

Emotify Helps Companies Hire Well-Rounded Team Players

Challenge

Criteria partnered with JVR Psychometrics, a leading provider of psychometric assessments in South Africa, to understand the relationship between Emotify and job performance among South African employees. The sample consisted of 113 employees spanning multiple industries including education, professional services and oil and gas, and there was representation across job levels from semi-skilled employees through to top-level management.

Solution

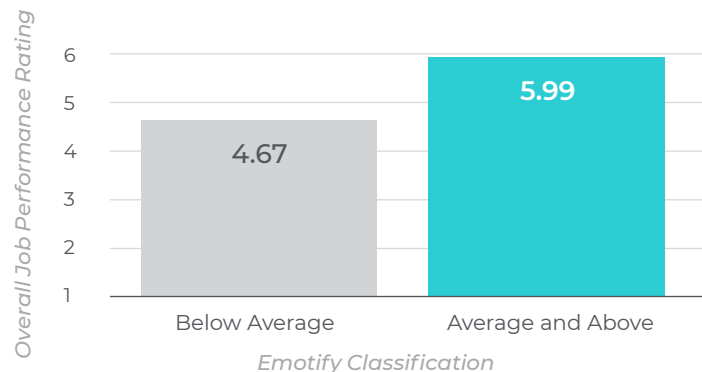
Employees completed Criteria's Emotify assessment, an interactive game-based assessment of emotional intelligence that measures one's ability to accurately perceive and understand emotions in themselves and others. Employees were then rated by their managers on a job performance survey measuring multiple factors of performance.

Results

Overall, there was a clear relationship between Emotify scores and job performance. Employees who scored in the average range or higher on Emotify received higher overall job performance by their managers compared to those scoring in the below average range.

Employees who scored in the average range or above on Emotify received more favorable manager ratings across many aspects of job performance compared to employees who scored below average, including:

- 23% higher rating for displaying acts of kindness towards co-workers
- 19% higher rating for doing more than what is expected
- 20% higher rating for reacting appropriately to crises
- 18% higher rating for maintaining their composure when under pressure
- 18% higher rating for being open minded towards other views
- 26% lower rating for being unwilling to learn new skills



About the Assessment

Emotify

Emotify allows you to measure emotional intelligence in a way that provides useful, reliable information. It assesses a candidate's ability to accurately perceive emotions, and to effectively understand the connections between emotions and situations that lead to specific emotional reactions.