



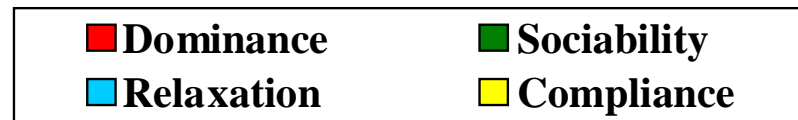
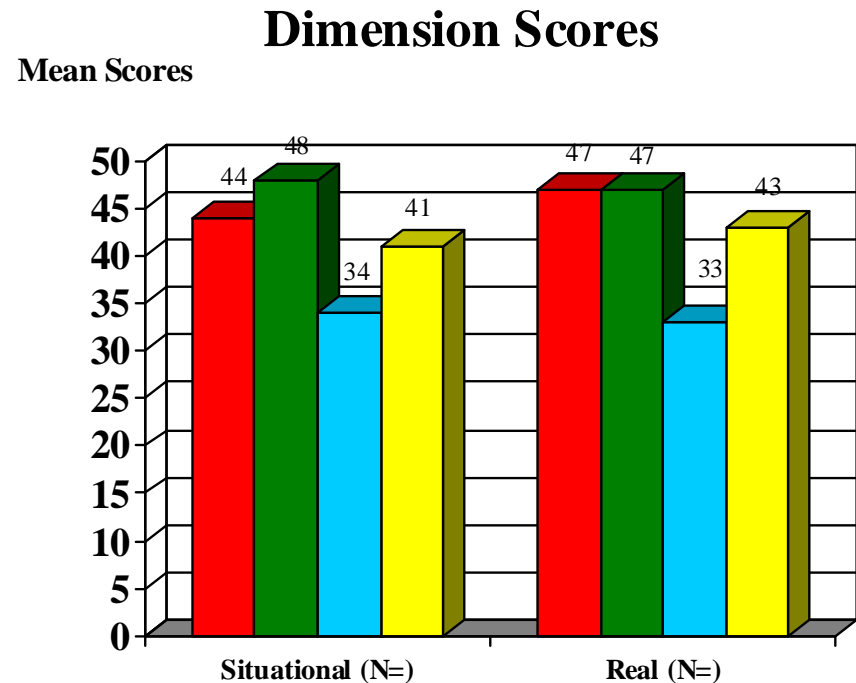
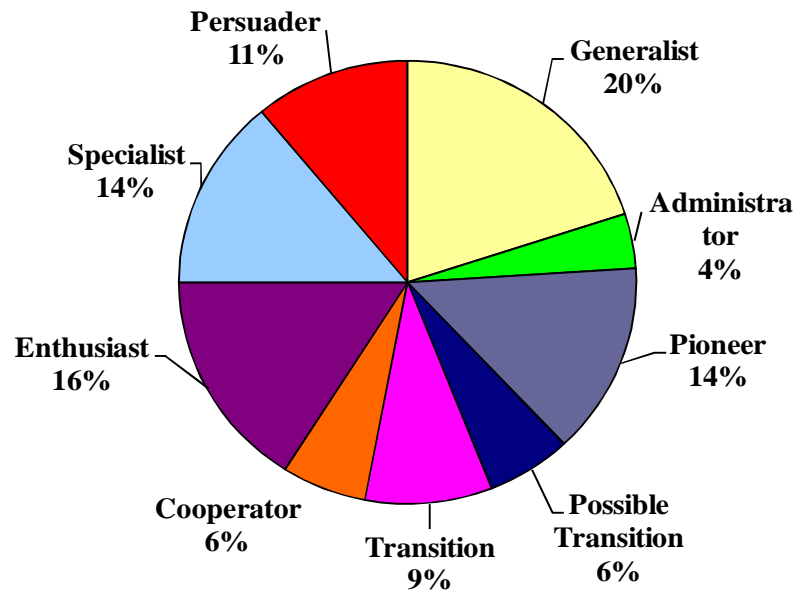
The McQuaig Word Survey[®]

Technical Manual - Charts and Graphs

Prepared by: Hackett & Associates
Human Resources Consultants Inc.

Distribution of WS Dimensions and Profile Types

Total Sample* (N-352,613)

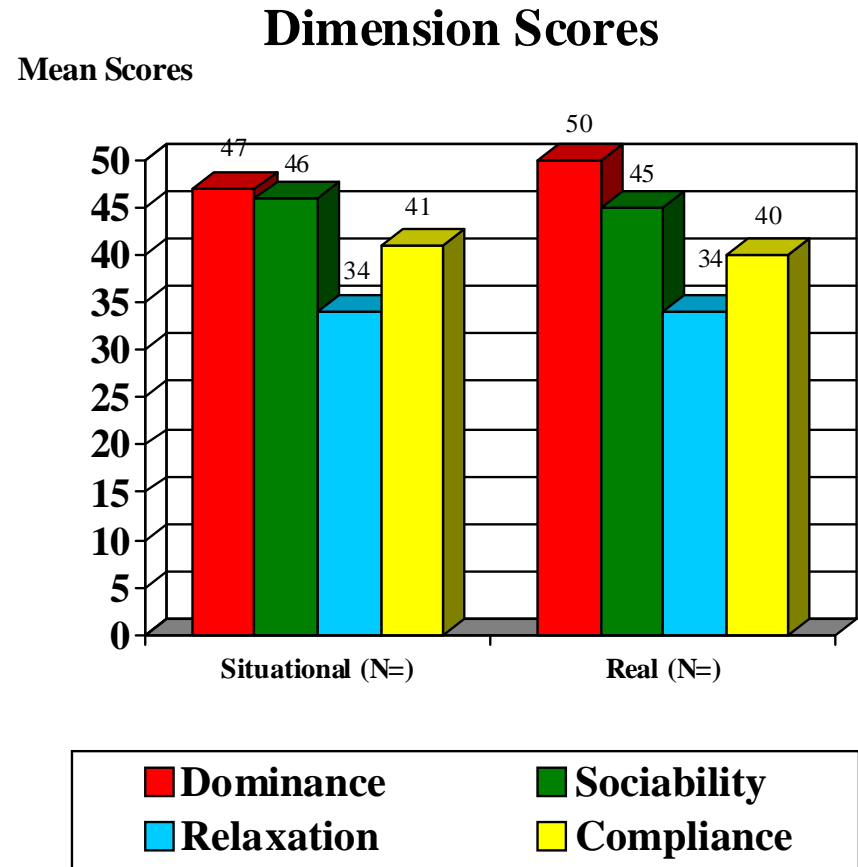
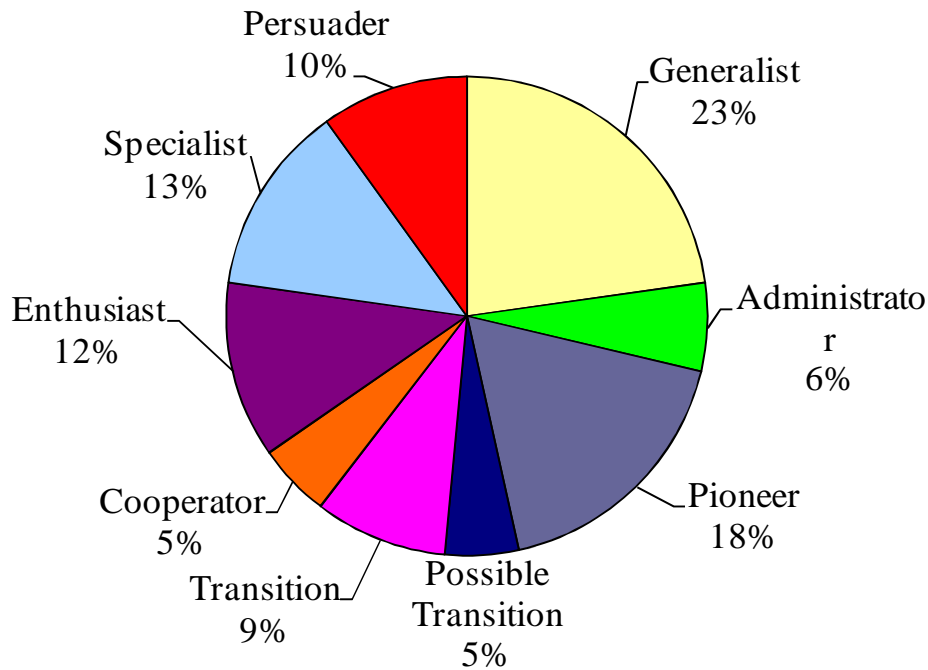


*These norms represent data collected predominantly from the corporate business population and not necessarily the entire workplace population.

Distribution of WS Dimensions and Profile Types

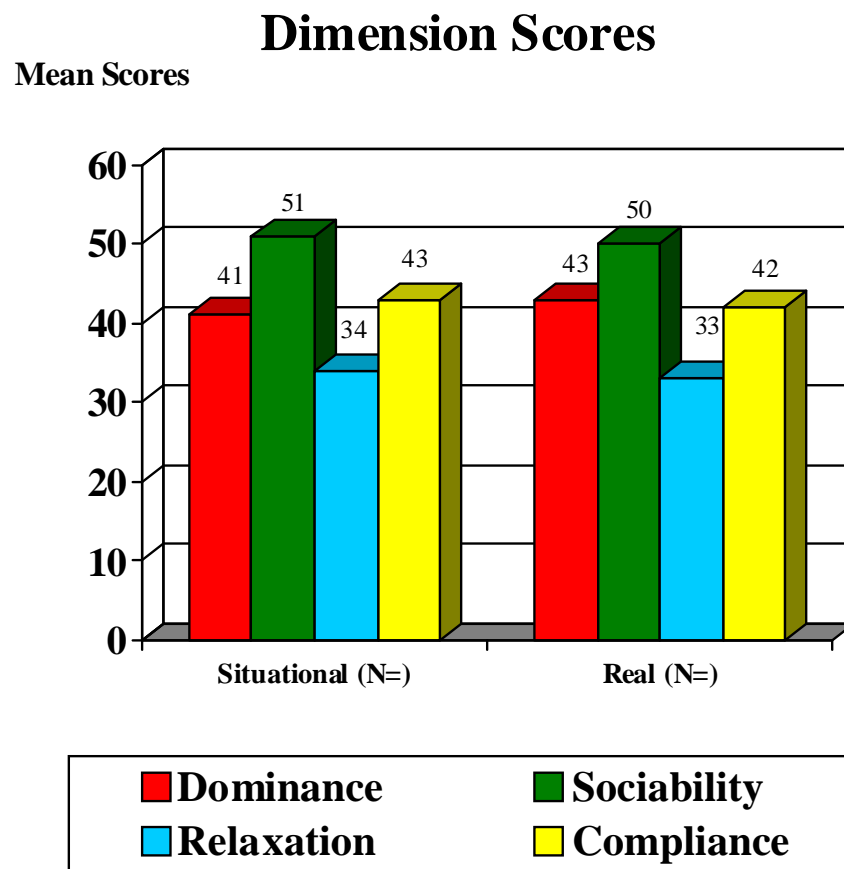
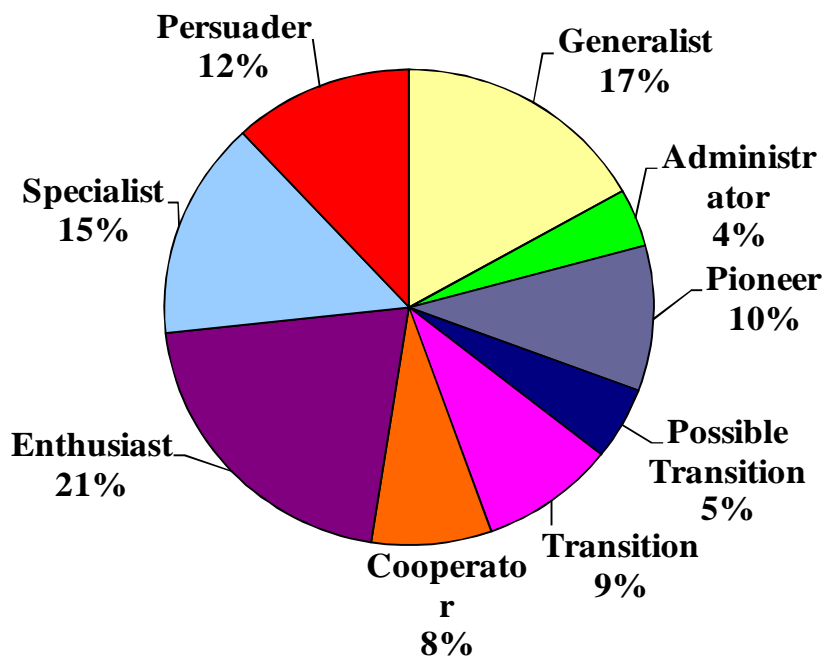
Total Sample* Males

(N=197,941)



*These norms represent data collected predominantly from the corporate business population and not necessarily the entire workplace population.

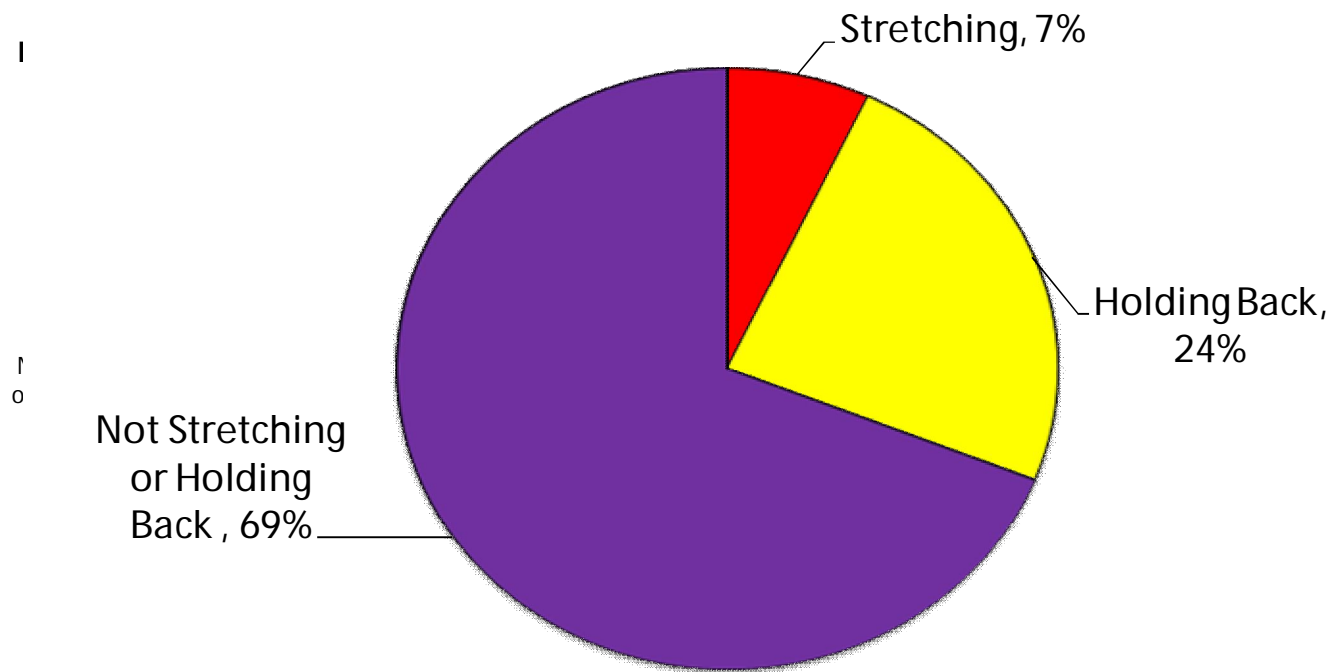
Distribution of WS Dimensions and Profile Types Total Sample* Females (N=154,697)



*These norms represent data collected predominantly from the corporate business population and not necessarily the entire workplace population.

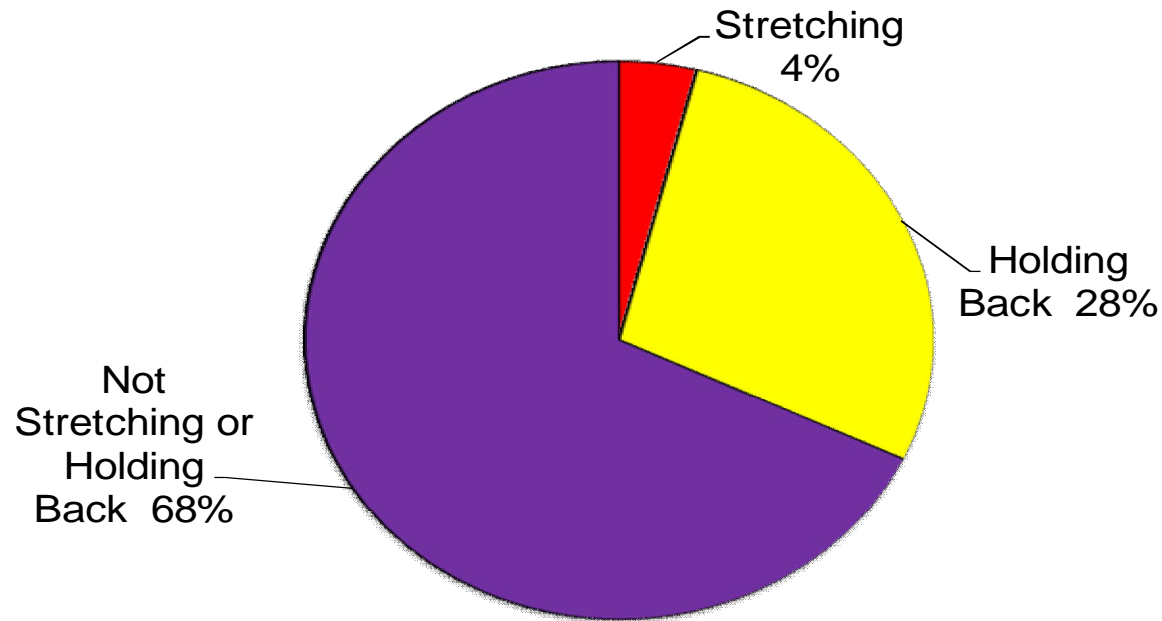
Title: Distribution of Word Surveys based on Situational Adjustments

N=352,613



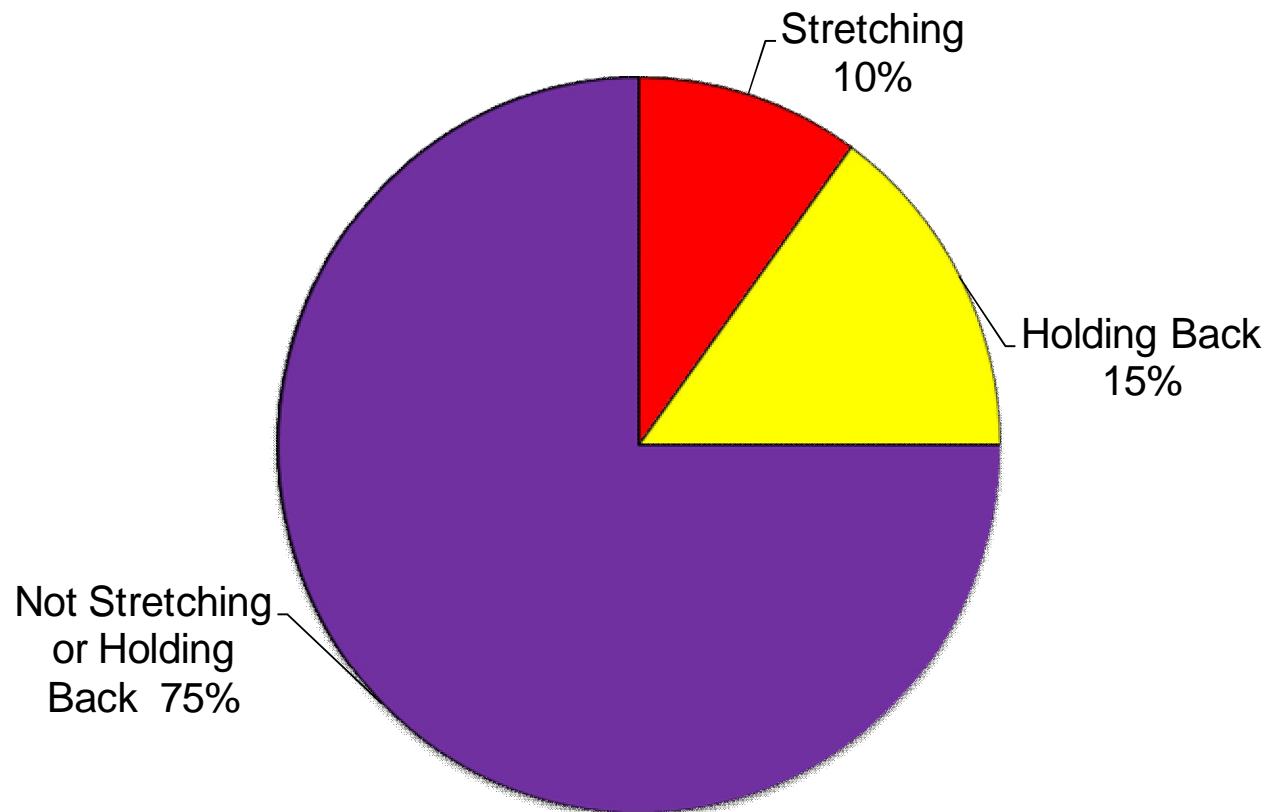
Title: Distribution of Word Surveys based on Situational Adjustments, Generalist Group Only

N= 175,497



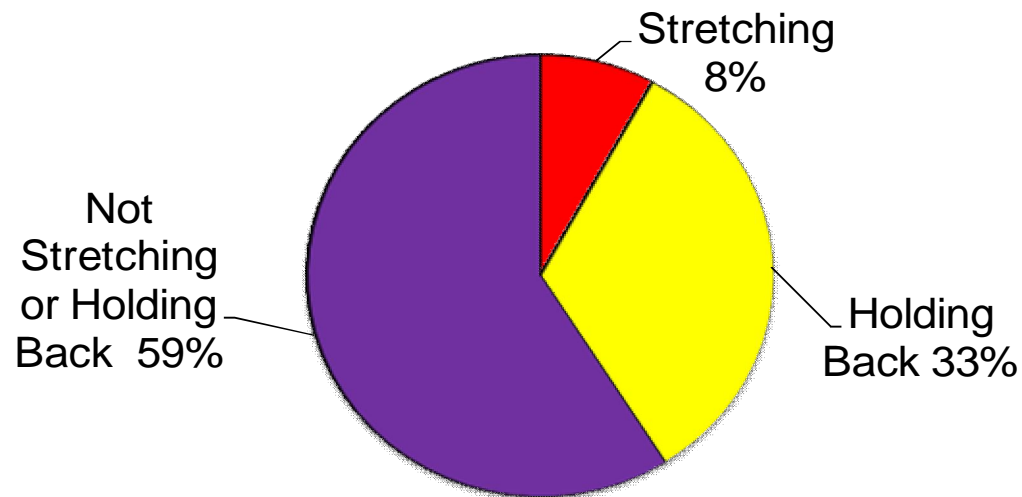
Distribution of Word Surveys based on Situational Adjustments, Specialist Group Only

N= 128,062



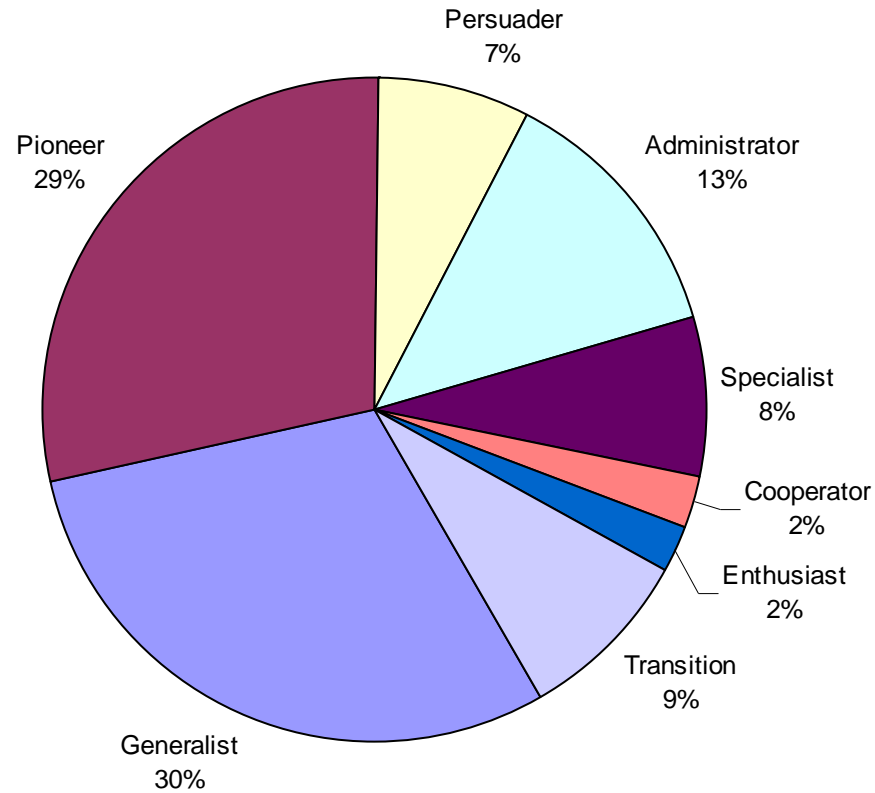
Distribution of Word Surveys based on Situational Adjustments, Transition/Possible Transition and Balanced Groups Only

N= 49,054



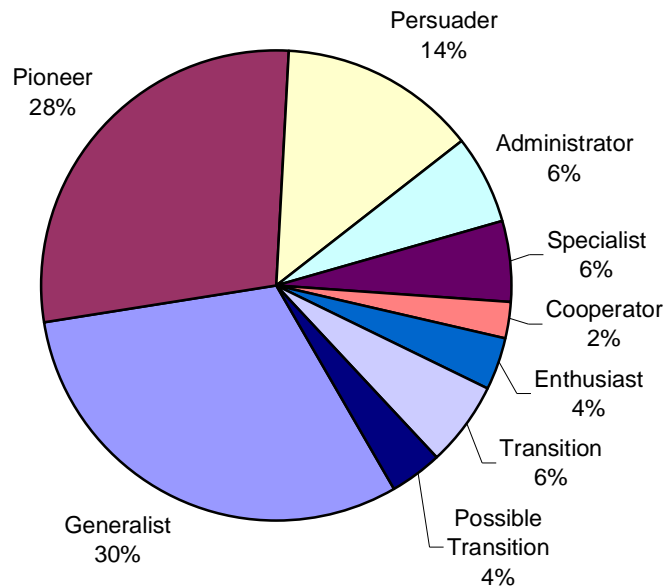
DISTRIBUTION OF WS PROFILE TYPES CHIEF EXECUTIVE OFFICERS

Profile Types (N = 710)

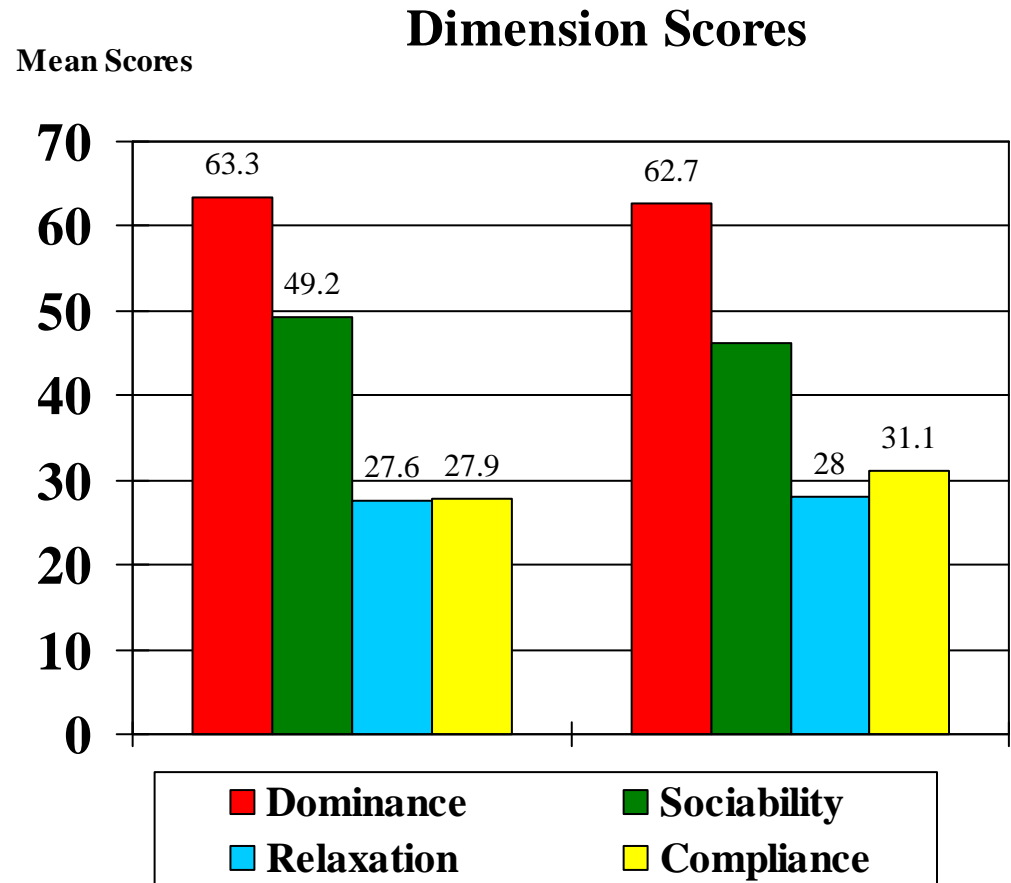


DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES ENTREPRENEURS (N = 1654)

Profile Types

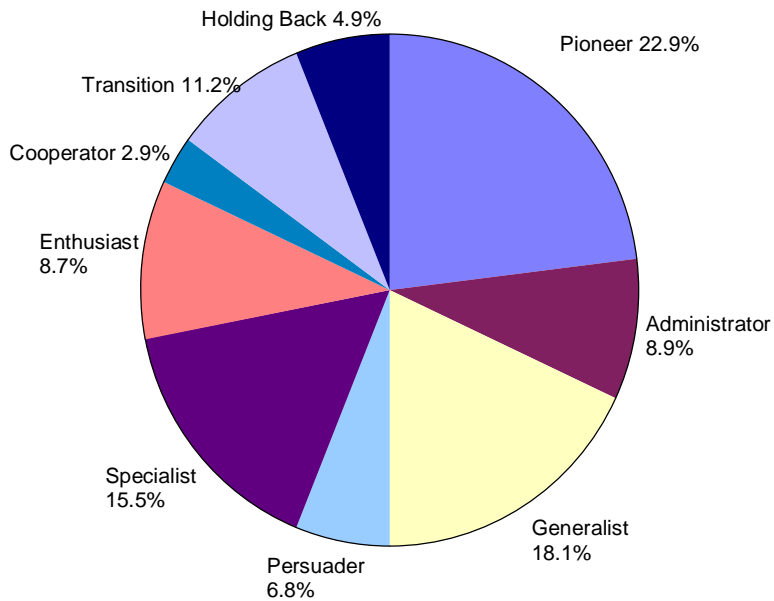


Dimension Scores



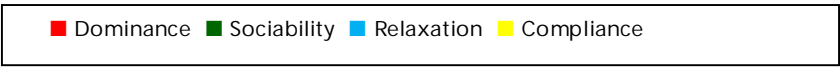
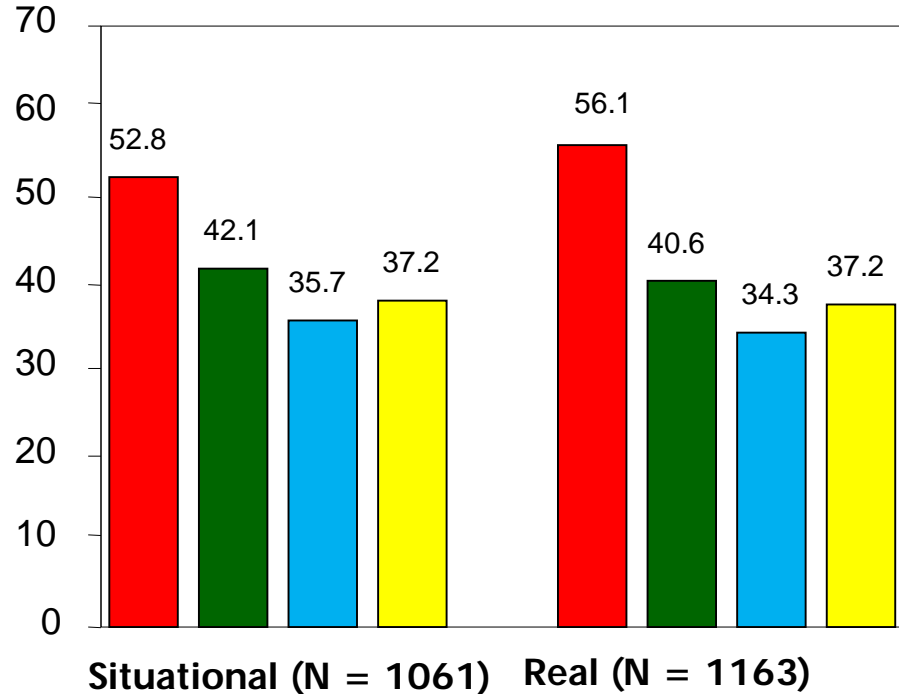
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES MANAGERS

Profile Types (N = 703)



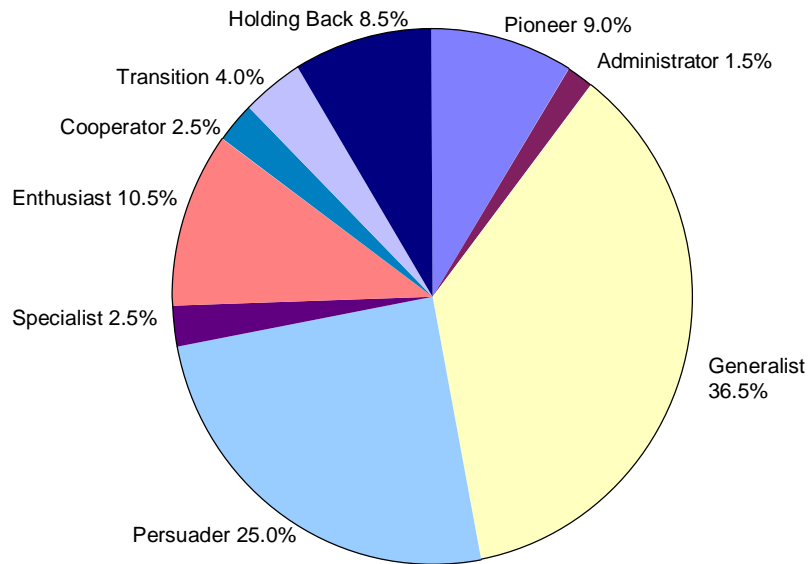
Dimension Scores

Mean Scores



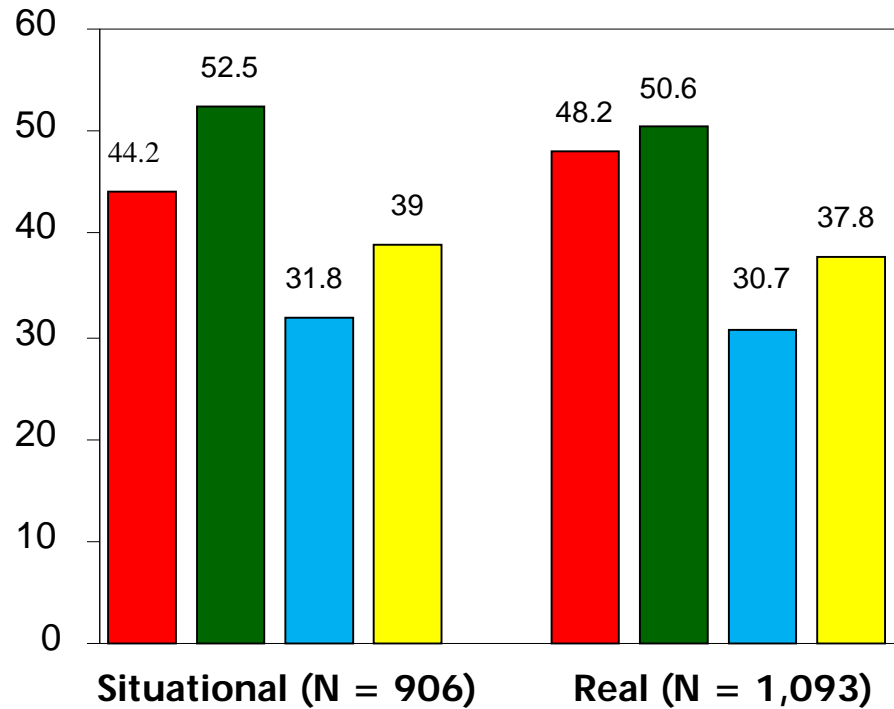
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES SALES*

Profile Types (N = 2,760)

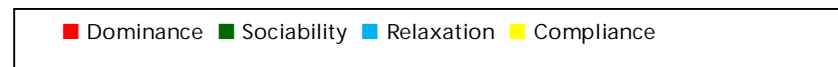


Dimension Scores

Mean Scores

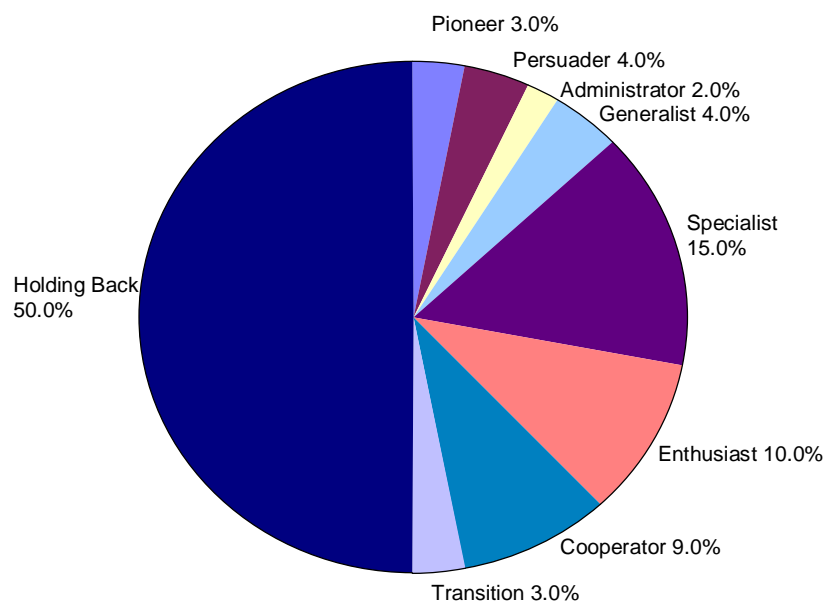


*Investment Firm Agents, Real Estate Agents, Retail, and General Sales



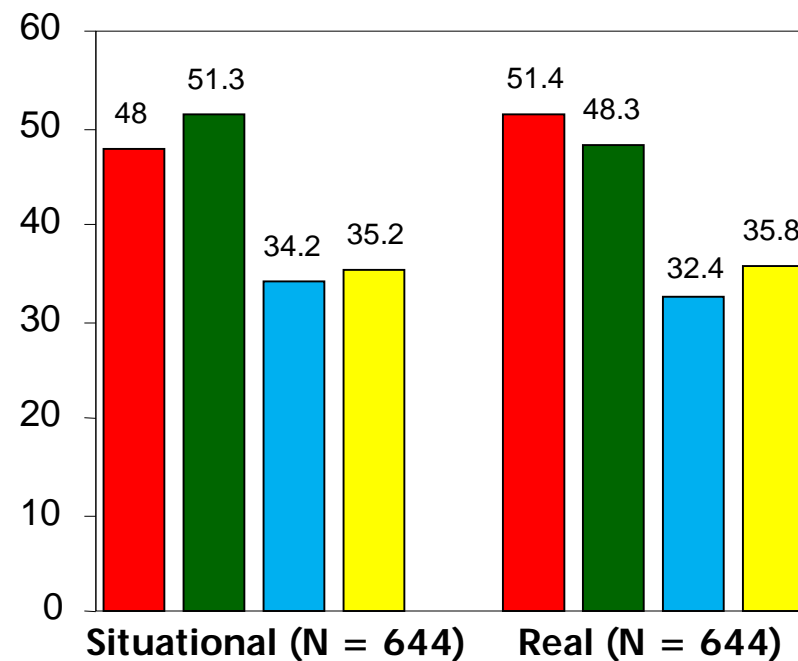
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES LIFE INSURANCE AGENTS

Profile Types (N = 234)



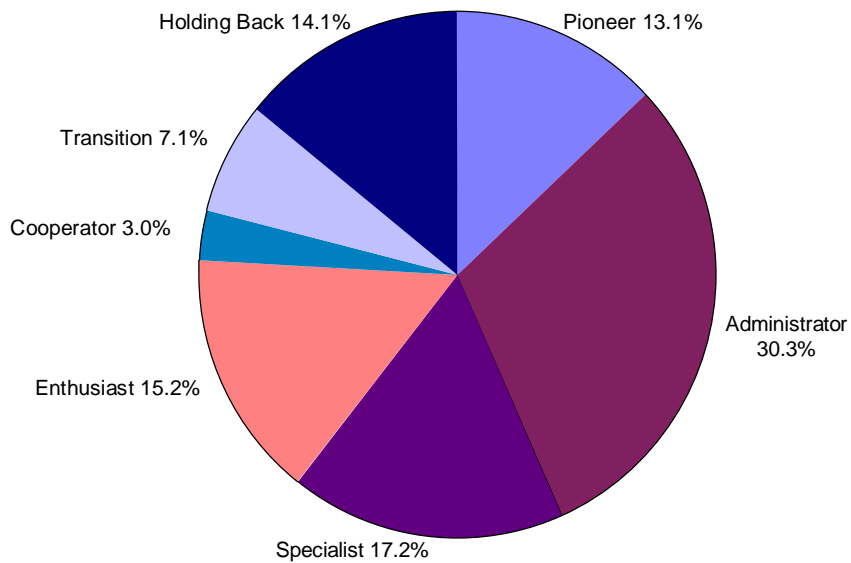
Dimension Scores

Mean Scores



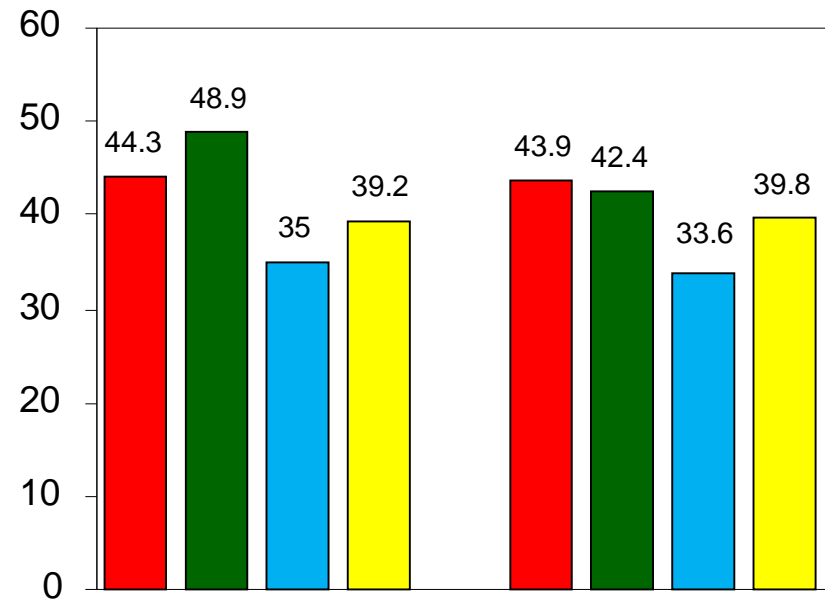
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES SERVICE OCCUPATIONS*

Profile Types (N = 217)



Dimension Scores

Mean Scores

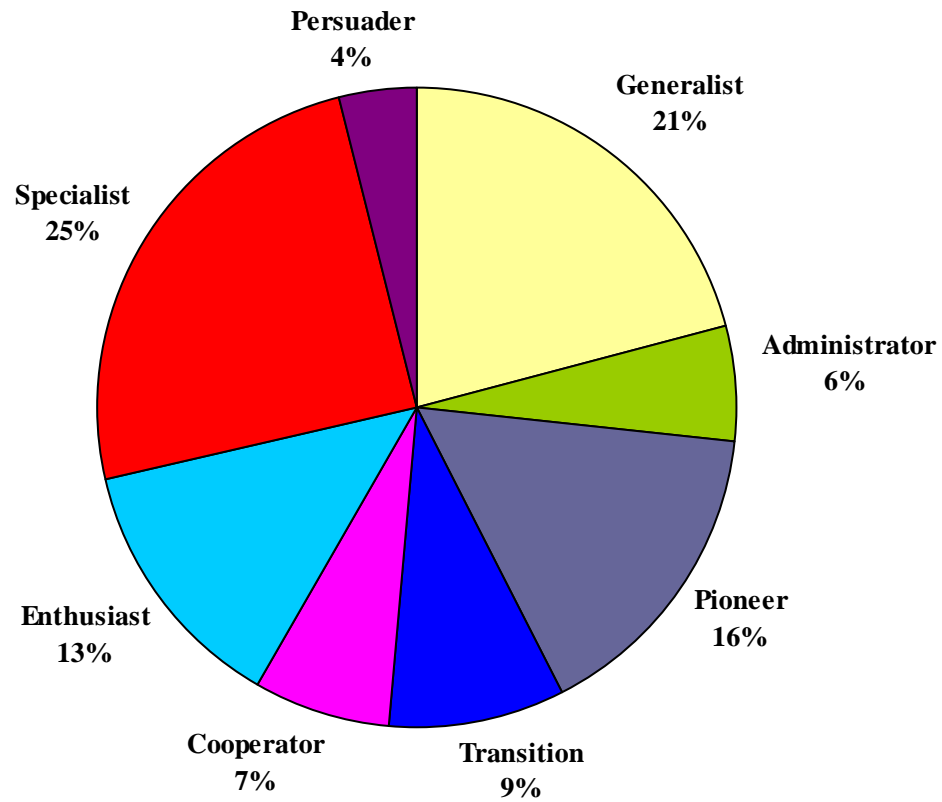


Situational (N = 266) Real (N = 266)

■ Dominance ■ Sociability ■ Relaxation ■ Compliance

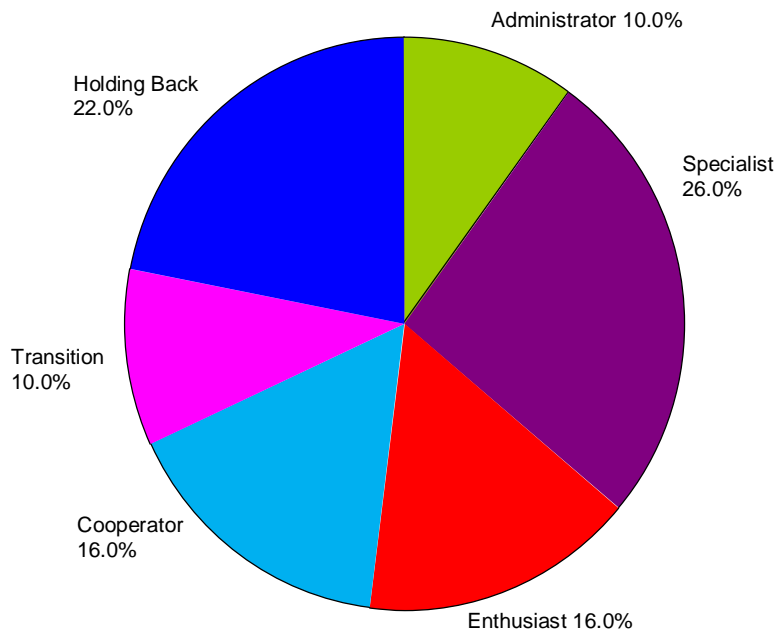
DISTRIBUTION OF PROFILE TYPES ADMINISTRATION

Profile Types (N=357)



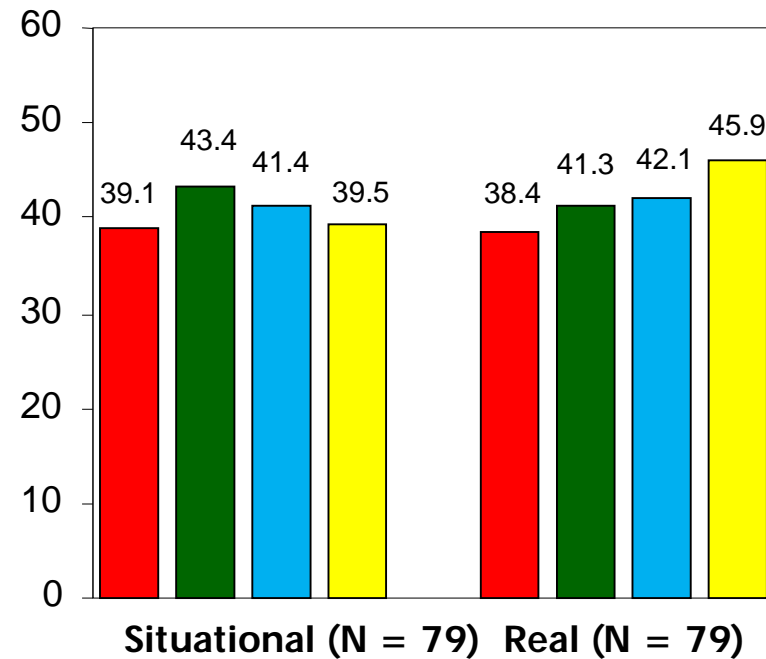
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES SKILLED WORKERS*

Profile Types (N = 93)



Dimension Scores

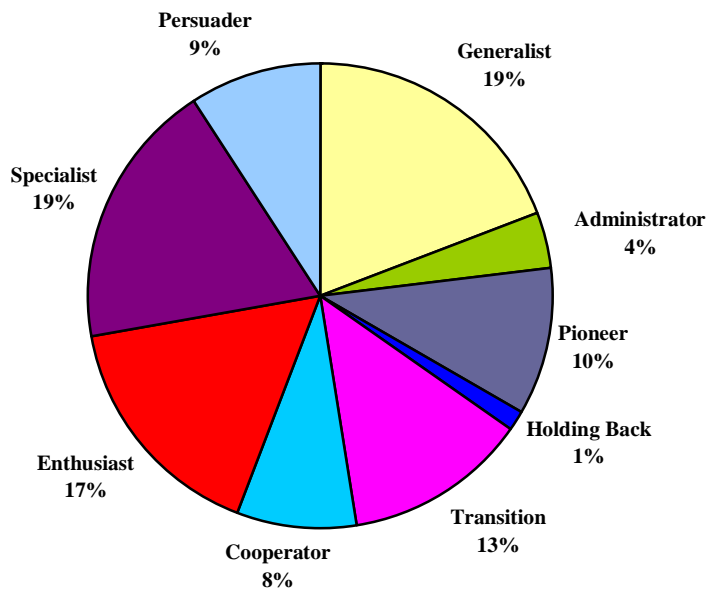
Mean Scores



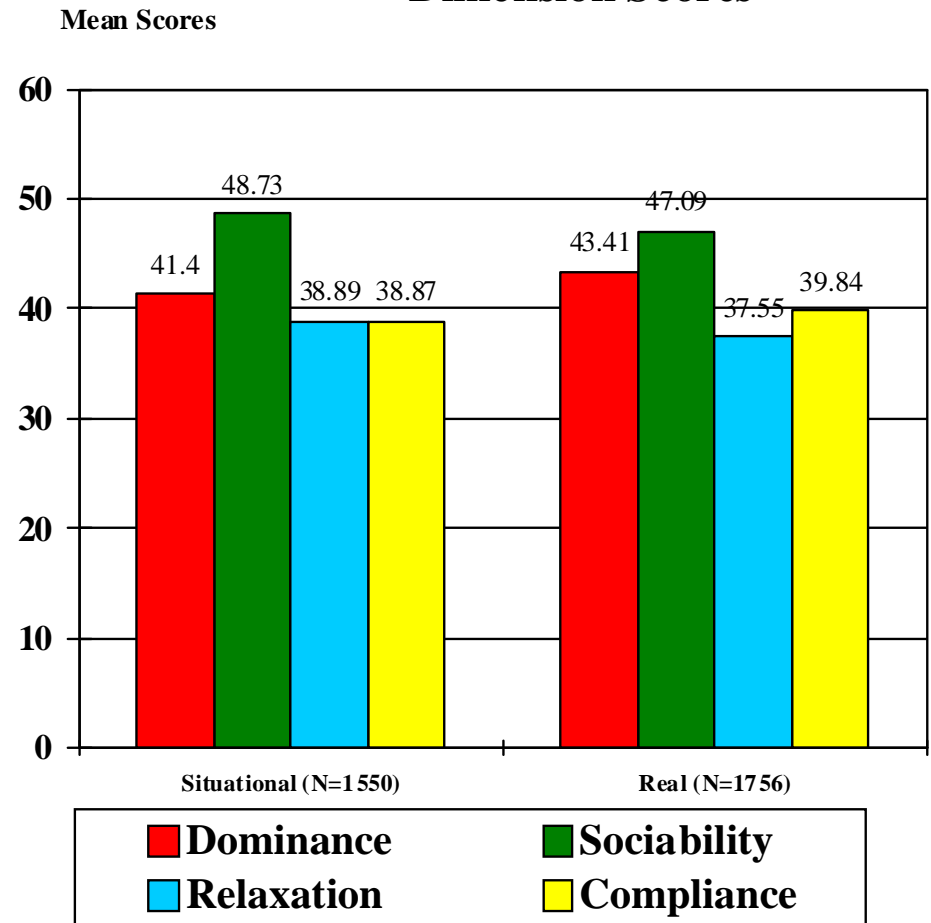
*Transit Workers, Routemen/Delivery People, and Field & Service Engineers

Distribution of WS Dimensions and Profile Types University Students

Profile Types
(N = 1478)

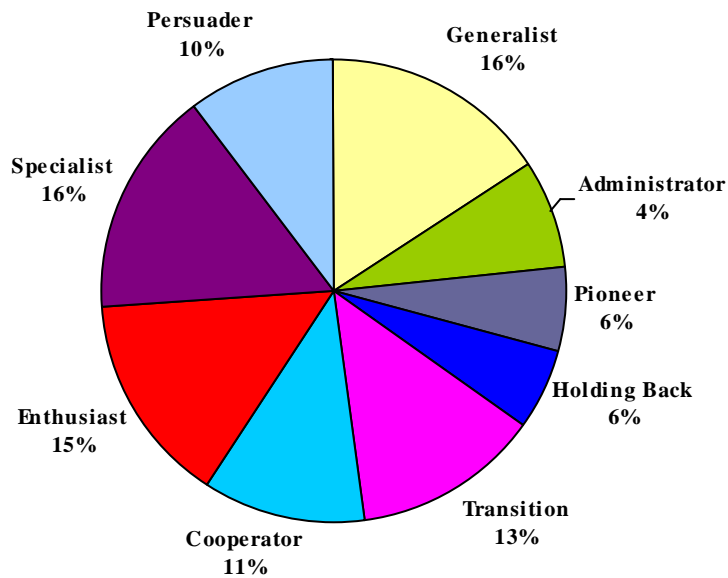


Dimension Scores

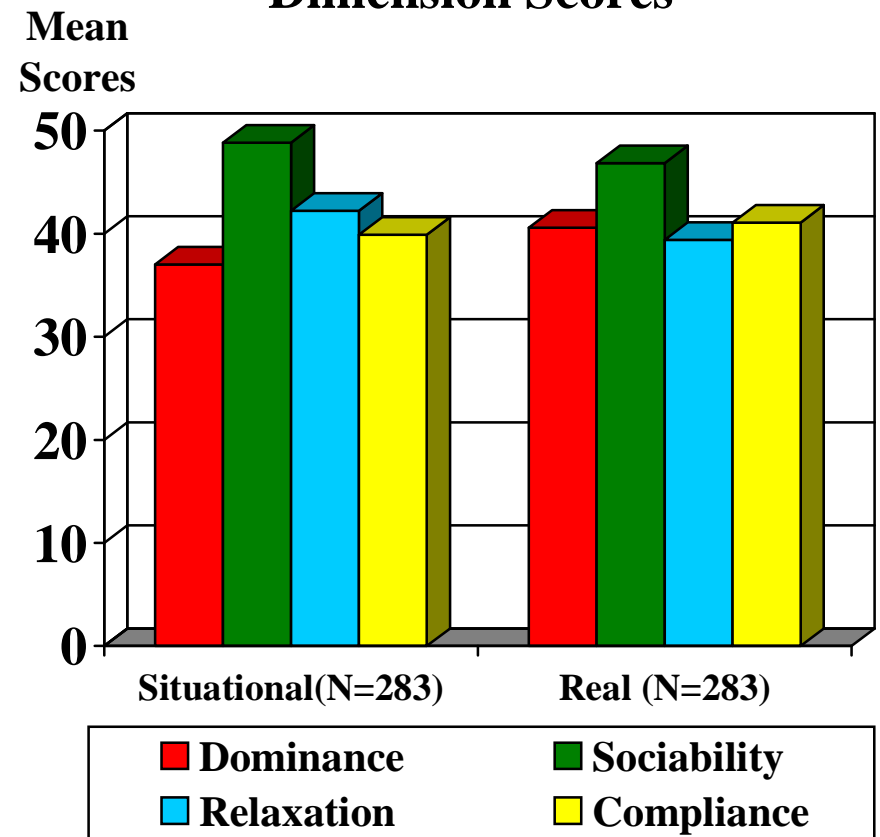


Distribution of WS Dimensions and Profile Types MBA Students

Profile Types
(N = 283)

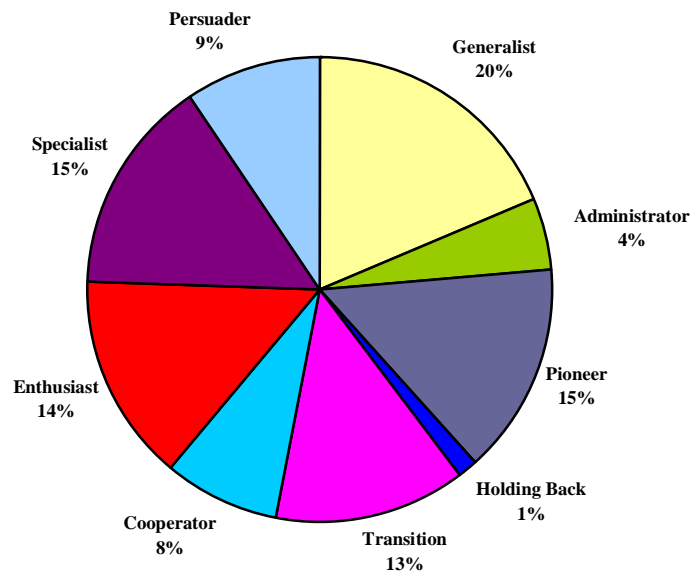


Dimension Scores

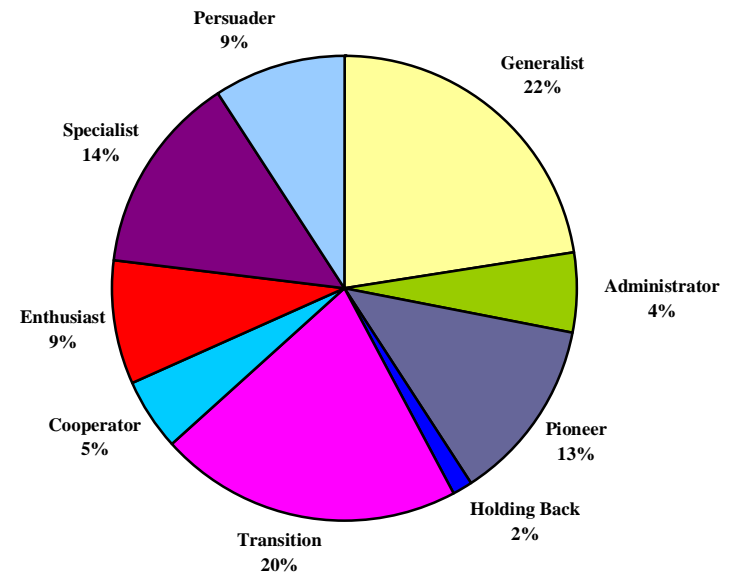


Distribution of WS Profile Types by Age

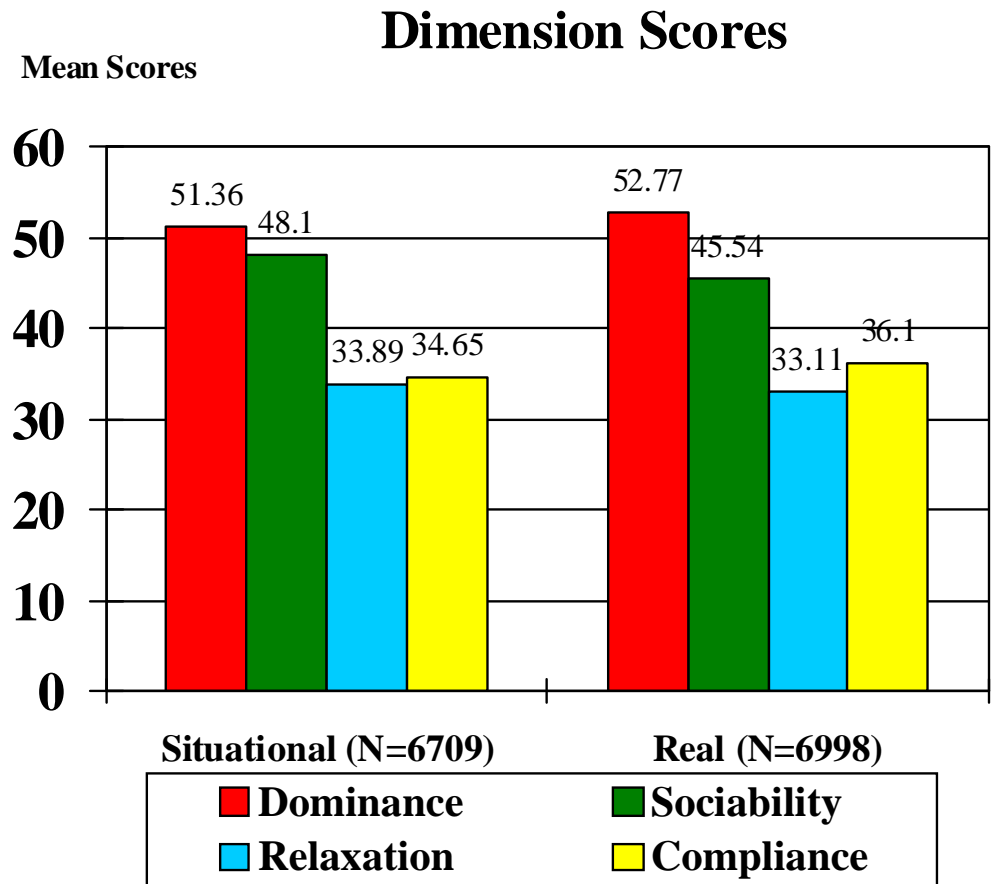
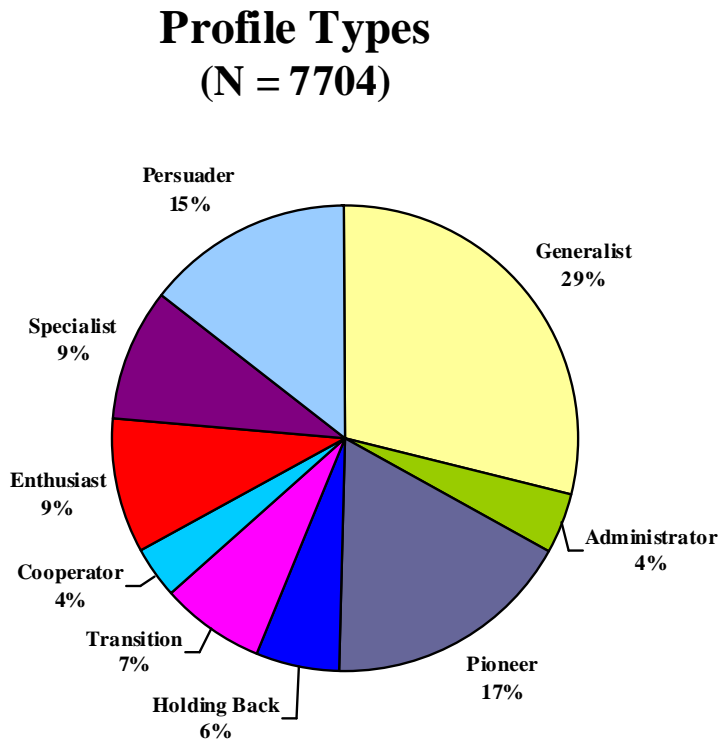
Less Than 30
(N = 633)



30 to 40
(N = 198)

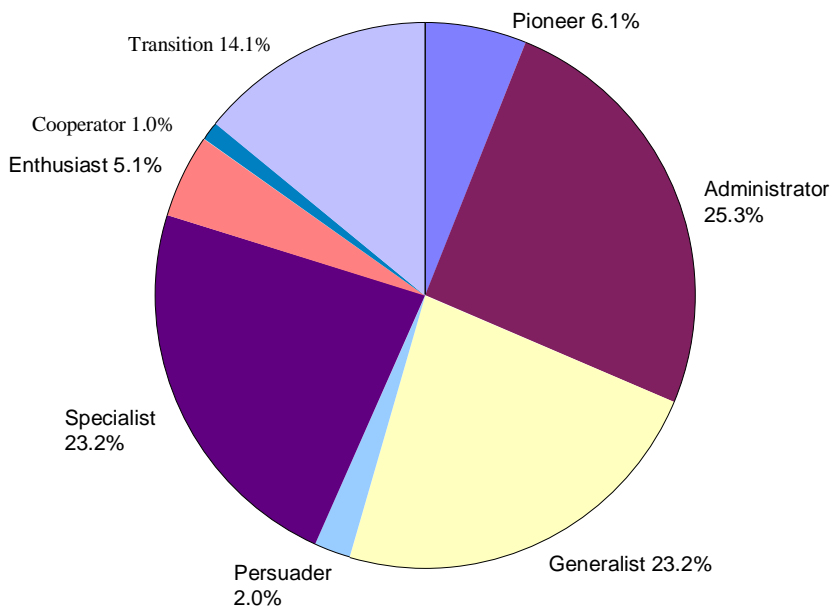


Distribution of WS Dimensions and Profile Types English Version



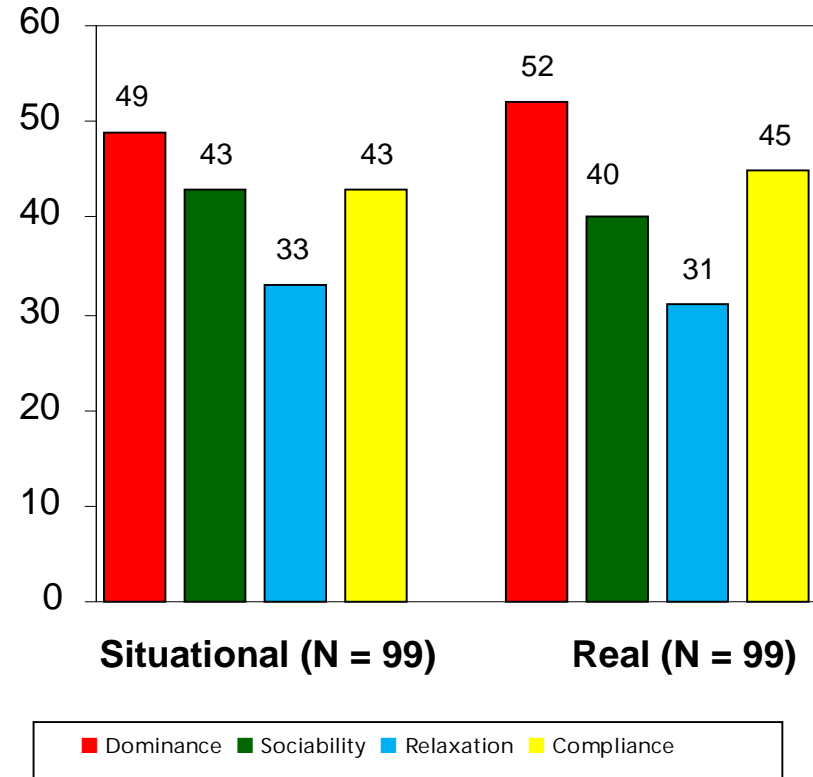
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES FRENCH VERSION

Profile Types (N = 119)



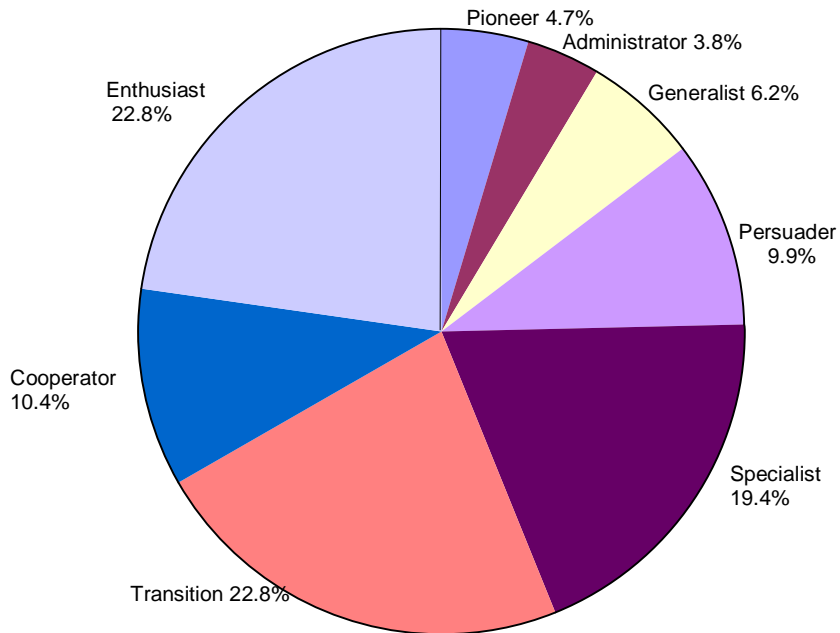
Dimension Scores

Mean Scores



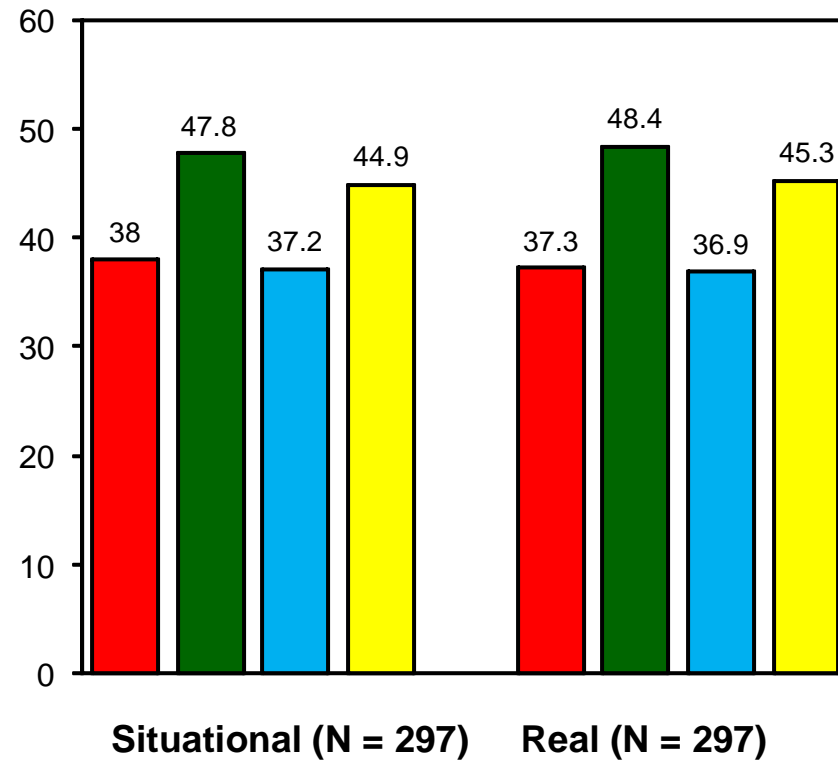
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES SPANISH VERSION

Profile Types (N = 211)



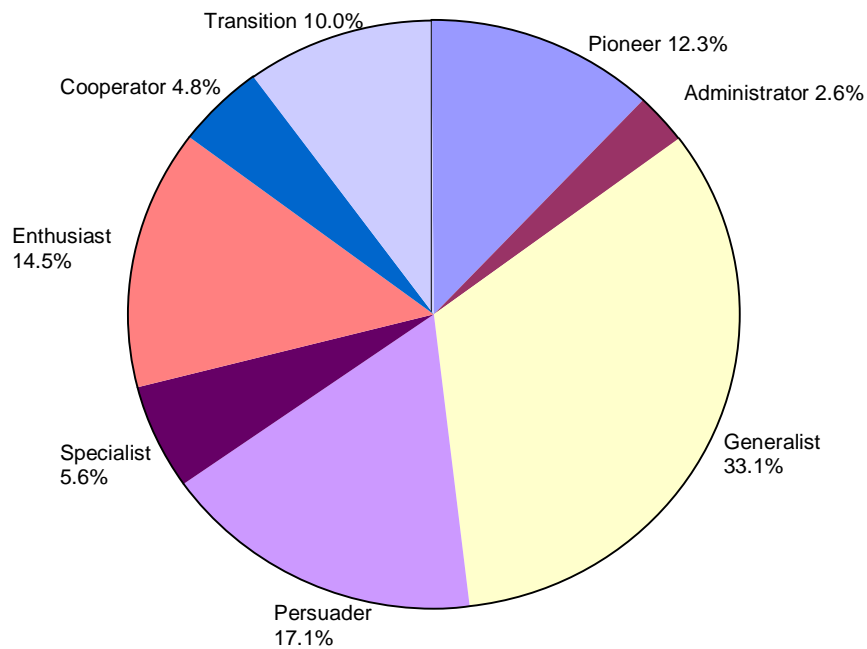
Dimension Scores

Mean Scores



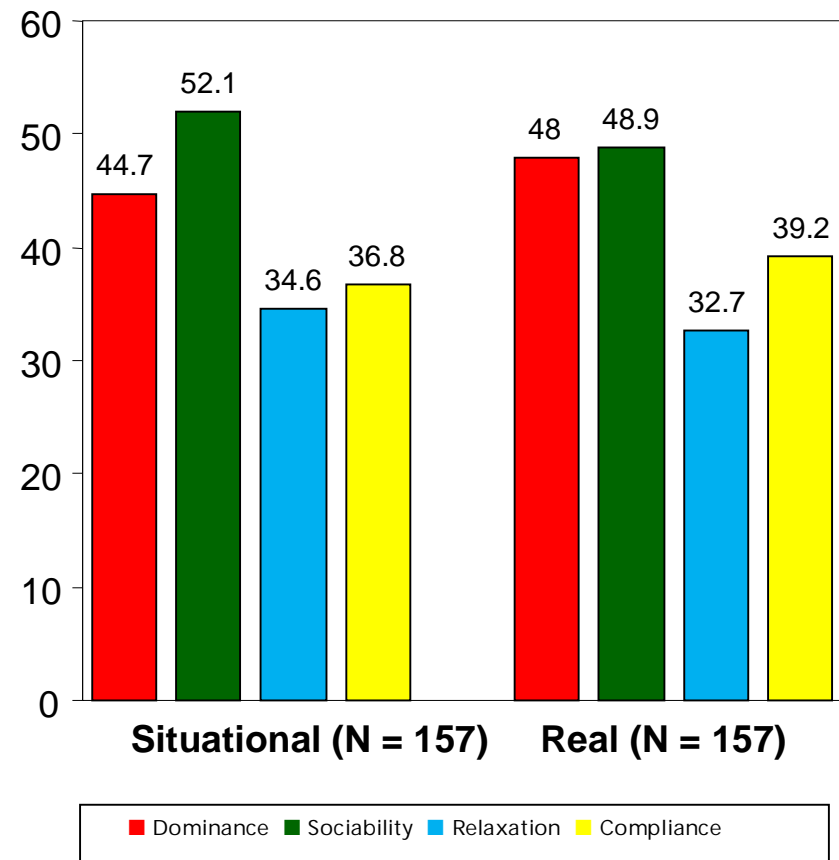
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES AFRICAN AMERICAN

Profile Types (N = 269)



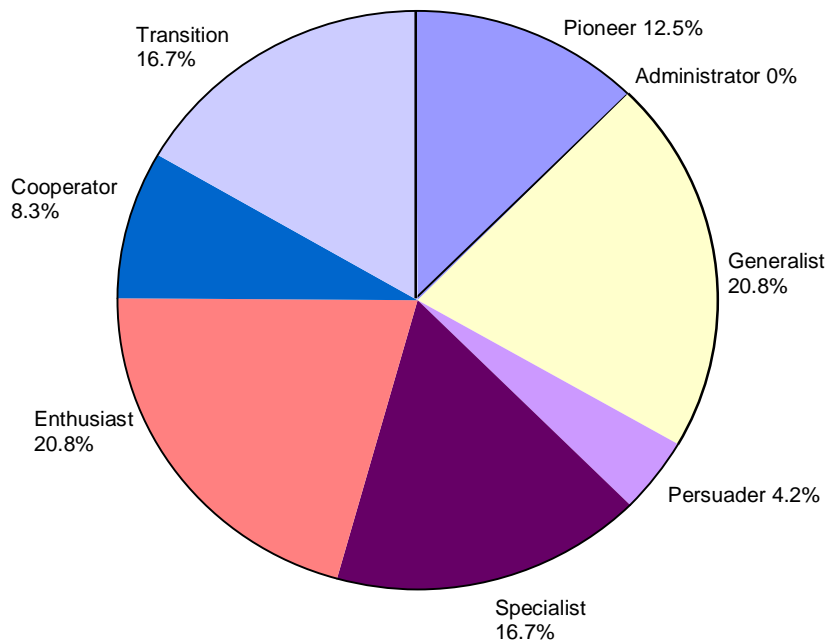
Dimension Scores

Mean Scores



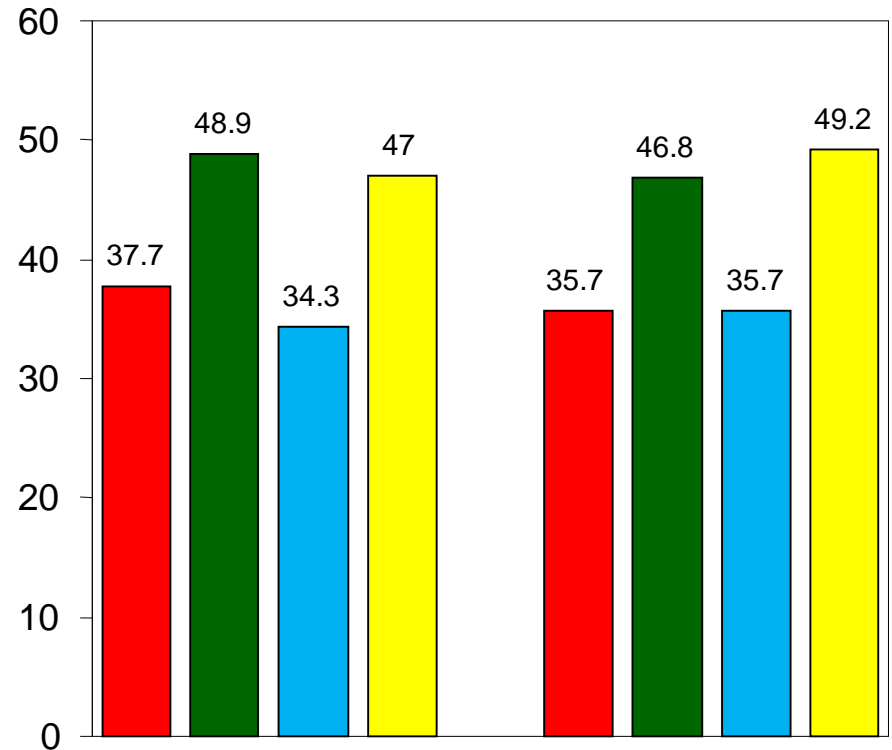
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES ASIAN AMERICAN

Profile Types (N = 211)



Dimension Scores

Mean Scores



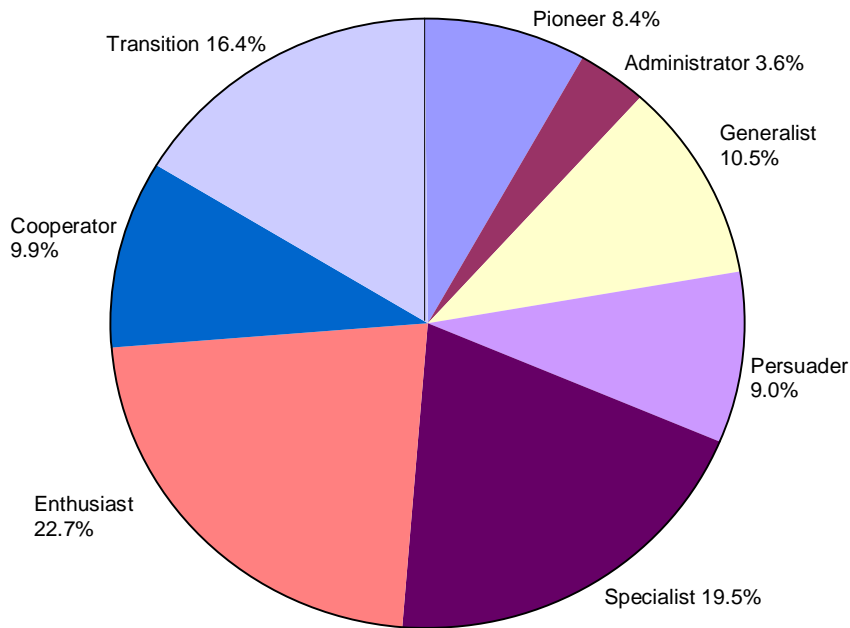
Situational (N =15)

Real (N =15)

■ Dominance ■ Sociability ■ Relaxation ■ Compliance

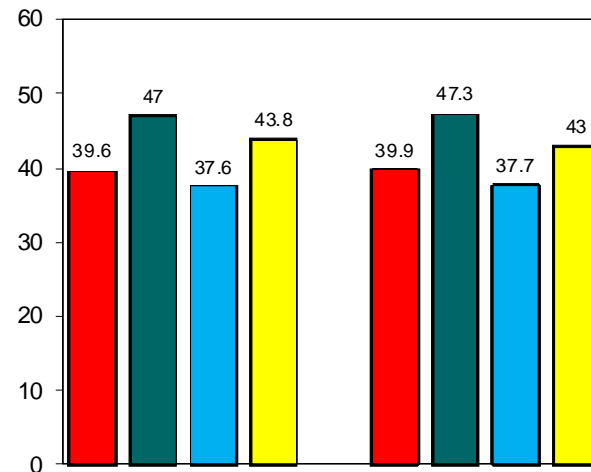
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES MEXICAN-AMERICAN

Profile Types (N = 334)



Dimension Scores

Mean Scores

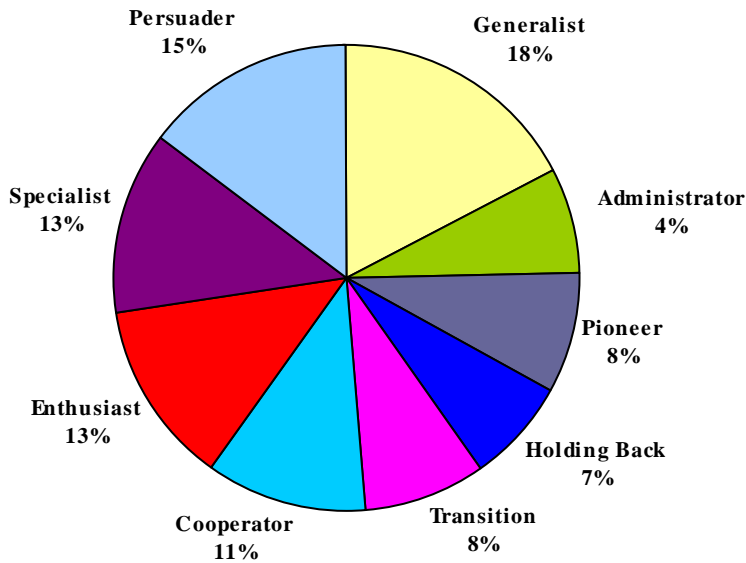


Situational (N = 361) Real (N = 361)

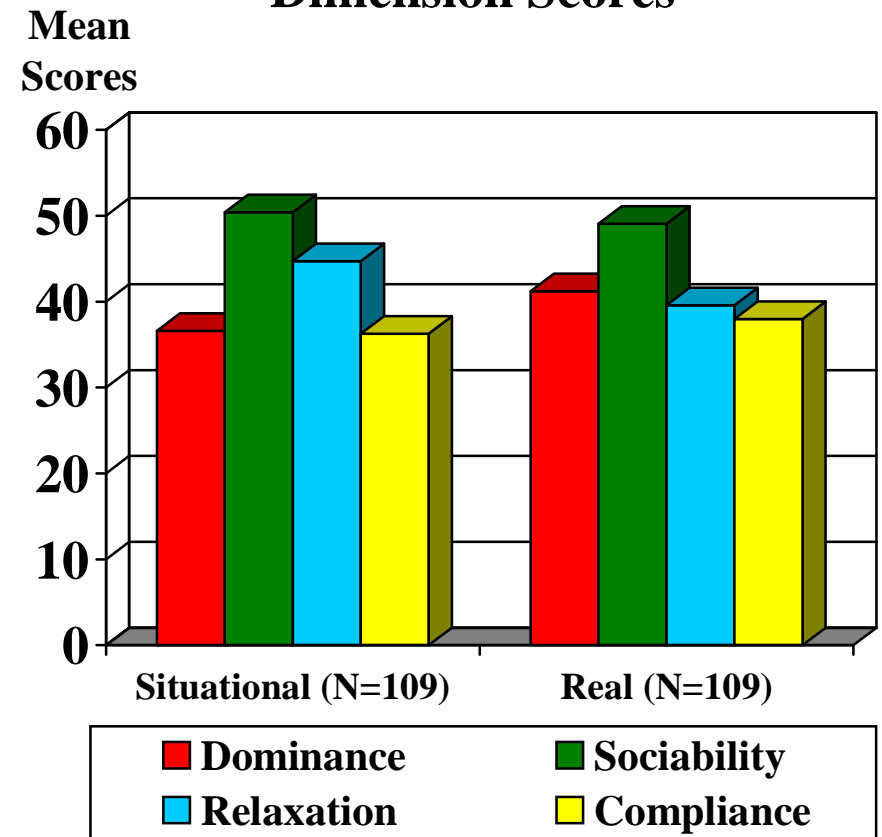


Distribution of WS Dimensions and Profile Types India

Profile Types
(N = 109)

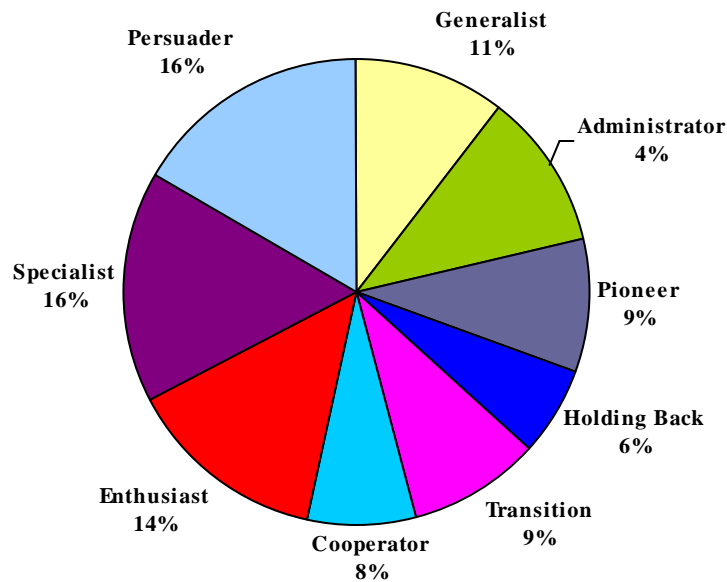


Dimension Scores



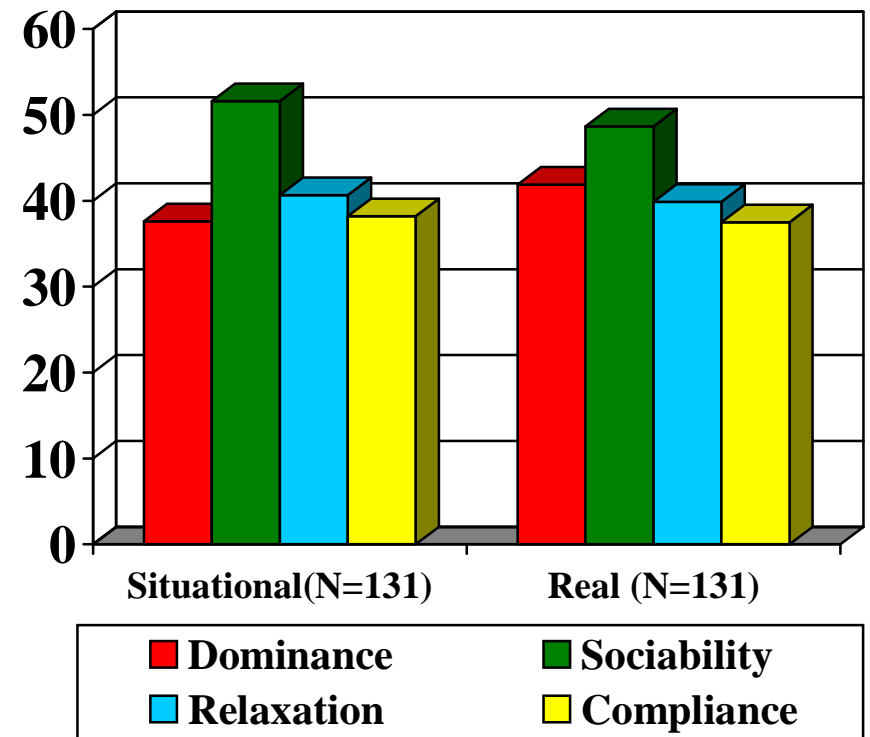
Distribution of WS Dimensions and Profile Types Romania

Profile Types
(N = 131)



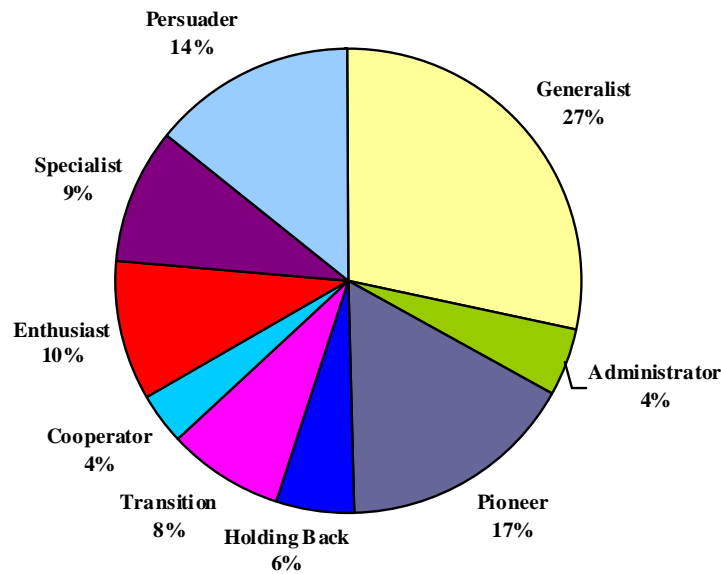
Dimension Scores

Mean Scores

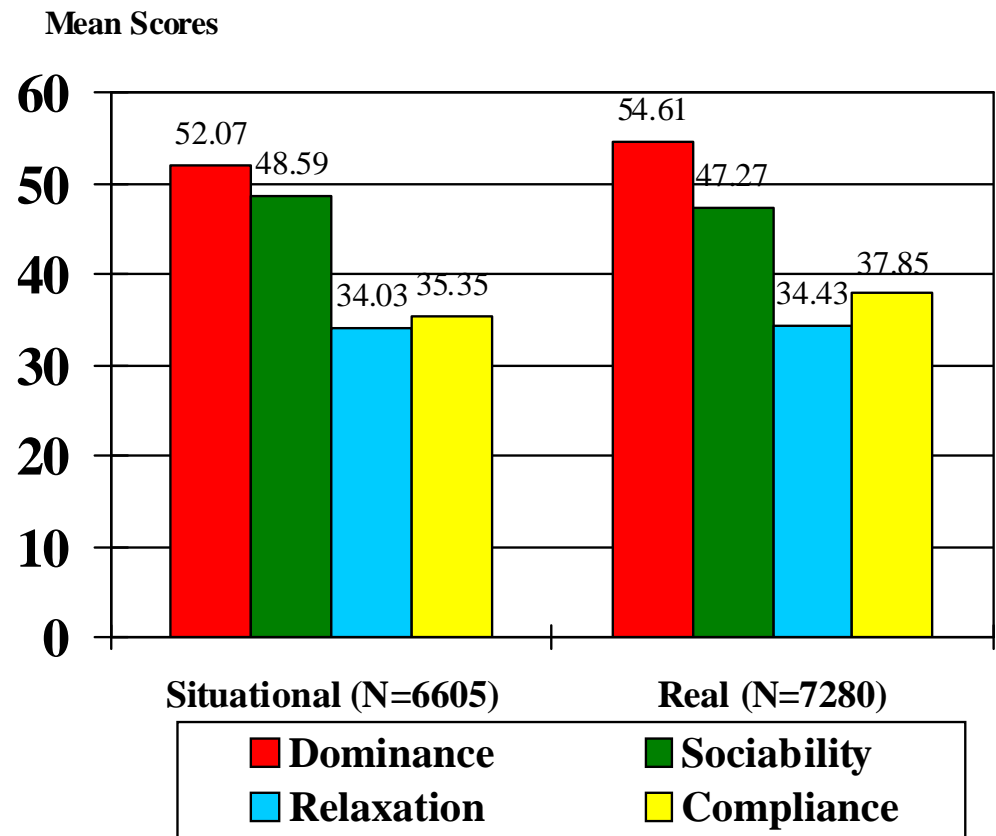


Distribution of WS Dimensions and Profile Types North America

Profile Types
(N = 7959)

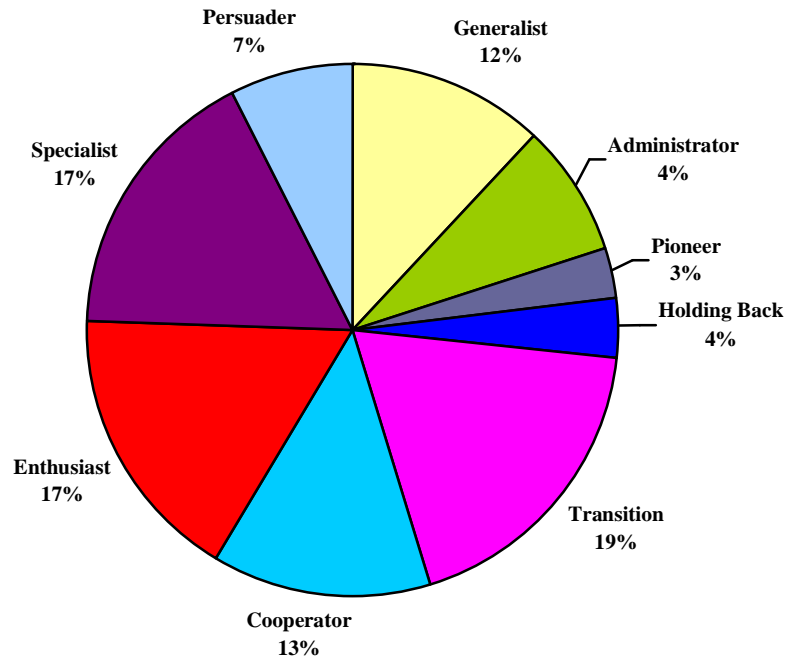


Dimension Scores

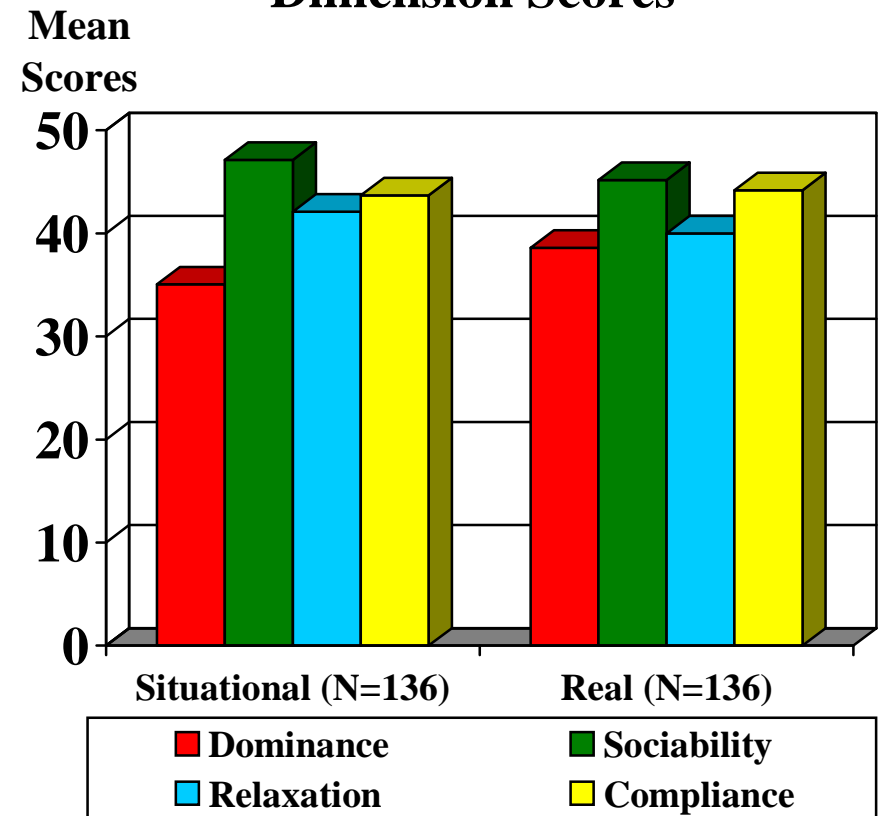


Distribution of WS Dimensions and Profile Types China

Profile Types
(N = 136)

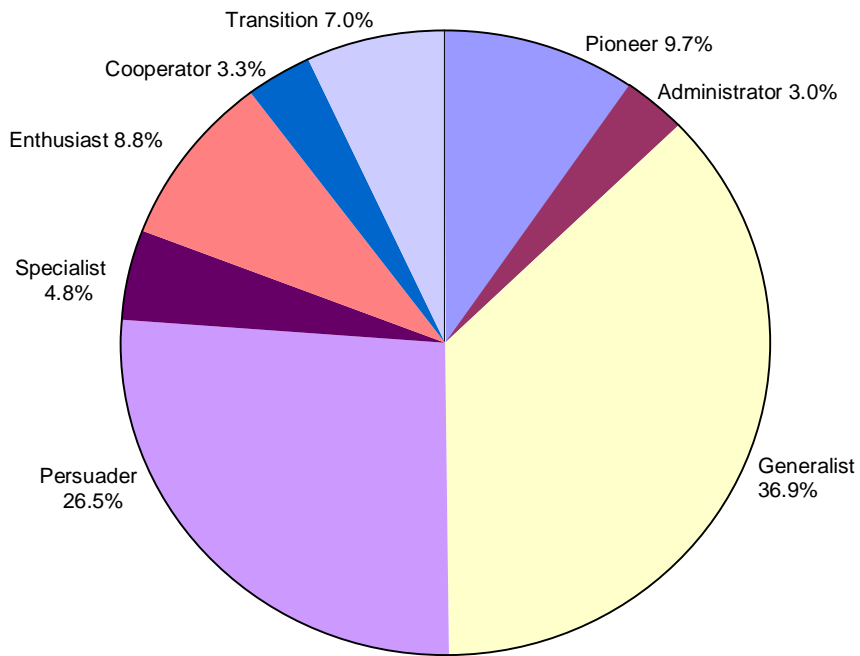


Dimension Scores



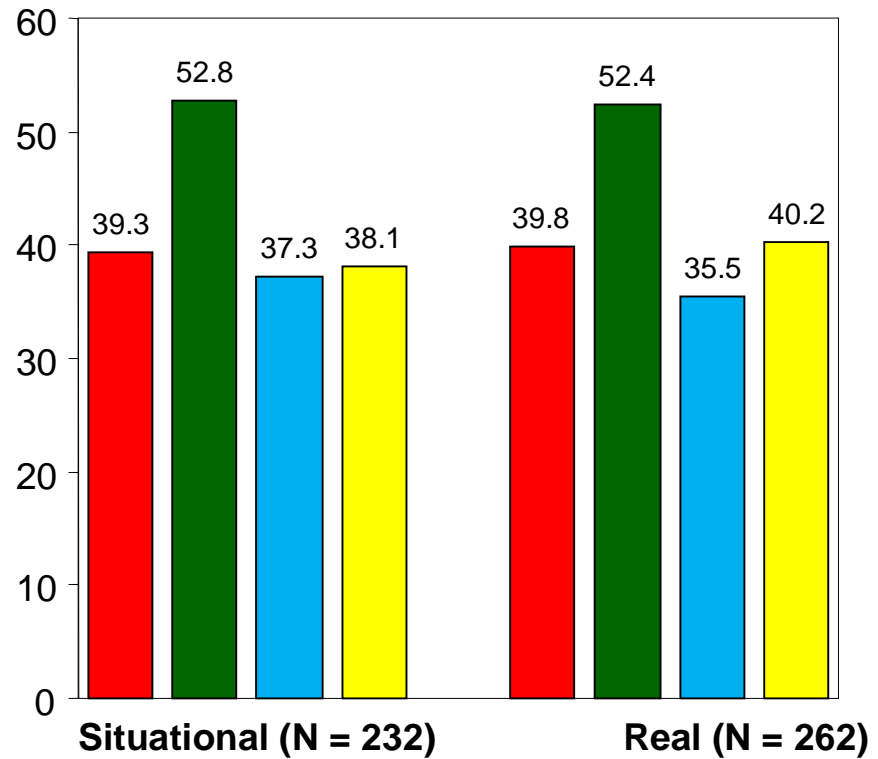
DISTRIBUTION OF WS DIMENSIONS AND PROFILE TYPES WHITE

Profile Types (N = 2,106)



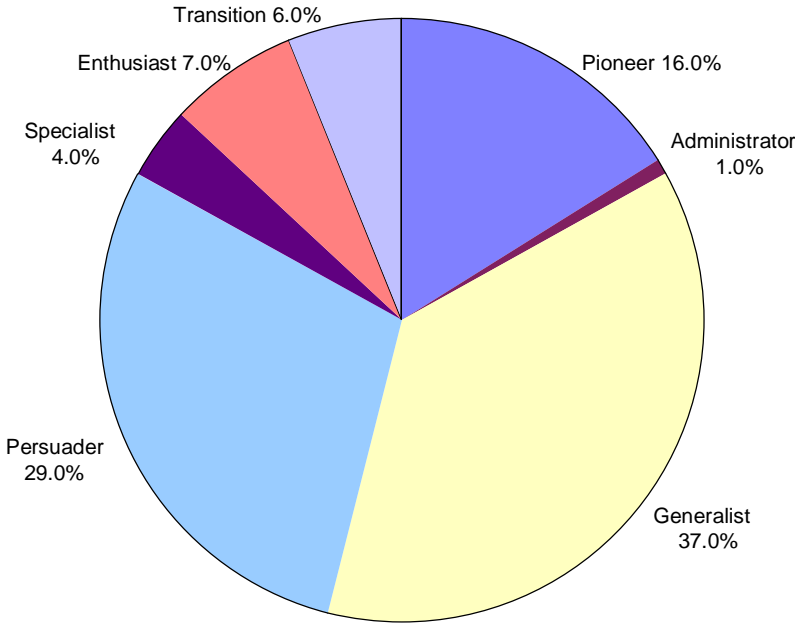
Dimension Scores

Mean



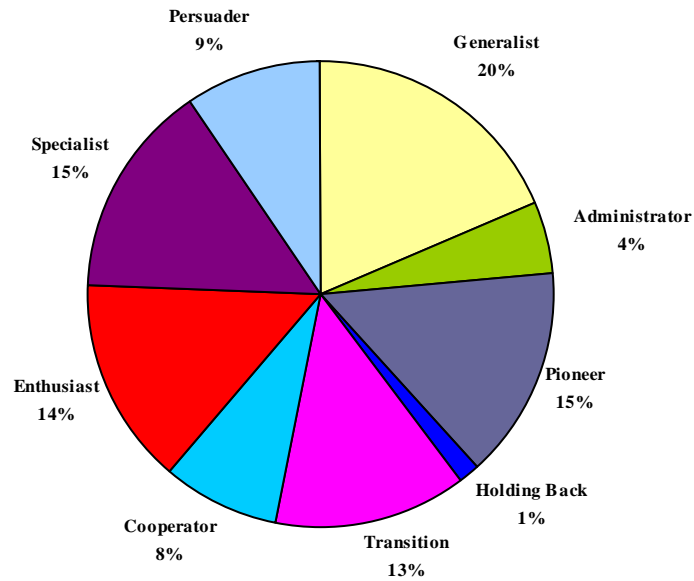
DISTRIBUTION OF WS PROFILE TYPES UNIDENTIFIED NON-WHITE

Profile Types (N = 91)

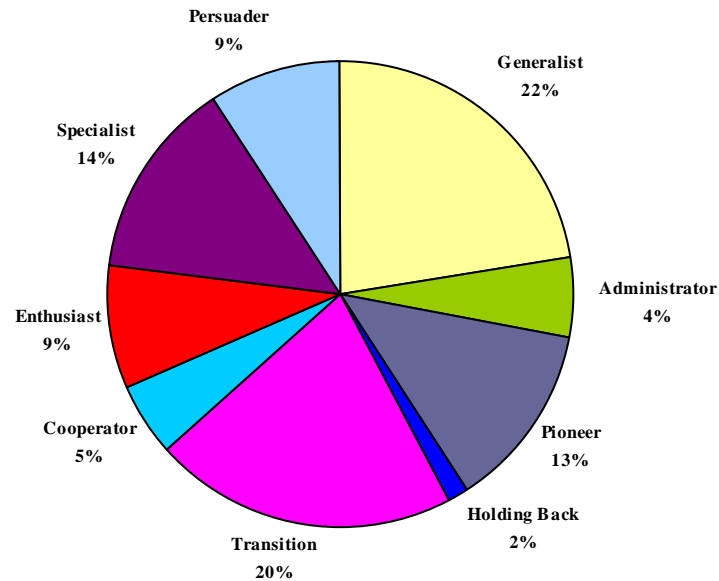


Distribution of WS Profile Types by Age

Less Than 30
(N = 633)

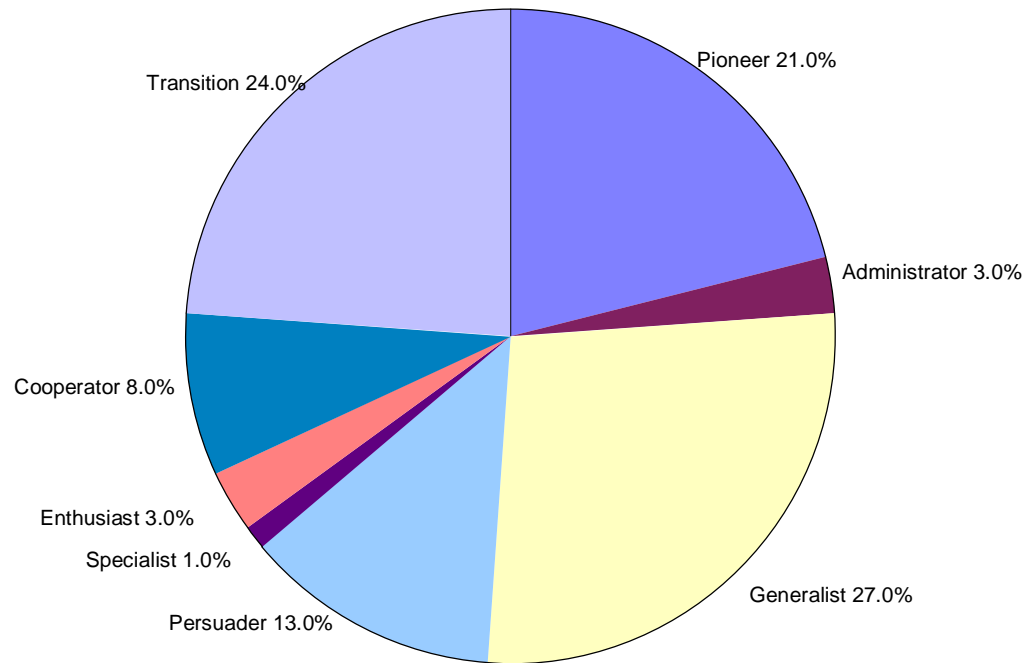


30 to 40
(N = 198)



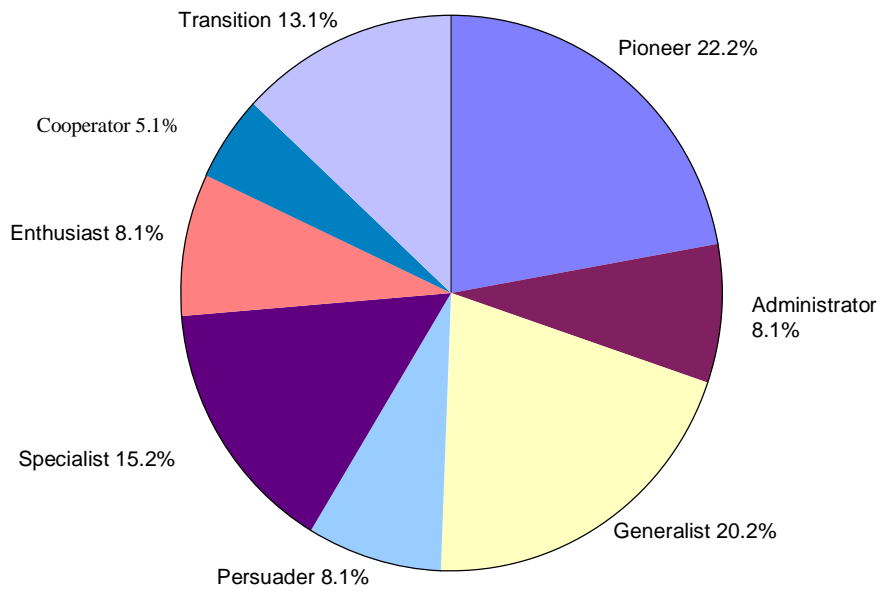
DISTRIBUTION OF WS PROFILE TYPES BY AGE

Over 40
(N = 75)

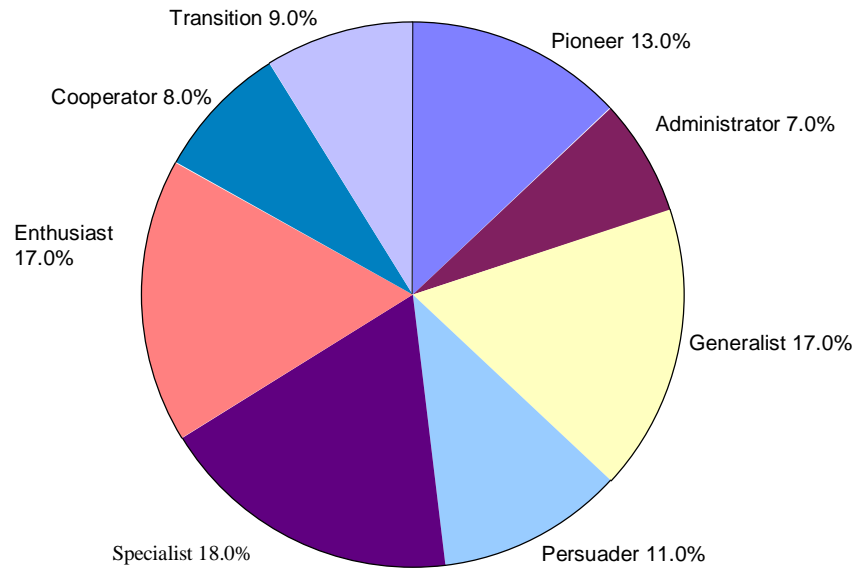


DISTRIBUTION OF WS PROFILE TYPES BY EDUCATION

**College
(N = 60)**

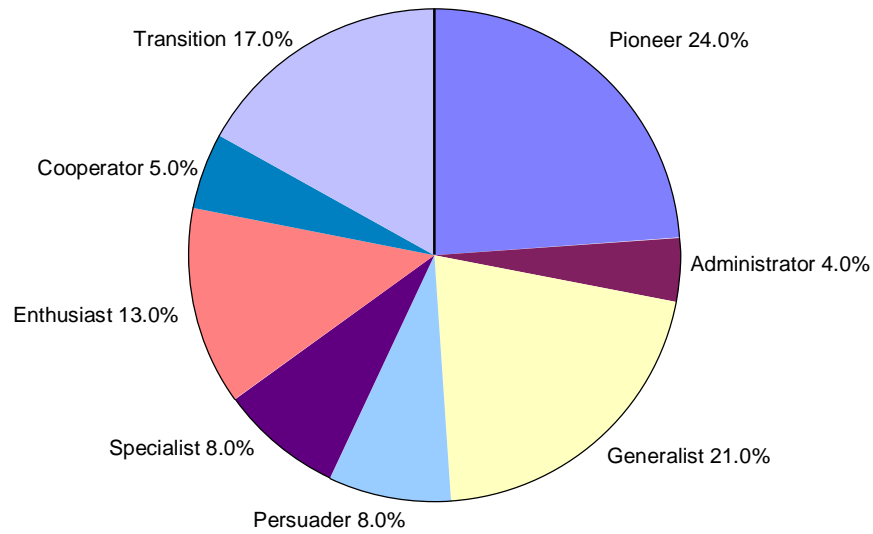


**University
(N = 88)**

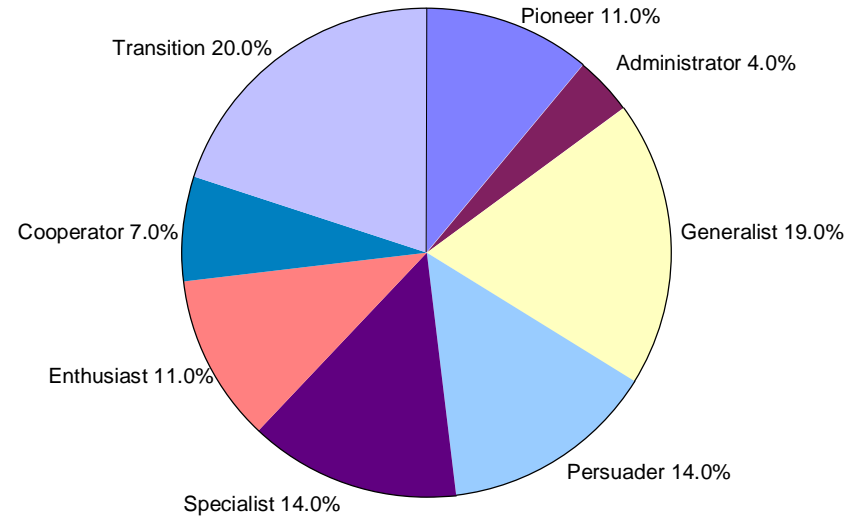


DISTRIBUTION OF WS PROFILE TYPES BY EDUCATION

High School (N = 155)

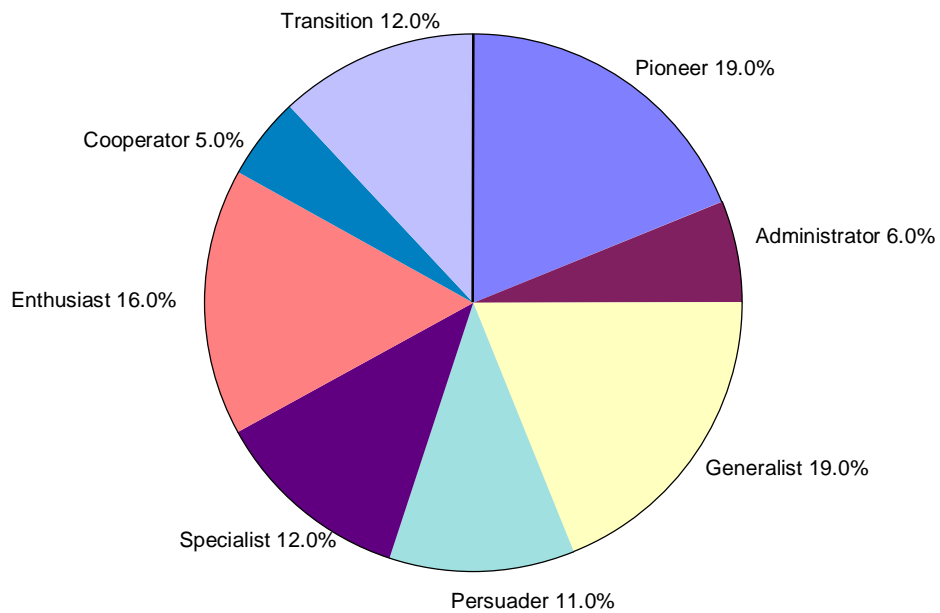


Some Post-Secondary (N = 300)



DISTRIBUTION OF WS PROFILE TYPES BY MARITAL STATUS

SINGLE (N = 160)



MARRIED (N = 93)

