

The McQuaig™ Talent Assessment System

A simple, accurate talent assessment that empowers you to hire, develop and retain the right people!

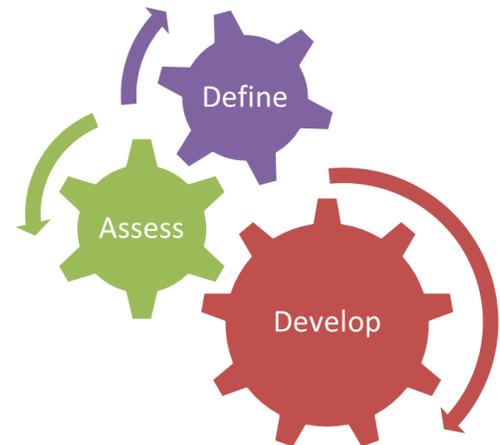
Think of the characteristics of a high performer. Some of the following may sound familiar...take-charge, goal-oriented, persuasive, energized, resilient, change oriented. These are innate behaviors that cannot be trained. Yet they are very difficult to measure in a typical job interview.

- How do you determine, during the selection process, if people will demonstrate the behaviours that lead to success in a given role?
- How do you determine if a candidate will be a positive addition to your team and fit into your culture?
- How do you establish a retention and development strategy to keep high performers engaged?

The McQuaig™ Talent Assessment System is a well validated, web-based set of assessment tools that provide insights into a person's temperament, giving you knowledge of the on the job behaviours you can expect from them, before you hire or promote them.

System Facts

- Web-based, simple and easy to use – surveys take 15 minutes to complete on average
- Fair and unbiased – independently researched to support the validity, reliability and fairness of the tools
- EEOC (The Equal Employment Opportunity Commission) complaint as a valid hiring tool
- Multiple languages – the surveys are available in five languages
- Money back satisfaction guarantee – If after 6 months of using The McQuaig™ System you are not entirely satisfied we will refund your money
- Unlimited usage or pay as you go – we have plans to support any size organization
- Unlimited consulting support – to ensure that you use the McQuaig™ tools effectively



*The McQuaig™ System
A 3 Step Process*

Step One: Define

If you don't know what you're looking for how will you know when you find it?

The McQuaig Job Survey® allows you to analyze the behavioural requirements for any job function and creates the benchmark against which all candidates are objectively assessed for fit with the job.

Step Two: Assess

Employees rarely fail because they lack the experience or skills.

The McQuaig Word Survey® assesses the behaviors candidates will bring to the job and provides insights into their fit with the job, their boss, the team and your company culture.

Step Three: Develop & Retain

It is widely acknowledged that the lack of a personal development plans has serious organizational impact.

The McQuaig Self-Development Survey® provides insight and structure for employees to work on their own personal development action plan, which is

Smarter People Decisions

Save Time! Save Money!

Save time recruiting and promoting talent. The McQuaig™ Talent Assessment System allows you to establish a behavioural benchmark for every role within your organization. The ability to job match candidates for success means that you no longer invest valuable time interviewing candidates that are an obvious mismatch to the role, the boss, the team and your corporate culture. The system generates a series of behaviour based interview questions that adds consistency and rigor to your hiring process. Now you can also fast track your on boarding efforts to speed the time it takes for a new hire to reach full productivity.

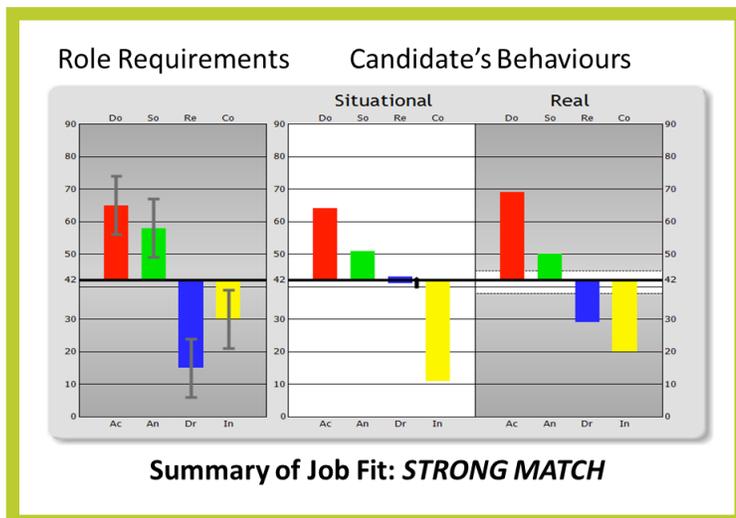
Save money by reducing turnover. Prevent just one wrong hire and the system will have generated the ROI that you're looking for. Develop the talent you've already got in the organization and your front line leaders spend less time interviewing and hiring and more time improving productivity and your bottom line!

Leadership Development and Assessment

The McQuaig Self-Development Survey® is a behavioural assessment tool used to increase personal effectiveness, enhance leadership development and support career counseling. It provides people with specific action items to help leverage their strengths and minimize their developmental areas.

The Self-Development Survey generates a comprehensive, self-directed report that is also an ideal coaching tool. It will provide all of the information your front line leaders need for any of the following:

- Identify the natural style of behaviour of current employees, including their leadership style and management potential.
- Motivate and coach the right people in the right way.
- Retain top performers by training and coaching more effectively.
- Determine your employee's "hot buttons" and how each employee will fit into your team.



A sample of the job matching component of the McQuaig™ Talent Assessment System. Candidates are identified as being a strong match, potential match or does not match the role requirements.

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The
PulseCheck
align • engage • perform

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