



The McQuaig Psychometric System Overview

Benchmark. Recruit. Develop. Retain.



The McQuaig Psychometric System helps you to benchmark, recruit, develop and retain the right people for your organisation. First time, every time. Guaranteed.

The McQuaig Psychometric System is a suite of scientifically validated assessment tools. It:

- Enables top talent acquisition
- Eliminates the high cost of bad hires
- Predicts job performance and employee engagement

The McQuaig online platform easily defines, assesses and evaluates the behaviour and cognitive requirements of a job.



What is McQuaig?

McQuaig is an easy to use online profiling system that allows you to:

- Benchmark a role
- Recruit to the requirements of that role
- Develop your people based on their strengths
- Retain your best people
- Implement your succession planning strategy

McQuaig is more than just a recruitment tool. It is a complete and cost-effective solution to create productive and engaged teams.

The Tools

McQuaig Job Survey®

McQuaig Job Analysis™

McQuaig Word Survey®

McQuaig Job-Fit Interview Guide

McQuaig Mental Agility Test®

McQuaig Self Development Survey™

McQuaig 360 Leadership Review

Effective Teams & Effective You Training



Why is it important to find the right people?

The recruitment decision has a long-term effect on your business. When you get it right, you get reduced employee turnover and a productive team. Get it wrong, and you get disruption and a hit to the bottom line.

What is the cost of a bad hire?

An estimated 85% of HR decision-makers admit that their organisation has made a bad hire. And yet a third believe that these mistakes cost their business nothing. They ignore the:

- Cost of recruitment
- Time spent on training and performance management

- Impact on the rest of the team
- Impact on customers

A poor hire can easily cost an organisation £30,000. At mid manager level with a salary of around £42,000, the cost to a business can be in the region of £130,000. It doesn't stop here.

Finding the right people is just one part of the puzzle. How do you help your employees be more effective? A dysfunctional team can be even more costly than a bad hire. Employees can start to work for themselves rather than for the team. Before long you have a 'jobsworth' culture and:

- Low morale
- Impact on productivity
- Impact on other teams

- Increased staff turnover
- Impact on customers

Strong talent retention and development strategies are critical for success.

McQuaig helps employees understand themselves and their work colleagues. It helps managers to build strong, cohesive and effective teams.

McQuaig personality assessments provide an insight into what makes an employee tick, what they like to do on the job and how they like to do it. Feedback is constructive, easy to understand and delivered positively.



Why choose McQuaig?

The McQuaig Psychometric System has been reviewed in depth by The British Psychological Society (BPS) and awarded the 'Quality Mark' by the Psychological Testing Centre (PTC).

It is available on different pricing plans to suit every size and type of organisation.

15 min Assessments

Whether it's our Job Survey, Word Survey, Mental Agility Test or Self Development Survey you're done within 15 minutes.

Online Platform

Our software is designed with customers in mind to easily send and complete assessments as well as instantly generate reports on any device.

Reduce Turnover

Hundreds of clients have used McQuaig assessments over the years to reverse high turnover rates and retain employees.

Increase Productivity

McQuaig reports can be used to facilitate team effectiveness and in turn increase employee productivity.

Employee Satisfaction

Appeals to each employee's natural preferences for working, learning, coaching and development.

Save Money

McQuaig helps to eliminate the cost of turnover by enabling you to hire the right person for the role first time around.