

AQme Report

Cade Greenfelder

Assessment completed | Jan 19, 2024

Generated | Mar 04, 2024



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Cade Greenfelder

Introduction to Adaptability and AQ

Congratulations on completing your AQme assessment.

The AQme assessment covers three main areas:
AQ Ability,
AQ Character, and
AQ Environment.

Understanding your AQ profile is essential in today’s fast-paced work environment. It sheds light on your adaptability strengths and growth areas, enhancing decision-making and problem-solving skills. This understanding empowers you to navigate change effectively, optimize career development, and foster productive work relationships. In essence, your AQ profile is a vital tool to thrive amidst uncertainty and leverage opportunities from change.

As you read through your personalized report, we encourage you to reflect on your results and consider how they may apply to your daily life. Our mission at AQai is to inspire and empower every human with the skills to adapt and thrive, ensuring that no one is left behind in the fastest period of change in history.

Your participation in this science-backed assessment, which has been completed by individuals across more than 50 countries, is greatly appreciated.

Thank you for taking the time to complete the AQme assessment. We hope you find the results valuable and informative.
Best Regards,

AIDA and the AQai Team

Ross Thornley
CEO and Co-Founder



Mike Raven
Partnerships and Co-Founder



Trusted by



Morgan Stanley



welcome

Explaining The AQ® Model

Our patent-pending model of adaptability is based on extensive academic and organisational research across 100+ scientific publications in the Financial Times top 50 journals.

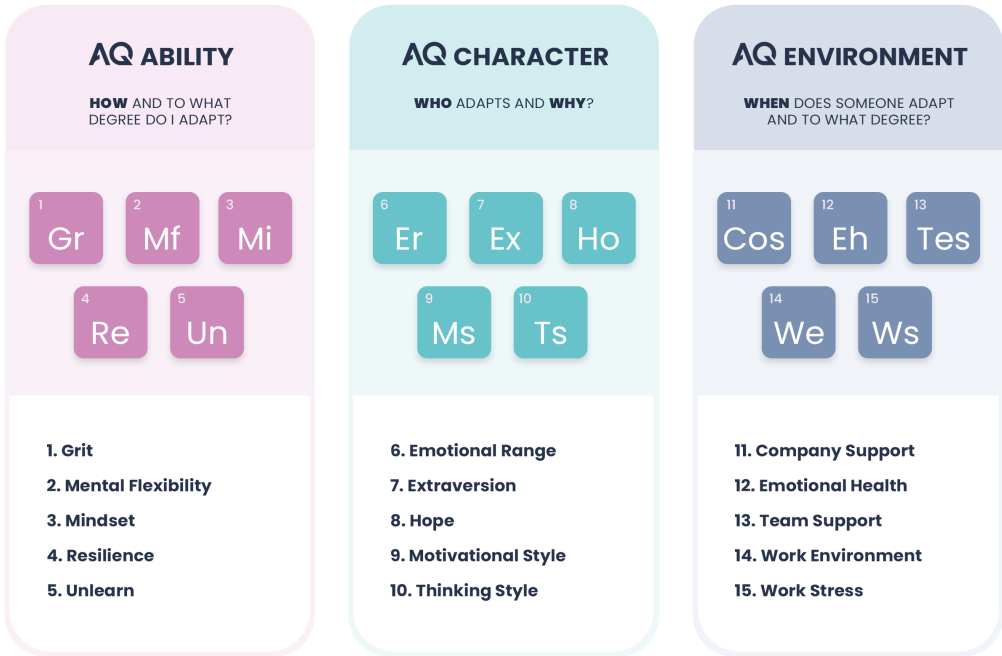
In order to truly understand adaptability, and to harness it for the benefit of our people, our teams, our organisations – and yes ourselves too! – we have to ask three foundational questions:

- HOW PEOPLE ADAPT?
- WHY PEOPLE ADAPT?
- AND WHEN PEOPLE ADAPT?

THE A.C.E. MODEL OF ADAPTABILITY

The 17 scientifically valid measures of adaptability

AQai®



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AQ Ability looks at the learnable skills in “**how**” you adapt, with five sub-dimensions of grit, mental flexibility, mindset, resilience, and unlearn. AQ Character looks at the “**why**” you adapt, with five sub-dimensions of emotional range, extraversion, hope, motivation style, and thinking style. AQ Environment looks at the “**when**” you adapt, with five sub-dimensions of company support, emotional health, team support, work environment, and work stress.

How to Use Your Report

Congratulations on completing the AQme assessment! Your personalized report provides valuable insights into your abilities, character, and environment, as well as areas for improvement. To get the most value from your report, we recommend reflecting on your results in the context of your own lived experience and goals. Here are a few tips on how to use your report to navigate change and improve your relationship with it:

Leverage your AQ Ability strengths



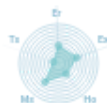
Identify the skills that you excel in and consider how you can use them to achieve your goals.

Identify skills to improve



Reflect on the areas where you scored lower and consider how you can improve in those areas.

Align your AQ Character profile



Reflect on how your character traits align with your career aspirations and how they impact your performance at work.

Consider your goals



Reflect on your goals, whether they are organizational, team, or career-related, and consider how the insights in your report can help you achieve them.

Enhance your AQ Environment



Consider how you can create a more supportive and adaptive work environment to foster high adaptability.

Work with an AQ certified coach



The most value from the report comes when working with an AQ certified coach, who can help you go deeper and build out development plans together.

Here are a few questions to help you think about your results:

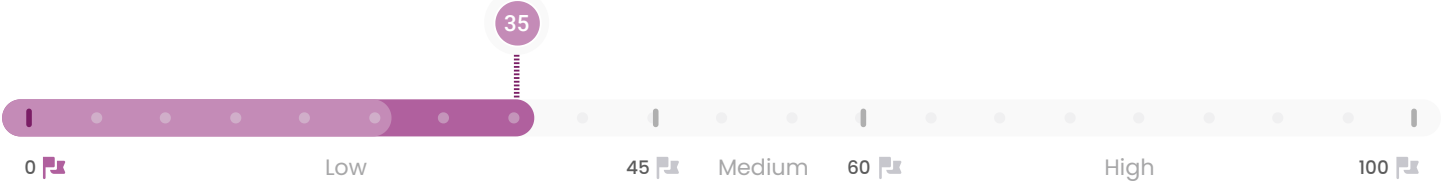
- What stands out to you?
- How important is that area for your current role?
- To what extent does this area link to your career aspirations?
- What impact does that have on your performance at work?

We hope that you find the AQme report helpful in understanding your abilities, character, and environment, and that it can aid you in achieving your goals and navigating change.

How to Use Your Report

Interpreting the visuals

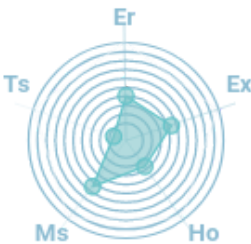
How to interpret your ability and environment score bars



Your sub-dimension scores provide crucial insights into your adaptability skills within the A.C.E. model’s two master dimensions: AQ Ability and AQ Environment. Understanding your AQ scores is vital for personal and professional growth.

The score bar reflects your current results across each sub-dimension in three bands - low, medium, and high - relative to our global data and research. Keep in mind that your results in these dimensions can change with intention, development, and time. Your scores are contextual to your goals, and interpreting your results in that context is essential for effective development.

When taking a reassessment, the score bar displays both your progress and any reduction, providing a comprehensive view of your adaptability journey over time. By focusing on your sub-dimension scores and any potential areas for improvement, you can enhance your adaptability within AQ Ability and AQ Environment, empowering you to excel in the ever-changing work environment.



How to interpret your character visual

The AQ Character section reveals why you might adapt, offering a deeper understanding of your adaptability traits across the five subdimensions: Emotional Range, Extraversion, Hope, Motivation Style, and Thinking Style. The spider diagram visually maps your unique character profile. Each axis of the diagram represents a subdimension, and your score is plotted along that axis. The resulting shape provides a holistic snapshot of your adaptability character, helping you identify your natural inclinations and guiding you in navigating change effectively.

How to interpret your character bars



The bar chart for AQ Character provides an insightful representation of your unique character dimensions along various continuums. This tool helps you gain a deeper understanding of how your personal preferences influence the way you respond to change and adapt in the workplace. To interpret the bars, compare your position along each continuum (for example, from Reactive to Collected in Emotional Range). The colored dot represents your current result, while the gray dot (if available) reflects your previous assessment. By examining any shifts and patterns in your character dimensions, you can unlock your flow, alignment, and maximize your preferences when adapting to change.

If you have taken a re-assessment, you might find a gray dot on your bars, these indicate your previous results

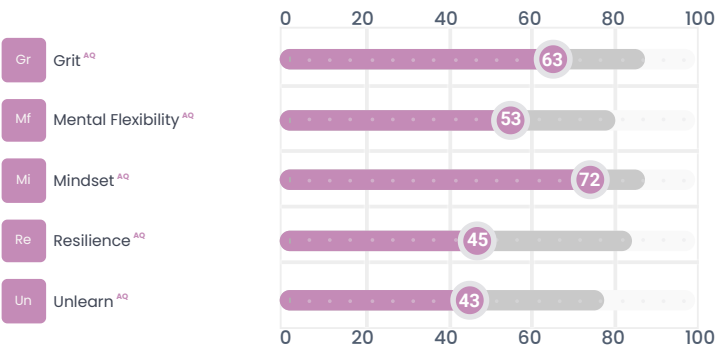
Your AQ Profile snapshot

This section provides a summary of your scores across all the dimensions of adaptability in the AQme assessment. It gives you an overall picture of your results highlighting the information from your AQ Ability, AQ Character, and AQ Environment dimensions, providing a consolidated view of your adaptability. It also gives you a quick reference to understand where you stand on the adaptability spectrum and how it affects your ability to navigate change. It is important to remember that everyone's adaptability profile is unique, and that's why it's crucial to consider your results in the context of your own situation and goals.



With your current levels of AQ you might experience difficulties adjusting to workplace changes or handling unexpected challenges. This could affect your decision-making, problem-solving, and relationships with colleagues. Recognizing this as an opportunity for growth, invest time and effort in developing your Adaptability skills. As you strengthen your AQ, you'll find it easier to navigate the dynamic work environment, fostering innovation, teamwork, and career progression.

Ability ^{AQ}



Compared with previous report on Jul 12, 2023



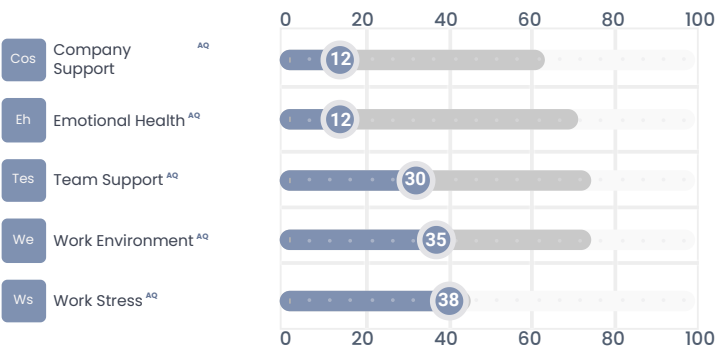
Your AQ Ability score indicates some untapped potential for growth in adapting to change and facing challenges. Remember, AQ Ability is like a muscle that strengthens with practice. Embrace your strengths, focus on targeted coaching, and engage in self-improvement to enhance your adaptability, empowering you to confidently navigate any situation.

Character ^{AQ}



Your AQ Character Profile information can be found on the next page.

Environment ^{AQ}



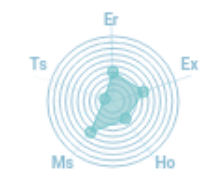
Compared with previous report on Jul 12, 2023



Your current AQ Environment score suggests that there's room to enhance your adaptability within your current context. You might feel unsupported or overwhelmed, which can limit your ability to seize opportunities or handle change effectively.

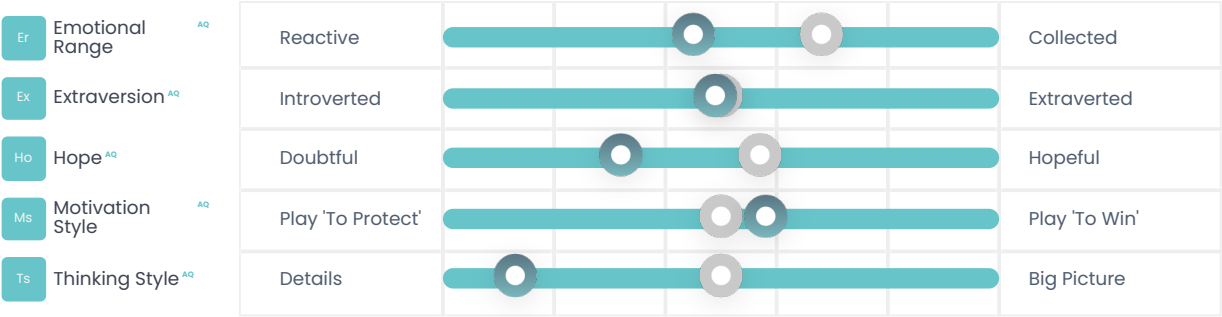
Your AQ Profile snapshot

This section provides a summary of your scores across all the dimensions of adaptability in the AQme assessment. It gives you an overall picture of your results highlighting the information from your AQ Ability, AQ Character, and AQ Environment dimensions, providing a consolidated view of your adaptability. It also gives you a quick reference to understand where you stand on the adaptability spectrum and how it affects your ability to navigate change. It is important to remember that everyone’s adaptability profile is unique, and that’s why it’s crucial to consider your results in the context of your own situation and goals.



Explore the impact of your Character on adaptability with AQ Character. It reveals the hidden aspects of your character that helps you understand the ways in which you typically respond to change. Gain insights into your preferences and how they can be leveraged and maximised in the context of work and change. Understand the "who" and "why" behind your adaptability, and unlock your potential for growth. Choosing to share your AQ Character preferences with your work colleagues can be a powerful collaboration multiplier, enabling aligned communications, maximising change outcomes and reducing friction.

Character AQ



Compared with previous report on Jul 12, 2023

Your Overall AQ Score

What does it mean?

This comprehensive assessment is designed to help you understand and optimize your Adaptability in today's ever-changing work environment. Our A.C.E. model covers three core dimensions: AQ Ability, AQ Character, and AQ Environment. By diving into these dimensions, you'll gain insights into your unique Adaptability strengths and opportunities for growth. We'll explore the key sub-dimensions within each area, providing you with practical strategies to maximize your potential. Embrace this transformative journey towards greater Adaptability, empowering you to thrive in your personal and professional life, no matter what challenges you face.



Interpreting your score

With your current levels of AQ you might experience difficulties adjusting to workplace changes or handling unexpected challenges. This could affect your decision-making, problem-solving, and relationships with colleagues. Recognizing this as an opportunity for growth, invest time and effort in developing your Adaptability skills. As you strengthen your AQ, you'll find it easier to navigate the dynamic work environment, fostering innovation, teamwork, and career progression.

How does it impact

You might experience difficulties adjusting to workplace changes or handling unexpected challenges. This could affect your decision-making, problem-solving, and relationships with colleagues. Recognizing this as an opportunity for growth, invest time and effort in developing your Adaptability skills. As you strengthen your AQ, you'll find it easier to navigate the dynamic work environment, fostering innovation, teamwork, and career progression.

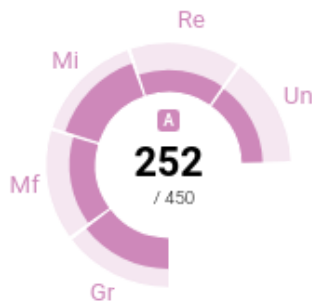
Strategies for action

- Seek feedback from colleagues, supervisors or a coach, to identify areas for improvement.
- Attend workshops or webinars focused on building your Adaptability intelligence.
- Practice responding to hypothetical change scenarios, and brainstorm multiple solutions.
- Set small, achievable goals that require adapting to new situations or learning new skills.
- Find a supportive network or small team of colleagues to share experiences and learn from each other.

Your AQ Ability Score

What does it mean?

AQ Ability – How and to what degree one adapts. It represents your adaptability skills and how effectively you respond to change. This master dimension includes grit, mental flexibility, mindset, resilience, and unlearning. Developing your AQ Ability helps you face challenges, grow professionally, and thrive in ever-evolving environments.



Interpreting your score

Your AQ Ability score indicates some untapped potential for growth in adapting to change and facing challenges. Remember, AQ Ability is like a muscle that strengthens with practice. Embrace your strengths, focus on targeted coaching, and engage in self-improvement to enhance your adaptability, empowering you to confidently navigate any situation.

How does it impact

Your AQ Ability may hinder your capacity to adapt to shifting priorities, recover from setbacks, or embrace new perspectives. This could lead to challenges in keeping up with workplace demands and collaborating effectively with colleagues.

Strategies for action

- Tackle one new challenge at work each week to gradually build your adaptability skills.
- Allocate daily time for self-reflection, analyzing your responses to change and identifying areas for improvement.
- Join a cross-functional team or project to expose yourself to diverse perspectives and ways of thinking.
- When faced with setbacks, list the lessons learned and create an action plan for future situations.
- Seek a mentor or coach who excels in adaptability and work together to develop your AQ Abilities.

Your AQ: Grit Score

What does it mean?

Grit, a key aspect of adaptability, measures your ability to stay committed to long-term objectives, driven by consistent interest and persistent effort. This distinct skill involves a blend of passion and perseverance. Grit is distinct from resilience (recovering from setbacks) and is considered a learnable skill.

Grit AQ Currently your score is: **63** ▼ -23

23 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

You have a lot of potential to cultivate greater levels of grit. By honing this skill, you can better maintain your focus on long-term objectives and overcome obstacles that might otherwise discourage you. With greater persistence, you will have the capacity to complete your projects with enthusiasm and follow-through.

How does it impact

"With your level of Grit, you may have difficulty committing to long-term projects, often leaving tasks unfinished or frequently switching between tasks. This could impact your overall work performance and the ability to achieve professional goals."

Strategies for action

- Set clear, achievable goals and break them down into smaller milestones
- Prioritize tasks based on importance and interest
- Seek support from colleagues or mentors
- Develop a growth mindset to view setbacks as learning opportunities
- Reflect on past achievements to boost motivation

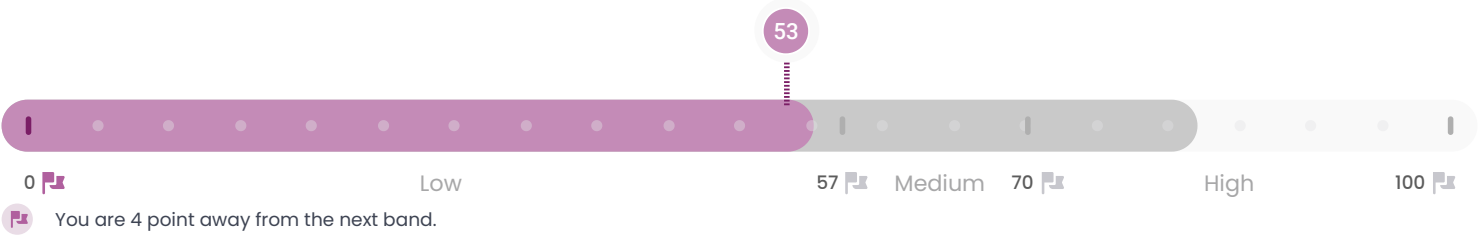
Your AQ: Mental Flexibility Score

What does it mean?

Mental Flexibility is the ability to observe the current situation and create new pathways, adapting effectively as needed. It involves embracing competing demands and seeing tensions as opportunities for learning and growth. This skill is vital for individual and organizational adaptability, allowing exploration, experimentation, efficiency, and refinement. It goes beyond open-mindedness to actively pursue opposing behaviors and thoughts for greater success through adaptive experiments.

Mental Flexibility AQ Currently your score is: **53** ▼ -26

26 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

Your current Mental Flexibility offers an opportunity to enhance your ability to manage multiple objectives and embrace diverse perspectives. Focus on expanding your comfort zone by considering alternative ideas and solutions. As you cultivate this skill, you'll become more adept at navigating complex situations and addressing challenges, ultimately broadening your problem-solving capabilities.

How does it impact

With your current Mental Flexibility, you may find recurring workplace problems, feel overwhelmed by competing demands, and struggle to embrace new ideas. This can limit your adaptability, making it difficult to innovate and grow in your role.

Strategies for action

- Embrace ambiguity and step outside your comfort zone
- Seek opportunities to explore alternative viewpoints
- Challenge your biases
- Engage in divergent thinking and problem-solving activities
- Participate in ideation sessions or collaborative projects

Your AQ: Mindset Score

What does it mean?

The sub-dimension Mindset, under AQ Ability, refers to your beliefs and outlook on change. It captures your optimism, and ability to visualize positive outcomes. A growth mindset, crucial for thriving in a changing world, embraces the idea that human attributes can be developed through effort and hard work. Your AQ Mindset score offers insight into your attitudes towards change and helps identify areas for growth, determining whether you have a fixed, pessimistic mindset or a flexible, optimistic one.

Mindset ^{AQ} Currently your score is: **72** ▼ -14

14 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

Your current level indicates a balanced outlook on change. It appears you might feel somewhat uncertain about the future but can adjust to change when required. You possess the ability to reframe experiences positively and can cope with new situations, although your confidence may waver when facing tough challenges.

How does it impact

In the workplace, your mindset allows you to adapt to change when necessary, albeit with some hesitancy. You're open to new experiences and can reframe situations positively, but may lack confidence when confronting difficult challenges, which could impact your performance.

Strategies for action

- Embrace change and seek out new challenges
- Strengthen confidence by reflecting on past successes
- Surround yourself with growth-minded individuals
- Practice positive thinking
- Welcome opportunities for personal and professional development

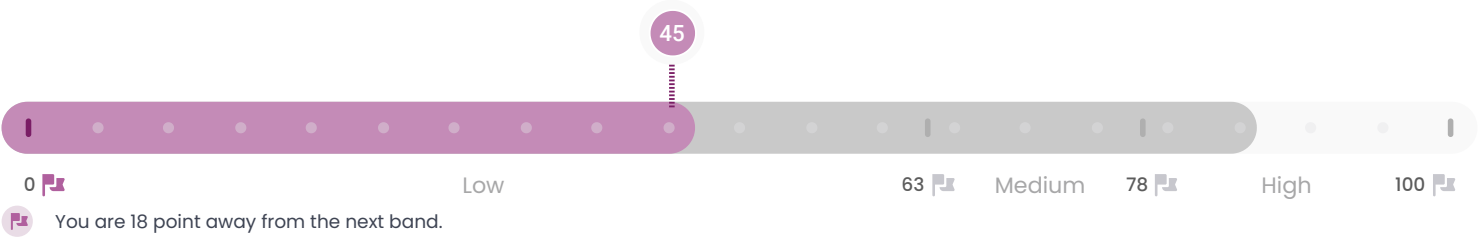
Your AQ: Resilience Score

What does it mean?

Resilience is your capacity to recover swiftly from setbacks, adapt effectively, and navigate challenges. It is a crucial aspect of adaptability, allowing you to process new information and environmental changes. While often considered an innate trait, resilience can in fact be developed. Highly resilient individuals recover rapidly, experience less stress, and embrace significant transformations. It's essential to differentiate resilience from grit: grit focuses on consistency of interests and goals over time, while resilience remains neutral concerning the stability of one's interests.

Resilience ^{AQ} Currently your score is: **45** ▼ -38

38 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

Currently you might feel challenged when facing difficulties and take longer to recover. You tend to avoid risks, and negative situations impact you greatly. Building resilience can help you adapt better to change and face setbacks with more confidence.

How does it impact

Struggling with your resilience levels, you may experience higher workplace stress and have difficulty embracing change. This limits your ability to innovate, grow professionally, and seize opportunities in challenging environments.

Strategies for action

- Practice deep breathing & focus on quality sleep to increase resilience
- Break challenges into smaller, achievable tasks
- Seek guidance from mentors or colleagues when facing difficulties
- Reflect on past challenges and identify learning opportunities
- Gradually increase your exposure to challenging situations

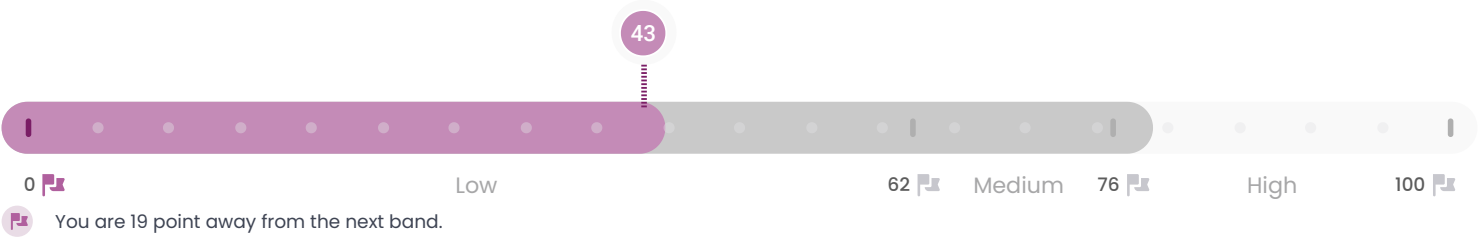
Your AQ: Unlearn Score

What does it mean?

Unlearning refers to the ability to intentionally let go of outdated information, beliefs, and practices, paving the way for new ideas and approaches. In an ever-changing world, unlearning is a vital component of adaptability, enabling individuals and organizations to remain agile and competitive. This conscious process involves re-evaluating based on new data and environmental factors, often causing discomfort as it requires parting with past experiences and beliefs. Highly adaptable individuals can identify areas of struggle and uncertainty, updating perceptions, knowledge, and behaviors as needed.

Unlearn AQ Currently your score is: **43** ▼ -33

33 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

Your current level of unlearning suggests that you might hold onto familiar processes, behaviors, and solutions, which could be limiting your potential for breakthroughs and innovation. By consciously letting go of old habits and embracing change, you can unlock new possibilities and better ways of doing things. Transform this challenge into an opportunity for growth and personal development, fostering adaptability and continuous improvement.

How does it impact

At work, your unlearning score may cause you to cling to familiar solutions, which could hinder innovation and adaptability. You might feel threatened by change and resist adopting new methods, potentially limiting your growth and success.

Strategies for action

- Identify areas where outdated beliefs may be limiting you
- Seek feedback from colleagues to gain fresh perspectives
- Experiment with new approaches in a low-stakes environment
- Embrace learning opportunities and stay informed about industry trends
- Reflect on past changes and how they led to growth or improvement

Notes and Reflections

Take a moment to reflect and make notes on your AQ Abilities. Perhaps identifying instances at work where you showcased strength or struggled within each dimension. Jot down your observations.

Grit

Mental Flexibility

Mindset

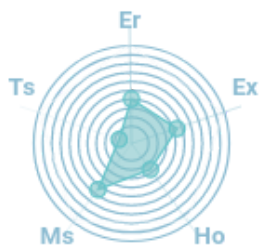
Resilience

Unlearn

Your AQ Character Profile

What does it mean?

Your AQ Character dives into the core elements of your personality to determine your profile preference, character approach, and character style in navigating change. Unlike conventional personality models, we believe that character traits can evolve through learning, experiences, and shifting contexts. Recognizing your AQ Character enables effective communication, personalized feedback, and progress towards desired outcomes. These dimensions are measured on a preference scale, incorporating research from two of the Big Five personality traits, alongside Hope, Motivation Style, and Thinking Style, while specifically focusing on work and change.



Interpreting your score

Explore the impact of your Character on adaptability with AQ Character. It reveals the hidden aspects of your character that helps you understand the ways in which you typically respond to change. Gain insights into your preferences and how they can be leveraged and maximised in the context of work and change. Understand the "who" and "why" behind your adaptability, and unlock your potential for growth. Choosing to share your AQ Character preferences with your work colleagues can be a powerful collaboration multiplier, enabling aligned communications, maximising change outcomes and reducing friction.

How does it impact

Your AQ Character shapes how you approach and react to change in the workplace. It influences your communication style, decision-making process, and behavior when facing challenges. By understanding your character preferences, you can better manage work relationships, tailor your strategies for change, and create a supportive environment that fosters personal and professional growth.

Strategies for action

- Identify your character preferences to tailor your approach to change.
- Improve communication by understanding and adapting to others' character styles.
- Seek feedback and utilize your character insights to create personalized development plans.
- Set specific, achievable goals to enhance your adaptability in the workplace, focusing on areas where your character preferences can be leveraged.
- Embrace opportunities to collaborate with individuals who have different character preferences, as this can provide valuable insights and foster adaptability in diverse situations.

Your AQ: Emotional Range

What does it mean?

Emotional Range, derived from the concept of 'neuroticism', measures one's predisposition to psychological stress. It examines how individuals experience emotions due to situations in their environment, particularly in the workplace. High neuroticism is typically seen as a predictor of depression, anxiety, and strong reactions to uncertainty. This dimension is crucial during times of significant change and uncertainty. Emotional Range, scored on a sliding scale between Reactive and Collected, isn't about good or bad but rather understanding the appropriate response to different situations.

Emotional Range ^{AQ}

Reactive



Collected

Interpreting your score

You tend to feel intense emotions when facing unexpected events, worrying about the future, and feeling overwhelmed. While your strong emotional reactions may be appreciated by others for their honesty and sensitivity, they can also hinder your performance in high-pressure situations.

How does it impact

Your heightened sensitivity can create challenges in handling workplace stress, but it also allows you to empathize with colleagues facing struggles. Your emotional reactions can be perceived as genuine and passionate, making you a valuable team member in emotionally demanding situations.

Strategies for action

- Schedule 10 minutes of daily meditation to improve emotional regulation
- Request regular check-ins with your manager to discuss work-related triggers
- Break tasks into smaller goals with deadlines to enhance focus and reduce anxiety
- Set specific boundaries for work hours and personal time to prevent burnout
- Keep a journal to reflect on experiences, identifying areas for growth and adaptation

Your AQ: Extraversion

What does it mean?

Extraversion preference is an aspect of adaptability that influences your enthusiasm and energy in social situations, affecting decision-making and adaptability. Extroverts tend to get energy from social interactions while introverts tend to be drained by them. This dimension relates to the Big Five personality traits, with both introverts and extroverts capable of adapting successfully in the right environments and with the right support.

Extraversion AQ



Interpreting your score

You tend to appreciate solitude and tranquility, avoiding loud social situations and preferring not to be the center of attention. You find disruptions distracting and may favor one-on-one conversations over group interactions.

How does it impact

You may need a quiet space to focus and recharge during change. Your preference for one-on-one conversations makes you a good listener and thoughtful contributor, but you might struggle in group settings or loud environments.

Strategies for action

- Schedule regular breaks for personal reflection during change
- Communicate your need for quiet workspaces to your manager
- Foster deep connections with a few trusted colleagues
- Seek out opportunities for one-on-one conversations
- Practice active listening and contribute thoughtfully in group settings

Your AQ: Hope

What does it mean?

Hope, a measurable psychological state, is the mindset to pursue goals and the ability to create alternative ways to reach them when challenged. Rooted in positive psychology, hope consists of agency (goal-directed energy) and pathways (planning to meet goals). It resembles self-efficacy and optimism but uniquely emphasizes generating strategies to overcome obstacles. In the AQ model, hope is a powerful dimension associated with self-esteem, positive affect, and self-efficacy, while negatively correlated with negative emotions and burnout.

Hope ^{AQ}

Doubtful



Hopeful

Interpreting your score

For you, hope seems limited, causing doubts about achieving goals and generating alternative strategies. This mindset hinders your energy and makes it challenging to push through roadblocks or adapt to change.

How does it impact

Your doubtful character may affect your work performance, causing hesitance in decision-making, reduced motivation, and difficulty adapting to change. This could lead to missed opportunities and lower job satisfaction.

Strategies for action

- List and prioritize your fears or concerns; address each one by developing a plan
- Create an action board with images and quotes that inspire and motivate you
- Seek opportunities to collaborate on projects, learning from others' approaches and experiences
- Re-frame negative thoughts with empowering statements (e.g., "I can handle this challenge")
- Attend workshops or online courses to improve your skills in areas you feel less confident

Your AQ: Motivation Style

What does it mean?

Motivation Style explores what drives you to achieve goals and adapt to change. It's based on regulatory focus theory, which has two main systems: "promotion" (maximizing opportunities) and "prevention" (fulfilling duties and minimizing errors). The AQme assessment measures your preference on a continuum from "play to protect" (motivated by preserving what you have) to "play to win" (motivated by potential gains). Knowing your motivation style helps you better understand how to adapt and succeed in changing environments.

Motivation Style ^{AQ}



Interpreting your score

You're driven by potential gains and focus on achieving positive outcomes. Your motivation style leads to bold, sometimes risky actions, but you're likely energized by ambitious goals and aspirational role models.

How does it impact

You're an ambitious team member who embraces change and pushes boundaries. Your focus on achieving positive outcomes energizes your team and drives innovation.

Strategies for action

- Set ambitious, long-term goals that spark your desire for achievement and growth
- Seek out challenges and opportunities that align with your aspirations and values, maximizing your motivation
- Surround yourself with like-minded, ambitious individuals who inspire and support your drive for success
- Regularly visualize your desired outcomes to maintain focus and motivation during the adaptation process
- Use setbacks as learning opportunities, helping you refine your approach and maintain a play to win motivation style

Your AQ: Thinking Style

What does it mean?

The Thinking Style sub-dimension within AQ Character explores how you process information, categorize, and make sense of the world in your work environment. It is influenced by theories from Dr. Robert J. Sternberg and Dr. Fiona Beddoes-Jones, focusing on the balance between big-picture and detailed thinking. As you progress in your career, you may develop a more ambidextrous thinking style, allowing you to better adapt to change and seize opportunities by effectively combining broader perspectives with attention to detail.

Thinking Style ^{AQ}

Details



Big Picture

Interpreting your score

You are generally detail-oriented, focusing on concrete processes and specific steps to achieve goals. You excel at identifying hidden details and separating various roles and responsibilities. Your ability to see the trees can sometimes lead you to overlook the bigger picture, but your precise approach is valuable for ensuring tasks are carried out thoroughly.

How does it impact

In the workplace, your detail-oriented thinking style is beneficial for maintaining accuracy and organization. However, you may occasionally get lost in the minutiae, and colleagues might perceive you as micromanaging. Striking a balance between attending to details and keeping sight of the bigger picture is key for your success.

Strategies for action

- Practice periodically zoom out to consider the big picture and how your tasks contribute to overarching goals
- Collaborate with colleagues who have a big-picture thinking style to complement your detailed approach
- Set clear boundaries to avoid micromanagement, empowering your team to take ownership of their work
- Use your attention to detail to identify potential improvements, but ensure they align with larger objectives
- Practice effective delegation, entrusting tasks to others while focusing on essential responsibilities

Notes and Reflections

Take a moment to reflect and make notes on your AQ Character. Perhaps identify instances at work where you showcased strength or struggled within each dimension. Jot down your observations.

Emotional Range

Extraversion

Hope

Motivation Style

Thinking Style

Your AQ Environment Score

What does it mean?

AQ Environment explores when and to what degree you adapt, considering the importance of context. It encompasses factors like Company Support, Emotional Health, Team Support, Work Environment, and Work Stress. Your AQ Environment profile reflects how these interconnected dimensions influence your ability to thrive, navigate change, and respond to various situations at work. Supportive environments can boost adaptability, mental well-being, and positive attitudes towards change, while unsupportive ones may hinder progress and growth.



Interpreting your score

Your current AQ Environment score suggests that there's room to enhance your adaptability within your current context. You might feel unsupported or overwhelmed, which can limit your ability to seize opportunities or handle change effectively.

How does it impact

With your reported AQ Environment score, it can lead to difficulties in coping with change and increased stress levels. This may result in challenges when working with others, a lack of engagement, and reduced job satisfaction. Performance may suffer, and career progression could be hindered.

Strategies for action

- Seek opportunities to expand your support network by joining committees, clubs, or employee resource groups.
- Schedule regular check-ins with your manager to discuss workload, expectations, and support needs.
- Proactively ask for feedback and guidance from colleagues to foster collaboration and build relationships.
- Advocate for your professional development by identifying training and growth opportunities.
- Practice stress management techniques, such as mindfulness, breath work, or journaling, to maintain a healthy work-life balance.

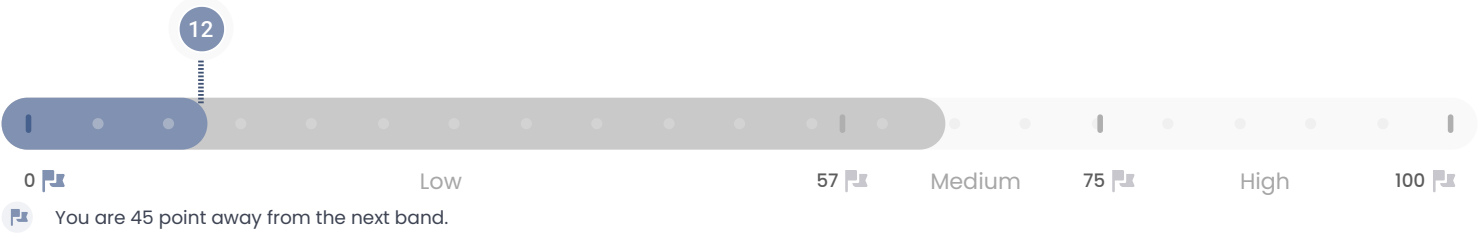
Your AQ: Company Support

What does it mean?

The Company Support sub-dimension of AQ Environment focuses on employee perceptions of how their organization values their contributions and cares for their well-being. Research has shown high levels of company support correlate with job performance, satisfaction, and lower staff turnover. When employees perceive their organization as supportive and caring, they're more likely to adapt to changes and align their goals with the company's.

Company Support ^{AQ} Currently your score is: **12** ▼ -50

50 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

Your current reported level suggests you might feel your company doesn't prioritize your well-being or value your contributions. You may perceive a lack of support and feel disconnected from the organization.

How does it impact

Feeling undervalued and unsupported at work can significantly impact your motivation and productivity. Disengagement and dissatisfaction may set in, which could result in decreased performance. This lack of support might also prompt you to question your belonging within the organization, potentially leading you to seek opportunities elsewhere. Moreover, without the proper support, you may struggle to navigate workplace challenges or embrace change, further diminishing your job satisfaction and overall well-being.

Strategies for action

- Seek feedback and discuss your concerns with your supervisor
- Build relationships with colleagues to create a supportive network
- Identify opportunities for personal and professional growth
- Advocate for a healthier work culture and suggest improvements
- Explore mentorship or coaching to better navigate the organization

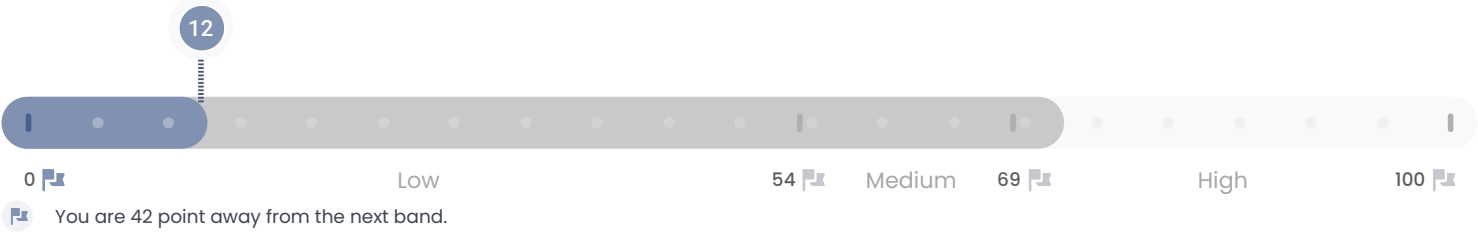
Your AQ: Emotional Health

What does it mean?

Emotional Health measures your ability to thrive at work by experiencing positive emotions while limiting negative ones. It's crucial for adaptability since it influences your energy and engagement in continuous change. An environment with poor emotional health impacts work performance and adaptability, leading to sustained anxiety, worry, and nervousness. Thriving individuals experience vitality and learning, which is essential for adaptability. A low Emotional Health score risks struggling with changes, while a high score indicates better adaptation in the organization.

Emotional Health AQ Currently your score is: **12** ▼ -58

58 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

The level of reported Emotional Health in your organization suggests you might struggle with adaptability due to observing frequent negative emotions at work. Experiencing sadness or anxiety in the workplace can make it difficult for you to adapt to changes and challenges. It's important to monitor your feelings and seek support to improve your emotional well-being and adaptability.

How does it impact

With your level of emotional health reported at work it can lead to disengagement, reduced performance, and increased stress. This may result in difficulties adjusting to new situations, reluctance to participate in projects requiring change, and eventual burnout. Coworkers may notice your struggle, leading to strained professional relationships and potentially affecting overall team morale.

Strategies for action

- Identify triggers for negative emotions and develop coping strategies
- Seek support from colleagues, managers, or mental health professionals
- Practice mindfulness techniques, like meditation or deep breathing, to enhance emotional stability
- Communicate openly with your manager about your emotional struggles and request additional support
- Set small, achievable goals to build confidence and increase positive experiences at work

Your AQ: Team Support

What does it mean?

Team Support in the AQ model represents the extent to which employees feel comfortable sharing knowledge, addressing challenges, and expressing their opinions within their team. A supportive team environment is crucial for building psychological safety, trust, and connection among team members. An absence of team support can hinder adaptation and innovation within an organization and might indicate diversity and inclusion issues. As a dynamic aspect of adaptability, team support should be reassessed regularly to maintain its positive impact on organizational adaptability.

Team Support ^{AQ} Currently your score is: **30** ▼ -43

43 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

At your current reported level, it appears that you might feel your team is competitive and unaccepting of diverse ideas or opinions. Sharing new ideas or asking for help may feel risky, and you might perceive that past mistakes are held against you or others. This environment may discourage you from addressing challenging issues or problems openly.

How does it impact

With your team support environment, you might struggle to build trust and rapport with your colleagues, which can hinder collaboration and teamwork. This could result in feelings of isolation and disconnection, ultimately affecting your performance and engagement at work.

Strategies for action

- Seek out allies within your team to build a support network
- Practice active listening and encourage open communication among team members
- Discuss the importance of psychological safety with your team leader or manager
- Recognize and celebrate team successes, even small ones, to build trust
- Suggest team-building activities to improve relationships and understanding within the team

Your AQ: Work Environment

What does it mean?

Work Environment assesses the systems, processes, and methodologies in your organization that influence adaptability. It evaluates whether your organization fosters self-disruption, experimentation, and adaptation or hinders them. This sub-dimension considers rewards, observable acts, punishment, space, process and forums, and public celebration. A beneficial Work Environment for adaptability is one where failures are viewed as learning opportunities, openly discussed and celebrated company-wide. A closed and pragmatic environment hampers adaptability, whereas an open and experimental environment nurtures it.

Work Environment AQ Currently your score is: **35** -38

38 point reduction compared to the previous report on Jul 12, 2023



Interpreting your score

You believe it is risky to engage in counterintuitive thinking or experimentation as mistakes are punished, especially if it challenges established viewpoints. You might feel hesitant to share new ideas or knowledge, across the organization. Fearing potential risks or punishments. It appears that you prefer to keep failures or mistakes quiet instead of discussing and learning from them, resulting in limited adaptability and innovation.

How does it impact

In a closed and pragmatic environment, you may struggle with stagnation and limited growth. Fear of negative outcomes and reluctance to share ideas, employees often hide mistakes, and views about the organization. Which could lead to missed opportunities for innovation and progress. This environment might cause increased stress, anxiety, and reduced job satisfaction.

Strategies for action

- Seek opportunities to share ideas with more than one team, fostering a more open culture
- Try to expand and encourage constructive feedback and learning from failures in a safe, non-judgmental space
- Advocate for more transparent communication and collaboration across departments
- Identify and address bureaucratic obstacles that hinder innovation and adaptability
- Promote the value of experimentation and calculated risks within your organization

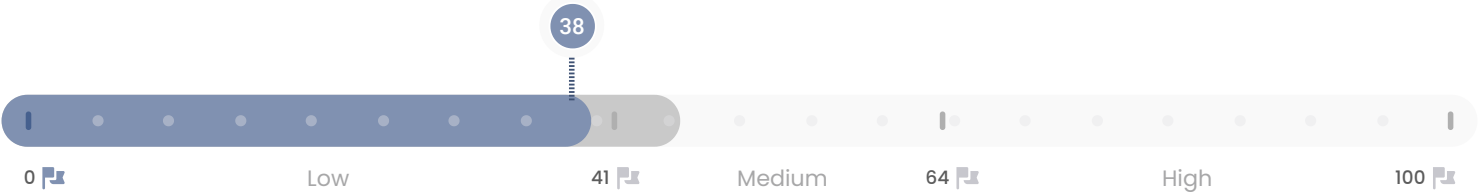
Your AQ: Work Stress

What does it mean?

Work Stress in the AQme assessment gauges the sense of task overwhelm. Managing work stress effectively is crucial for adaptability. High levels of stress can limit adaptability, while low levels may reduce the motivation to adapt. A balance of healthy stress, or "eustress," is vital for growth, adaptation, and change. Long-term high work stress can lead to negative consequences such as high employee turnover, poor sleep, sickness, and burnout. Understanding and optimizing work stress is essential to maintain a productive and adaptive workforce.

Work Stress ^{AQ} Currently your score is: **38** ▲ -6

6 point increase compared to the previous report on Jul 12, 2023



Interpreting your score

Your current level of work stress reported suggests you feel confident in handling work demands. You seem to manage your tasks effectively and have the capacity to take on new challenges. However, remember that too little stress can reduce the motivation to adapt and grow.

How does it impact

With the level work stress you reported, you may have space to innovate, experiment, and try new things. However, being too comfortable can lead to complacency and a lack of urgency to adapt. Striking a balance between comfort and challenge is essential for growth and adaptability.

Strategies for action

- Seek out new challenges to encourage a healthy level of eustress
- Collaborate with colleagues to learn new skills and perspectives
- Set personal goals for growth and skill development
- Regularly review your workload, perhaps ask for more responsibility, and prioritize tasks
- Ask for feedback and identify areas for improvement

Notes and Reflections

Take a moment to reflect and make notes on your AQ Environment. Perhaps identify instances at work where you showcased strength or struggled within each dimension. Jot down your observations.

Company Support

Emotional Health

Team Support

Work Environment

Work Stress

Creating your AQ Development Plan™

Congratulations on taking the first step towards improving your adaptability and thriving in the fast-paced world of change.

Now that you have a better understanding of your abilities, character, and environment, it's time to take action and turn your insights into measurable progress. The AQ Development Plan™ is a structured approach to help you achieve your most important goals by building out your commitments and gaining deeper value from the AQme assessment.

Create your own development plan

The AQ Development Plan™ is designed to be flexible and adaptable to your unique situation, so feel free to tailor it to fit your needs.

Focus on small steps

Taking small, manageable steps that will help you build momentum and make progress towards your goals.

Longer-term planning

When thinking about the next year section, focus on longer-term planning and building out a comprehensive development plan.

AQ Certified Coach

Remember, the most value from the report comes when working with an AQ Certified Coach, who can help you go deeper and build out development plans together.

Retake the assessment

We recommend re-taking the AQme assessment in 6 months time. This allows you to measure your progress and see the impact of the actions you have taken.

Take action today

Start taking action today and begin your journey towards improved adaptability and success in the face of change.

Creating your AQ Development Plan™

The plan is broken down into simple, actionable steps that can be taken within the next 48 hours, 30 days, 90 days, and over the next year.

The first step is to identify your most important goals and what actions you can take to achieve them. Focus on taking small, manageable steps that will help you build momentum and make progress towards your goals.

When thinking about the next year, focus on longer-term planning and building out a comprehensive development plan that will help you achieve your goals over the next year.

The AQ Development Plan™ is designed to be flexible and adaptable to your unique situation, so feel free to tailor it to fit your needs. Remember, the most value from the report comes when working with an AQ Certified Coach, who can help you go deeper and build out development plans together.

In addition to the AQ Development Plan™, we also offer the opportunity to retake the AQme assessment, we recommend doing this in 6 months time. This allows you to measure your progress and see the impact of the actions you have taken. By re-taking the assessment, you can see how your scores, profile, and results have changed over time, and identify areas where you have made progress and areas that may still need improvement.

Re-taking the assessment can also help you to fine-tune your development plan and focus on specific areas that need more attention. It also allows you to track your progress and measure the effectiveness of the strategies you have implemented.

We highly encourage you to take advantage of this opportunity to re-take the assessment in 6 months. It will provide you with valuable insights into your progress and help you to stay on track towards achieving your goals.

Start taking action today and begin your journey towards improved adaptability and success in the face of change.

This section is dedicated to your personal notes and reflections on your AQme assessment results. Use this space to jot down any insights or observations that come to mind as you review your report. Take note of areas where you feel you have made progress and areas that may still need improvement.

"The only sustainable competitive advantage is to learn faster than your competition and to be able to act on what you have learned." – Jack Welch

Take the time to reflect on your results and use them to inform your development plan. With hard work, perseverance and the right mindset, you will be able to improve your adaptability and thrive in the face of change.

Notes and Reflections

AQme Report

Have questions, or want to
learn more?

Contact us
hello@aqai.io