

It is no news that the business world is changing. Years ago, an employee's tenure of twenty-five years within one company was the norm. Not so today. In response, outplacement services are evolving. At one time, job hunters were presented with a temporary computer cubicle and resume-writing assistance. Finding a job was a challenge and a priority.

Employees in the current workforce, however, have an average tenure of four years. The focus is of the job hunt is finding the right job as well as developing the necessary skills for that job. As such, outplacement firms are offering a more personal approach, including career coaching.

Dynamic trends around peer collaboration, social collaboration, and seeking insight and knowledge from web-based resources are taking shape. The key for bringing career coaching and outplacement into the 21st century is providing the means for support to occur through technology, which appeals to the Generation X and Y lifestyle.

A Solution for the Job Hunter

Job hunting can be stressful and defeating at times. Employers receive thousands of applications for just one position. Finding the right fit can sometimes seem impossible. The critical components of a successful job hunt include emotional coaching, self-assessment, and setting objectives.

General intelligence and technical skills are important in the workplace, but to create personal success, one must also possess a high level of emotional intelligence. EQ is independent of IQ, thus, emotional intelligence cannot be predicted from one's level of general intelligence. Emotional intelligence is incredibly relevant to the workplace, especially for leadership, management, and teamwork. Moreover, emotional intelligence is invaluable during an interview.

Traditional Outplacement Challenges

- The average job search lasts four months during good times, but often much longer during recessions.
- Length of tenure for employees is shortening.
- A company interviews one person for every 250 resumes it receives.
- Find a job, any job, is no longer good enough.
- Average tenure for employees is four years.
- A more personal approach is needed.

“Emotional intelligence isn't a luxury tool you can dispense with in tough times. It's a basic tool that, deployed with finesse, is the key to professional success.”

-The Harvard Business Review

“In this time of great economic uncertainty, I wish everyone who seeks to enhance their Emotional Intelligence and increase their effectiveness in personal and professional relationships could have this opportunity to be mentored. We need it now more than ever. I am grateful for the EQmentor organization and for all I have gained through my association with it.”

-EQmentor Mentee

True EQ learning, however, occurs over an extended period of time – not in a classroom, two-day seminar, or workshop. Emotions change with experiences on a daily basis, so the challenges individuals face are almost constant. Furthermore, adults learn best when they feel emotionally safe enough to disclose information – a critical element for enhancing EQ. As such, working with a mentor through an extended period of time truly allows for the manifestation of the spectrum of emotions, and patterns, and personal development.

EQmentor provides a service that helps professionals manage their careers. The unique parameters allow for *point-of-need* learning – the most critical requirement in adult learning. The anonymous relationship fosters the emotional safety necessary for true learning.

Mission: to create the perfect learning experience!

EACH SUBSCRIPTION INCLUDES:	ALL MENTEES HAVE ACCESS TO:
<ul style="list-style-type: none"> ◆ Full up-front EQ and Personality Assessment ◆ Certified, custom-matched mentor with a proven track record ◆ Own private & confidential learning room with a mentor ◆ Average of two communications per week with a mentor ◆ Generation of 3-5 action items addressing a Company Challenge ◆ Post Emotional Intelligence Assessment and Growth Report ◆ Full unlimited access for 12 months 	<ul style="list-style-type: none"> ◆ EQ Room – Private and confidential portal for interacting with mentor. ◆ EQ Wisdom – User-generated content such as stories, quotes, presentations, and reviews. ◆ EQ Experience – Collaborate with a global community of peers and mentors across vocations and industries. ◆ EQ Knowledge – Access company profiles, industry trends, articles, or peer-reviewed publications. ◆ EQtoolkit – Over 300 learning and development exercises to supplement learning. ◆ EQideagora – Post an idea or problem and seek to build solutions through collective community feedback. <p style="text-align: center;">...AND MUCH MORE</p>



Extended Learning Model

- Evaluate experiences at the point-of-need
- Learning is relevant
- Self-awareness of patterns



Emotional Safety

- Confidential interactions
- Able to disclose information freely



Outcome-Based Learning

- Experience-based learning
- Impact to business
- Immediate application



Mentoring

- Learn from someone who has walked your path
- Knowledge and wisdom



Multi-Mode Learning

- Active, self-directed learning
- Self, peers, knowledge sources, and mentor

“Better than my MBA!”

“The relationship with my mentor was extraordinary!”

“One of the best resources offered by my institution.”

“I am grateful for this experience.”



“Made me a much better leader.”

“The anonymity really fosters a genuine interaction.”

“Single-handedly the best development option I’ve ever participated in.”

“Exceeds every expectation I had.”



Company Challenge – Impact to Business

In addition to personal and professional growth, EQmentor’s **action learning solution** directly impacts business. Based on the outcome-based learning principle, mentees select a business issue facing their department or company, research and discuss it with their mentor, and bring back 3-5 action items to positively address the issue – all implementable within 6 months.