



June 15
2011

The McQuaig Word Survey®

Sample Candidate
Sample Reports



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Team Approach

Sample Candidate

Sample Reports

Synopsis: Overall, she would be most effective in a strong commanding role in which she could assume responsibility for the group's direction and control and/or for difficult projects.

Attributes

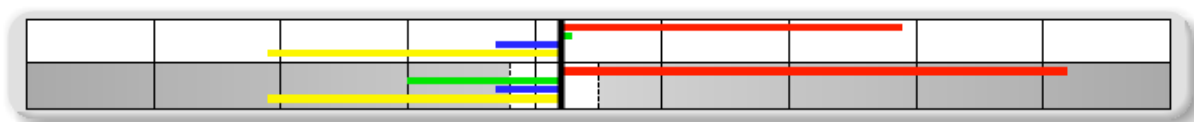
- Naturally very assertive and forceful, she gravitates instinctively towards spearheading projects, helping her fellow team members set immediate and relevant objectives and directions.
- Self-assured and comfortable being in control, she expects to be seen, heard and listened to.
- Her determined, sometimes unorthodox approach to problems and solutions should inspire her fellow team members to adopt a broader based thinking process.
- Able to see the pros and cons of a group's activities and ideas, her objectivity and ability to critique issues add to her team input.
- Granting that she enjoys the odd spur-of-the-moment team project, she also appreciates a core of regular activities.

Developmental Areas

- She will not be overly interested or active in a team that does not play to her own agenda, especially if she cannot re-orient its direction.
- Her aggressive, sometimes confrontational style may hamper co-operation among her fellow team members.
- Her strong willed, even dogmatic style can be counterproductive, causing resentment in the group because of her perceived obstinacy.
- While she may be able to empathise, she may be somewhat uncomfortable when faced with emotional displays from others.
- She likes group work to keep moving, but not at such a fast pace that she feels overly rushed.

Managing Guidelines

She has leadership potential, so give her as much responsibility as possible – if not for the whole project, at least for part of it. However, don't expect her to be contented with a simple support role and do be prepared for people problems. Capitalise on her production-orientated facilitating style.



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Note: A study of this individual's behaviour style is not sufficient to ensure team fit. Other characteristics such as attitude, motivation, maturity, experience and past history need to be assessed in order to make an informed decision. To get the fullest understanding of this individual's behaviour in a team situation, review this report with a trained and experienced McQuaig Interpreter.

