

AQme Report

Parker Geiger

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Parker Geiger 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



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?

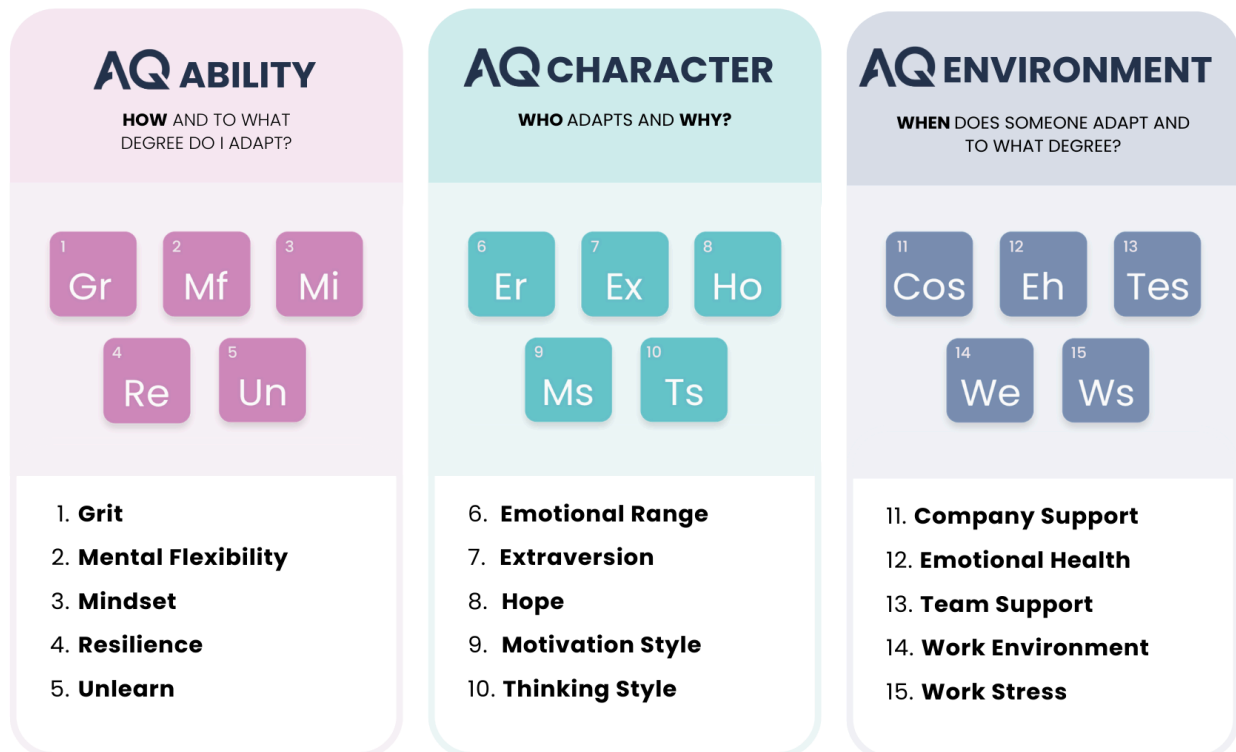
→ WHY PEOPLE ADAPT?

→ AND WHEN PEOPLE ADAPT?

THE A.C.E. MODEL OF ADAPTABILITY

The 15 scientifically valid measurements of adaptability

AQai



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



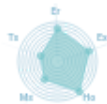
Identify the skills that you excel in and consider how you can use them to achieve your goals.

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:

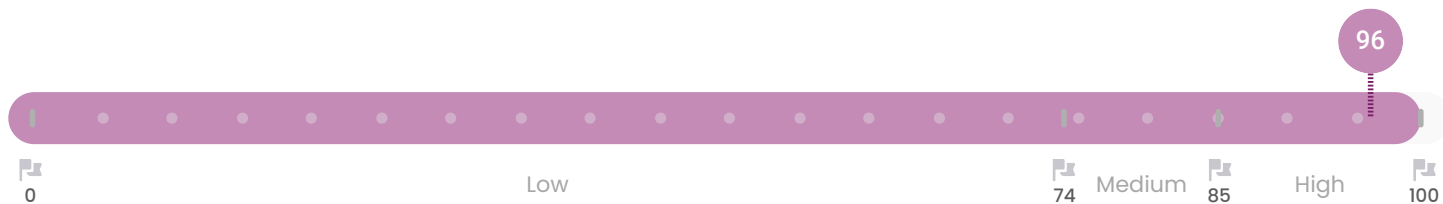
- What stands out to you?
- How important is that area for your current role?
- To what extent does this area link to your career aspirations?
- What impact does that have on your performance at work?

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

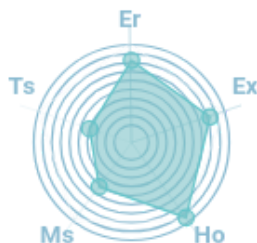


Your sub-dimension scores provide crucial insights into your adaptability skills within the A.C.E. model's two master dimensions: AQ Ability and AQ Environment. Understanding your AQ scores is vital for personal and professional growth.

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

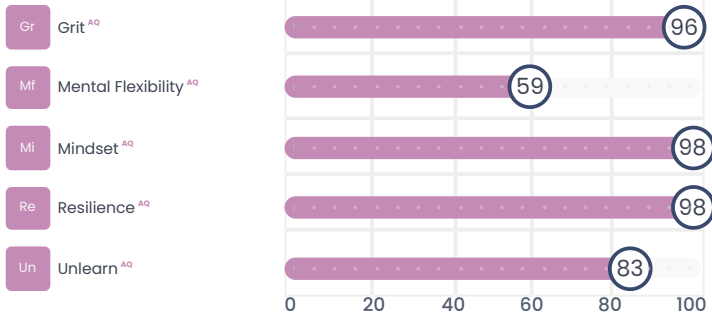
Your AQ Profile snapshot

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.



Your AQ levels are commendable, demonstrating your strong ability to adapt and thrive in various situations. Your AQ Ability skills serve as valuable assets in the workplace. To maintain these high levels of Adaptability, continue to challenge yourself, seek new experiences, and remain open to learning from every situation.

Ability ^{AQ}



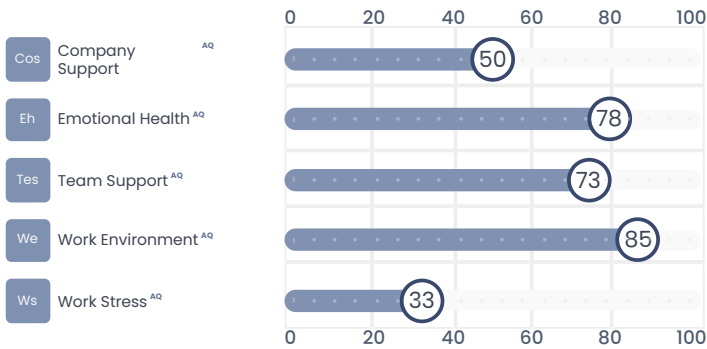
Your AQ Ability score reflects high adaptability, meaning you likely recover quickly from setbacks and embrace diverse perspectives, and see change as positive. Keep in mind that AQ Ability requires ongoing practice and self-reflection to maintain and strengthen your adaptability skills.

Character ^{AQ}



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

Environment ^{AQ}



Your current AQ Environment score is average, suggesting that your work context provides a decent level of support. You may experience some challenges in adapting, but overall, you're able to manage change and capitalize on opportunities.

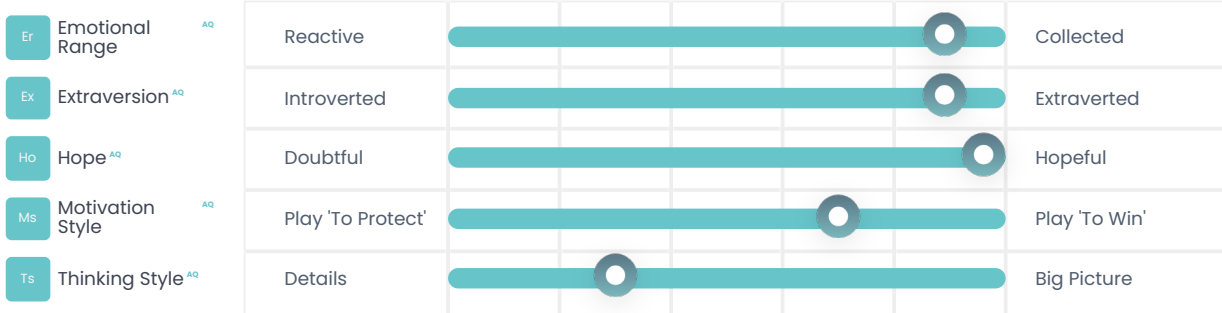
Your AQ Profile snapshot

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.

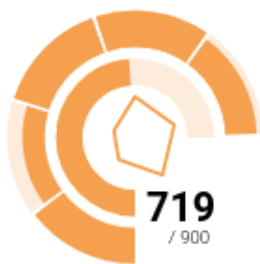
Character ^{AQ}



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

Your AQ levels are commendable, demonstrating your strong ability to adapt and thrive in various situations. Your AQ Ability skills serve as valuable assets in the workplace. To maintain these high levels of Adaptability, continue to challenge yourself, seek new experiences, and remain open to learning from every situation.

How does it impact

Your current AQ levels empower you to thrive in the face of change, adapt to challenges, and excel at problem-solving. This positively impacts your performance, collaboration, and overall job satisfaction. To maintain your Adaptability edge, stay open to new experiences, continuously learn from different situations, and share your insights with colleagues, inspiring them to embrace Adaptability as well.

Strategies for action

- Continuously challenge yourself by setting ambitious goals and seeking new experiences.
- Share your Adaptability strategies with your team, fostering a culture of continuous learning.
- Stay up-to-date with industry trends and developments, anticipating future changes.
- Rotate through different roles or departments, broadening your perspective and understanding.
- Collaborate with diverse teams, learning from different viewpoints and approaches.

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 reflects high adaptability, meaning you likely recover quickly from setbacks and embrace diverse perspectives, and see change as positive. Keep in mind that AQ Ability requires ongoing practice and self-reflection to maintain and strengthen your adaptability skills.

How does it impact

Your AQ Ability score indicates that you're able to navigate change effectively at work, recover from setbacks, and embrace new ideas or perspectives. This adaptability can positively impact your performance, relationships with colleagues, and overall job satisfaction.

Strategies for action

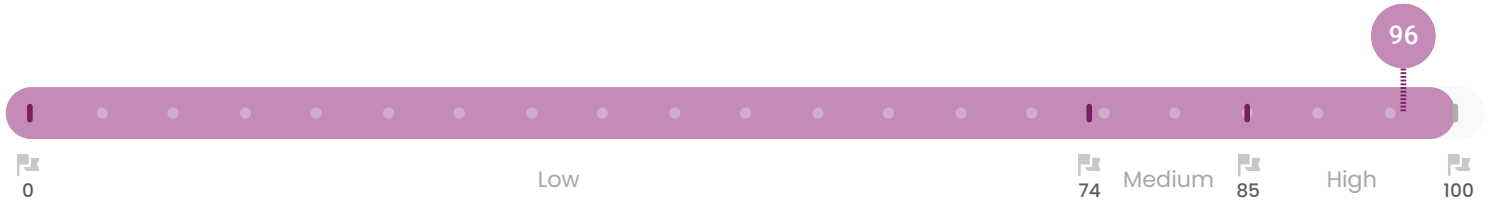
- Lead a workshop on a high-scoring adaptability skill for your team.
- Engage in cross-industry networking to stay informed about emerging trends and ideas.
- Establish a personal adaptability challenge, like learning a new skill or starting a side project, to maintain your AQ Ability.
- Share your success stories and insights on adaptability through internal or external communication channels, like a company blog or industry event.
- Organize a "reverse mentoring" partnership, where you help a colleague develop adaptability while learning from their unique skills and experiences.

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: **96**



Interpreting your score

Your current Grit level indicates you are determined to achieve your long-term goals and consistently finish what you start. Setbacks don't deter you; instead, you view them as challenges to overcome.

How does it impact

With your Grit level, you are known for your determination and hard work. Your ability to persevere and stick to plans contributes to your success at work, making you a valuable asset to your team and organization.

Strategies for action

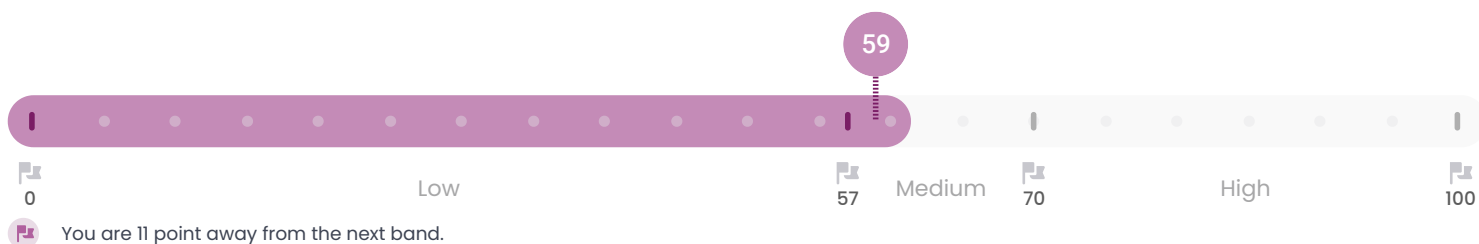
- Share your determination and commitment with your team
- Help mentor and guide others to develop their Grit
- Continuously challenge yourself with new, ambitious goals
- Embrace opportunities to lead and inspire others
- Reflect on your achievements and strive for continuous improvement

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: **59**



Interpreting your score

Your current level of Mental Flexibility means you might feel able to handle competing demands, work on contradictory tasks, and consider alternative perspectives. However, you may occasionally feel drained by conflicting goals.

How does it impact

With your current Mental Flexibility, you can generally handle competing demands and adapt your approach depending on the environment. However, conflicting goals may occasionally feel draining, potentially impacting your overall performance and productivity.

Strategies for action

- Embrace contradictions and paradoxes
- Actively seek situations with competing demands
- Practice balancing competing demands effectively
- Cultivate an open-minded approach
- Revise your perspective based on new information or insights

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: **98**



Interpreting your score

At your current level, you have a highly optimistic outlook on change. You likely feel change leads to growth and abundance, and you're confident in achieving goals. You welcome new situations with positivity, have high levels of self-belief, and adapt quickly to new challenges.

How does it impact

Your optimistic mindset positively impacts your work performance, as you embrace change and see it as an opportunity for growth. Your ability to adapt quickly and face challenges with confidence promotes innovation, problem-solving, and resilience.

Strategies for action

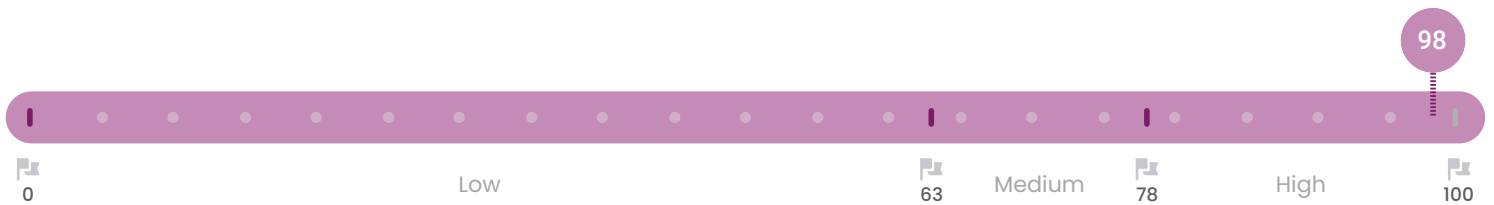
- Seek new experiences and challenges consistently
- Share your growth mindset with others, acting as a mentor or role model
- Continuously refine your skills and knowledge
- Stay agile in the face of change
- Cultivate a supportive, growth-focused environment within your workplace

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: **98**



Interpreting your score

You recover quickly from setbacks, viewing them as growth opportunities. Your resilience helps you adapt to changes with ease and lower stress, enabling you to thrive in various situations.

How does it impact

Your ability to bounce back and forward helps you excel in challenging environments, reducing burnout risk, and embracing radical transformations. Strong resilience enhances your problem-solving skills, adaptability, and overall professional growth. This also facilitates your ability to experiment, learn, and grow from difficult challenges.

Strategies for action

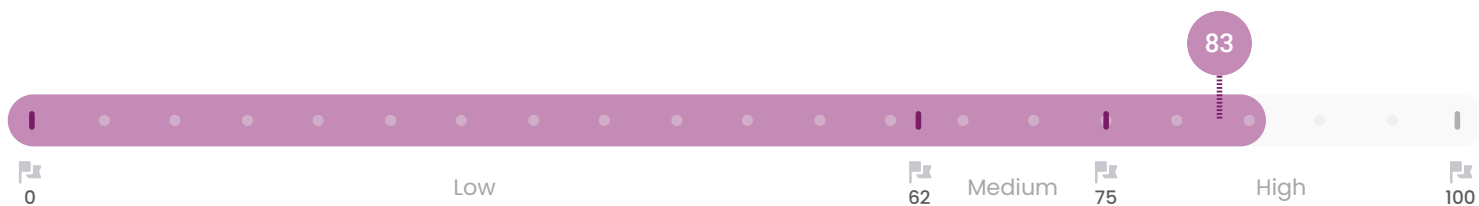
- Proactively seek feedback to identify areas for improvement
- Offer mentorship to colleagues to help them develop resilience
- Set ambitious goals and pursue challenging projects
- Share your experiences and insights to inspire others
- Continuously push your comfort zone and embrace change

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: **83**



Interpreting your score

Your current level of unlearning is strong. You likely feel enthusiastic about embracing new information, find it easy to absorb, and can easily discard outdated data. You appreciate multiple perspectives (you are able to see "both sides") even when they conflict, and enjoy finding common ground between different viewpoints.

How does it impact

At work, your unlearning score enables you to embrace change and break old habits quickly. Your ability to adopt new perspectives and approaches can make you a valuable asset in a rapidly evolving environment.

Strategies for action

- Share your unlearning experiences with colleagues to inspire change
- Mentor others in the process of unlearning and adapting
- Actively seek out new perspectives and approaches
- Champion innovation and change within your organization
- Foster a culture of continuous learning and 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

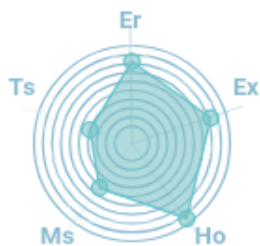
Resilience

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 remain self-assured and calm even during unexpected events. Your ability to control emotions under pressure is impressive, but it can sometimes lead others to perceive you as 'aloof'. Your mild temperament may cause you to underestimate the impact of negative outcomes on others.

How does it impact

Your calm demeanor under pressure can be an asset in high-stress work situations, but it may also make it difficult for you to connect with colleagues experiencing strong emotions. Your composed nature can help maintain stability during change, but you should remain mindful of others' emotional needs.

Strategies for action

- Practice empathy exercises, like imagining yourself in a colleague's shoes during challenging situations
- During conversations, focus on listening to colleagues without interrupting or judging their emotions
- Offer practical solutions or words of encouragement to colleagues facing challenges
- Be aware of your body language and tone, ensuring they convey warmth and approachability
- Share your calm perspective in team meetings to help colleagues navigate change with a level-headed approach

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

Introverted



Extraverted

Interpreting your score

You enjoy engaging with others and thrive in social environments, often seeking attention in groups. You're energized by social events and may experience 'cabin fever' when isolated for extended periods.

How does it impact

Your outgoing nature fosters strong connections with colleagues, contributing to a positive work atmosphere. However, you may struggle with remote work or situations that require extended periods of solitude, potentially affecting productivity and engagement.

Strategies for action

- Engage in regular team meetings and ideation sessions
- Nurture a strong support network within your workplace
- Share your enthusiasm and energy to inspire your colleagues
- Set boundaries for personal time and remote work to prevent disengagement
- Seek opportunities for growth through social interactions and collaborative projects

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

Your results show you are hopeful, confident in achieving goals, and able to devise alternative strategies to overcome obstacles. Your character fosters high energy and determination when navigating challenges.

How does it impact

Your hopeful character positively impacts your work, fostering adaptability, perseverance, and problem-solving abilities. This attitude helps you embrace change, overcome obstacles, and approach tasks with enthusiasm.

Strategies for action

- Start a peer support group to share experiences and inspire hope within your team
- Share your vision and goals with your team, inspiring them to embrace change positively
- Set aside time to recognize and reward team members who demonstrate adaptability
- Encourage a culture of continuous learning within your team, including cross-training
- Conduct regular “what-if” scenario planning sessions to prepare for possible challenges

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}

Play 'To
Protect'



Play 'To Win'

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

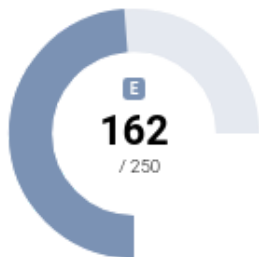
Motivation Style

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 is average, suggesting that your work context provides a decent level of support. You may experience some challenges in adapting, but overall, you're able to manage change and capitalize on opportunities.

How does it impact

With an average AQ Environment score, you generally manage change and interact effectively with colleagues. While occasional challenges may arise, you are able to navigate your work setting and maintain a positive attitude towards your job. Your performance remains steady, and you likely have the potential for career growth.

Strategies for action

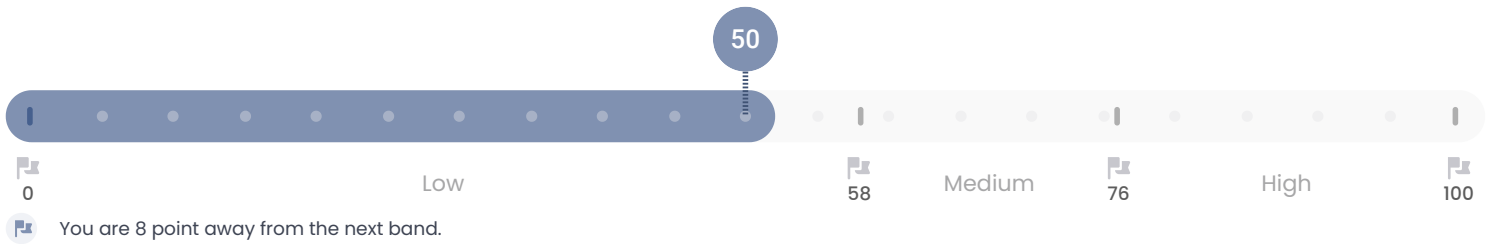
- Enhance team cohesion by organizing team-building activities or encouraging open communication.
- Offer support to colleagues facing challenges and share your own experiences to create a supportive environment.
- Continuously evaluate your workload and delegate tasks when necessary to prevent overwhelm.
- Collaborate with management to implement well-being initiatives or mental health support programs.
- Keep track of your professional achievements and goals to maintain motivation and drive for career growth.

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: 50



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

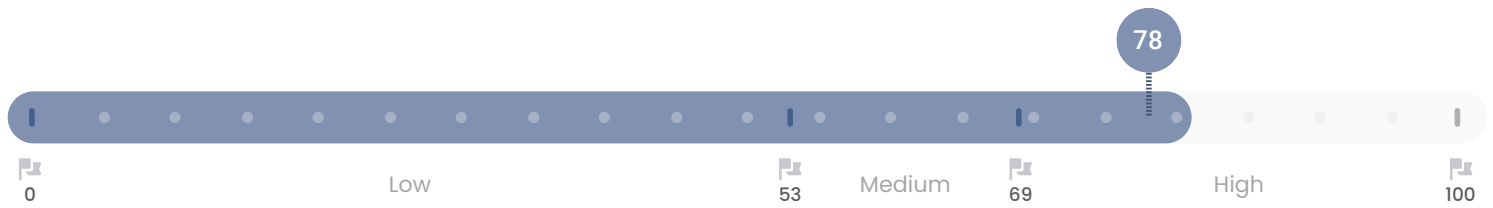
- Seek feedback and discuss your concerns with your supervisor
- Build relationships with colleagues to create a supportive network
- Identify opportunities for personal and professional growth
- Advocate for a healthier work culture and suggest improvements
- Explore mentorship or coaching to better 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: **78**



Interpreting your score

With the level of Emotional Health you reported in your environment, it appears you're thriving and have a high adaptation capacity. Experiencing limited negative emotions and embracing positivity at work sets a solid foundation for long-term change. Your energy and motivation enable you to adapt effectively within your organization, even during challenging times.

How does it impact

Your level of emotional health reported positively impacts work relationships and performance. Your ability to thrive and adapt to change contributes to a supportive and dynamic work environment. Coworkers likely perceive you as a reliable team member who can handle challenges, leading to increased trust and collaboration within your team.

Strategies for action

- Continue nurturing positive relationships and a supportive work environment
- Share your positive experiences and coping strategies with colleagues to encourage a supportive work environment
- Embrace challenges as opportunities for growth and skill development
- Continue to invest in personal and professional development to maintain emotional health and adaptability
- Establish a workplace "gratitude circle" to share success stories and uplift each other

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: **73**



Interpreting your score

It appears that you might feel some level of safety within your team, but not enough to openly express yourself without caution. You might share concerns or challenges with a few close colleagues, but the whole team may not foster openness and unconditional support consistently.

How does it impact

With the level of team support shared, you may experience some collaborative successes, but the absence of a fully supportive environment could limit the team's overall performance. This might lead to inconsistency in your work experience, with fluctuations in job satisfaction and motivation.

Strategies for action

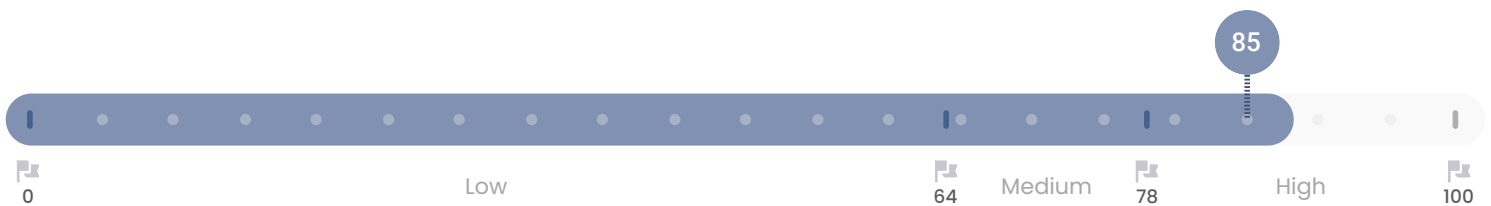
- Foster open communication by creating channels for team members to share ideas and concerns
- Encourage a growth mindset within the team, emphasizing the value of learning from mistakes
- Collaborate with team members to establish shared goals and values that promote a supportive environment
- Advocate for regular team check-ins or meetings to discuss progress, challenges, and opportunities for improvement
- Share your experiences and support with others in the team to help strengthen connections and foster a culture of trust

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: **85**



Interpreting your score

You likely feel confident sharing new ideas, and your organization encourages counterintuitive thinking and experimentation. Your current level suggests a safe environment for discussing past failures and pursuing innovative solutions openly.

How does it impact

With an open and experimental work environment, you can experience constant learning, growth, and innovation. You likely feel empowered to disrupt existing processes and contribute to the organization's adaptability. This environment fosters a positive and collaborative atmosphere, leading to increased job satisfaction and productivity.

Strategies for action

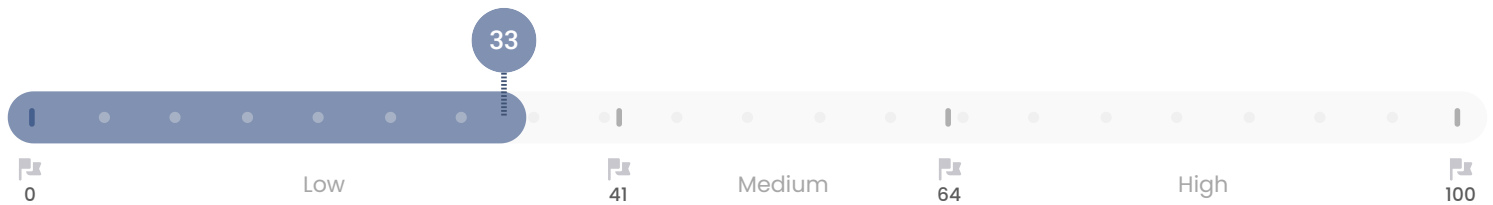
- Continuously contribute to and engage in cross-departmental discussions and knowledge-sharing sessions
- Act as an advocate for adaptability and innovation, reinforcing their importance within the organization
- Encourage and support colleagues in their pursuit of experimental thinking and calculated risks
- Regularly analyze and review the outcomes of innovative initiatives, refining processes as needed
- Leverage the open and experimental work environment to develop new skills and expand your professional network

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: 33



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.

AQme Report