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The McQuaig Word Survey®

Sample Candidate
Sample Reports



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Toronto, Canada

Leadership Profile

Sample Candidate

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- believes that the rationale for decisions should be based on facts, logical thinking and impartial analysis
- weighs the pressure to decide quickly against the instinct to proceed at a less hurried pace

Leading Change

A risk taker who believes she can make it happen, she embraces opportunities to shape change. He uses her basic sense of urgency to keep the momentum going forward quickly. She is innovative in her approach, comfortable with putting a non-traditional spin on things. She focuses on the objective reasons behind the need for change, careful to avoid letting emotional issues cloud her judgment.

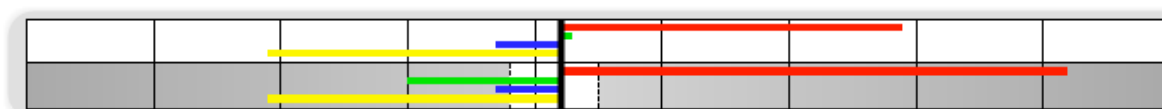
Developmental Considerations

While the previous sections have provided key information on the potential assets of Sample Candidate in a leadership role, below are detailed potential Developmental Considerations which may be associated with this style. Care should be taken during the interview process to determine if some of these potential concerns are significant and/or whether she has adopted strategies to deal with them.

As mentioned, for a fuller understanding of her leadership effectiveness, other personal characteristics (attitudes, self-motivation, emotional maturity, intelligence, skills, abilities, etc.) must be considered along with this report. These may have a major impact on her ability to maintain her capacity to overcome these Developmental Considerations.

Again, in working with this section of the report, be sure to use it in combination with the full Interpretation Report and The McQuaig Job Survey results for the leadership position in question.

- Her strong confidence, ego and aggressive, challenging nature can be intimidating, inhibiting input from her team, leading them to feel that her mind is made up before she asks for their opinions. She tries to control her environment and can set unrealistic goals, possibly instilling a crisis mentality in her staff.
- She sometimes appears to have a vested interest in her own solutions and is not as open to suggestions as she could be. Given her natural dislike of administrative concerns, problems can occur during the implementation phase of her initiatives because of a lack of a clear and specific plan of action.
- She focuses more on facts than on the emotional side of issues. This, combined with a critical outlook and a “tell it like it is” communication style, can come across as abrasiveness, especially when under pressure. She does not always recognise the need to provide positive feedback, giving her staff the impression that their work is unappreciated. Hers is more of an authoritarian leadership style.



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- Although she can display a sense of urgency and the ability to adapt to change, in a very fast-paced environment her more tempered approach may sometimes prove to be a disadvantage.

