



Transforming the way people and organisations adapt to change

## Assessment Report

22/8/2020

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**A.B. Ility**

your organization

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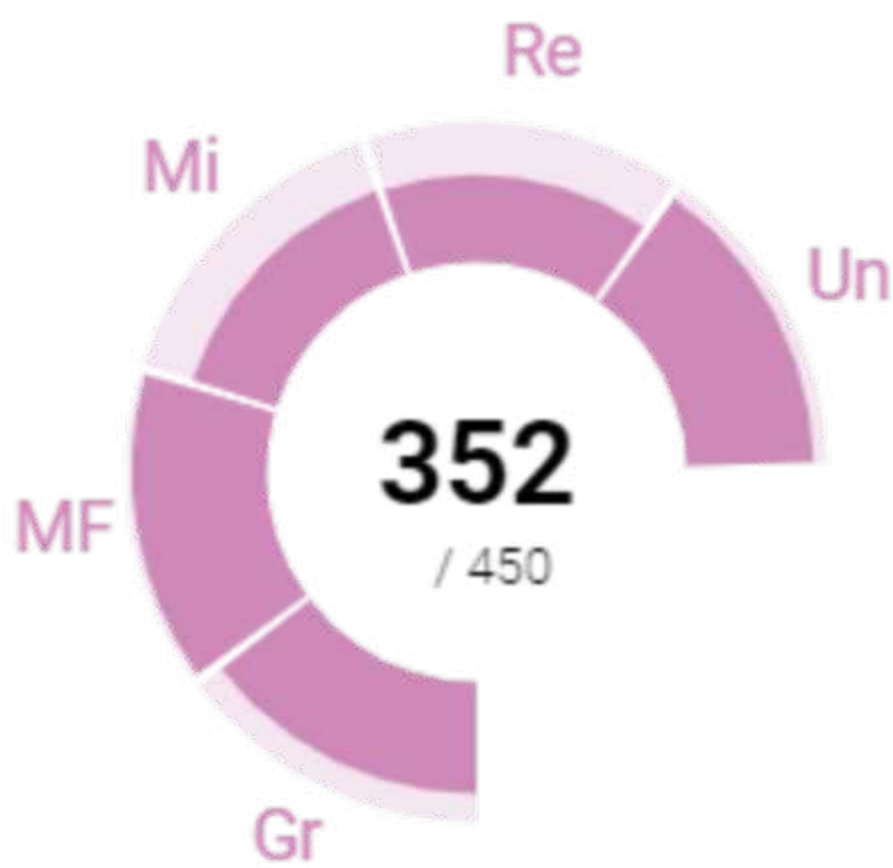
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# AQ

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



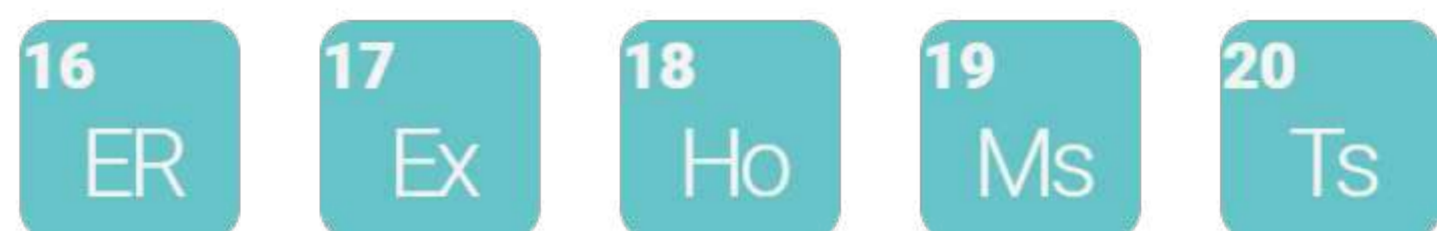
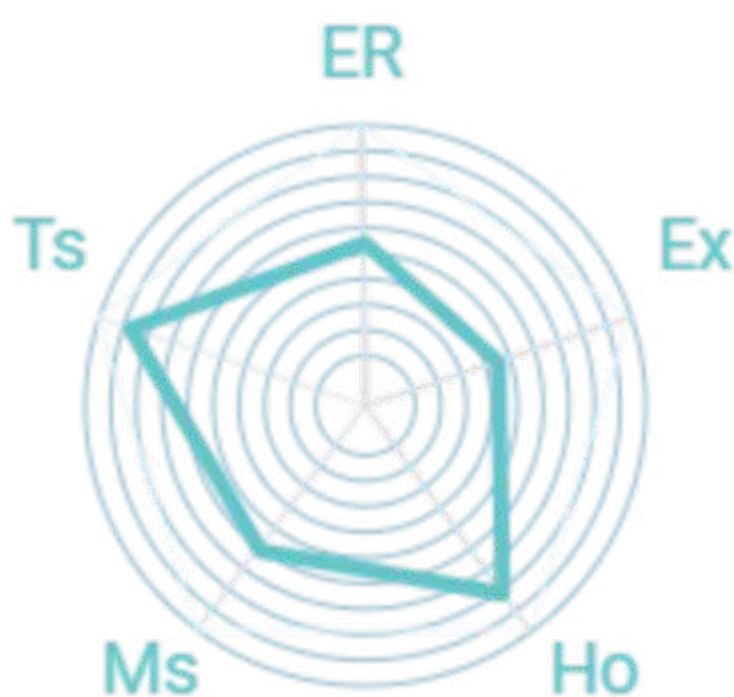
## Ability<sup>AQ</sup>



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

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

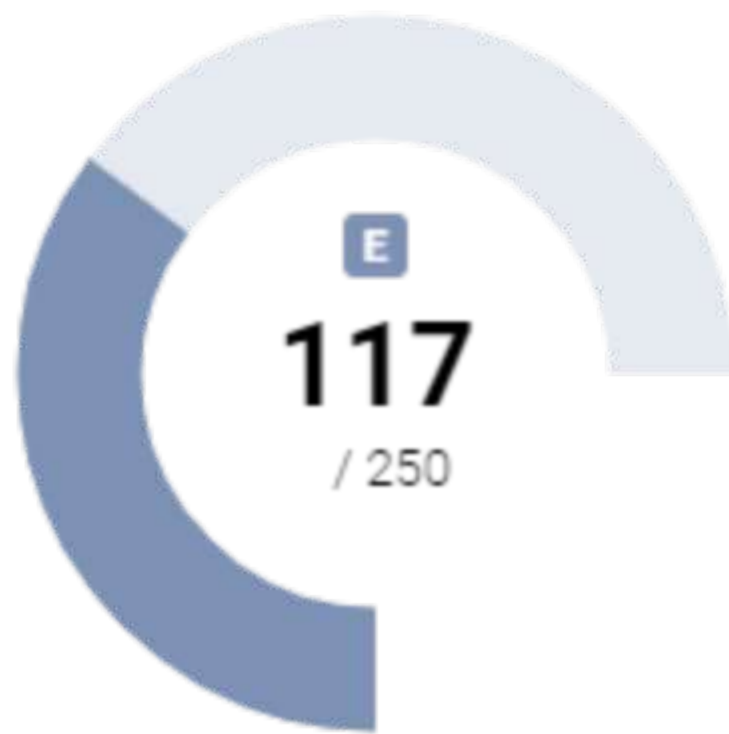
## Character<sup>AQ</sup>



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

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

## Environment<sup>AQ</sup>



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CoS

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EH

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TeS

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

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

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



## 1 Grit<sup>AQ</sup>

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

**80%**



Global Average

**77%**

## 2 Mental Flexibility<sup>AQ</sup>

You have an above average mental flexibility, which means you thrive on pursuing tension points between ideas. You likely feel you are able to consider alternative perspectives and meet challenging demands in creative ways. You often find opportunities hidden in tension. You feel comfortable with contradictions and paradoxes and appreciate or even learn from the discomfort of working on multiple objectives simultaneously.

**96%**



Global Average

**60%**

**3** Mindset<sup>AQ</sup>  
**Mi**

You seem to have a balanced outlook on the future and generally expect to be able to adjust well to change. Although you try to see the positive side of things, at times you are uncertain whether you will be able to achieve your better future or pull through trying circumstances. Sometimes you believe that further change will mean you will not be able to cope with the challenges ahead.

**63%**



Global Average

**66%**



**4** Resilience<sup>AQ</sup>  
**Re**

Currently, your resilience levels are within the average. Negative, and unexpected situations do impact you but you generally are able to recover from them. Although you bounce back from stressful situations relatively fast, at times it may feel like it takes you a great deal of effort to get back to normal or “business as usual”.

**62%**



Global Average

**66%**



**5** Unlearn<sup>AQ</sup>  
**Un**

Your unlearn ability is above average, which means you probably find it easy to absorb new information and delete old data from your brain. You embrace multiple perspectives even if they are in stark contrast to each other (you are able to see “both sides”). In fact, you likely feel energized by exploring common ground between multiple viewpoints, and finding solutions from ambiguous problems

**91%**



Global Average

**58%**



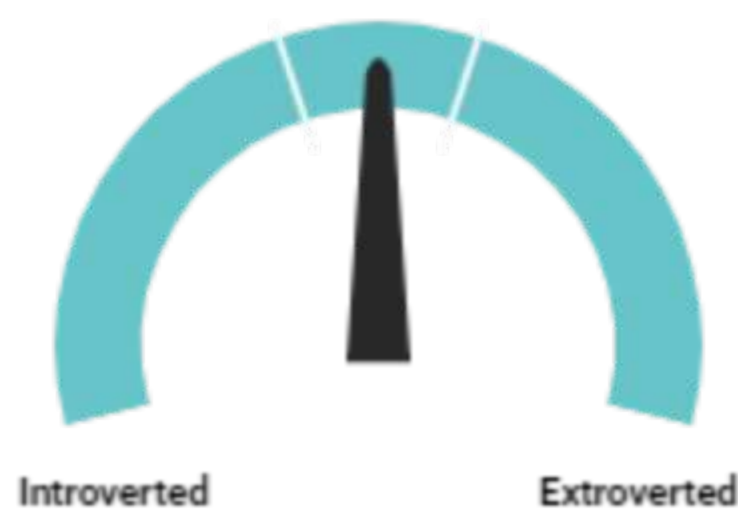
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### 6 ER Emotional Range<sup>AQ</sup>

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



### 7 Ex Extraversion<sup>AQ</sup>

You likely enjoy seeking the company and stimulation of others. In general you are outgoing, social and like receiving attention in groups. You are excited by social events and find that you get ‘cabin fever’ very easily.



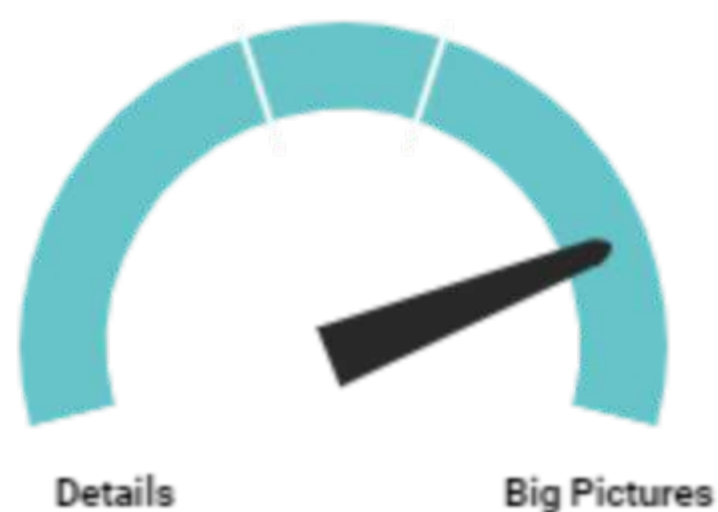
### 8 Ho Hope<sup>AQ</sup>

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

9  
MS

## Motivation Style<sup>AQ</sup>

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

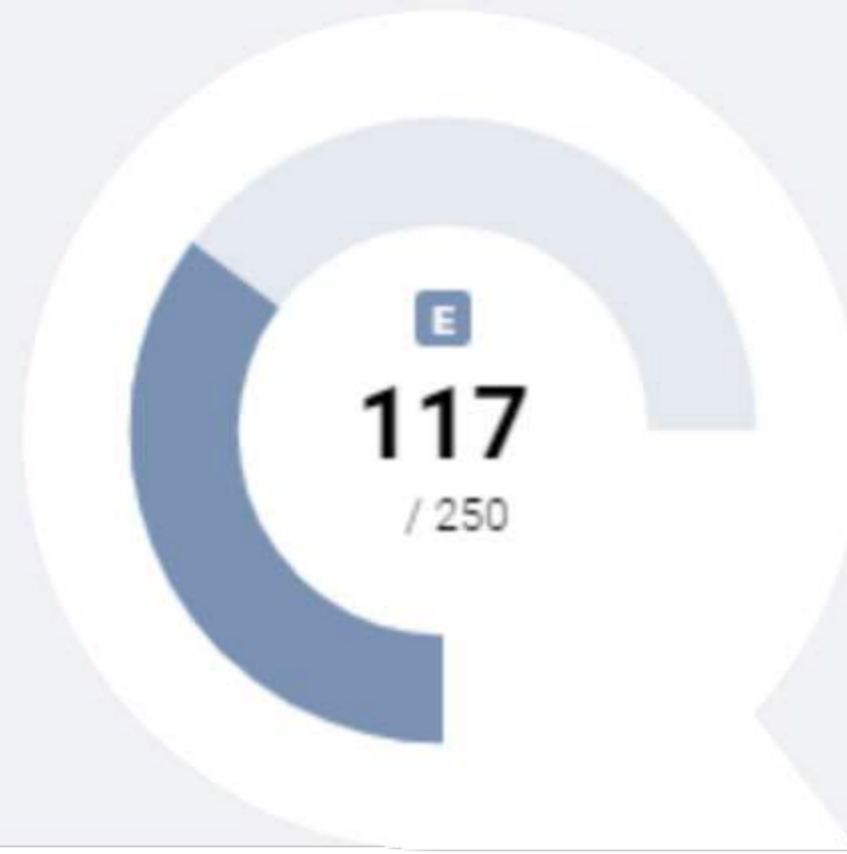
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## Thinking style<sup>AQ</sup>

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

# Environment<sup>AQ</sup>

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## 11 Company Support<sup>AQ</sup>

CoS

You perceive your company as a caring one that makes an effort to support your wellbeing and to show interest in your goals. You feel your company values your success and goals, and will help you resolve tough issues.

**50%**



Global Average

**42%**

## 12 Emotional Health<sup>AQ</sup>

EH

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

**50%**



Global Average

**64%**



13

TeS

## Team Support<sup>AQ</sup>

You feel your team to be a safe place in which you can openly share new ideas and ways of working. In your team, members can openly discuss ideas and opinions, as different views are welcomed. You and the other members bring up challenging issues or problems and you feel able to ask your peers for help when facing difficulties.

**50%**



Global Average

**54%**



14

We

## Work Environment<sup>AQ</sup>

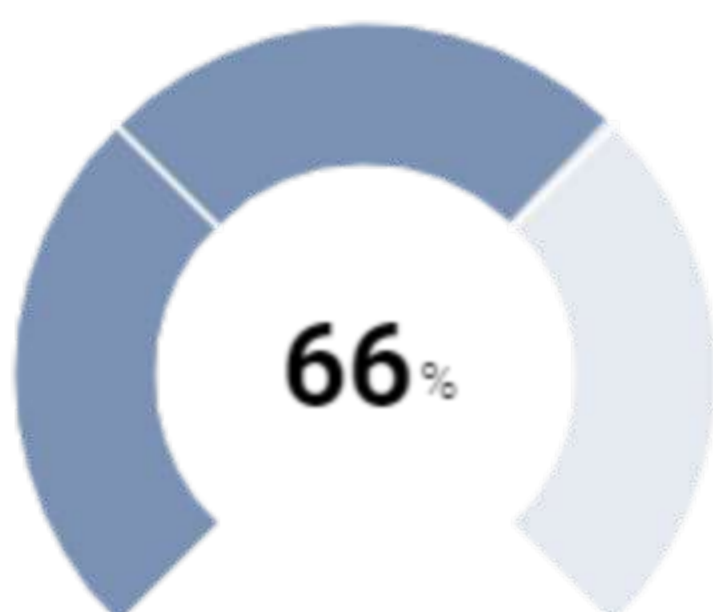
You feel you can openly share new ideas or knowledge in your company, as teams welcome input even if it is challenging established ways of working. You feel counterintuitive thinking and experimentation is rewarded and mistakes are not held against you or your colleagues. As a result, you think it is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

**50%**



Global Average

**63%**



15

Ws

## Work Stress<sup>AQ</sup>

Based on your current answers, it appears you are experiencing a general sense of overwhelm when thinking about your work demands. You are likely to experience high stress as you feel you cannot finish all your tasks while new tasks keep piling up. There seems to be too much work for one person to do and the expected amount of work is too great.