

Get the right people in the right job



The McQuaig System™

Second Guessing Future Performance...

Three major areas to probe when selecting and assessing people for jobs:

- 1. Can they do the job – do they have the ability?**
- 2. How will they do the job – do they have the temperament?**
- 3. Will they do the job for you – do they have the motivation?**

McQuaig has a range of reports

Can do...

The McQuaig Occupational Test® used with a CV gives you information on the 'can do aspects'.

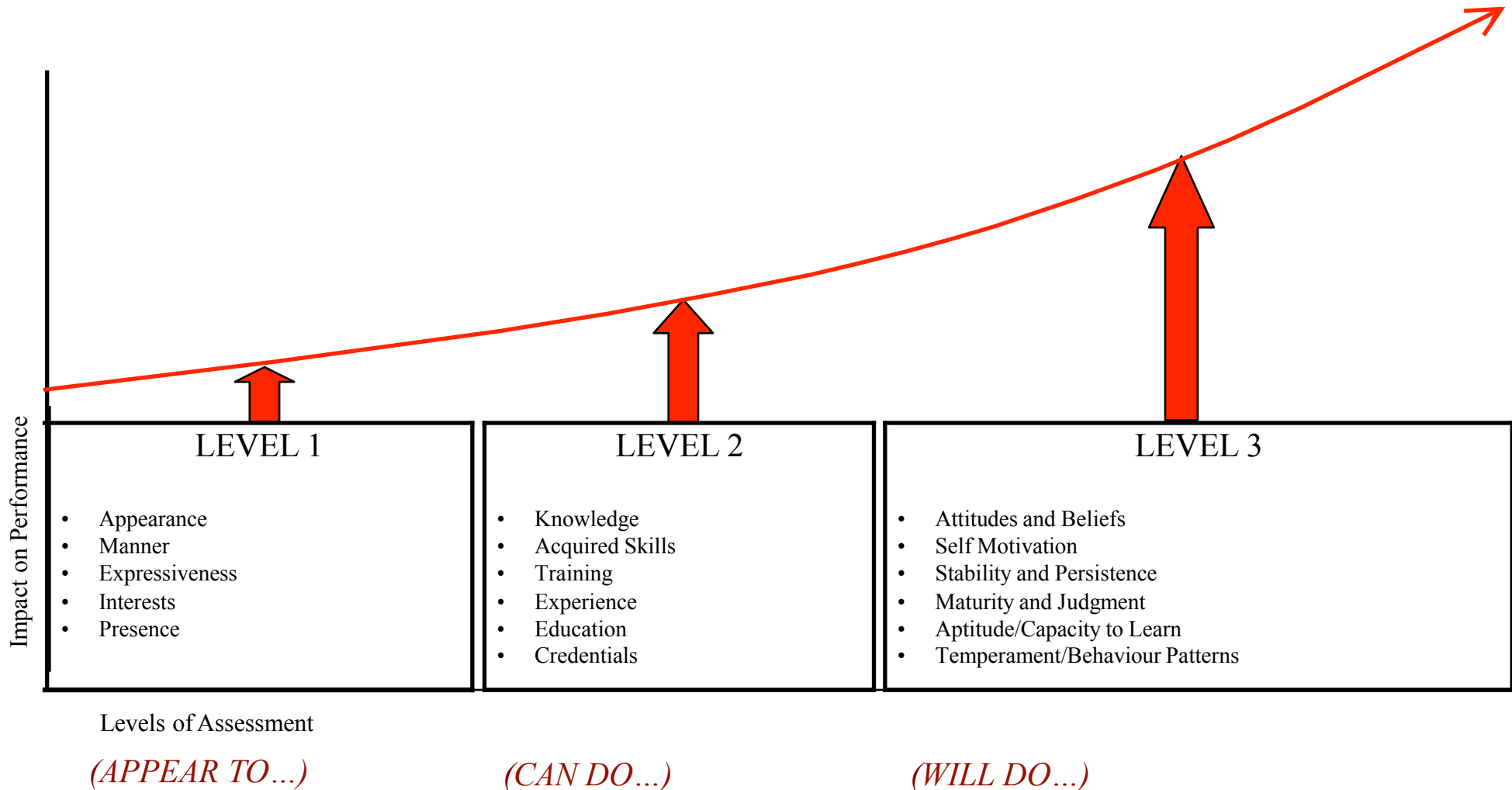
Will do...

The McQuaig Word Survey® describes the behaviour of a candidate, producing in-depth interview questions and anticipated answers to help determine character, i.e. 'the will do aspects'.

Will do for you...

Furthermore, the Management Reports help you motivate your chosen candidate to 'do the job for you'!

Another way of looking at appraisal



What should you look for when selecting and assessing?

Aptitude

- Speed
- Accuracy of learning
- Intelligence
- Skills
- Knowledge

Character

- Developed behaviour
- Attitudes
- Motivation
- Stability
- Maturity

Temperament

- Innate behaviour
- How they do their job

By using The McQuaig System you gain...

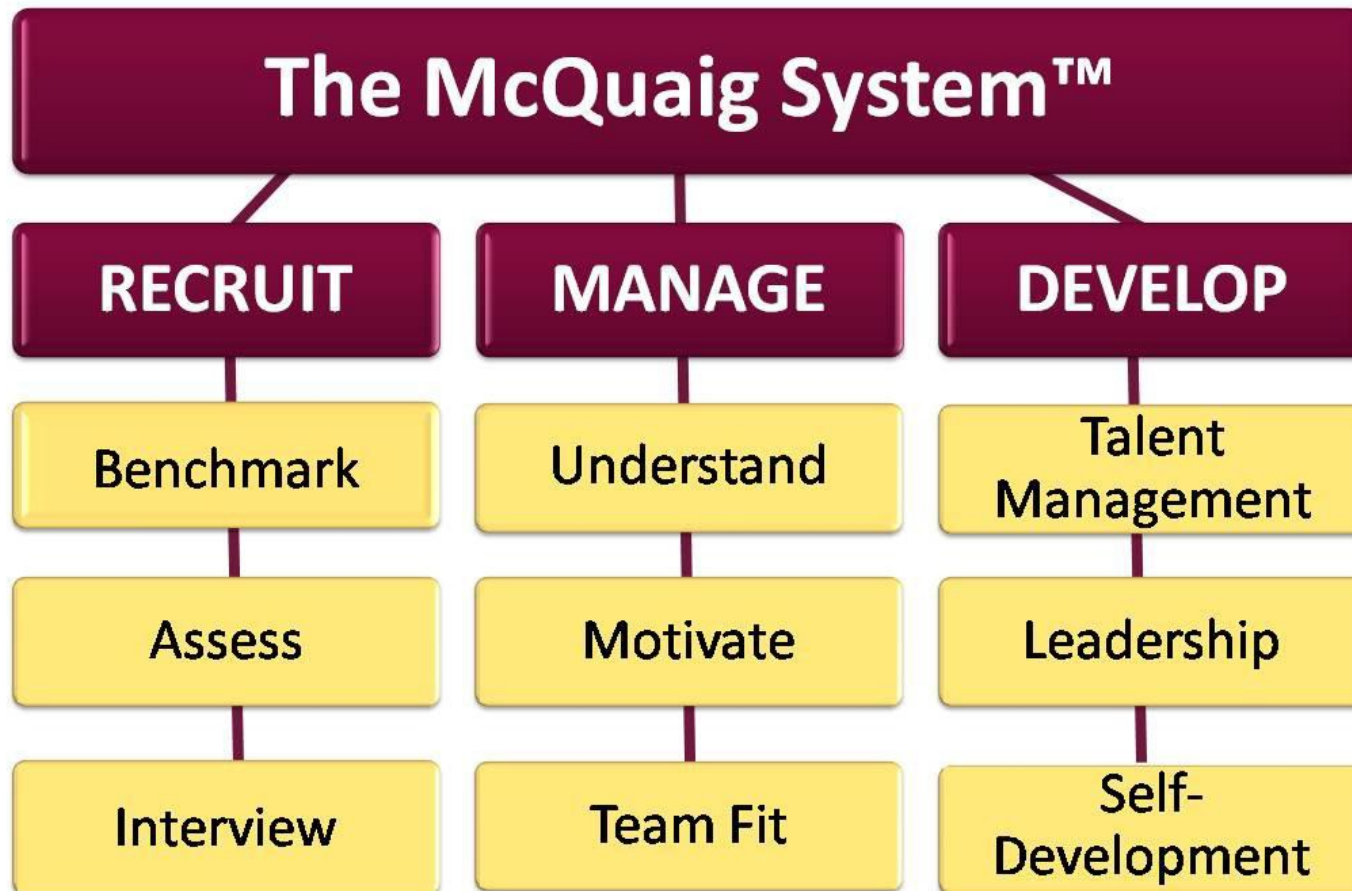
- A quick and accurate understanding of a person's preferred behaviours
- Immediate feedback on fit
- Helps you get the right people in the right job

Reduce the cost of staff recruitment, promotion and organisational redesign by using The McQuaig System™.

How the McQuaig System™ will help YOU...

- Define behavioural requirements for EVERY job
- Focus interviewing on preferred behaviours
- Support personal development
- Understand how the individual will relate to training and development
- Identify how an individual will fit into a team

The McQuaig Map



Benefits for your Company

- **Choice of how to pay:**
 - Annual Licence with unlimited use
 - Pay-per-use
- **Applicable to every role**
- **Enhances team development programmes**
- **Improves employee progression planning**
- **Helps reduce employee turnover**
- **Gives tangible cost saving**
- **Helps structural reorganisation**
- **Multilingual**

Benefits for the Line Manager

- Provides a suite of easy-to-use tools to recruit, manage, train and build effective teams
- Helps you identify what to look for when selecting and assessing
- Includes expert support
- Handle interviews with objectivity
- Has proven validity, reliability, accuracy
- Has a positive impact on team performance
- Can be used anytime, anywhere through web-based assessments
- Reduces hiring mistakes
- Quick to run (20 mins for full report)

Benefits for each Individual

- **Places people in the correct position - first time**
- **Helps individuals to be managed according to their behavioural preference**
- **Helps individuals understand themselves**
- **Enables personal development based on temperament**

What are the benefits?

- **User-friendly software makes it quick to use with everyone**
- **Ask THG Ireland experts, for help with:**
 - **Recruitment**
 - **Promotions**
 - **Organisational redesign**
- **Continually enhanced system keeps you up-to-date with latest HR requirements**
- **Saves time, money and mistakes**
- **User confidence - over 90% of our clients renew each year**

Delivery – Word Survey®/Job Survey®

- Can be completed on paper or on-line
- Takes 15-20 minutes to complete
- The Word Survey is available in the following languages:

Paper Format

- Danish
- Dutch
- French
- German
- Greek
- Italian
- Norwegian
- Portuguese
- Spanish
- Swedish
- Simplified Chinese

On-Line

- English
- French
- German
- Portuguese
- Simplified Chinese
- Spanish