



# The McQuaig System®

## An Overview

### Think of the characteristics of a high performer

Take-charge, Goal-oriented, Persuasive, Energized, Resilient, Change-oriented.

These are innate behaviours that cannot be trained. Yet they are very difficult to measure in a typical job interview.

- How do you determine during the selection process, if people will demonstrate the behaviours that lead to success in a given role?
- How do you determine if a candidate will be a positive addition to your team or fit into your culture?
- How do you establish a retention and development strategy to keep high performers engaged?

The McQuaig System is a validated web-based set of assessments tools that provides insight into **a person's temperament, giving you knowledge of the** on-the-job behaviours you can expect from a person, before you hire or promote them.

### The McQuaig System: A Three-Step Process

#### Step One: Define.

If you don't know what you are looking for how will you know when you find it? The McQuaig Job Survey® analyzes the behavioural requirements for any job function and creates the benchmark against which all candidates are objectively assessed for fit with the job.

#### Step Two: Assess.

The McQuaig Word Survey® assesses the behaviours candidates will bring to the job and provides insight into their fit with the job, their boss, the team and your company culture. Employees rarely fail because they lack the experience or skills. They fail because they lack the innate behavioural qualities that an individual requires to be successful in a specific job.

#### Step Three: Develop & Retain.

The McQuaig Self-Development Survey® provides insight and structure for employees to work on their own personal development action plan, which is approved by their manager. This process enhances performance management, coaching and mentoring programs.

### The McQuaig System Facts

- Web-based, simple, easy to use: surveys take 15-20 minutes to complete
- Unlimited consulting and support: to ensure you use the McQuaig tools effectively
- Training: certification training provided
- Languages: available in five languages
- Fair and unbiased: independently researched to support the validity, reliability and fairness of the tools

The McQuaig System will help you select people who will thrive in your company's culture and develop them in a way that ensures you receive a good return on your investment.

