



Transforming the way people and organisations adapt to change

Assessment Report

23/10/2020

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MTURK

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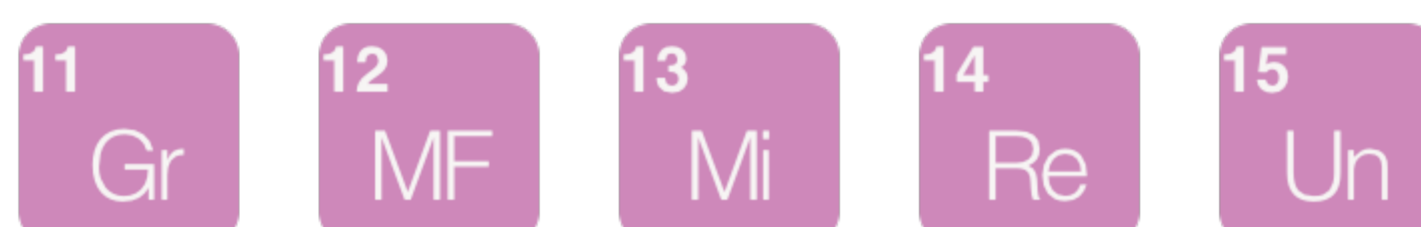
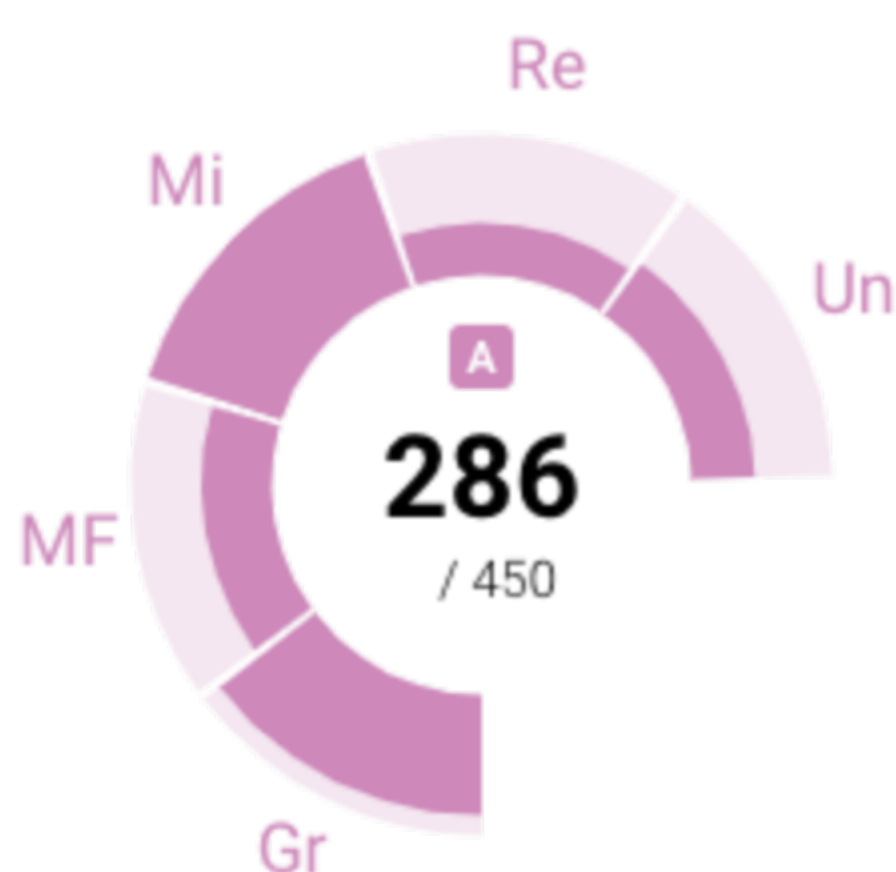
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AQ

AQ, or adaptability quotient, is a holistic measure of workplace adaptability. The higher your AQ, the more likely you will be able to recover from setbacks, find alternative solutions to problems, and embrace change.



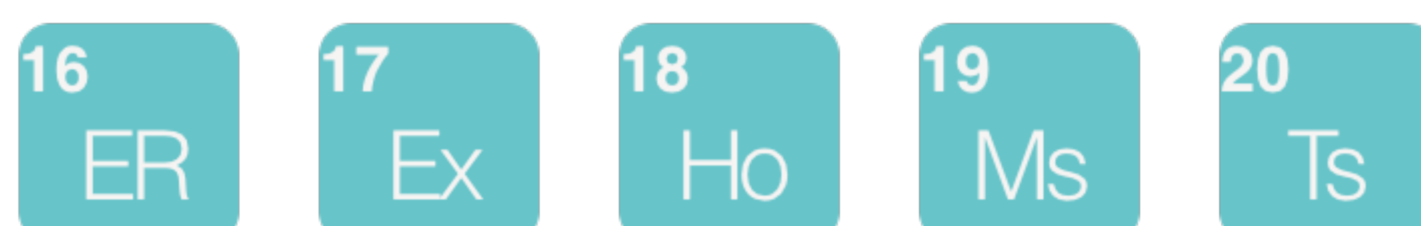
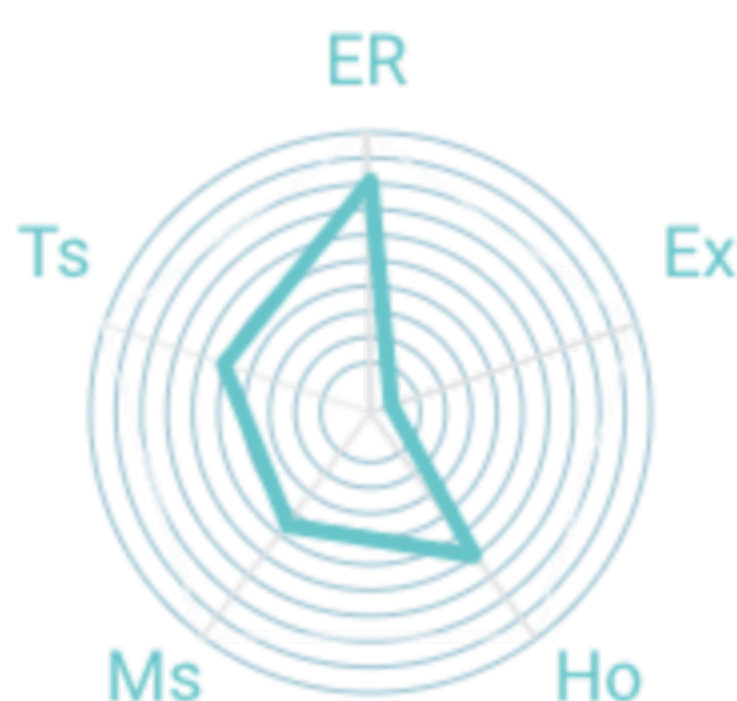
Ability^{AQ}



AQ Ability represents your learned adaptability skills, such as your ability to pursue a goal long term despite obstacles (Grit), your ability to hold contradictory ideas in mind (Mental Flexibility), your self-beliefs (AQ Mindset), recover from setbacks (Resilience), and your ability to be able to let go of old skills and learn new ones (Unlearn).

AQ Ability can change over time as you learn and grow your skillset. As a result, it has the greatest impact on your AQ score.

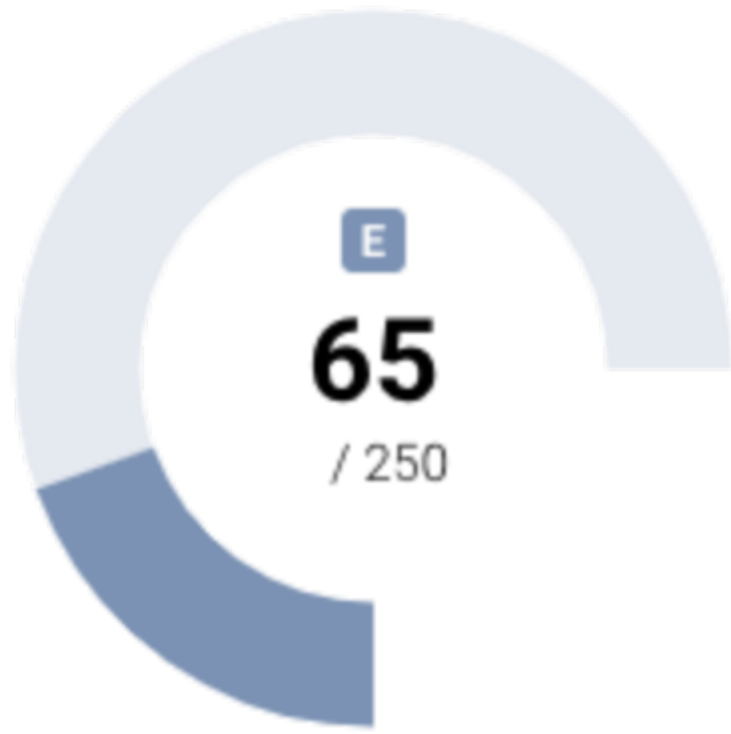
Character^{AQ}



AQ Character describes adaptability elements linked to more innate or stable aspects of Self. It is comprised of your Emotional Range, Extraversion preference, Hope, Motivation Style, and Thinking Style.

AQ Character reflects the way in which we might approach adapting and offers predictors of adaptability behaviour. This means that we are able to learn what situations we are likely to respond adaptably to, and what situations may challenge our adaptability.

Environment^{AQ}



21
CoS

22
EH

23
TeS

24
We

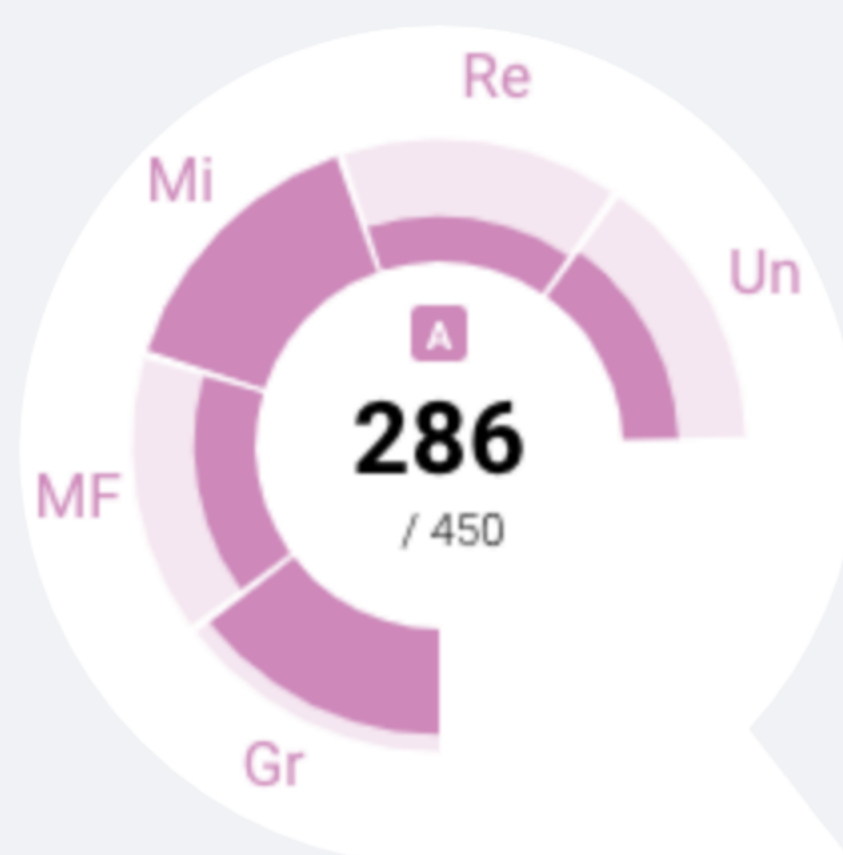
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Ws

Your environment can either help or inhibit your adaption. Even someone with high adaptability skills and an adaptable personality can struggle to adapt if their environment negatively impacts adaptability. This is why this third dimension of AQ is critical.

Your work environment is typically out of your control to an extent. We measure Environmental AQ across five sub-dimensions: Company Support, Emotional Health, Team Support, Work Environment, and Work Stress.

Ability^{AQ}

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Grit^{AQ}

Your Grit level is above average. You are determined to reach your long term goals and finish regularly what you begin. Setbacks do not discourage you as you see them as a challenge rather than as a roadblock to success.

86%



Global Average

77%



Mental Flexibility^{AQ}

Your mental flexibility is within the average, so for the most part you probably feel able to deal with competing demands or problems. You can work on tasks that at times contradict each other and are open to considering alternative perspectives. At times, though, you may find compromising on one goal in order to achieve another mentally draining.

50%



Global Average

60%

3
Mi

Mindset^{AQ}

You seem to be optimistic about the future and believe that you will cope well to change even if it is challenging. You naturally see the positive side of things when working towards your goals, which further energizes you to move forward. You have high confidence and truly believe in yourself; you know you can achieve any goal or overcome any challenges successfully. Even if you face difficulties you are certain about how to cope well, which allows you to adapt fast to new situations.

100%



Global Average

66%



4
Re

Resilience^{AQ}

At the moment, negative situations can have a big impact on you due to a lower than average resilience. Going forward, you can develop your ability to face unexpected outcomes, and stressful circumstances from which, right now, you may find it difficult to bounce back from. This will help you get through periods of change, innovation, and difficulty.

37%



Global Average

66%



5
Un

Unlearn^{AQ}

Your ability to unlearn is within the average. This suggests that you explore problems and new ideas even if they conflict with each other or your previous knowledge. You can generally discuss and entertain opposing or alternative perspectives to unlearn old patterns or behavior. However, at times this exhausts you or may make you feel uncertain in your role.

45%



Global Average

58%



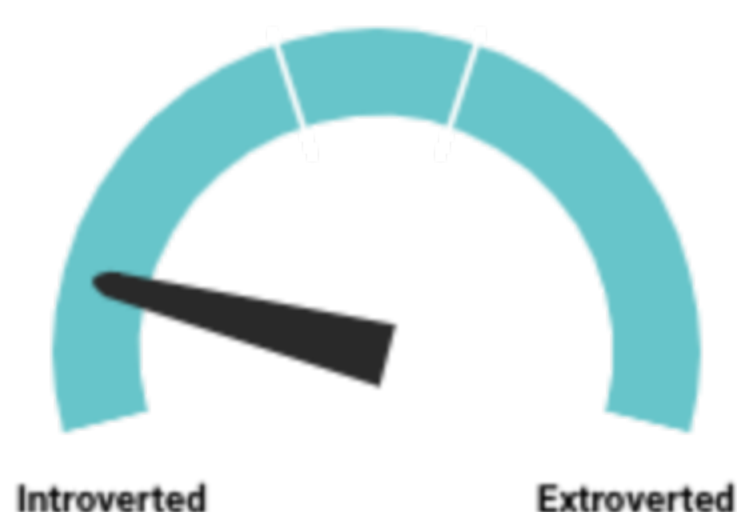
Character^{AQ}

AQ Character describes adaptability elements linked to more innate or stable aspects of Self. It is comprised of your Emotional Range, Extraversion preference, Hope, Motivation Style, and Thinking Style.



6 ER Emotional Range^{AQ}

You are generally self-assured about the future and feel calm when unexpected events happen. In difficult situations or under pressure you behave effectively and control your emotions. At times, however, people may think of you as “aloof”. Because of your mild-temperament, you may underestimate the impact negative outcomes have on others.



7 Ex Extraversion^{AQ}

You prefer to seek stillness and enjoy time alone. You generally stay away from loud social situations and don't often like to be the center of attention. You may find intrusions very distracting or disturbing. While you might also enjoy socialising with key friends, it is not how you recharge your batteries.



8 Ho Hope^{AQ}

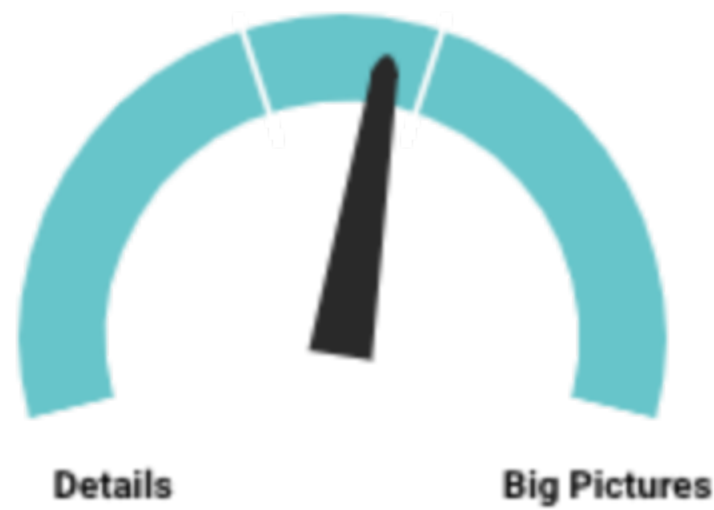
You have high levels of hope to achieve your goals and are confident you will find different ways to achieve them. You have high energy and like to move forward. You feel able to deal well with roadblocks as you see them as challenges which you can overcome with different strategies.



9
MS

Motivation Style^{AQ}

You are motivated to maximize gains, work eagerly, and take chances to accomplish your aims. You tend to focus on the big picture, but be careful you don't miss the details along the way. Because your focus is on achieving positive outcomes, you likely adapt in a bold and potentially risky way. You find yourself regularly thinking about an inspirational role model that achieved success, and aspire to be like them.



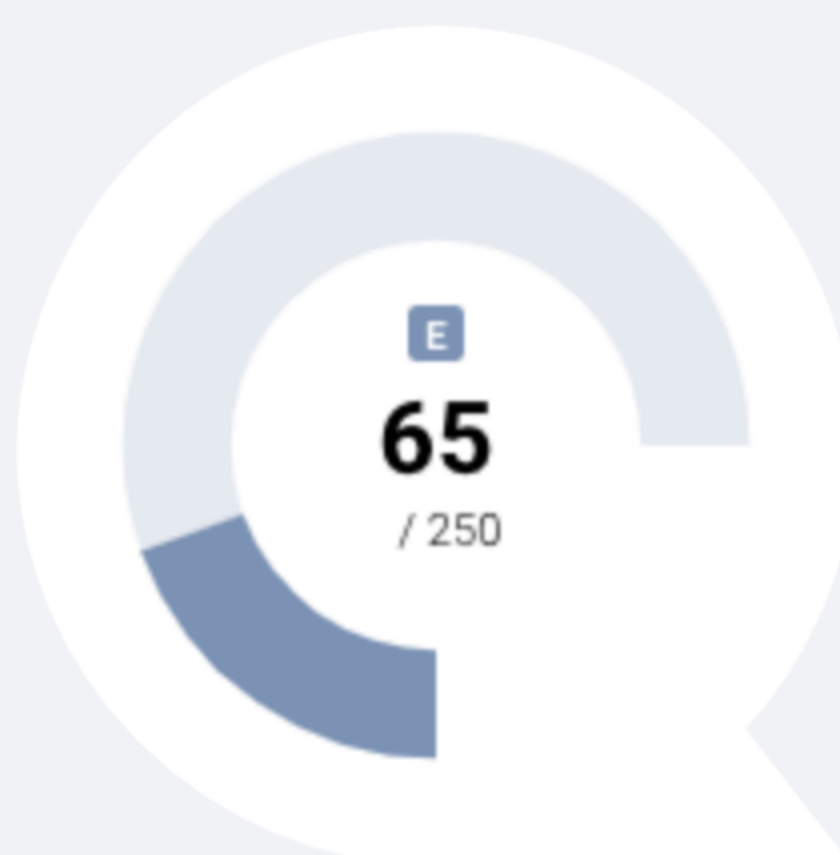
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Ts

Thinking style^{AQ}

Based on your results, you generally make sense of your work by seeing the big picture. In short you see the forest but at times overlook the trees. Your thinking style at work is rather broad, general, and focused on the primary outcome of a goal. For example, if you had to prepare a presentation, you might describe your task as: "educate an audience about a topic" rather than: "make slides and talk about content". Your thinking style also suggests that you try to find common ground between your various roles and responsibilities at work to create an overarching job definition for yourself. When interacting with others, you tend to be the one to remind everyone of the end goal and "keep people on track". However, because you have less focus on detail, your meaning may become ambiguous, ignoring the finer points or challenges.

Environment^{AQ}

Your environment can either help or inhibit your adaption. Even someone with high adaptability skills and an adaptable personality can struggle to adapt if their environment negatively impacts adaptability. This is why this third dimension of AQ is critical.



11 Company Support^{AQ}

CoS

Currently, your results indicate that you believe your company does not care very much about your wellbeing and shows little interest in your goals. In general, you feel your company shows little concern for your personal needs and will not help you if you require their backing.

0%

Global Average

42%

12 Emotional Health^{AQ}

EH

You seem to be thriving at your company and thus seem to have a high adaption capacity. You report only limited negative experiences such as sadness and anxiety. Positive experiences at work, such as excitement or relaxation, seem for you the norm rather the exception. This provides a solid foundation for long term, and continual change as you will have the energy and the motivation to adapt in your company, even if it is difficult.

90%

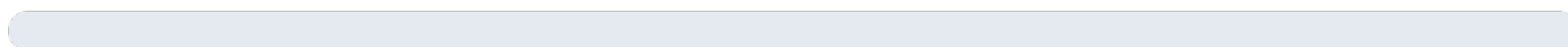
Global Average

64%

13 TeS Team Support^{AQ}

You feel your team to be a competitive place in which one has to adapt to the 'preferred' way of thinking rather than sharing new ideas or ways of working. Your team members feel it is risky to share different opinions and do not ask their peers for help. The team seems to hold mistakes or different viewpoints against you or the other members and thus you do not like to bring up challenging issues or problems.

0%



Global Average

54%



14 We Work Environment^{AQ}

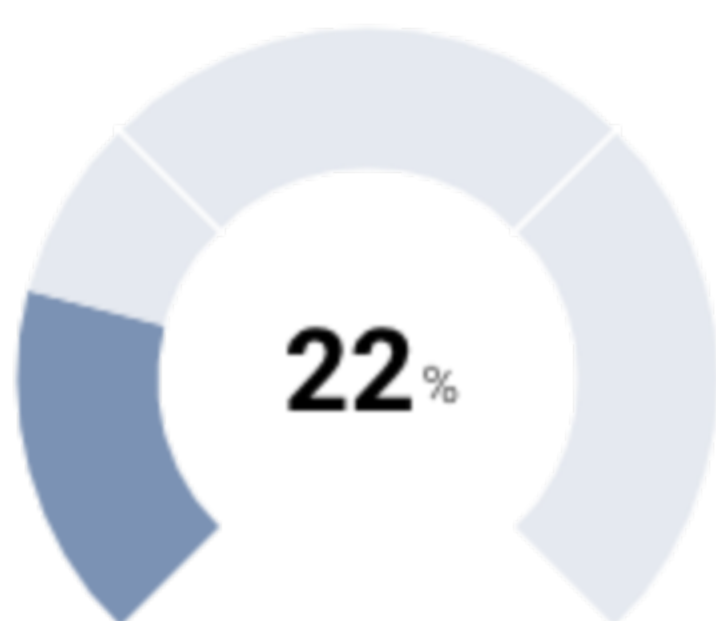
You feel you can openly share new ideas or knowledge in your company, as teams welcome input even if it is challenging established ways of working. You feel counterintuitive thinking and experimentation is rewarded and mistakes are not held against you or your colleagues. As a result, you think it is safe to share past failures in public and are willing to discuss solutions openly.

85%



Global Average

63%



15 Ws Work Stress^{AQ}

From your current answers, it seems you are experiencing low levels of "overwhelm" as you believe you can generally handle the work demands well. Stress levels are low and you have confidence in finishing all your tasks while adequately addressing new tasks that come in. Expected work is in line with what you believe you can achieve.