



Engagement Example: Improved Hiring Decisions What if you really could hire for 'common sense'?

When less than perfect information is available, so most of the time, can you afford to assign an important decision to someone who struggles to assess risk, weigh alternatives, and consider potential consequences?

Emotional intelligence (EI) is commonly referred to as that uncommon ability we label 'common sense', which has to do with our capacity to objectively assess our strengths, as well as be open to viewing and challenging our limitations, mistaken assumptions, unacknowledged biases, and short-sighted beliefs.

EI also encompasses our ability to read the political and social environment, and landscape them; to intuitively grasp what others want and need, what their strengths and weaknesses are; to remain unruffled by stress; to be decisive; and to authentically engage and inspire others.

How it Works

In the final stage of selection, prior to issuing a written employment offer, the EQ-i2.0® can be administered to the finalist candidate to determine whether the finalist's current inventory of EI competencies aligns sufficiently with the role-specific competency framework to predict the potential for successful performance.

EI is the predictor of common sense hiring you have been waiting for.