattern of competencies generally required for the job in question—for example, the necessary level of stress tolerance or interpersonal skills. This method of tailoring—cutting your search down to size and customizing your candidates to your metrics—saves you time and money.

MEASURE

Use the EQ-i assessment to measure the EQ of each candidate. In the 20 to 30 minutes it takes a certified EQ-i practitioner to administer the assessment online or on paper, a great deal of information is documented. When the practitioner interprets the scores by mapping the EQ-i subscales onto the pre-determined competencies of the job, a clear pattern emerges. For example, the practitioner may see that one candidate has a profile that incorporates a high score in “self-awareness” and a relatively low score in “independence”—just the mix you need.

FINAL “FITTING”

Interview each candidate by eliciting pertinent information relating to the EQ-i scores in conjunction with traditional data, such as education and technical skills. When you find a candidate with the overall scores that closely match your job-performance criteria, you’re ready to make a sound selection.

MADE TO MEASURE

Years of research have gone into determining the EQ characteristics that offer the best fit for many different occupations. The closer the match of a candidate's EQ measurements with your organization's job-performance criteria, the more confident you can be about reaping your ROE (return on emotion).

RESEARCH AND DEVELOPMENT

The EQ-i has been scientifically developed. During the past 10 years it has been translated into more than 15 languages, and standardized with thousands of employees in many different countries and many walks of life. It is currently used on five continents.

RELIABILITY

Demonstrating a high degree of consistency, the EQ-i is a reliable measure. Researchers around the world have studied the specific characteristics that predict success in many different occupations. Specifically, it has been found that the characteristics crucial to one line of work may be quite inconsequential to another—and that's important to know when recruiting.

VALIDITY

The EQ-i has been proven to measure what it is designed to measure. Multiple studies demonstrate the significant relationship between EQ-i and occupational performance. Among the findings: the EQ-i indicates the factors of emotional intelligence that make the greatest contribution to occupational success.

WHAT OUR CLIENTS SAY

UNITED STATES AIR FORCE (USAF)

When looking at first-year turnover of recruiters, the USAF used the EQ-i to study the differences between successful and unsuccessful recruiters. Using the findings about the EQ-i, the USAF developed a pre-employment screening system that led to a 92% reduction in first-year turnover and resulted in a \$2.7-million savings in previously lost training costs of unsuccessful new hires. *A USAF study, 1997*

WESTCORP

In conjunction with other selection and retention tools, the EQ-i assessment provides Westcorp another window into a sometimes complex set of recruitment data where understanding candidates is concerned. Since the hiring process is never a perfect enterprise, tools such as the EQ-i have helped Westcorp better select top talent to join our family of professionals. *Westcorp Employment Department*

**To find out how you too can use the EQ-i to select top talent,
contact us today.**



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U.S. 1.800.456.3003 • Canada 1.800.268.6011 • U.K. 0845 601 7603

