

46% of Newly-Hired Employees Will Fail Within 18 Months



Make a Better Impression

Make Better Hires

with FOX & COMPANY'S
Training in Behavioral
Interviewing and Emotional
Intelligence Screening

Behavioral Interviewing and **Emotional Intelligence Screening** are two methodologies your managers can learn in a one-day training session, and can be applied to **all** positions within your company to **dramatically improve** the quality of your new hires and the impression your company is leaving with candidates.

A **Behavioral Interview** is a structured interview with open-ended questions designed to assess the candidate's ability to fulfill the specific job skills required. Behavioral Interview questions direct the discussion toward past behavior in a job, which illustrate the candidate's ability to perform the current job requirements and how he/she fits with the organization's culture. The questions target technical and non-technical skills and competencies including Emotional Intelligence (EI or EQ).

Emotional Intelligence Skills

According to Daniel Goleman, in "Working with Emotional Intelligence", *Emotional Intelligence* is "the capacity for recognizing our own feeling and those of others, for motivating ourselves, and for managing emotions well in ourselves and in our relationships." It includes the following skills: **Self Awareness, Self-Regulation, Motivation, Empathy and Social Skill.**

Advantages of Behavioral Interviewing:

- Past behavior is the best predictor of future behavior
- Proper Interview Etiquette helps "close" top talent
- Interviewer obtains specific information on job-related skills
- Interviewer controls the interview
- Easy to stay within legal limits
- Solidly demonstrates communication and listening skills
- Candidates feel they have been treated fairly & professionally
- Highly effective in assessing technical skills AND functional & Emotional Intelligence skills
- Can be adapted for all types of jobs and levels of positions

Don't be a statistic:

46% of newly-hired employees will fail within 18 months. 26% of new hires fail because they can't accept feedback, 23% because they're unable to understand and manage emotions, 17% because they lack the necessary motivation to excel, 15% because they have the wrong temperament for the job, and only 11% because they lack the necessary technical skills.

– according to a three-year study by Leadership IQ

In a fully customized one or two-day session, Fox & Company can train all of your managers in the Behavioral Interviewing & Emotional Intelligence Screening methodologies. These interactive modules are delivered by highly skilled trainers with over 20 years of executive HR leadership experience.

Contact JUDY FOX-BRANDT to learn more:

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