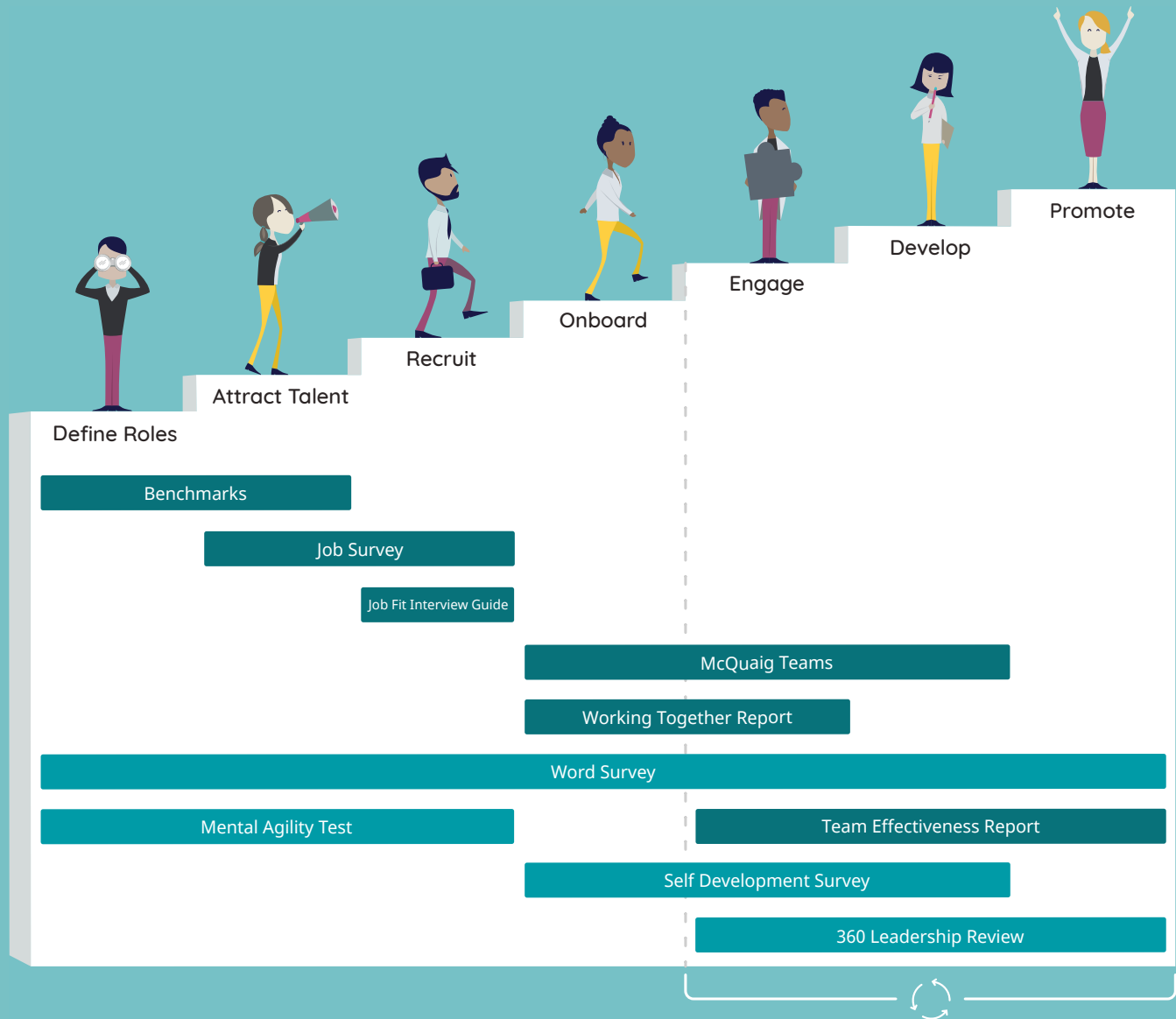




# McQuaig's Talent Management Solutions

McQuaig has assessments and tools that can assist every level of your talent management process from defining roles and attracting the best suited talent through to developing and promoting your strongest talent.





## Define Roles

- Use the Benchmarks feature to build an ideal candidate profile for the roles within your organization
- Solicit feedback from stakeholders with knowledge of the role(s) with the Job Survey
- Assess top performing employees and gain insight into the characteristics that drive their success in their role with the Word Survey

## Attract Talent

- Create more targeted job descriptions that clearly define what skills and attributes a successful candidate should have using the Job Survey report
- Start sourcing and recruiting with a benchmark to guide the way

## Recruit

- Leverage suggested behavioural interview questions from the Job Survey Report to direct the interview to deeper levels of insight
- Narrow your shortlist of candidates with the McQuaig Word Survey and the Mental Agility Test
- Understand which candidates align most closely with your Benchmark using the Hiring Workflow
- Use the results of the Word Survey to discover a candidate's management and work style, leadership approach, communication preferences, and the unique attributes they'll bring to a role
- Explore individual candidate alignment to your Benchmark with the Word Survey report
- Confirm alignment to your Benchmark and explore gaps using the Job Fit Interview Guide, which contains probing behavioural questions based on your ideal profile and a candidate's responses to the Word Survey

## Onboard

- Customize your onboarding process to fit a new hire's temperament using the Word Survey results
- Take learning style and how your new hire processes information into account when creating an onboarding plan and setting the pace
- Build a strong working relationship by leveraging the managing/coaching section of the report that provides tips to help different personality profiles work together more effectively
- Work one to one with your new hire and create a plan to maximize your success using the Working Together report\*





## Engage

- Promote personal development with the Self-Development Report to help employees maximize their personal effectiveness
- Leverage McQuaig Teams\* to help employees develop a stronger sense of self-awareness and awareness of others to strengthen team dynamics
- Encourage stronger working relationships between employees with the Working Together report\*

## Develop

- Inform career counseling sessions with your employee to identify what they need to do to reach the next level within your organization
- Retain your employees long term by developing their unique skills and helping them improve any areas of weakness with the McQuaig Self-Development Survey
- Based on the insights of their personalized reports, employees can build customized development plans with their managers and take charge of their own development process
- Align development targets with organizational goals to protect teams from facing skills gaps

## Promote

- Plan for the future by using those already in place to define successful profiles for key roles
- Use the leadership section of the Word Survey to uncover the natural leadership tendencies an employee will bring to a role
- Leverage the McQuaig 360 Leadership Review to identify how effective your current leaders are and where they may be able to improve
- Build development plans with your leaders to strengthen their skills and enhance their abilities as they grow within your company

