



Transforming the way people and organisations adapt to change

Assessment Report

24/5/2021

Well-Run Sample

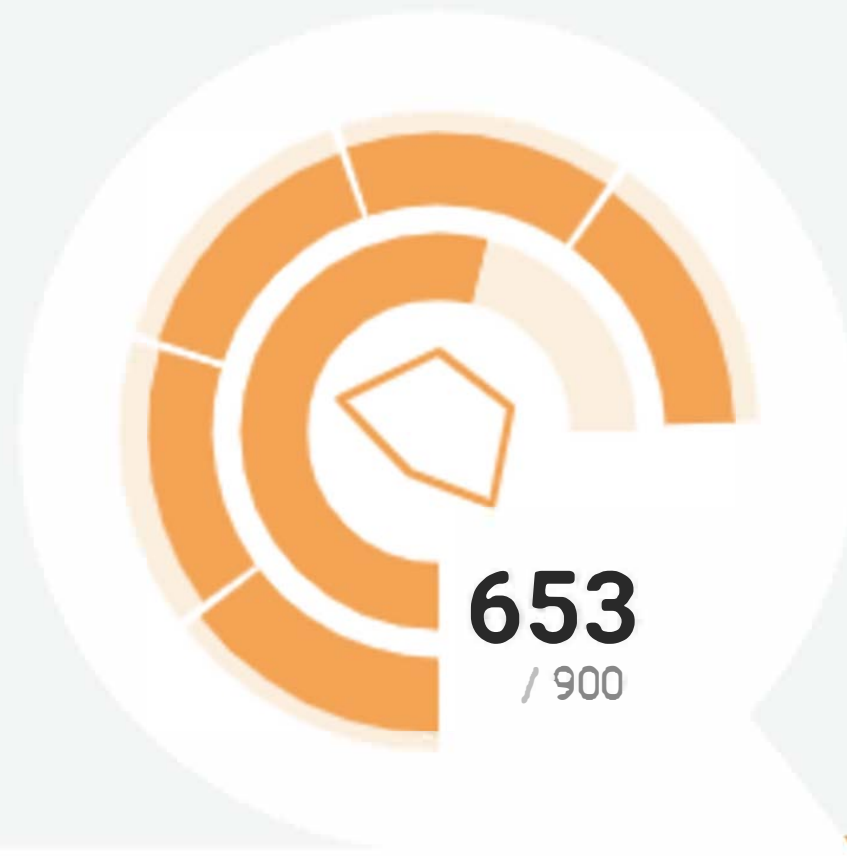
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Thank you for your co-operation.

AQ, or adaptability quotient, is a holistic measure of workplace adaptability. The higher your organisation's AQ, the more adaptable your employees are. AQ is indicative of an organisation's ability to cope with changes in the market by embracing new technologies, processes and reskilling to innovate.



Explore & Transform ^{AQ}

Explore solutions, try new ways of working and quickly adapt to disruptions

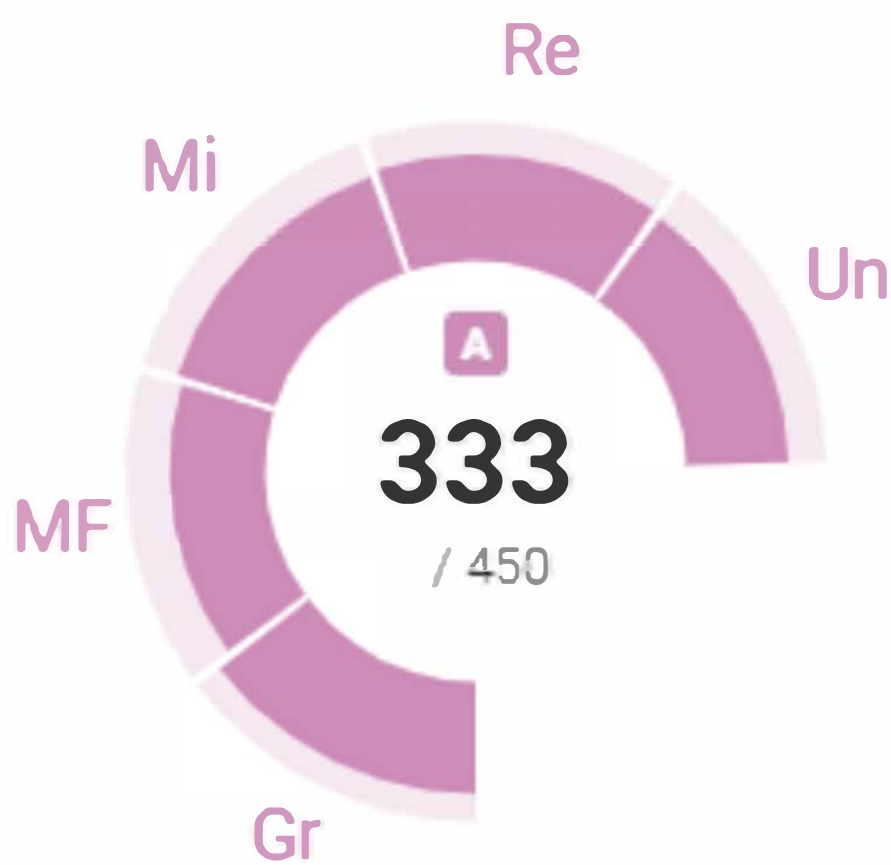


Utilize & Improve ^{AQ}

Build on existing solutions, re-use and improve ways of working and systematically approach change



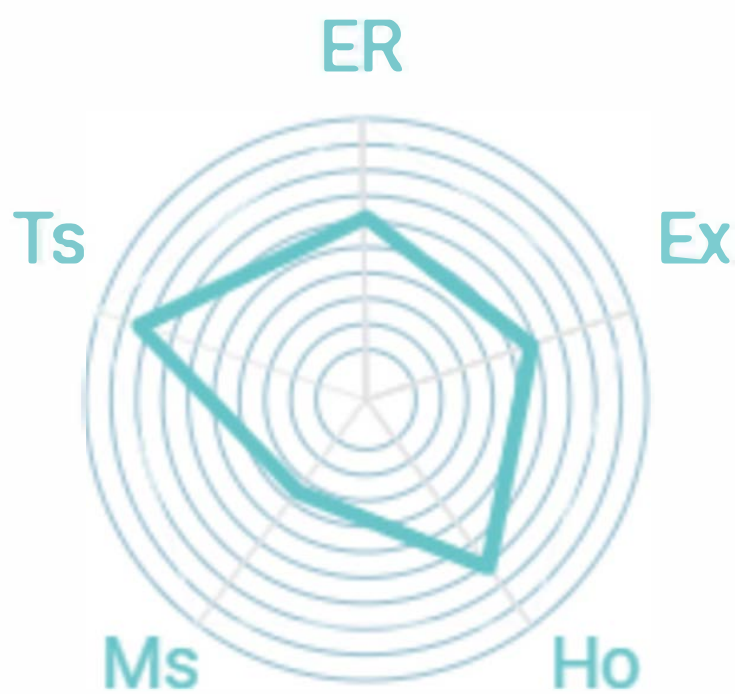
Ability ^{AQ}



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

This score reflects the overall collective average of your employees' AQ Ability. Whilst it will almost certainly vary from individual to individual, this collective score reflects the likelihood overall that employees will respond positively to change, embrace new ideas, deliver on long-term objectives, and bounce back from challenges.

Character^{AQ}

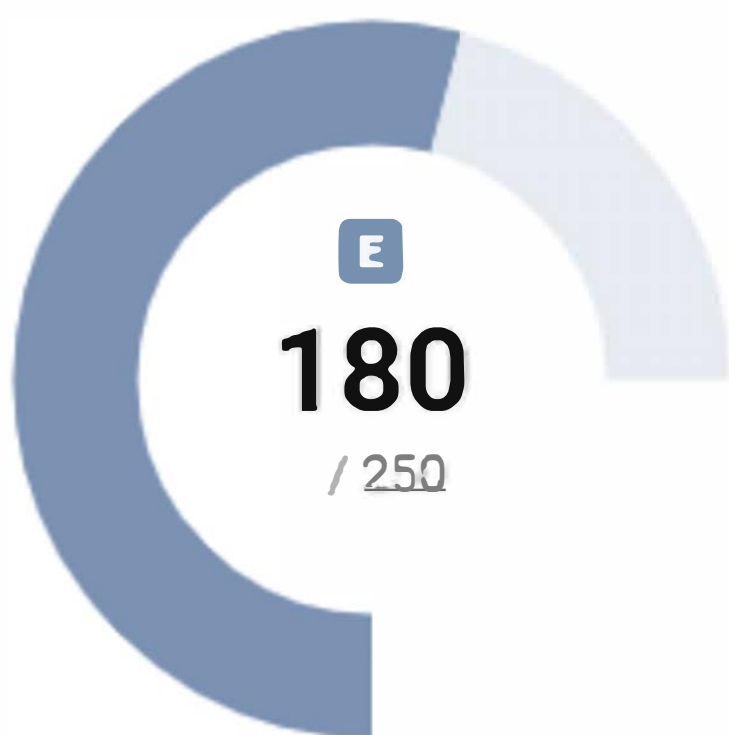


Just as individuals have a “personality” and “character”, so to do organisations. Your organisation’s AQ Character score is comprised of the collective average of your teams and shows the common adaptability trends among employees.

AQ Character describes adaptability elements linked to more innate or semi-fixed aspects of Self. It is composed of Emotional Range, Extraversion preference, Hope, Motivation Style, and Thinking Style.

AQ Character reflects the way in which individuals might approach adapting and offers predictors of adaptability behaviour. Applied to a group or organisational setting, it offers insight into which situations your employees are likely to respond adaptably to, and which situations may challenge their adaptability.

Environment^{AQ}

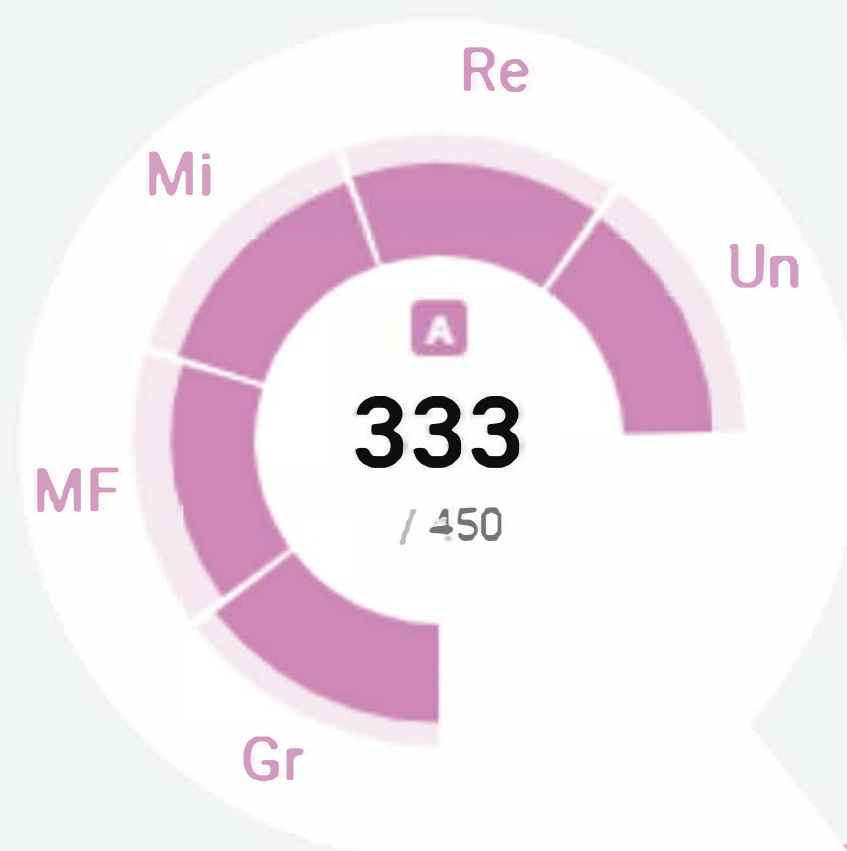


Your organisation’s workplace environment can either help or inhibit the adaption of employees. This AQ Environment score in part reflects how supportive employees perceive your organisation to be towards adaptability, as well as factoring in their immediate working environment (i.e. colleagues, teams, and direct managers). AQ Environment not only reflects how collaborative your organisational workplace is, but also how facilitative it is of innovation and transformation.

We measure AQ Environment across five sub-dimensions: Company Support, Emotional Health, Team Support, Work Environment, and Work Stress.

Ability^{AQ}

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Ability^{AQ}



Grit^{AQ}

Employees have above average Grit levels. In your organisation or department, employees are determined to reach their long term goals and regularly finish what they begin. Importantly, setbacks do not discourage them as they see them as a challenge rather than as a roadblock to success

80%



Mental Flexibility^{AQ}

The mental flexibility of employees is within the average and they seem to be able to deal with competing demands or problems. Team members seem to work on tasks that at times contradict each other and remain open to considering alternative perspectives. At times, though, the team may find compromising on one goal in order to achieve another mentally draining.

68%



Mi

Mindset^{AQ}

Employees seem to have a balanced outlook about the future and generally expect themselves to adjust well to change. Although employees try to see the positive outcomes and opportunities from working towards their goals, at times they are uncertain what the outcome will be. Sometimes they believe further change will mean they will not be able to cope with the challenges ahead.

73%



Re

Resilience^{AQ}

Employees have a high level of resilience, meaning they are able to weather even the toughest of situations. If they experience hardship, they get through it fast and get back onto their feet without much effort. This brings with it an ability to experiment, learn and grow from difficult challenges.

76%



Un

Unlearn^{AQ}

Employees' ability to unlearn is within the average. This suggests that employees explore problems and new ideas even if they conflict with each other or their previous knowledge. They are generally able to discuss and entertain opposing or alternative perspectives to unlearn old patterns or behavior. However, at times this can be energy draining, de-motivating, and creates uncertainty in the team.

73%



Character^{AQ}

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ER

Emotional Range^{AQ}

Collected employees are generally self-assured about the future and feel calm when unexpected events happen. In difficult situations or under pressure they behave effectively and control their emotions. However, they may at times appear insensitive or underestimate the impact negative outcomes might have on others.

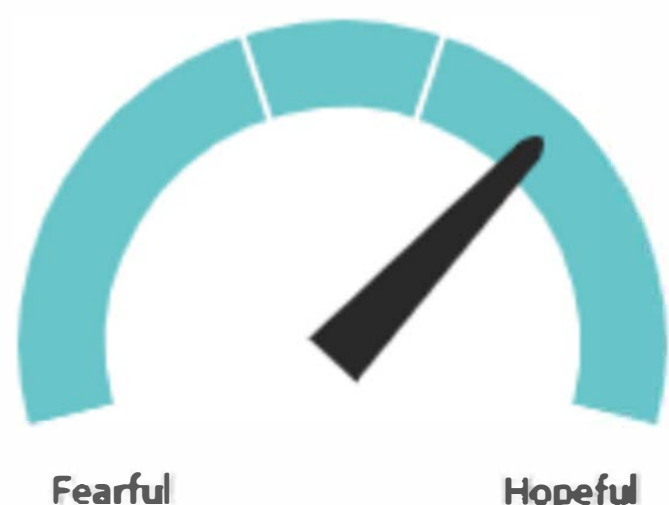


Ex

Extraversion^{AQ}

Employees who are high on extraversion seek the company and stimulation of others. In general, they are outgoing, social and like receiving attention in groups. The workplace is likely quite a chatty place and the staff are excited by social events, finding that they get ‘cabin fever’ very easily

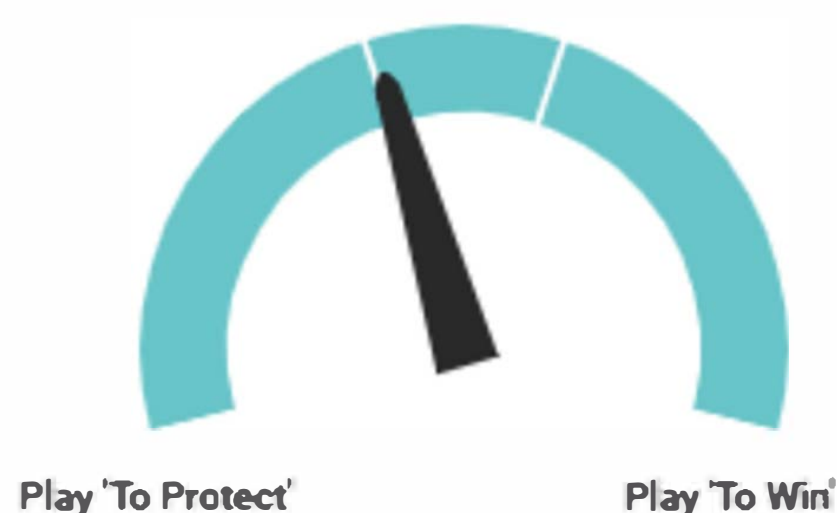




Ho

Hope^{AQ}

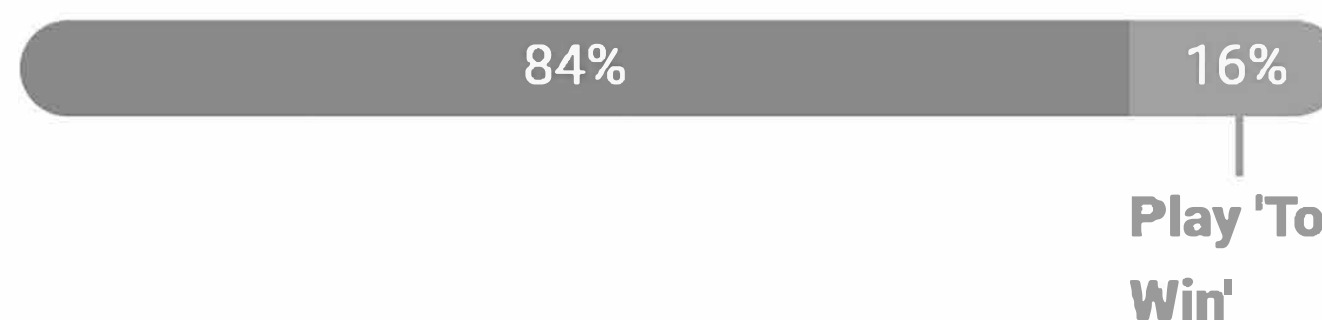
Employees with high levels of hope are confident in their ability to achieve goals and in the different ways they can achieve them. They are highly energised and like to move forward. They are likely to deal well with roadblocks as they see them as challenges which can be overcome with different strategies. When change happens and they need to adapt, they are more likely to identify alternative ways to move forward.



Ms

Motivation Style^{AQ}

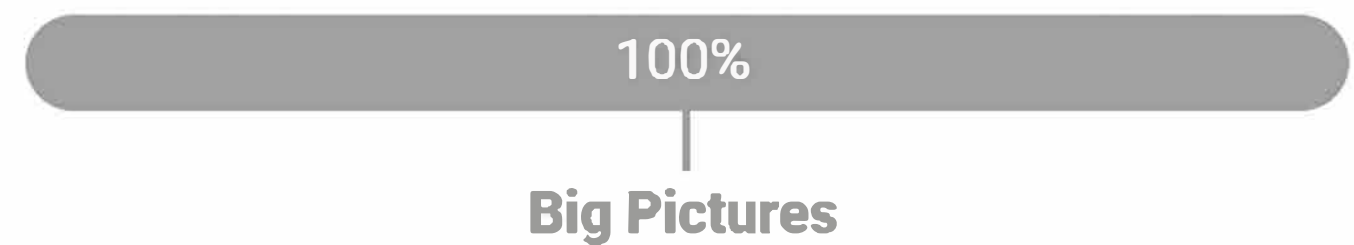
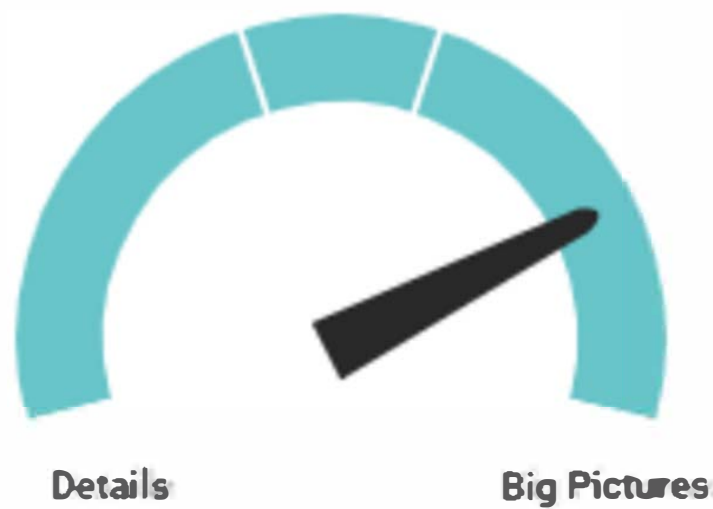
Employees who 'play not to lose' are motivated to ensure fulfilment of duties, work vigilantly, and carefully assess the right solution. They are more cautious and reliable in their approach to achieving their aims, ensuring they take all the necessary steps. However, at times they will need to be reminded to keep the big picture in mind. Their focus is on avoiding negative outcomes, so they will most likely adapt in an organized and cautious way, which may be slower. They have a tendency to share "horror stories" about bad practice, which at times can be discouraging.



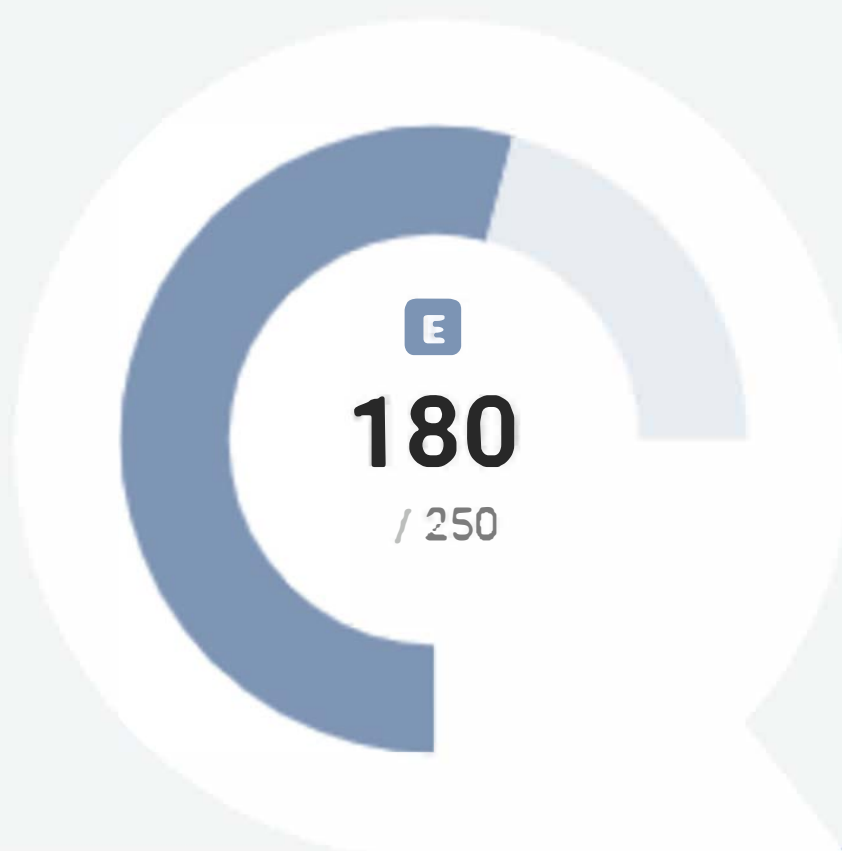
Ts

Thinking style^{AQ}

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



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Environment: Distribution^{AQ}



Company Support^{AQ}

There's a general feeling that the company meets your employees' basic personal and professional needs but there's no real delightful connection between both parties. Your employees perceive the company's level of support is lower than the priority it should be but believe that if it comes down to it, the support is there if it's searched for. Beware of a risk to workforce engagement and commitment if this area declines.

72%



Emotional Health^{AQ}

Employees appear to be stuck in a state of inertia when it comes to positive or negative experiences in the workplace and that apathy is never conducive to a productive and a highly adaptable environment. There are elements of positive experiences at work with your employees but they're in danger of being overshadowed by negative experiences.

60%



TeS

Team Support^{AQ}

Employees perceive their teams to be a safe place in which they can openly share new ideas and ways of working. Team members can openly discuss their ideas and opinions as different views are welcomed. Employees often bring up challenging issues or problems and ask their peers for help when facing difficulties.

89%



We

Work Environment^{AQ}

Employees feel they can openly share new ideas or knowledge, as the company welcomes input even if it is against established ways of working. They feel counterintuitive thinking and experimentation is rewarded while mistakes are not held against them. As a result, employees are likely to share their past failures in public and discuss solutions openly.

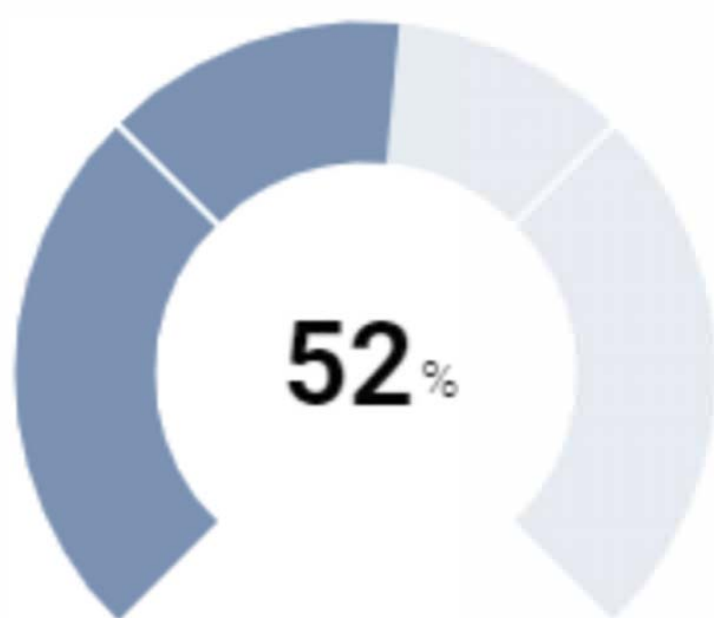
79%



Ws

Work Stress^{AQ}

Your team appears to be managing work stress pretty well. Team's need an element of stress to grow, adapt and change. These elements of healthy stress (eustress) ensure that deadlines are hit and innovation continues at a good pace. But be aware, there's some elements of work stress that, if not picked up on by management with regards to workload and expectations, are at risk of developing into high levels and even risk burnout. Whilst the positive levels of work stress in some of your team, which can help with higher levels of productivity there still needs to be rest and recuperation time to allow your team to breathe and re-energize.



AI Predictive Optimisation^{AQ}

Our AI Predictive Optimisation is comprised of two aspects, Change Readiness Index and Re-Skill Index. Using predictive analytics, we're able to show how likely your organisation is to adapt in various circumstances, to what extent your employees are able to re-skill, and how "change ready" you are: including how your employees may respond to challenges and change in the workplace. Our algorithms are based on the study of hundreds of research papers over several years, partnering with several major academic institutions.



Change Readiness^{AQ}

Our AQ Change Readiness Index indicates how easily the average employee can adapt to challenges and organisational change. If your organisation is undergoing significant overhauls, whether structural, systemic, or strategic, it is important that employees are on board with these changes and properly equipped to handle them. The Change Readiness Index is reflective of your organisation's overall ability to cope with coming change, based on the science of human behaviour and cognition. Please note: we are continually researching and collecting data to optimize our index with the goal of predicting how effectively employees will adapt.

71%



Reskill Index^{AQ}

Our AQ Re-Skill Index indicates how able the average employee in your organisation is to learn new skills, processes, or adopt new technologies. The higher the AQ Re-skill Index, the more likely employees will be able to learn new skills and the faster they will learn them. Our early insights show that employees who proactively move beyond their comfort zone, use diverse perspectives when searching for solutions, and overall are more confident, will master new skills quicker.

71%