EMOTIONAL INTELLIGENCE

Master Self. Influence All.

Onboarding & Acquisition Tools

"Candidates are hired for what they know, but fired for how they act."

In recruitment, a single cultural mismatch is more than a financial drain; it is a systemic disruption that can destabilise an entire department.

Developed by **Nick Atzeni Ltd**

London based, operating Globally

Nick Atzeni

The Foundation of Expertise
Nick is an integrative coach in Advanced Emotional Intelligence, operating on Executive Performance, with a focus on Mindset and Emotional Regulation, with specialised training from Harvard Medical School and the University of Oxford Business School.

Philosophy & Economics
Nick integrates ancient wisdom with modern leadership.
Trained at the School of Practical Philosophy and Economic Science, Nick helps Leaders understand the "human asset" within themselves and in their organisations.

Global Authority
A member of the Association for Coaching UK, Nick utilises psychometric **EQ assessments** registered with the British Psychological Society.
His influence spans four continents, having lectured for

- The Italian Chamber of Deputies (Rome),
- Strathmore Business University (Nairobi),
- SELA privately (Jeddah),
- Elite Organisations: Crystal Palace FC, Aston Villa Foundation, and the Royal Spanish Football Federation.

The Philosophy of Decision-Making
For a CEO, philosophy, mindset and emotional regulation are the ultimate tools for ethical **clarity and mental resilience**—enabling one to remain centred through potential, unexpected storms.

This ensures that every emotional investment leads to a **measurable return** in **performance** and **turnover**.

Moving Beyond the CV

Candidates are hired for their technical IQ but often fired—or fail to integrate—because of their lack of Emotional Intelligence.

Technical brilliance is the baseline; Emotional Resilience and Cultural Alignment are the true differentiators.

Our **Recruiter Selection Questionnaire** provides a surgical diagnostic of a candidate's "Internal Operating System".

The Strategic Advantage

- **Predictive Validity:** Moving beyond the "interview mask" to see how a candidate truly regulates stress, handles conflict, and demonstrates empathy under pressure.
- **Culture Preservation:** Ensuring the new hire protects and enhances the existing "Emotional Climate" of the organisation.
- **Informed Decision-Making:** Providing HR and Boards with objective, BPS-registered psychometric data to support the final selection.
- **Accelerated Onboarding:** Using the report to identify exactly where the new hire will need support in their first 90 days.

Eliminating the "Great Misfit"

We partner with **Recruiters, Onboarding Specialists,** and **HR Directors** to map the Internal Landscape of a candidate before the contract is signed—providing the **psycho-emotional due diligence** required to secure a strategic asset, not a cultural liability.

Best Fitting Purposes

The Highest Benefit Users

- **Onboarding & Integration Departments:**

To provide hiring managers with a "User Manual" for their new executive, accelerating the time-to-value.

- **Top Roles Search & C-Suite Appointments:**

Where the cost of a "misfit" is measured in millions, and organisational stability is at stake.

- **Succession Planning:**

Identifying which internal candidates possess the emotional farsightedness to transition from operational to strategic leadership.

- **High-Performance Team Scaling:**

For rapidly growing departments (Tech, Finance, Legal) where maintaining a cohesive, non-toxic culture is a priority.

- **Internal HR & Talent Acquisition:**

Who need to validate their "gut feeling" with BPS-registered psychometrics.

- **Executive Search Firms:**

Looking for a data-backed differentiator to present to their clients..

- **Private Equity & VC Firms:**

Conducting "People Due Diligence" on founders or new CEOs during acquisitions.

- **High-Growth Tech & Finance:**

Where culture is fragile, and the "Cost of Failure" for a new lead is exceptionally high.

The Selection Protocol

Full Candidate Validation

The Selection Protocol is a high-precision diagnostic designed to ***bridge the gap between a candidate's technical CV and their actual leadership behaviour.***

- **The Psychometric Blueprint**

The candidate completes the Emotional Capital Report **(ECR),** a BPS-registered assessment. This provides the "Internal Map" of their leadership potential, mapping scores across 10 performance-critical emotional competencies.

- **The Interviewer Navigation Guide**

Alongside the candidate's profile, the Hiring Manager receives a bespoke Selection Interviewer Report. This document translates the psychometric data into a strategic roadmap.

- **The Calibrated Interview**

We provide the HR Lead with a targeted set of questions specifically tailored to that candidate's ECR results.
This allows the interviewer to:

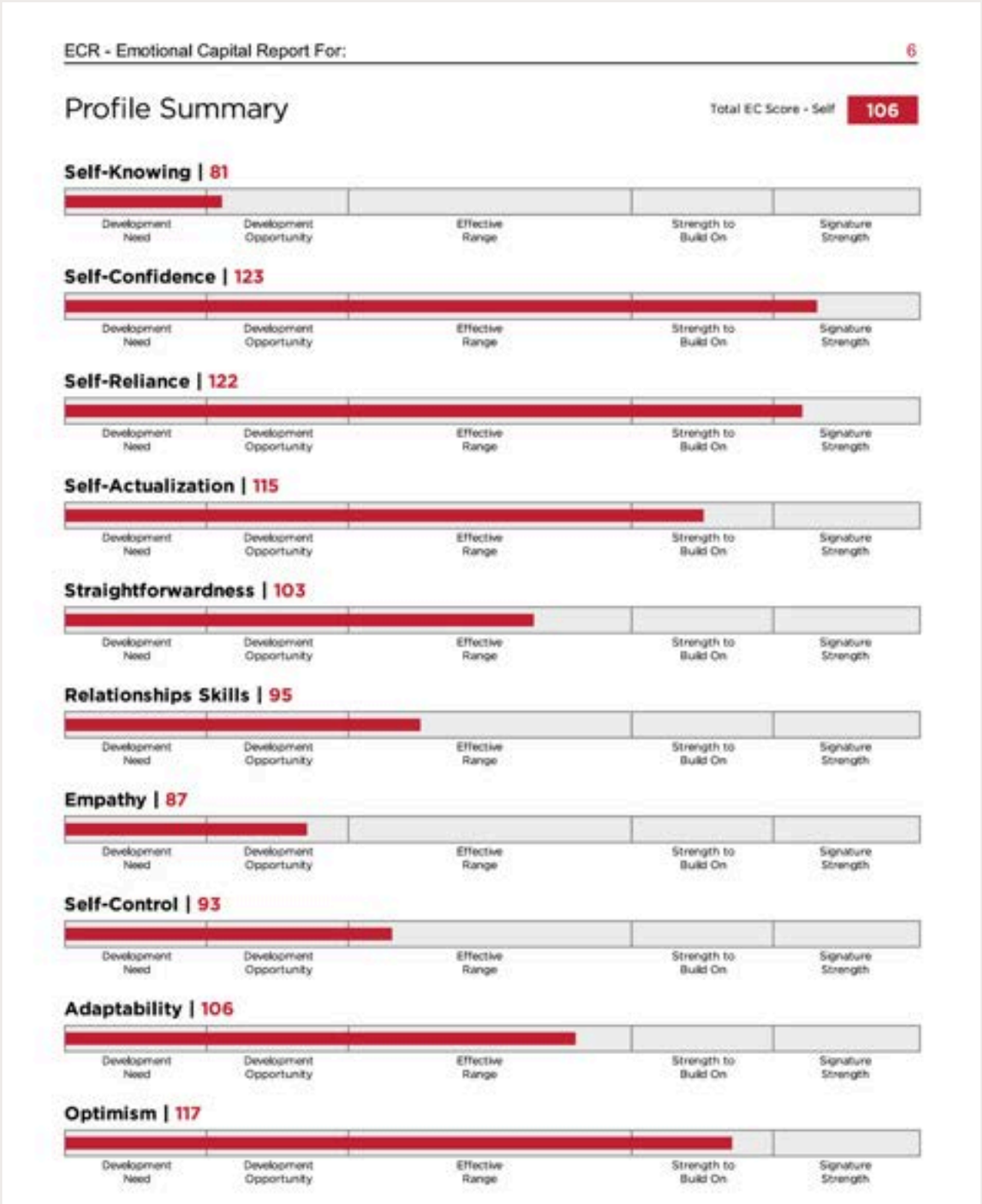
- **Verify Authenticity:** Probe the high scores to ensure they translate into real-world actions.
- **Audit Risks:** Explore the low scores through structured, high-stakes questioning.
- **Score the Alignment:** Use our provided framework to grade the "Interview vs. Assessment" match, ensuring the person on the CV is the person entering the boardroom.

Total Certainty

The goal is to bring together:

- ***Hard IQ Skills (CV),***
- ***Soft EQ Skills (ECR),***
- ***and the Lived Experience (Interview).***

The EQ Self-Assessment Graph Sample



ECR - Emotional Capital Report For: 6

Profile Summary

Total EC Score - Self 106

Self-Knowing | 81

Self-Confidence | 123

Self-Reliance | 122

Self-Actualization | 115

Straightforwardness | 103

Relationships Skills | 95

Empathy | 87

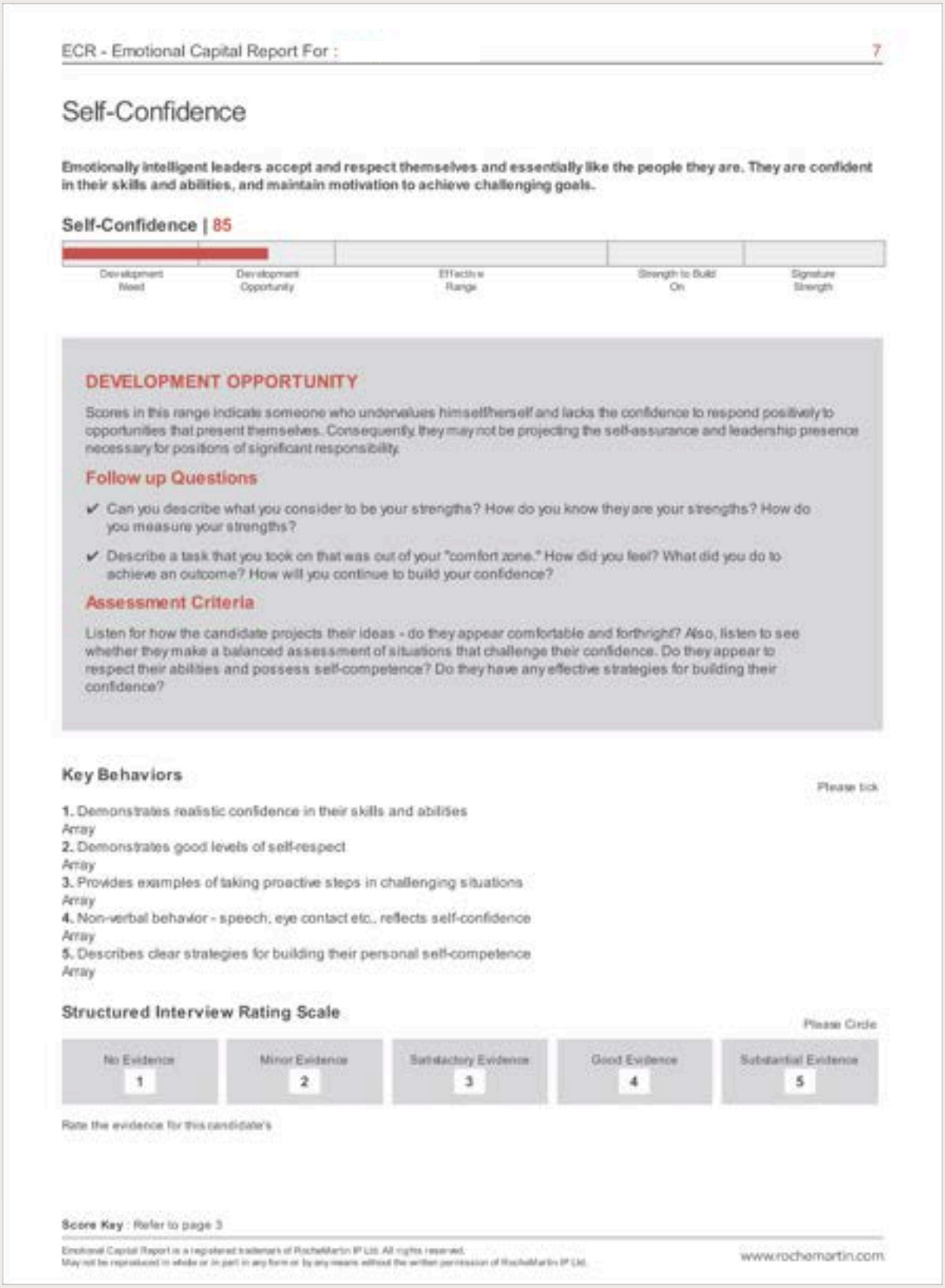
Self-Control | 93

Adaptability | 106

Optimism | 117

Development Need | Development Opportunity | Effective Range | Strength to Build On | Signature Strength

The Interviewer Sample



ECR - Emotional Capital Report For : 7

Self-Confidence

Emotionally intelligent leaders accept and respect themselves and essentially like the people they are. They are confident in their skills and abilities, and maintain motivation to achieve challenging goals.

Self-Confidence | 85

Development Need | Development Opportunity | Effective Range | Strength to Build On | Signature Strength

DEVELOPMENT OPPORTUNITY

Scores in this range indicate someone who undervalues himself/herself and lacks the confidence to respond positively to opportunities that present themselves. Consequently, they may not be projecting the self-assurance and leadership presence necessary for positions of significant responsibility.

Follow up Questions

- ✔ Can you describe what you consider to be your strengths? How do you know they are your strengths? How do you measure your strengths?
- ✔ Describe a task that you took on that was out of your "comfort zone." How did you feel? What did you do to achieve an outcome? How will you continue to build your confidence?

Assessment Criteria

Listen for how the candidate projects their ideas - do they appear comfortable and forthright? Also, listen to see whether they make a balanced assessment of situations that challenge their confidence. Do they appear to respect their abilities and possess self-competence? Do they have any effective strategies for building their confidence?

Key Behaviors

Please tick

1. Demonstrates realistic confidence in their skills and abilities
Array
2. Demonstrates good levels of self-respect
Array
3. Provides examples of taking proactive steps in challenging situations
Array
4. Non-verbal behavior - speech, eye contact etc., reflects self-confidence
Array
5. Describes clear strategies for building their personal self-competence
Array

Structured Interview Rating Scale

Please Circle

No Evidence	Minor Evidence	Satisfactory Evidence	Good Evidence	Substantial Evidence
1	2	3	4	5

Rate the evidence for this candidate's

Score Key : Refer to page 3

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What the Selection Protocol Covers

- **The Candidate Benchmark (ECR Assessment):**

A 20-page forensic psychometric profile mapping the candidate's emotional architecture against 10 performance-critical leadership traits. (BPS-Registered Diagnostic).

- **Pre-Interview Strategic Calibration (60-min):**

A high-level consultation to identify "red flags," align the interview panel on key focus areas, and prepare the "stress-test" strategy.

- **The Hiring Manager's Decoding Manual:**

A bespoke roadmap that translates raw data into actionable intelligence, providing targeted behavioural questions to pressure-test the candidate during the interview.

- **Post-Interview Decision Audit (60-min):**

A final forensic debrief to reconcile interview performance with psychometric data, ensuring a balanced, objective, and risk-mitigated final selection.

The Investment

For 1 candidate

- **GBP 888** / EUR 1,025 / USD 1,183

For up to 2 candidates

- **GBP 1,777** / EUR 2,052 / USD 2,368

For up to 3 candidates

- **GBP 2.398** / EUR 2,768 / USD 3,197

For up to 5 candidates

- **GBP 3.780** / EUR 4,364 / USD 5,038

The cost of a wrong hire far outweighs the investment in psychological certainty.

Secure your next leader by design, not by chance.

Contact us for a Selection Protocol Briefing.

Expected Outcomes

Optimised Interview Precision:
Arm your hiring panel with "Surgical Questioning" that bypasses rehearsed answers to reveal the candidate's true operating style.

Conflict Prevention:
Identify potential friction points between the new hire and the current leadership team before they manifest in the boardroom.

Elimination of "Interview Bias":
Replace subjective "gut feelings" with a standardised, BPS-registered psychometric benchmark for every candidate.

Reduced Time-to-Value:
Identify exactly how to manage and integrate the new hire from Day One, accelerating their transition into full productivity.

Cultural Due Diligence:
Ensure the candidate's emotional blueprint protects and enhances your existing team dynamics rather than disrupting them.

Business Data-Backed ROI on EQ

*The average cost of a "bad hire" at the executive level is estimated to be **15 times the individual's monthly salary**, primarily due to the disruption of team cohesion and lost strategic momentum.*
[Harvard Business Review]

***89% of hiring failures** are attributed to a lack of "Soft Skill" alignment rather than a lack of technical competence, **making EQ the primary indicator** of long-term cultural fit.*
[Leadership IQ]

50% of new executive hires fail within the first 18 months, not due to lack of skill, but due to "Emotional Derailment"—specifically a lack of self-awareness and relationship management.
[The Center for Creative Leadership (CCL)]

Contacts & Thanks

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This is part of the 2026 Packages:

- One-on-One Coaching
- Team Training Coaching
- Sports Environment(s)
- **Onboarding EI Coaching**
- EI Coaches Training
- EI & Self-Awareness Course

Thank You for Your dedication to evolving **Talent Acquisition Strategy**

Secure your next Candidate with psychological certainty

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