

# The McQuaig System™ - Technical Background

## British Psychological Society (BPS) and the Psychological Testing Centre (PTC)

The McQuaig System™ has been awarded the PTC 'Quality Mark'. This shows that the instrument has been registered as a test with the British Psychological Society and Psychological Testing Centre.

In January 2003, The Psychological Testing Centre (PTC) was formed to consolidate activities in Psychological Testing. It includes:

- Educational and Clinical testing
- Publishing and dissemination of advisory statements in addition guidelines and other literature on standards for the construction, use and availability of tests
- the training requirements and qualifications of test users are considered.

The BPS & PTC has instituted a "Certificate of Registration as a Psychological Test". The intention of Test Registration is to provide members of the public with a means of distinguishing genuine psychometric instruments from other less rigorous and objective instruments. This also includes other forms of assessment that do not meet the minimum criteria necessary for classification as a psychometric instrument.

The McQuaig System™ has also been reviewed in depth by the BPS who said that "The McQuaig Word Survey® stands up well as a good example of a short ipsative test".

## Business Test Publishers Association

The Holst Group is a founder member of the Business Test Publishers Association (BTPA). The BTPA works with assessment users, and professional and scientific bodies. Its aim is to consistently improve the quality of published assessments, the professionalism of their use and the understanding of their benefits and limitations.

The BTPA:

- advises and complements UK scientific, legal and professional bodies on major initiatives relating to the selection, development, training and management of people in organisations.
- encourages members to improve the quality of their products and services and to adhere to our scientific, professional and ethical standards.
- offers unbiased information on practical, day-to-day issues involved in taking or using our techniques to anyone interested.
- develops and communicates a range of good practice guidelines in new areas of organisational assessment and development.
- raises public and media understanding of this area.
- helps create a responsible, vigorous and successful UK industry serving the needs of HR and training professionals.

### The Holst Group

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## History of The McQuaig System™

The McQuaig Word® Survey (WS), was published in 1967 by The McQuaig Institute™ of Executive Development. It was developed under the guiding premise that individuals have characteristic levels on various personality dimensions that are fairly constant (or at least stable in rank order) from one situation to another. Moreover, work behaviour is viewed as largely a function of the complementary match or congruence between the individual's personality style and the psychological work environment.

The WS was accordingly developed as a tool to assist vocational counselors and personnel managers in matching individual personality types to occupational groups. Research has suggested that complementary person-work environment links are reinforcing and satisfying and contribute to persistence in those environments (cf. Holland, 1973). On the other hand, incongruence between personality type and work environment is non reinforcing, increasing the likelihood of suboptimal performance and eventual turnover.

The McQuaig Job Survey® (JS) is a companion instrument to the WS and provides a means for describing the WS personality profile most suitable to specific jobs. This instrument and supporting research are described in detail in the Technical Manual.

Developments in personality psychology since the first release of the WS over 30 years ago affirms that people can be characterised in terms of their enduring dispositional qualities and that this information can be used to improve Human Resource Management and overall organisational effectiveness (cf. Barrick & Mount, 1991; Hogan, 1991; Tett, Jackson, & Rothstein, 1991).