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2016

The McQuaig Word Survey®

Assessment of Job Fit

SAMPLE

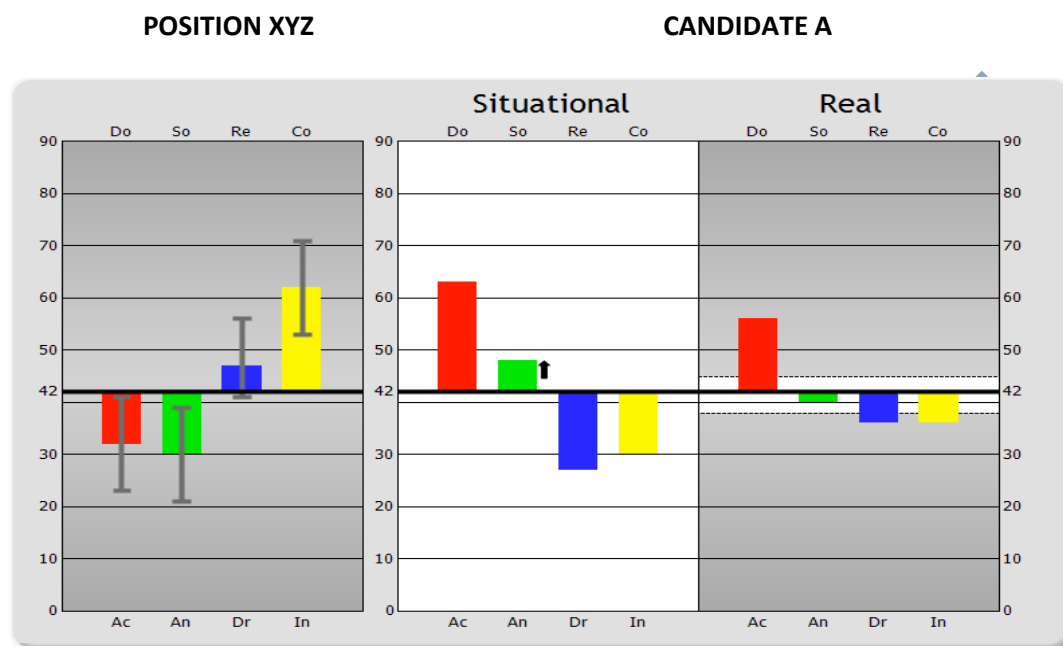


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Assessment of Job Fit: SAMPLE

Graphical Summary

This report compares The McQuaig Job Survey® results for the position of **XYZ** (as described by **MANAGER**) to The McQuaig Word Survey® results for **CANDIDATE A**.

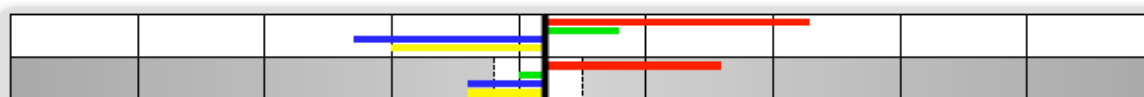


Key to Behavioural Scales

	DO minant ↔ AC cepting:	Competitive, Goal Orientated ↔ Deliberate, Cautious
	SO ciable ↔ AN alytical:	Empathetic, Extroverted ↔ Logical, Task Orientated
	RE laxed ↔ DR iving:	Patient, Reliable ↔ Restless, Pressure Orientated
	CO mpliant ↔ IN dependent:	Conscientious, Detail Orientated ↔ Strong Minded, Persistent

Summary of Job Fit: **DOES NOT MATCH**

The profile and factor scores of **CANDIDATE A** do not produce a behavioural match to The Job Survey. However, other factors such as attitudes, emotional maturity, intelligence, skills and abilities must be probed thoroughly to understand his capabilities fully.



Assessment of Job Fit: SAMPLE

Analysis of Job Fit

Below we compare his real profile to the behavioural job demands.

Sociable ↔ Analytical: Potential match

CANDIDATE A is just outside of the desired range on this scale.

Relaxed ↔ Driving: Potential match

CANDIDATE A is just outside of the desired range on this scale.

Dominant ↔ Accepting: Does not match

CANDIDATE A is well outside of the desired range on this scale.

Compliant ↔ Independent: Does not match

CANDIDATE A is well outside of the desired range on this scale.

Overview

<p><i>Job: POSITION XYZ</i></p> <p>Success in this position requires someone who is...</p>	<p><i>Candidate: A</i></p> <p>A is...</p>
<ul style="list-style-type: none"> ▪ Very conscientious, co-operative and detail orientated, requiring direction and supervision ▪ Logical and analytical, more interested in ideas and methods than people ▪ Basically cautious, looking for some structure ▪ Somewhat relaxed, able to adapt to pressure but only if necessary 	<ul style="list-style-type: none"> ▪ Inclined to be independent, preferring to avoid working under supervision ▪ Able to maintain a balance between being sociable and analytical ▪ Competitive and goal orientated, preferring challenge ▪ Somewhat restless, able to adapt to routine work but only if necessary



Assessment of Job Fit: SAMPLE

This job calls for someone who is a specialist by nature while **CANDIDATE A** is essentially a generalist.

Gap Analysis

CANDIDATE A has scored just outside the desired range on the *Sociable↔Analytical* Scale.

The Job Survey calls for someone who is more analytical than he is. To determine how this will impact job performance ask the questions below (**NOT INCLUDED IN THIS SAMPLE REPORT**).

SAMPLE REPORT

