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The McQuaig Word Survey®

Sample Candidate
Sample Reports



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Strategies for Coaching and Developing

Sample Candidate

Sample Reports

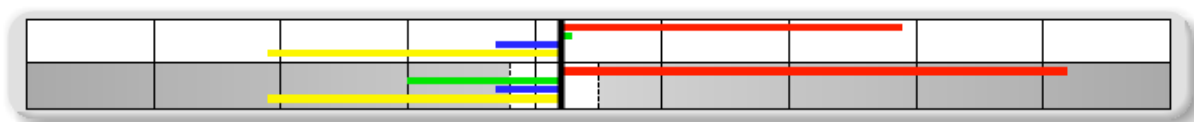
Note: These Do's and Don'ts are based on an assessment of his temperament only. Other factors such as level of intelligence, emotional maturity, attitudes and others may influence the relevance of some of these points.

Do

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

Don't

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



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

