



Transforming the way people and organisations adapt to change

Assessment Report

28/10/2020

MTURK

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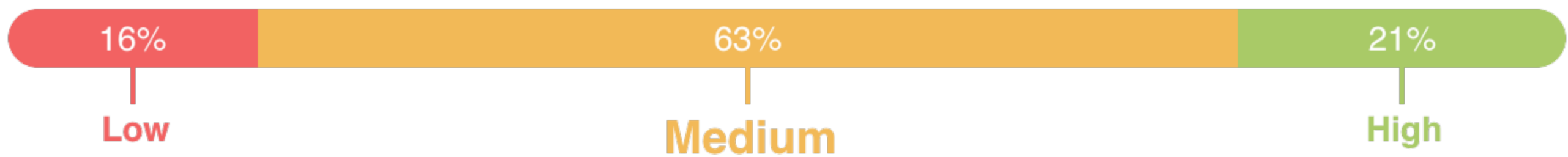
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AQ, or adaptability quotient, is a holistic measure of workplace adaptability. The higher your organisation's AQ, the more adaptable your employees are. AQ is indicative of an organisation's ability to cope with changes in the market by embracing new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

Environment^{AQ}



- 21
CoS
- 22
EH
- 23
TeS
- 24
We
- 25
Ws

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.

Character^{AQ}



- 16
ER
- 17
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- 20
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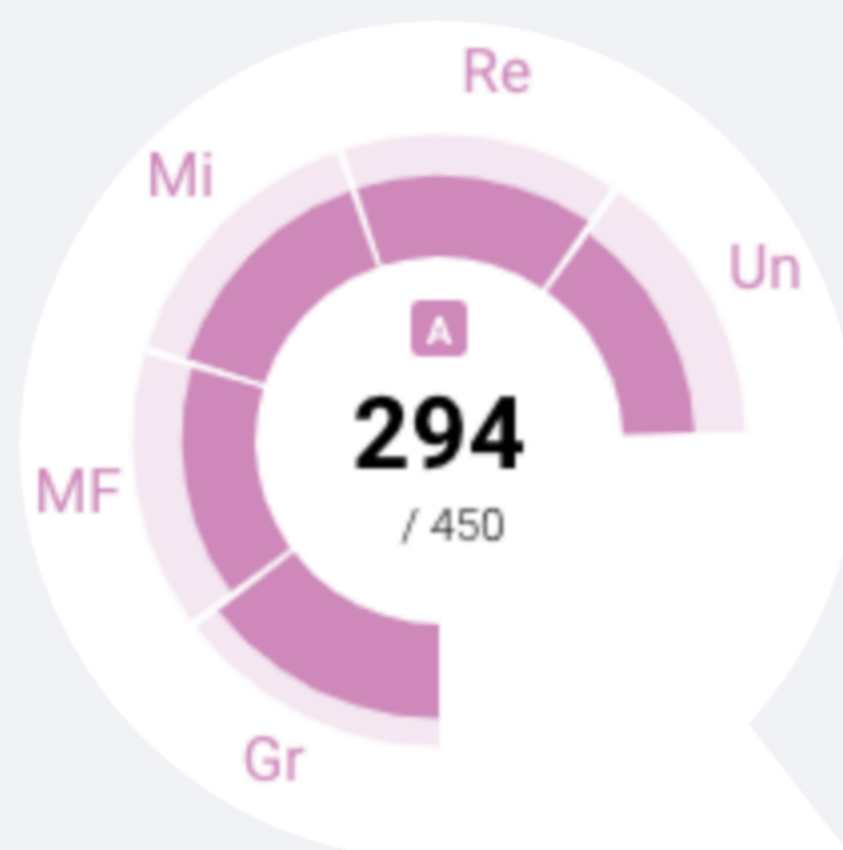
Just as individuals have a “personality” and “character”, so to do organisations. Your organisation’s AQ Character score is comprised of the collective average of your teams and shows the common adaptability trends among employees.

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.

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

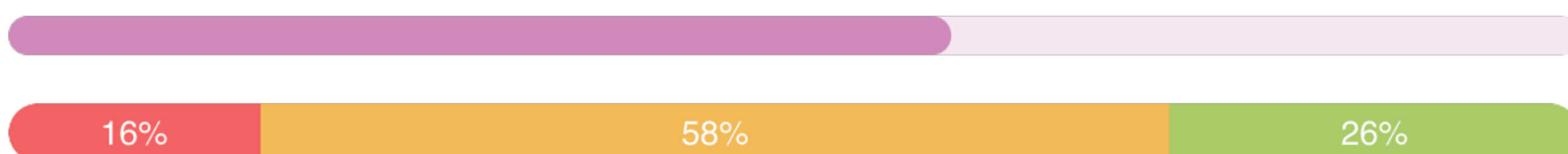
77%



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.

60%



3
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.

66%



4
Re

Resilience^{AQ}

Currently, employees have average levels of resilience. Negative, and unexpected situations do impact them but generally they are able to recover from setbacks or changes. Although they bounce back from stressful situations relatively fast, at times it may take them a great deal of effort to get back to “business as usual”.

66%

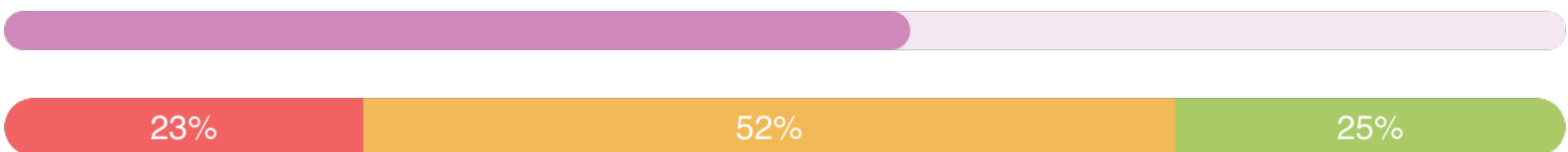


5
Un

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.

58%



Character^{AQ}

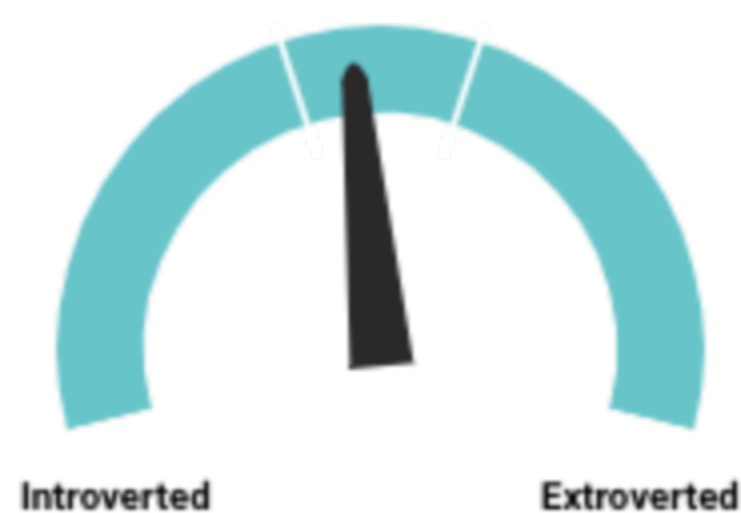
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6
ER

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.



7
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





8 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.



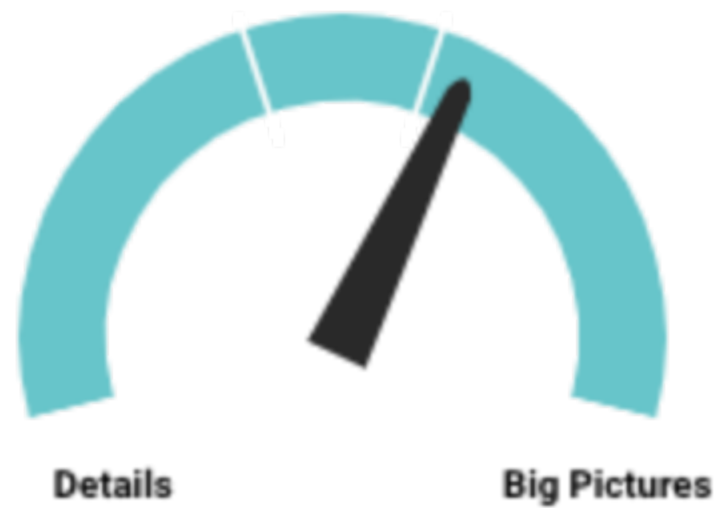
9 Ms Motivation Style^{AQ}

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.



10
Ts

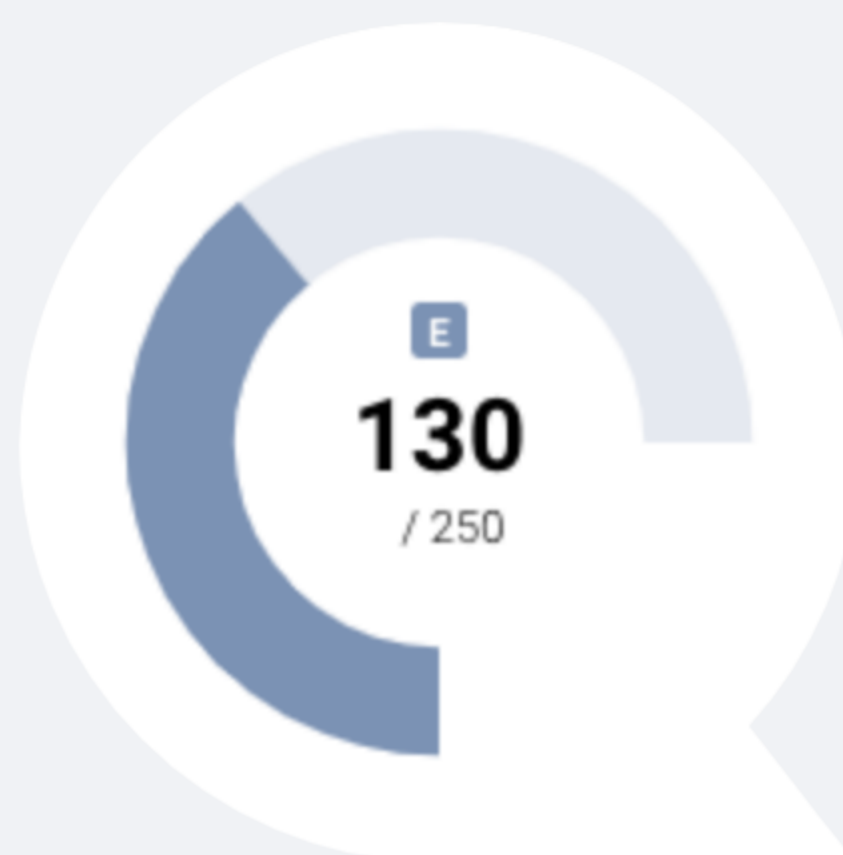
Thinking style^{AQ}



People who ‘see the forest’ generally make sense of their work by seeing the big picture. In short, they see the forest but at times overlook the trees. Their thinking style at work is rather broad, general and focused on the primary outcome of a goal. For example, if they had to prepare a presentation, they might describe their task as “educate an audience about a topic” rather than “make slides and talk about content”. Employees with this thinking style often try to connect the dots between their various roles and responsibilities at work to create an overarching job definition. When interacting with others, their thinking style may be especially useful ensuring their peers remember the end goal - yet they are also more likely to give ambiguous instructions or overstep boundaries in their attempt to address broad objectives.



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Environment: Distribution^{AQ}

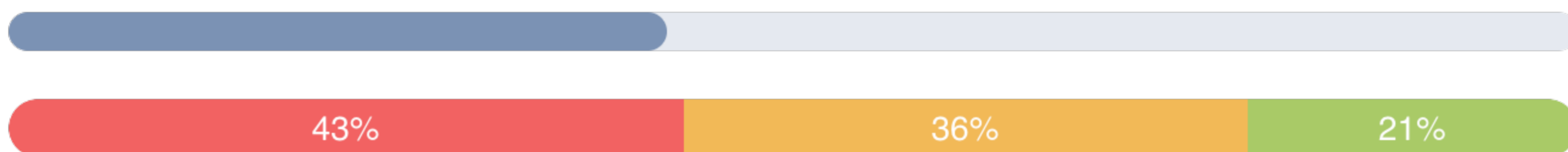


11 CoS

Company Support^{AQ}

Currently your employees perceive the organization as being distant and somewhat uncaring. Employees do not expect the organisation to show care about their wellbeing and or interest in their personal goals or needs. In general, employees feel that the company shows little concern for them and will not help them in times of need.

42%



12 EH

Emotional Health^{AQ}

Employees are thriving at your company and thus seem to have a high adaption capacity. They report only limited negative experiences. Positive experiences at work, such as excitement or relaxation, seem to be the norm rather than exception. This provides a solid foundation for longterm, and continual change as employees have the energy and the motivation to adapt in your organisation, even if it is difficult.

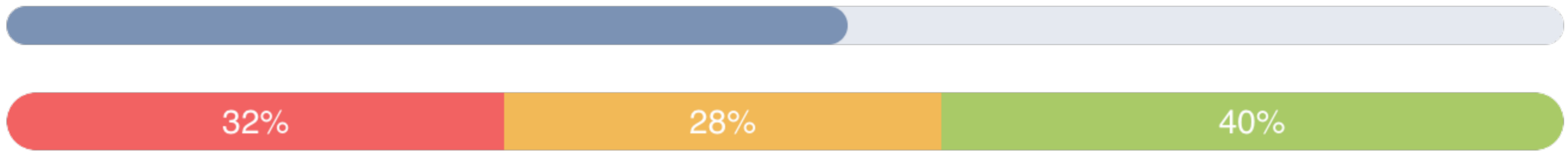
64%



13 **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.

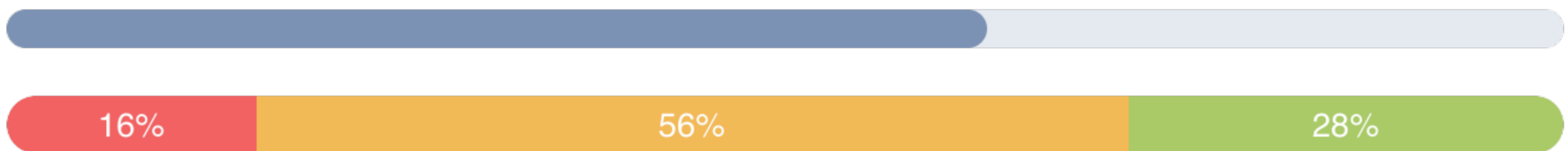
54%



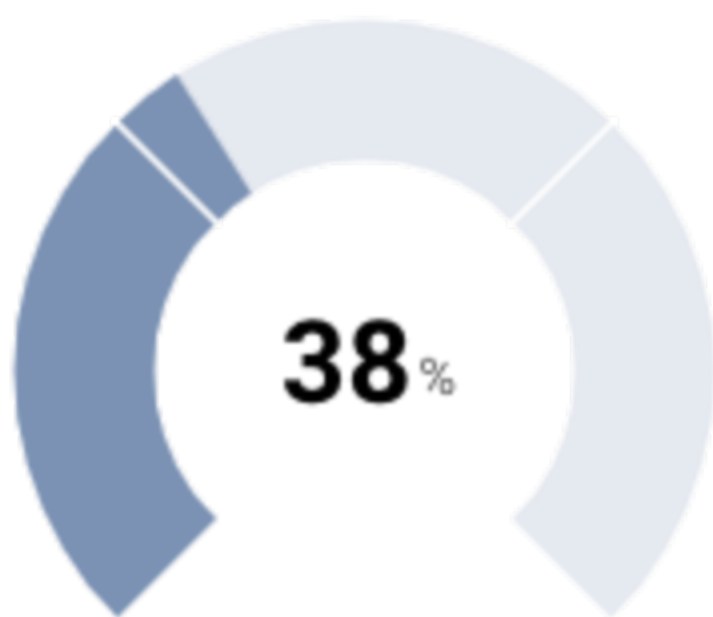
14 **We** Work Environment^{AQ}

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.

63%



15 **Ws** Work Stress^{AQ}



Currently, in your company, employees report low levels of “overwhelm” as they believe they can generally handle the work demands well. Stress levels are low as employees feel they can finish all their tasks while adequately addressing new tasks that come in. Expected work is in line with what they believe they can achieve. Long term, low stress levels means a greater likelihood your employees will experiment, try new things, stay with you, and are less likely to be absent due to stress.



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.



16
Cri

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.

66%

17
Rsi

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.

60%