

EQ factors help recruiters spot the right fit at first interview

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Candidates give off verbal and visual cues that allow savvy recruiters to easily assess their motivation and temperament, an emotional intelligence expert says.

Former venture capitalist turned EQ coach, **Chris Golis**, believes candidates offer six clues during interviews that can help recruiters gain an insight into their potential job fit.

Using a 1935 study of temperament by [Humm-Wadsworth](#), which found all people are somewhere on the scale of Normal, Manic, Depressive, Autistic, Paranoid, Epileptoid and Hysteroid, Golis updated these descriptions using personality types which he calls the [7MTF Components](#) (motivation temperament factors).

These are the Regulator (formerly known as the Normal), the GoGetter (formerly the Hustler), the Socialiser (formerly the Mover), the Doublechecker, the Artist, the Politician and the Engineer. These temperament types can be used to determine what sort of person would suit a particular role, he says.

A doublechecker will be dutiful, loyal and concerned with doing the right thing – they might make a good payroll person, for example. Whereas a politician will exhibit a drive to win and would therefore make a great investment banker.

Golis says once recruiters know what to look for, they can identify certain attributes common to each temperament in the interview process, using the acronym TOPDOG:

- The way they talk (T);
- The organisation they work for (O);
- Their position in the organisation (P);
- The way they dress (D);
- Their office or working environment (O); and
- How long they keep you waiting for a meeting and how soon they use your first name. This is referred to as the gambit (G).

Among some of the many cues are that "socialisers and politicians are always late for meetings", Golis says. "Those who apologise and immediately start using first names are socialisers; those who don't apologise and take time to use your first name are politicians."

Politicians also wear blue, while socialisers often wear yellow, engineers wear green, and hustlers and risk-takers wear red. US President Donald Trump is a classic hustler, Golis says. "He's always wearing a red tie. Doublecheckers like Burberry scarves, they like mother earth colours and security."

If the ideal employee is someone who is a conscientious team player, "you want to hire someone who has pens in their pocket (preferably Montblanc) – a massive clue for someone who is an engineer. They are conscientious people".

Someone in a yellow tie will also be a team player: "yellow is the colour of the sun, of enthusiasm and optimism," Golis says. A woman wearing bright colours and big earrings is another giveaway for a socialiser.

Recruiters should listen to *how* they talk, too. "The only thing more contagious than enthusiasm is the lack of it," Golis says. "Say you're hiring for an investment bank, you want someone who's interested in money. The two biggest clues when they're talking are they drop names and effectively talk about money and hobbies.

"The important thing is you get the right temperament for the job."

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