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The McQuaig Word Survey®

Sample Candidate
Sample Reports



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Toronto, Canada

Interpretation Report

Sample Candidate

Sample Reports

Potential Assets:

This is a particularly competitive and goal-orientated individual who can be forceful in resolving uncertainties. She:

- wants to lead the way in facing new challenges and pulls out all the stops to win;
- displays a wide variety of interests, will not hesitate to take chances, assume risks and is comfortable being accountable for getting things done;
- faces troublesome issues, resistance and obstacles willingly and despite them, or maybe because of them, she aims high, determined to attain her goals;
- is ambitious and not only welcomes but expects authority over others as well as responsibility for them;
- is exceptionally assertive and success-orientated.

Very independent, persistent and decisive, she is self-reliant, resolute and determined. She:

- thrives in unstructured environments where she can use her initiative and fight to do things her way, convinced her ideas are right;
- can make decisions, act on them and defend them;
- perseveres around obstacles or barriers set up by others;
- has strong opinions and is not afraid to voice them.

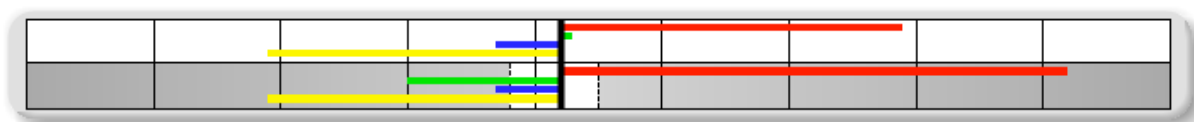
Logical and realistic, she is likely to think through a problem, weigh the pros and cons and make decisions on facts, rather than on emotions. She:

- is work orientated, objective, inclined to look on things with a critical eye and may, therefore, save errors;
- tends to be a thinker and planner who, because of her analytical perspective, may come up with more creative ideas than others;
- is practical, straightforward and direct, not given to smooth-talking to build her case.

Tending to have a restless nature, she can show a sense of urgency and likes variety in her job. She:

- prefers to work where there are pressure and deadlines from time to time;
- can usually adjust to change, respond to new situations and work in a changing atmosphere.

On the job at the moment, she is acting more sociably than is normal for her.



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Developmental Considerations:

Extremely ambitious, she needs constant challenge and unlimited opportunities for advancement. She:

- will be very dissatisfied unless she can achieve her goals;
- is very direct and assertive and, as a result, she can step on toes and hurt people's feelings;
- is a risk-taker who may take chances to get ahead.

Note: She appears to perceive a need to come across less aggressively and is acting less competitively than is normal for her on the job at the moment.

Very independent, she wants to do things her way and will fight to do so. She:

- is strong willed, wants to think for herself rather than be hampered by rules and regulations, and does not work well under supervision;
- does not like detail and will be frustrated if it takes too much of her time, although she may recognise that it's a necessity.

She is more comfortable working with ideas and methods than with people. She:

- can sometimes lean more heavily towards why something will not work rather than why it will;
- prefers to keep a professional distance and may, therefore, miss out on important, underlying emotional issues which may need to be addressed.

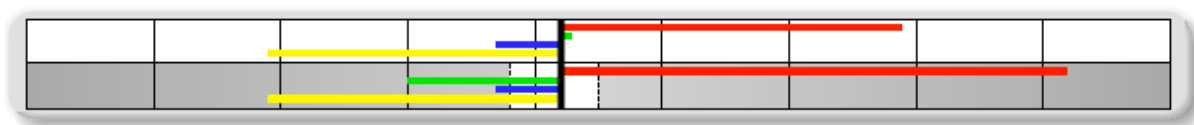
Note: She appears to perceive a need to act more sociably than is normal for her on the job right now.

She prefers to avoid too much routine work, but she can handle it if necessary. She:

- may push other people to produce too hastily at times.

Situational Adjustment Indicator:

This individual is not making any significant changes on the job at the moment and is coming across in a manner which is natural for her.



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Note: While this assessment of her temperament offers valuable information and focus for your in-depth appraisal, other personal characteristics such as attitudes, self-motivation, stability, emotional maturity, intelligence, etc., as well as skills and abilities, must be probed thoroughly to understand her capabilities fully. This report should be reviewed in combination with The McQuaig Job Survey® results for this position.

