



June 15
2011

The McQuaig Word Survey®

Sample Candidate
Sample Reports



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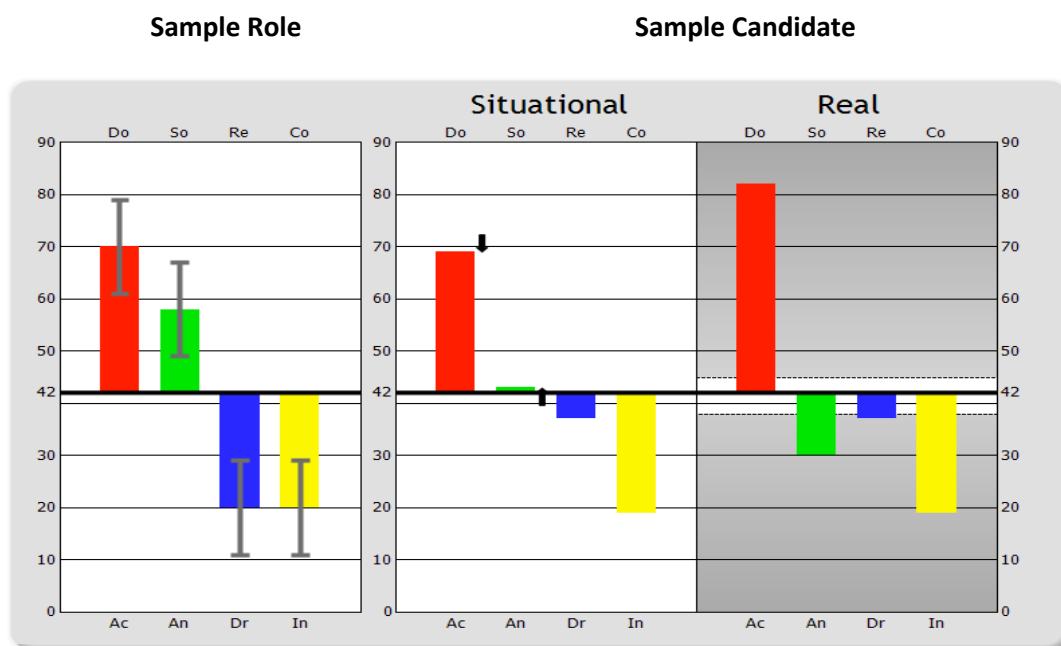
Assessment of Job Fit: Sample Role

Sample Candidate

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Graphical Summary

This report compares The McQuaig Job Survey® results for the position of **Sample Role** (as described by **Holst Group** on June 15, 2011) to The McQuaig Word Survey® results for **Sample Candidate**.

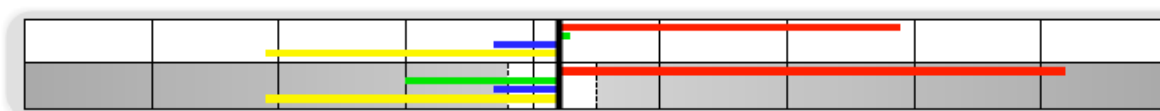


Key to Behavioural Scales

■	DO minant ↔ AC cepting:	Competitive, Goal Orientated ↔ Deliberate, Cautious
■	SO ciable ↔ AN alytical:	Empathetic, Extroverted ↔ Logical, Task Orientated
■	RE laxed ↔ DR iving:	Patient, Reliable ↔ Restless, Pressure Orientated
■	CO mpliant ↔ IN dependent:	Conscientious, Detail Orientated ↔ Strong Minded, Persistent

Summary of Job Fit: **STRONG MATCH**

The profile and factor scores of Sample Candidate produce a strong behavioural match to The Job Survey. However, other factors such as attitudes, emotional maturity, intelligence, skills and abilities must be probed thoroughly to understand her capabilities fully.



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Analysis of Job Fit

Below we compare her real profile to the behavioural job demands.

Dominant ↔ Accepting: Strong match

Sample Candidate falls within the desired range on this scale.

Compliant ↔ Independent: Strong match

Sample Candidate falls within the desired range on this scale.

Relaxed ↔ Driving: Potential match

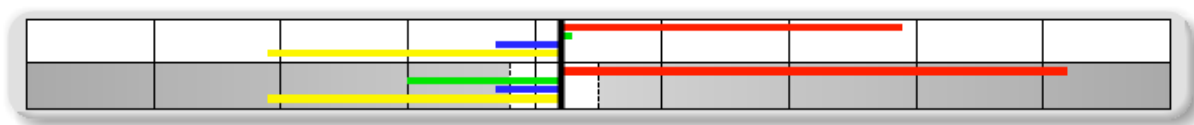
Sample Candidate is just outside of the desired range on this scale.

Sociable ↔ Analytical: Does not match

Sample Candidate is well outside of the desired range on this scale.

Overview

<i>Job: Sample Role</i> Success in this position requires someone who is...	<i>Candidate: Sample Candidate</i> Sample Candidate is...
<ul style="list-style-type: none"> ▪ Extremely competitive, ambitious, goal orientated, even aggressive, needing constant challenges and opportunities ▪ Very restless, driving and energetic, very impatient with the status quo, disliking routine work ▪ Very independent, persistent and decisive, very uncomfortable being supervised ▪ Friendly and sociable, more interested in people than in ideas and methods 	<ul style="list-style-type: none"> ▪ Extremely competitive, ambitious, goal orientated, even aggressive, needing constant challenges and opportunities ▪ Basically restless, able to adapt to routine work but only if necessary ▪ Very independent, persistent and decisive, very uncomfortable being supervised ▪ Logical and analytical, more interested in ideas and methods than people



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Strengths Analysis

Sample Candidate has scored within the desired range on the *Dominant↔Accepting* Scale.

The following questions will help you determine whether Sample Candidate uses her dominance in a productive way. Positive and negative examples of the trait have been provided to help interpret the responses. Probe to ensure that you get specific, detailed responses.

Dominant

This job calls for someone with a very high level of dominance and competitiveness.

Positive Examples

- has demonstrated a need to win and a healthy sense of competition
- has set ambitious, challenging goals
- has stepped up to take charge
- has taken calculated risks to achieve results
- has worked effectively with people.

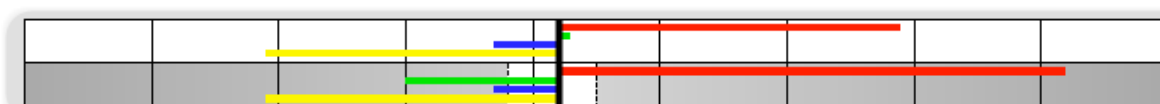
VS. Too Dominant

- has been too aggressive and competitive
- has taken irresponsible chances.

Or Not Dominant Enough

- has been too unassertive and submissive
- has avoided confronting uncomfortable situations.

- Tell me about a time when you set an aggressive goal for yourself.
- What's the most challenging project you tackled last year?
- Give me an example of a time when the team was moving in a direction that you didn't fully support.
- Tell me about the last time you had to deal with a particularly difficult associate.



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Strengths Analysis

Sample Candidate has scored within the desired range on the *Compliant↔Independent* Scale.

The following questions will help you determine whether Sample Candidate uses her independence in a productive way. Positive and negative examples of the trait have been provided to help interpret the responses. Probe to ensure that you get specific, detailed responses.

Independent

This job calls for someone with a high degree of independence.

Positive Examples

- has offered an independent, determined approach
- has faced up to resistance
- has shown an ability to express views without alienating others
- has been decisive, innovative and adaptable.

VS. Too Independent

- has persisted to the point of being inflexible
- has been opinionated
- has disregarded rules.

Or Not Independent Enough

- has not been assertive, even when right
- has had difficulty showing initiative.

- Did you ever have a really good idea only to have it shot down initially? What did you do about it?
- Tell me about a time when you worked for someone who was too controlling. How did you handle it?
- Can you think of an instance where you may have been too strong-willed?
- Tell me about a time when you felt held back by paperwork.



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Gap Analysis

Sample Candidate has scored just outside the desired range on the *Relaxed↔Driving* Scale.

The Job Survey calls for someone who is more driving than she is. To determine how this will impact job performance ask the questions below.

Explore her past looking for examples where she needed to behave with more drive and how it affected her performance. Positive and negative examples of the trait have been provided below. Probe to ensure that you get specific, detailed responses.

Driving

This job calls for someone with a high degree of drive.

Positive Examples

- has consistently shown a restless, driving sense of urgency
- has a history of diving in quickly and energetically
- has searched out opportunities for change
- has responded well to intense pressure and deadlines.

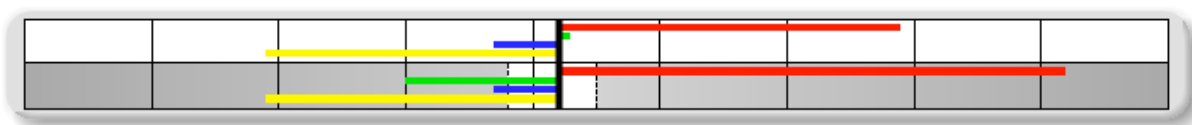
VS. Too Driving

- has rejected the status quo
- puts too much pressure on
- has been very “last-minute”.

Or Not Driving Enough

- has reacted negatively to short timeframes
- has been slow to respond to emergencies.

- Tell me about a situation where you had to push hard to accomplish something.
- Tell me about the most significant change you had to adapt to in your last job.
- Tell me about a time you challenged the status quo.
- Tell me about an associate who was slow to respond. How did you handle the situation?



Assessment of Job Fit: Sample Role

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Gap Analysis

Sample Candidate has scored well outside the desired range on the *Sociable*↔*Analytical* Scale.

The Job Survey calls for someone who is much more sociable than she is. To determine how this will impact job performance ask the questions below.

Explore her past looking for examples where she needed to behave much more sociably and how it affected her performance. Positive and negative examples of the trait have been provided below. Probe to ensure that you get specific, detailed responses.

<p><i>Sociable</i> This job calls for someone who is sociable.</p>	
<p><i>Positive Examples</i></p> <ul style="list-style-type: none"> ▪ has demonstrated good communication skills ▪ has remained positive and optimistic in difficult times ▪ has handled people problems tactfully ▪ has become involved without losing perspective ▪ has built harmonious relationships. 	<p><i>VS. Too Sociable</i></p> <ul style="list-style-type: none"> ▪ has been distracted easily ▪ has reacted emotionally ▪ has had problems listening. <hr/> <p><i>Or Not Sociable Enough</i></p> <ul style="list-style-type: none"> ▪ has not developed good relationships ▪ has overlooked people concerns ▪ has been distant.

- Tell me about a recent accomplishment where your people skills were really put to the test.
- Were you ever in a situation where you were not kept in the loop on a key decision? Tell me about it.

