



February 27
2012

The McQuaig Word Survey®

Sample Candidate.
Sample Reports



©Registered Trade Mark of The McQuaig Institute of Executive Development Ltd.,
Toronto, Canada

Strategies for Coaching and Developing

Sample Candidate.

Sample Reports

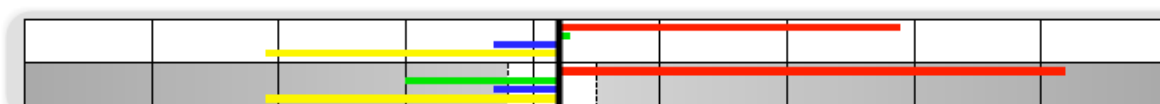
Note: These Do's and Don'ts are based on an assessment of her temperament only. Other factors such as level of intelligence, emotional maturity, attitudes and others may influence the relevance of some of these points.

Do

- encourage her to excel and set challenging goals
- build accountability into her role
- request her opinions on how a project/task should be handled
- make sure she's aware of the potential for advancement or new responsibilities
- make her accountable for results and entrust her with authority
- let her delegate some of the more intricate details
- ensure tangible rewards/recognition for achievements
- foster an environment where she can display initiative and work independently
- welcome her opinions and her willingness to take a stand
- provide opportunities for her to make decisions
- acknowledge her contributions when you act on one of her suggestions
- coach her to adopt a team perspective
- resolve differences of opinions together
- communicate with her from a logical perspective and keep to the facts
- provide opportunities for her to troubleshoot and use her analytical skills
- explain the potential people ramifications of decisions
- be professional in your dealings with her
- involve her as a sounding board to test the validity of a proposal or idea
- foster a fast changing environment
- involve her in setting deadlines
- provide the opportunity for her to multi-task

Don't

- control her activities too closely – she needs to feel self-sufficient
- demand that she report every little detail to you – she prefers to be measured on overall results
- infringe on her authority – she is protective of her autonomy
- overlook her accomplishments – recognition is important to her
- be too structured in how you want things done – she prefers to determine the course of action herself
- insist on your own approach all the time – she will feel micromanaged



Strategies for Coaching and Developing

Sample Candidate.

Sample Reports

- let her push the envelope too far – she needs to know when she has overstepped bounds
- hesitate to stand up to her when necessary – she can need reminding that there are good reasons why her way is not always the best
- expect her to become an instant friend – she prefers to take her time to get to know someone
- compliment her without being specific – she is not comfortable with superficialities
- get upset if she is a little less than diplomatic at times – she doesn't believe in sugar-coating her responses
- assign her too many repetitive tasks – she gets bored quickly
- become defensive if she constantly wants to change things – she naturally looks for different solutions

