

The EQ interview: finding employees with high emotional intelligence

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Abstrak

With a growing body of research showing that Emotional Intelligence is one of the key indicators of success, smart hiring managers know that choosing employees based on their EQ makes sense. What they don't know is the best way to do it. "The EQ Interview" gives readers the practical skills and understanding they need to make smart hiring choices by determining candidates' emotional intelligence to ensure that they're the right fit for the job. This practical guide explains the five areas of emotional intelligence, and how these competencies add to job performance. The book then provides readers with more than 100 behavior-based questions specially formulated to help determine how applicants have applied their EQ in past experience, and helps managers use that information to predict future success. The book shows readers how they can analyze and interpret answers and even spot 'EQ frauds' to avoid costly hiring mistakes. Filled with insightful examples, this is the one book that shows readers how to incorporate EQ into their hiring process.