

XQ's 3-Step System Helps Maximize All Phases of the Job Life Cycle



*See How We Can Help During These
3 Key Phases of the Job Cycle*

Talent Acquisition

1. **Benchmarking** - Identifying the communication style, priorities, and perceptions essential to success
2. **Screening** - Identifying the individuals with the closest hard and soft skills and greatest growth potential
3. **Hiring** - Ensuring the written and mental resumes are congruent and exemplify what is necessary for job success



Talent Development

1. **Onboarding** - Introduction to the corporate history, culture, and the employee's personal contribution to corporate success
2. **Data Driven Training** - Each individual is introduced to the foundational principles necessary for improvement of their emotional intelligence
3. **Skill Set Development** - A structured learning program is developed for both technical and soft skills



Talent Retention

1. **Performance Reviews** - Traditional performance reviews are 51% negative. Through the use of multiple development tools they are 72% positive.
2. **Capacity Development** - Building on the foundation of emotional intelligence, the skill sets of empathy, motivation, and social skills, are improved according to individual needs.
3. **Promotion** - Ensuring employee's career path aligns with their behaviors, mindsets, expanding capacities, and leadership/management potential.

