

WEBINAR

# ARE WE A MATCH?

HOW TO USE BEHAVIOURAL TESTING TO  
DETERMINE THE RIGHT CANDIDATE FIT

**SCOUT TALENT**

SEE PEOPLE FIRST





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WEBINAR

# HOUSE KEEPING

- Your microphones are on mute and we can't hear you, however we absolutely encourage your participation!
  - If you have any questions or comments please type them in the GoTo Webinar Action Pane on the right side of your screen.
  - We will try to address these throughout. We will also leave time at the end to go through your questions and share our contact details.
- 
- Duration: 30-40 mins
  - If you experience any technical difficulties at all, please let us know via the GoTo Webinar Action Pane and we'll happily help.

# WHAT WE'LL COVER TODAY

1. What is behavioural testing?
2. Why conduct behavioural testing?
3. Who can benefit?
4. Example McQuaig Job Survey
5. Example McQuaig Word Survey
6. Analysis
7. Myths and facts



# QUICK POLL

**Do you tend to hire people based primarily on *skills & experience* or *behaviour & fit*?**

Skills & experience

Behaviour & fit

Both

Unsure

# WHAT IS BEHAVIOURAL TESTING?

- Definition of behavioural testing
- History of behavioural testing
- Introduction to McQuaig Surveys

# WHY CONDUCT BEHAVIOURAL TESTING?

- Define behavioural attributes in your ideal candidate
- Inform your face-to-face interviews
- Strengthen recruitment decisions
- Develop your team as a progression management tool

# PROVEN BENEFITS

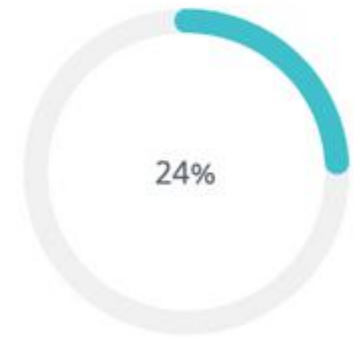
Improved Time to Hire



Reduction in Turnover



Reduction in Hiring Costs



# WHO CAN BENEFIT FROM BEHAVIOURAL TESTING?

**ALL INDUSTRIES**

**Professional services**

**Retail**

**Government**

**Health**

**Manufacturing**

**Non-for-Profit**



# QUICK POLL

**For what purpose would you use behavioural testing?**

- Assessing candidates' fit for the job
- Learning and development
- Tailoring interview style
- Tailoring leadership style
- All of the above

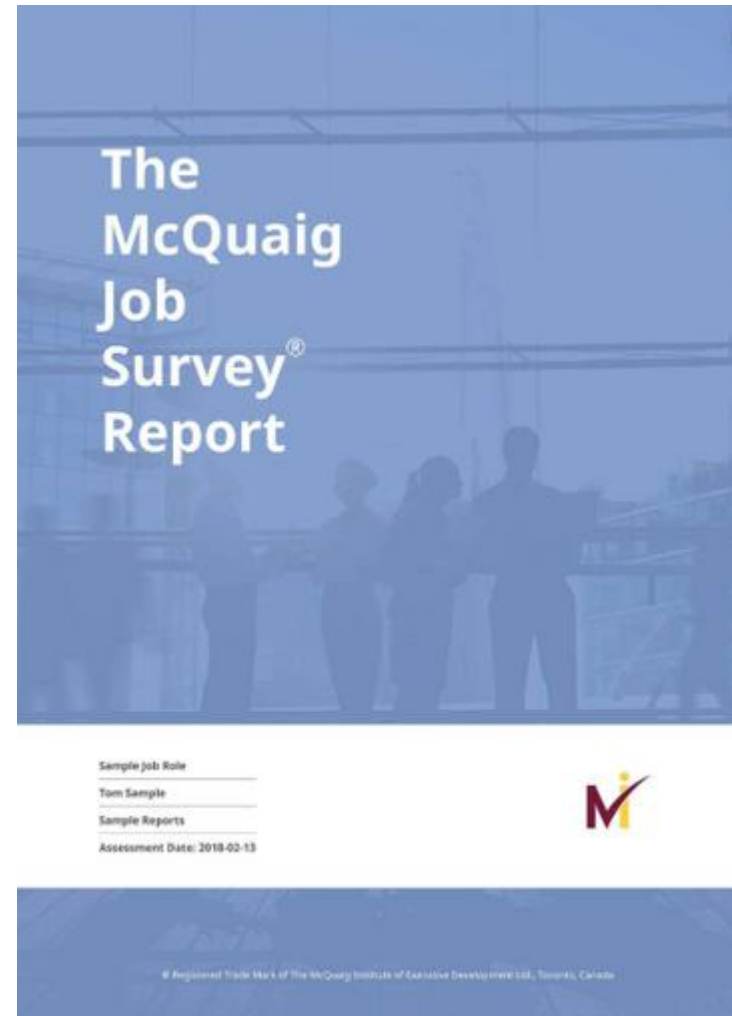


# MCQUAIG JOB SURVEY

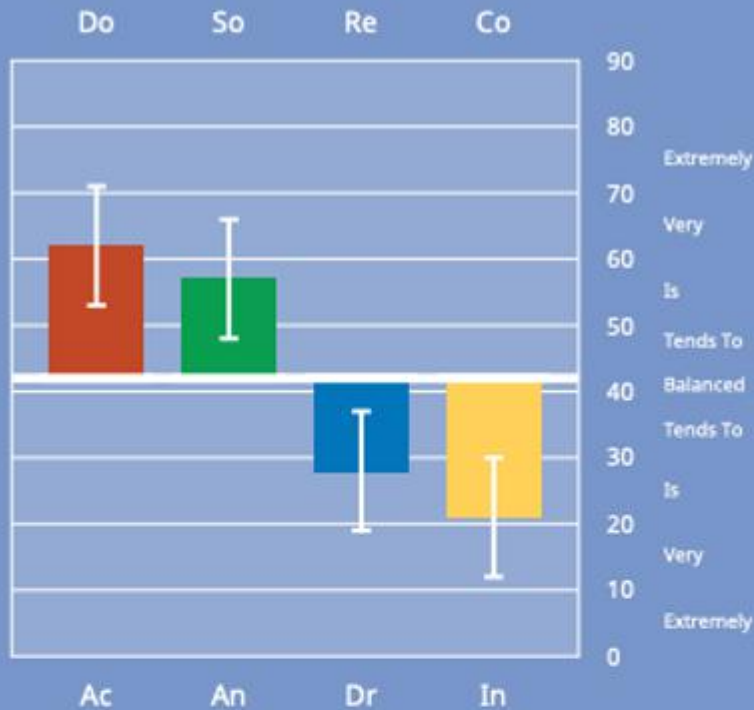


# MCQUAIG JOB SURVEY

- Completed by hiring manager
- Questions to assess specific temperament/behaviour patterns for the position
- Interpretation Report - potential considerations for managers
- Leadership profile - requirements for the position
- Interview guide - recommended behaviours, based on the questions.



# MCQUAIG JOB SURVEY EXAMPLE



Real

| Do | So | Re | Co |
|----|----|----|----|
| 62 | 57 | 28 | 21 |

## BEHAVIOURAL SCALES

- **Dominant ↔ Accepting**
- **Sociable ↔ Analytical**
- **Relaxed ↔ Driving**
- **Compliant ↔ Independent**

*(Competitive, Goal Oriented ↔ Deliberate, Cautious)*

*(Empathetic, Extroverted ↔ Logical, Task Oriented)*

*(Patient, Reliable ↔ Restless, Pressure Oriented)*

*(Conscientious, Detail Oriented ↔ Strong Minded, Persistent)*



# MCQUAIG WORD SURVEY



# MCQUAIG WORD SURVEY

- Completed by candidates

**A behavioural assessment  
that uncovers:**

- Behavioural qualities
- Interview guide suggestions
- Potential assets / developmental considerations
- Managing and coaching tips.



# MCQUAIG WORD SURVEY EXAMPLE



# POTENTIAL ASSETS

1

**Very ambitious and achievement-oriented, they thoroughly enjoy competing with others and being able to tackle tough assignments. They:**

Are focused on results, go directly to the heart of a problem to get things done and will not be distracted from their goals.

Think of themselves as a winner and are comfortable pioneering solutions and overcoming obstacles.

Can accept risks, face resistance, take chances and be accountable for the bottom line.

Readily assume responsibility for the work of others, accept authority over them and will fight for success.

2

**Independent and decisive, they are capable of thinking autonomously, using their initiative and acting on their own. They:**

Believe their ideas are right and will usually show a determination to get their own way.

Want to keep at it until they get results.

Are capable of making decisions, standing up against some resistance from others and sticking to something they believe in.

3

**Restless and driving, they are energetic, work well under pressure and enjoy working to tight deadlines. They:**

Can adjust to change and are quick to respond to new situations.

Have a sense of urgency and like variety.

Are active, good at juggling different projects and will push themselves and others to get results quickly.

4

**Sociable and outgoing, they understand people, see their points of view and get along well with others. They:**

Are optimistic, trusting and show confidence in situations involving others.

Are persuasive, make a good impression, enjoy influencing and selling ideas to others.

Can usually motivate people because they relate well to them.

# COMPARING RESULTS: ASSESSMENT OF JOB FIT





**MYTH: a "does not match" result means the candidate is not right for the role.**



**MYTH:** a "does not match" result means the candidate is not right for the role.



**FACT:** A strong behavioural match is the "*cherry on top*". There are also other factors to consider including experience and qualifications. These surveys highlight where the gaps are and they allow you to request more detail in the face-to-face interview stage.

# USES FOR MCQUAIG

## Recruit

### Benchmark

#### McQuaig Job Survey

Define and benchmark  
behavioural job requirements

### Assess

#### McQuaig Word Survey

Individual temperament  
Individual morale in current role

### Interview

#### McQuaig Job Fit (Interview Guide)

Gap report, interview structure,  
interview questions

## Manage

### Understand

#### McQuaig Word Survey

Interpretation report  
Assets and development areas  
Management Overview

### Motivate

#### McQuaig Word Survey

Coaching and development  
strategies  
Motivating factors

### Team Fit

#### McQuaig Word Survey

Team Approach  
Management Overview

## Develop

### Learning Style

#### McQuaig Word Survey

Developmental learning style

### Leadership

#### McQuaig Word Survey

Leadership Style  
Selling Style

### Self Development

#### McQuaig Self Development Survey

Understand yourself  
Strength based action plans

# THE BENEFITS OF KNOWING THE RESULTS

- Assess good fit for the role
- Understand where the gaps are
- Train new recruits
- Manage and develop existing staff.

# BENEFITS OF ONLINE LEARNING

- Great opportunity to customise training
- Provides diverse learning options
- Helps upskill your existing talent
- Assists with progression training.





# ONLINE LEARNING DEMONSTRATION

If you are interested in an online learning demonstration  
please contact our specialist,  
[steven.winter@scouttalent.com.au](mailto:steven.winter@scouttalent.com.au)  
or 07 3330 2595

We will send you an email with further details.

# IN SUMMARY

## **Behavioural testing:**

- is an excellent way to assess candidate fit
- is suitable for organisations of all sizes, in all industries, and for all roles
- should inform your decision, not rule it
- address potential gaps
- allows you to tailor your learning & development and leadership style
- enables you to conduct more informed face-to-face interviews



# COMPLIMENTARY OFFER

By attending today's webinar, you are eligible for a complimentary McQuaig Job Survey with an analysis from our Shortlisting & Selection Specialists. (RRP \$150)

We will send you an email with further details.



QUESTIONS

# THANK YOU!



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