



Hiring & Coaching

“OK—So I Have Low Detail!! I Admit It”

After attending a marketing meeting recently I was so excited to get our first newsletter out I came up with a new name for our company, stuck it on the newsletter and sent it out. Later I found that many of you did not even open up the emailed newsletter as you did not know what Staff Development Services was and promptly deleted it.

Okay, I’ll admit it—I have a low detail tendency. Put an idea in my head and I dive into the pool and then check to see if it has water in it. After checking with some of you on how you referred to us I came to realize that everybody knows us as “John Beane.” Our goal is to make using our services as simple as possible. From now on we will refer to our company as **Johnbeane**. Our physical address, phone number & email address will continue to be the address you

are currently using. So, it isn’t necessary for you to change anything.

The good news is that since I took the Simmons Personal Survey almost 20 years ago I have been able to raise my detail tendency some. If I had not become aware of this character weakness many years ago and worked to improve it’s hard to tell what I’d be doing now.

Just What is This Thing Called Emotional Intelligence?

Since 1990 psychologists and medical doctors have been proving what we have known since the mid ‘70s. There are personal characteristics, called emotional intelligence, which are responsible for the way we behave, how we feel, how we relate to others, how well we do at our jobs and how healthy we are.

Just like standard intelligence (IQ), emotional intelligence (EQ) is a function of the brain. IQ is

“A study of Harvard graduates in the fields of law, medicine, teaching, and business found that scores on entrance exams—a surrogate for IQ—had zero or negative correlation with their eventual career success.”
Daniel Goleman from *“Working with Emotional Intelligence”*

a function of the top portion of the brain and is made up of abilities such as math calculations, memory, vocabulary, etc. EQ is a function of the lower and central parts of the brain and is made up of emotional drives and behavioral tendencies that are motivated by feelings. Research has shown that, in most cases, emotional intelligence is even more important to academic, job, and relationship



**Johnbeane /
Staff Development
Services**

3840 Echo Farms Blvd.
Wilmington, NC 28412

Phone: 910-350-8885
Fax: 910-784-1223
Email: jbeane@johnbeane.com

Matching the Right Person to the Right Job

Welcome to these new clients

Nunn & Green Law Office — Bloomington, IN
S.E. Ocean Blue Pools — Leland, NC
Greg Jones & Associates — Wilmington, NC
Law Offices of Terry Bryant — Houston, TX
Trantolo & Trantolo Law Offices — Hartford, CT
Michael F. Hupy & Associates — Milwaukee, WI
Law Office of Richard Truitt — Ft. Wayne, IN
Handcrafted Homes — Hendersonville, NC
Associates & Bruce L. Scheiner — Ft. Myers, FL
Stouwie & Mayo — San Antonio, TX

performance than IQ!!! While a few jobs such as a nuclear physicist do require a high IQ, in most jobs, a person can be very successful with an average IQ plus the EQ tendencies that match their job.

Just as every person inherits certain physical attributes (hair color, size, etc.) from the genes of their parents we are born with a specific pattern of emotional tendencies (sociability, positive outlook, etc.) After birth we are further shaped by direct experience, positive and negative consequences, the conclusions we draw, and the decisions we

make about our environment. Drugs, accidents, illnesses, diet, and health habits sometimes affect us and help shape our emotional intelligence tendencies.

No one is perfect! Everyone has strengths as well as traits and tendencies that get in their way. What is considered “good tendencies” will vary depending upon the demands of the environment. For example: Case Manager in Law Firm #1 enters data and has some contact with clients. Case Manager in Law Firm#2 enters data, deals with clients, and does some initial

negotiating with insurance adjusters. Both case managers need to have high detail tendencies but Case Manager #2 needs a higher assertive level in order to negotiate effectively. These people are both case managers but require some different tendency levels due to the different demands of their environments.

Although this is a very brief overview of emotional intelligence it will hopefully give you a better idea of what it is and the importance of it when trying to **match the right person to the right job.**

A Reminder from John

Don't Forget:

- Fax only surveys to 215-243-9234.
- No cover sheet is needed.
- When faxing, page one must be mated to page two. This is done by circling the same number or combination of numbers in the box marked “to be filled by administrator” on both pages.

- Here's an example;

PAGE ONE

To be filled by Administrator								
1	2	3	4	5	6	7	8	9
1	2	3	4	5	6	7	8	9

recise () stingy

PAGE TWO

To be filled by Administrator								
1	2	3	4	5	6	7	8	9
1	2	3	4	5	6	7	8	9

recise () stingy

- If you fax more than one test each person must have a different number.
- Numbers can be reused the next time you fax.
- All other information concerning job applicants should be emailed or faxed directly to John.