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Reitman Security Search is a leader in executive recruitment and consulting, supporting the electronic security/critical building systems space globally. Our clients include the industry's most sought-after employers; public and private electronic security technology manufacturers, systems integrators, specifiers/consultants and distributors. Here are some examples of our practice.

See [Current Engagements and Placements](#) below!

### *Best practices...*

#### **8 Interview Questions to Test Emotional Intelligence**

"EQ" (Emotional Quotient) might sound like a nice-to-have but nonessential quality for new hires. But finding staff with a fine-grained ability to interpret emotion makes bottom line business sense.

One study out of Yale, for instance, determined that those with higher emotional intelligence tend to make better decisions (a handy trait in business, you have to admit), while another German study found that higher EQ was clearly linked with higher income. In short, hiring emotionally savvy staff will probably help your company make more money.

So how do you screen for EQ? More and more big companies are actually using formal EQ evaluations as part of their interview process, but for small and midsize businesses that might be beyond your abilities. Is there a simple, low cost alternative?

According to leadership coach Phil Johnson, the answer is simply to add a few new interview questions to your hiring process. Here are a few to get you thinking:

1. When is the last time you were embarrassed? (Followed up with: What happened? How did you handle the situation?)
2. What activities energize and excite you?
3. What are two personal habits that have served you well?

4. How good are you at asking for help?
5. What is one of the internal battles you have each day?
6. What makes you angry?
7. Who inspires you? Why?
8. On an "average day" is your main focus on results and tasks or people and emotions?

As always, we're interested in your thoughts on these and other hiring, selection and retention trends.

\*Source: Jessica Stillman, Inc.com; Phil Johnson, Business Insider

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### [Recent Placements and Current Engagements](#)

**Enterprise Business Development-** Strategic Capture +\$1M Integrated Solutions

**Regional Sales Manager-** Network Video Solutions- Mid-Atlantic

**Customer Service Leader-** Access Control

**Vertical Market Sales Manager-** Multi-Family Housing- Access Control, Midwest

**Regional Sales Manager-** Metro NYC/NJ- Network Video

**Regional Sales Manager-** Southern CA/Southwest- Network Video

**Vertical Market Sales Manager-** Education Solutions- Network Video

**Enterprise Business Development-** Phila, DC, Boston, Atlanta, Denver, Houston, Seattle, Chicago

**Director of A&E/Consultant Business Development-** Enterprise IT/Security Solutions

**Western Regional Sales Manager-** Life Safety Technologies- Los Angeles

**Regional Sales Manager-** Network Video- Pacific Northwest

**Vertical Market Sales Manager-** Gaming- Network Video

**Product Manager-** Network Video and IoT Solutions

**National Customer Service Leader-** Life Safety Technologies

**Regional Sales Manager-** Network Video- Chicago/Upper Midwest- **COMPLETED**

**Senior Enterprise Business Development-** Los Angeles- **COMPLETED**

**Product Manager-** Consumer Video Solutions

**Business Development Manager-** IP Video Solutions- Vertical Markets, Western US

**Business Development Manager-** Enterprise Solutions- Houston

**Regional Sales Manager-** Enterprise Access Control- New England

**Product Manager-** Network Video Solutions- Southern California

**Vertical Market Sales Manager-** Multi-Family Housing- Access Control, Northeast-

**COMPLETED**

**Regional Sales Manager- IP Video- Ontario/GTA- COMPLETED**

**Business Development Manager- Managed Services-Chicago**

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