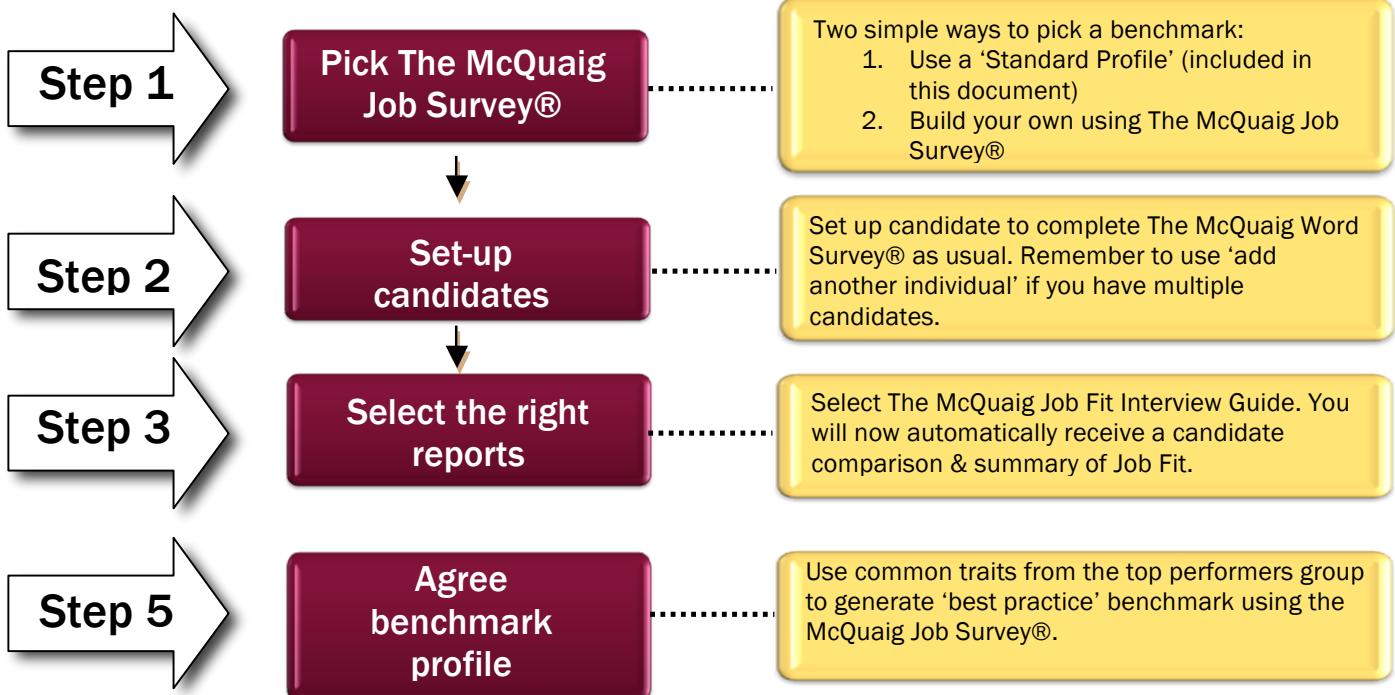
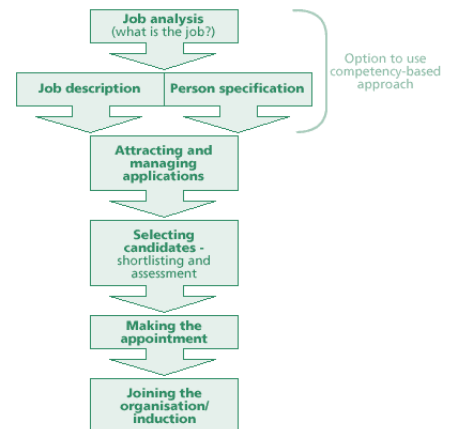


Sifting candidates using the McQuaig Psychometric System - 3 easy steps -

When unemployment is high you may see candidate numbers increasing. Even if you are only recruiting for a small number of positions, there will be many more candidates than before.

There are simple ways to reduce the numbers of suitable candidates for each role. The CIPD's recruitment best practice recommends a thorough job analysis as part of the process.

The McQuaig Psychometric System can automate the job analysis to automatically compare every candidate with a behavioural job analysis:



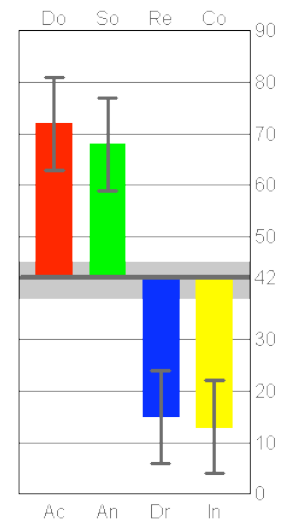
Call your McQuaig Associate or 0845 456 4000 if you have any questions and browse through the Standard Profile on the following pages.

Profile Type Descriptions

1. Generalist Persuader

- An ability to assume a strong leadership role of a generalist nature with a need for autonomy and authority
- a clear preference for initiating and setting own direction
- a very strong orientation towards achieving results and a driving sense of urgency to set and realise goals
- a definite aptitude for keeping a wide variety of tasks on stream; and a definite predisposition towards persuasiveness, well able to sell his/her own ideas to others in a diplomatic manner.

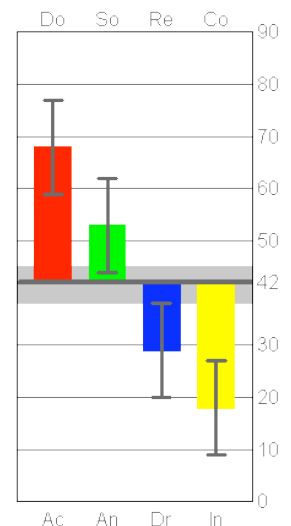
Do: 72
 So: 68
 Re: 15
 Co: 13



2. Generalist Persuader (more moderate)

- An ability to assume a strong leadership role of a generalist nature with a need for autonomy and authority
- a clear preference for initiating and setting own direction
- an orientation towards achieving results and sense of urgency to set and realise goals
- an aptitude for keeping a wide variety of tasks on stream
- a predisposition towards persuasiveness, able to sell his/her own ideas to others in a diplomatic manner.

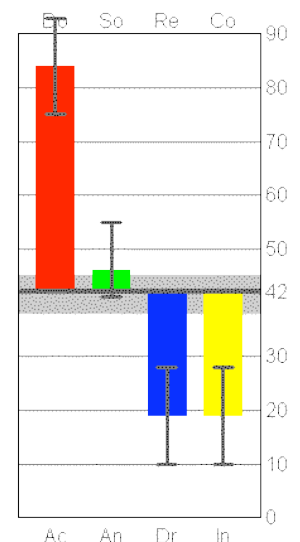
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 So: 53
 Re: 29
 Co: 18



3. Generalist Manager

- An ability to assume a strong leadership role of a generalist nature with a need for autonomy and authority
- a very strong orientation towards achieving results and a driving sense of urgency to set and realise goals
- a definite aptitude for keeping a wide variety of tasks on stream
- a clear preference for initiating and setting own direction
- a predisposition towards persuasiveness, able to sell his/her own ideas to others in a diplomatic manner.

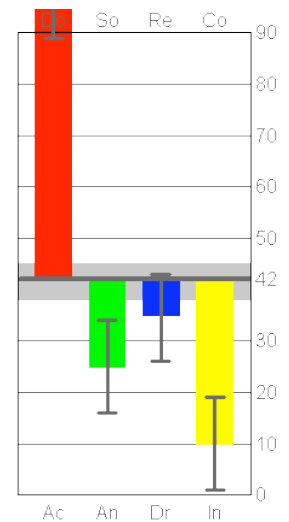
Do: 84
 So: 46
 Re: 19
 Co: 19



4. Generalist Autocrat (or Pioneer)

- An ability to assume a strong leadership role of a generalist nature with a need for autonomy and authority
- a clear preference for initiating and setting own direction
- a predisposition towards communicating in a professional manner
- an orientation towards achieving results and sense of urgency to set and realise goals
- an aptitude for keeping a variety of tasks on stream.

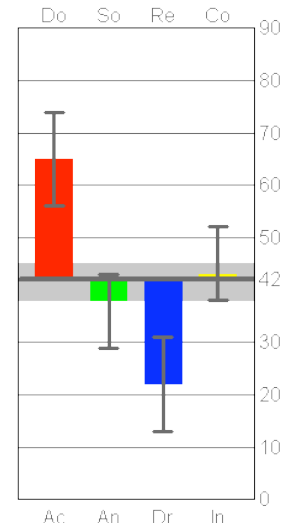
Do: 98
 So: 25
 Re: 35
 Co: 10



5. Compliant Generalist

- An ability to assume a leadership role involving freedom of action within known structures with an orientation towards achieving results and sense of urgency to set and realise goals
- an aptitude for keeping a wide variety of tasks on stream
- a flexibility to adapt equally well to situations with and without people contact
- and a preference for being able to initiate projects under defined parameters.

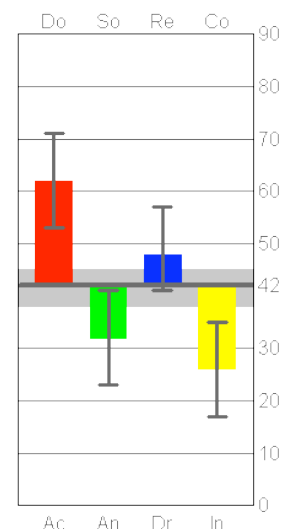
Do: 65
 So: 38
 Re: 22
 Co: 43



6. Generalist Department Head or Technical Manager

- An ability to assume a leadership role of a generalist nature with a need for autonomy and authority
- a preference for initiating and setting own direction; a predisposition towards communicating in a professional manner
- a disposition patient enough to cope with long-term projects
- an inclination towards a day-to-day, evenly paced routine.

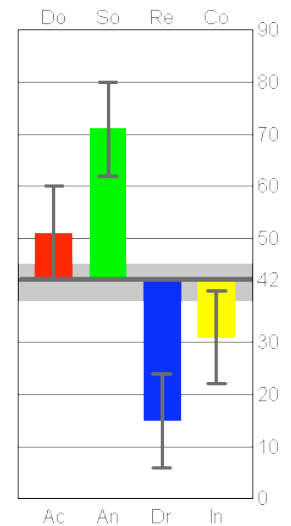
Do: 62
 So: 32
 Re: 48
 Co: 26



7. Generalist Enthusiast

- An ability to assume some sort of persuasive leadership or sales role of a generalist nature with a predisposition towards persuasiveness
- able to sell his/her own ideas to others in a diplomatic manner
- an orientation towards achieving results and sense of urgency to set and realise goals
- a definite aptitude for keeping a wide variety of tasks on stream
- a need for autonomy and authority
- a preference for initiating and setting own direction.

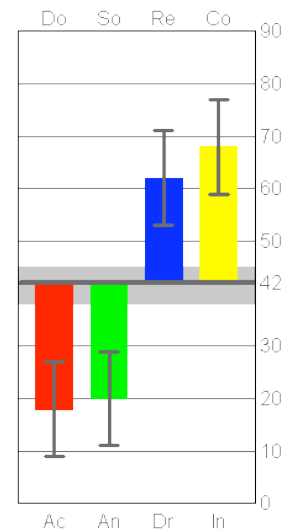
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 Re: 15
 Co: 31



8. Specialist Expert

- An ability to function effectively in a specialised, expert role with a preference for working within a clearly structured and closely supervised environment
- a positive predilection towards very precise, detailed tasks
- an aptitude to be a supportive participator in a team situation
- a propensity to analyse ideas/projects/tasks
- an inclination towards a day-to-day, evenly paced routine.

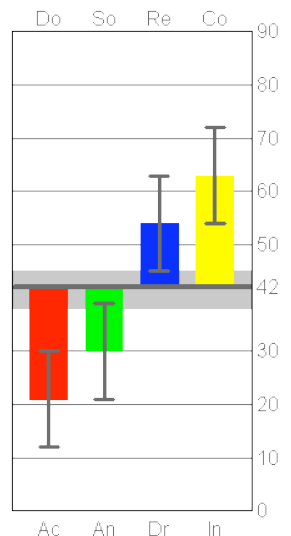
Do: 18
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 Re: 62
 Co: 68



9. Specialist Expert (more moderate)

- An ability to function effectively in a specialised, expert role with a preference for working within a structured and supervised environment
- a predilection towards precise, detailed tasks
- an aptitude to be a supportive participator in a team situation
- a propensity to analyse ideas/projects/tasks
- an inclination towards a day-to-day, evenly paced routine.

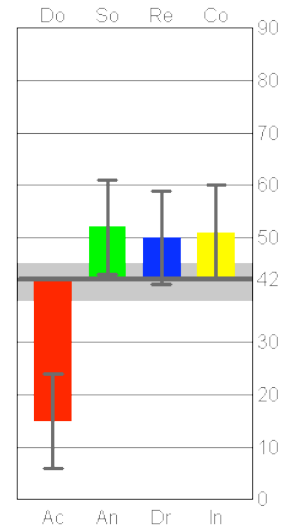
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 So: 30
 Re: 54
 Co: 63



10. Specialist Co-operator

- An ability to function effectively in a specialised, expert role with an aptitude to be a supportive participator in a team situation
- a predisposition for close collaboration with people and a service/public relations orientation
- a propensity towards working with and helping other
- a preference for working within a structured and supervised environment
- a predilection towards precise, detailed tasks; and an inclination towards a day-to-day, evenly paced routine.

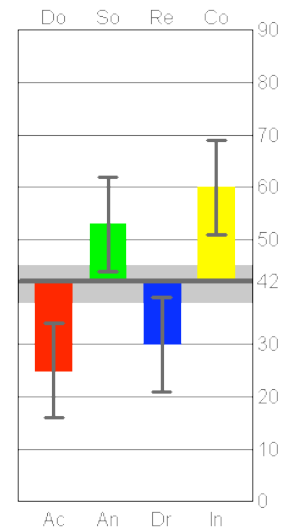
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Re: 50
Co: 51



11. Specialist Urgent Co-operator

- An ability to function effectively in a specialised, expert role with a preference for working within a structured and supervised environment; a predilection towards precise, detailed tasks
- an aptitude to be a supportive participator in a team situation
- a preference for a fast-paced environment with a varied workload
- a predisposition for close collaboration with people and a service/public relations orientation
- and a propensity towards working with and helping others.

Do: 25
So: 53
Re: 30
Co: 60



12. Balanced (very adaptable)

- Some re-analysis is recommended unless this position would best be served by an individual who has the flexibility to adjust to both a leadership and a support role interchangeably – a very difficult combination to find in a person.

Do: 44
So: 46
Re: 38
Co: 40

