

Using The McQuaig Word Survey (MWS) in conjunction with The McQuaig Occupational Test (MOT)



Introduction

The use of additional tools such as the MOT as part of a battery of assessments will often provide a far more complete picture of the likelihood of success in a given position. The key to the process begins with proper Job Definition involving as many of the most significant success criteria as possible. These should include Skills, Ability, Character, Temperament and other behavioural attributes. It is only after this stage that we can choose our assessment toolbox. The brief outline below indicates how some of these tools interact. For more detailed information please call us on 1800 ROGERS (764377).

The McQuaig Word Survey (MWS)

The **MWS** is designed to measure temperament, which indicates the **preferred** style of behaviour in the workplace. This preference makes no allowance for ability, character or aptitudes: it only shows desire. For this reason, the use of other tools in the interview process may be critical for success. Some examples of the impact of the effect of measuring temperament alone will help to clarify this.

For example:

A person with strong Dominance and the presence of Independence would be reported by the MWS as "decisive". This indicates the capacity to face a situation head-on and make a decision. The quality of the decision made by the person however is also dependent on their Intellectual capacity. In other words, whilst a person described as decisive is capable of making a decision, low intellect may cause them to misjudge the situation and make a wrong decision.

The McQuaig Occupational Test (MOT)

The **MOT** indicates an individual's level of general mental ability; the test measures several key components of "intelligence". MOT test scores correlate highly with scores of intelligence. (Items assess vocabulary, verbal reasoning skills and ability to perform simple mathematical functions). Due to its timed nature, the MOT screens efficiently for bright personnel who perform well under pressure in business settings.

Using the MOT to assess the intelligence of the 'decisive' individual in the above example would significantly assist in determining the likely quality of the decisions made.

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