



TenStep Supplemental Paper

3 January 2004

Emergenetics Individual Assessment

Every job profile requires a set of personality traits or behavioral patterns that a candidate ought to have to be successful. Hence, before a candidate is recruited, it is essential to study and analyze both his/her behavioral patterns and personality traits.

To gain an understanding of a prospective employee's work attitudes and behavior, organizations are increasingly using psychometric assessment tools. These tools include aptitude, ability and personality evaluations and give valuable insights into the individual's motivations, strengths, and limitations. These assessments can also provide detailed information about how an individual is likely to approach his/her work, career stability and the pattern of management to which he/she is most likely to respond positively to.

Frequently used as recruitment tools, psychometric tests can also be used to improve organizational effectiveness through developing both teams and existing employees. Emergenetics Individual Assessment (EIA), developed by Geil Browning in 1985, is once such test that can be used for developing team effectiveness.

Emergenetics is defined as an expression of an individual's thoughts and behaviors as a product of both genetics and life experiences. EIA test profiles translate information from business, psychology and neuro-scientific sources into an easy to apply format. The test measures an individual's three key behaviors - expressiveness, assertiveness and flexibility - demonstrated in a color chart. Based on these individual results, the team's averages can be calculated to take advantage of individual thinking and behavior attributes.

Psychometric tests, combined with interviews, can be effective tools not just for making better hiring decisions, but also for developing employee performance.