McQuaig

Situational
How I feel others see me

Change of 10 points or more indicates a significant adjustment

⊕ **No Arrow**

No adjustment means person is behaving naturally

⬆ **1 Arrow**

Limited adjustment vs. Real.

⬍ **2-4 Arrow**

Significant adjustment vs. Real

- **Lo Morale**

  Situ is smaller than Real i.e doing less of every thing they like

- **Hi Morale**

  Situ is bigger than Real i.e doing more of everything they like

- **Transition**

  D & C within about 10 points of each other

Real
How I see myself

Is there a clear profile type

Yes

Generalist D > C

Generalist
Pioneer
Administrator
Persuader

Specialist C > D

Specialist
Co-operator
Enthusiast

Transition

D & C within about 10 points of each other

No

2 strongest traits

Look for strengths & considerations of each of 2 strongest traits and blends within

Watch Out

Non-Standard Profiles

Non-Standard Profiles have an additional layer of interpretation, building on Standard Profile logic.

Transition in Real

Real ≠ Real

An unclear Real or transition in Real at same time as a stable or clear type in situational may be an indicator of 'when Real is not Real.' It often reflects change and is temporary.

CALL 0203 111 9292
For help with a profile