

## The McQuaig Word Survey® Reports

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### Understanding

#### **The Profile**

**A**

This graph provides trained interpreters with a visual picture of his temperament/behaviour pattern – illustrating his natural style of behaviour and noting any changes he may be making to it because of his current situation.

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#### **Interpretation Report**

**B**

Use this report for a comprehensive and fundamental understanding of the potential assets he brings to a job, possible areas for development/concern and an indication of his adjustment to his current situation.

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#### **Leadership Profile**

**C**

A summary of his likely behaviour in a leadership role, use this report if he is currently in or is an applicant for a leadership position in your company or if he may be required to assume leadership responsibilities from time to time (e.g., projects, meetings, special assignments, etc.).

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#### **Selling Style Report**

**D**

A summary of his likely behaviour in a sales role, use this report if he is currently in or is an applicant for a sales role in your company or if, in his current role, he is expected to sell his ideas or solutions, persuade others to his point of view, etc.

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### Managing/Coaching Tips for his Direct Manager

#### **Motivating Factors**

**E**

Use this report to understand his inner needs in order to assess whether they are being met in his current job or if they would realistically be met in a potential new role.

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#### **Strategies for Coaching and Developing**

**F**

Use this report for guidance on how to work with him effectively. If you have a copy of your own Do's and Don'ts, comparing your expectations to his will be especially enlightening.

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**Developmental Learning Style Report**

**G**

To select the best training approach, use this report if you are training him on a one-to-one basis or are considering formal training courses for him. During his first few weeks on the job, understanding and using this report can make the induction process go much more smoothly.

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**Team Approach**

**H**

Use this report to understand how he works in a team. If he is currently on your team and you can compare this report with the Team Approach Reports of other members of your team, this will add considerably to your understanding of your team's current dynamics. If he is an applicant, use this report to see how his style might impact those dynamics.

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