



Features

- One of the world's first measures of **Mental Toughness**
- **Reliable and Valid**
- Generates 4 reports - **assessment, coaching, individual and development** reports
- **Efficient** - takes less than 8 minutes and **cost effective**
- Available in **on-line** format
- Uses **everyday language**
- Available in a **wide range of languages**
- Developed under the expert guidance of Dr Peter Clough, Head of Psychology, Hull University

MTQ48 measures Mental Toughness

Mental Toughness is a key aspect of performance in the workplace

- Assess Strengths & Weaknesses
- Build resilience in your people
- Build teams that can deliver performance
- Enable effective coaching & development
- Powerful & Accurate

MTQ48

What does it measure?

The four subscales are called the 4C's

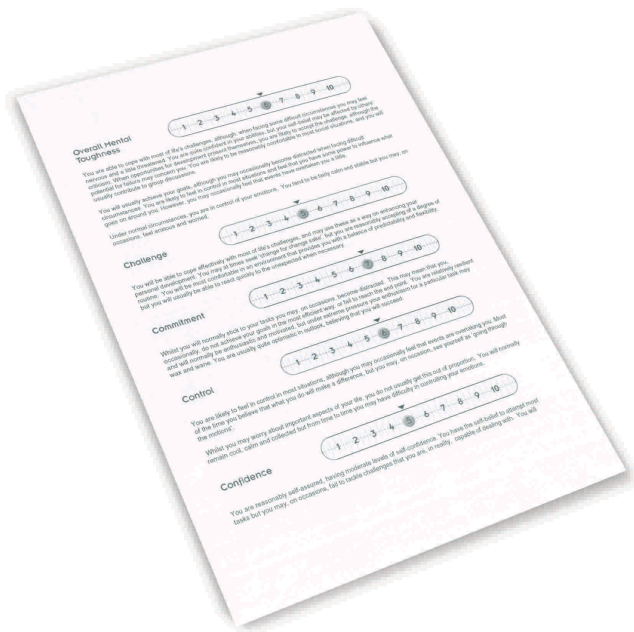
1. Control

Individuals who score high on this scale feel that they are in control of their work and of their work environment. At the high end of the scale they will be able to handle lots of things at the same time. At the other end they may only be comfortable handling one thing at a time.

Ongoing development of MTQ48 has identified 2 subscales to this scale:

1.1 Control (emotion)

Individuals scoring highly on this scale are better able to control their emotions. They are better able to keep anxieties in check.



1.2 Control (life)

Individuals scoring higher on this scale are more likely to believe that they control their lives. They feel that they can make a difference.

2. Challenge (sometimes called change orientation)

Describes the extent to which individuals see problems as opportunities. At one end of the scale we find those who thrive in continually changing environments.



At the other end we find those who prefer to minimise their exposure to change and the problems that come with that.

3. Commitment

Sometimes described as "stickability", this describes the ability for an individual to carry out tasks successfully despite any problems or obstacles which arise whilst achieving the goal. Consequently an individual who scores at the high end of the scale will be able to handle and achieve things to tough unyielding deadlines.

4. Confidence

Individuals who are high in confidence have the self-belief to successfully complete tasks, which may be considered too difficult by individuals with similar abilities but with lower confidence. At the other end of the scale individuals will be unsettled by setbacks and will feel undermined by these.

4.1 Confidence (abilities)

Individuals scoring highly on this scale are more likely to believe that they are truly worthwhile.

4.2 Confidence (interpersonal)

Individuals scoring highly on this scale tend to be more assertive. They are less likely to be intimidated in social settings and are more likely to cope with difficult or awkward people.

The Benefits

MTQ48 has been specifically designed to enable organisations to understand what their people need to do to respond more effectively to the pressures in today's world of work.

Employees increasingly have to:

- Work to demanding goals and targets
- Handle several things at the same time - often on their own initiative
- Respond to sudden changes and new demands
- Achieve despite set-backs and interruptions

The consequence of failing to do this effectively is:

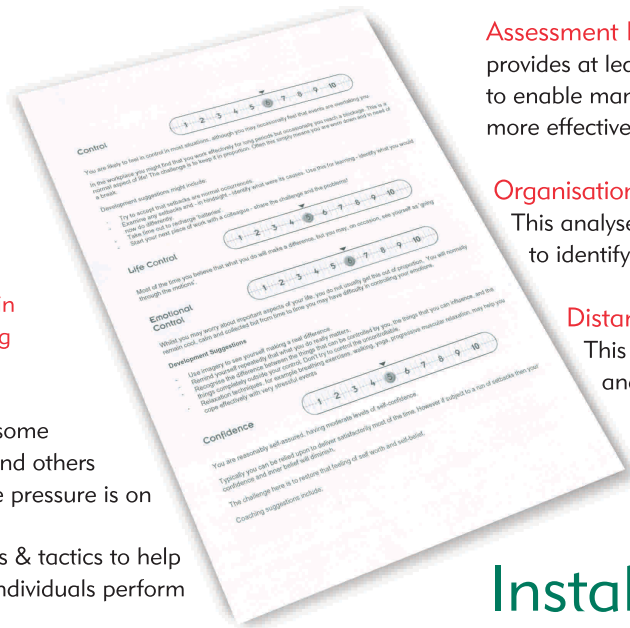
- Under performance for the organisation
- Stress related problems for employees

Through a simple, short questionnaire MTQ48 measures individuals abilities in 4 key areas enabling organisations to:

- Understand why some people succeed and others struggle when the pressure is on
- Develop strategies & tactics to help organisations & individuals perform under pressure
- Help managers get the best from their people
- Recruit more effectively around these key criteria

The Result:

- Better bottom line performance - £
- Improved morale & a better working environment
- Better ability to recruit people who can make it
- Reduced risk of stress related claims and awards



The Features

The tool

MTQ48 is a valid reliable and efficient questionnaire.

Taking about 8 minutes to complete, data is processed to provide normed results almost immediately. Individual data is normed against a UK working population.

The reports

The software immediately generates 5 reports - all carrying careful instructions for their application:

Development Report - as above but adding suggestions for own development.

Coaching Report - provides the manager/coach with narrative about the persons mental toughness and offers coaching suggestions to help them to guide more effectively.

Assessment Report - designed for recruitment, this provides at least 5 questions on each scale to enable managers to probe individual scores more effectively.

Organisational Development Report - Coming 2008.

This analyses scores on each scale for selected groups to identify trends and patterns.

Distance Travelled Report - Coming 2008.

This is a comparison report based on a current and previous assessment for an individual.

Installation & Use

MTQ48 is available in a fully on-line format.

This enables clients to set up and complete assessments on-line. Reports are generated and stored on-line.

This means that MTQ48 administration can be handled remotely and reports can be emailed anywhere in the world.

MTQ48

Applications of Mental Toughness in the Education, Health and Social Sectors

Originally developed for application in the occupational sector and the sports sector (where lay its origins), recent work has shown that there are clear & valuable applications in the world of Education, Health and Social Work.

For instance in Education, Mental Toughness has been shown to be closely related to:

- Academic performance - verbal, non-verbal and quantitative abilities
- Reduction in negative behaviour
- Wellbeing - including less perceived bullying & more positive (career) aspirations
- Lower Student drop-out rates in Further Education

It is possible to develop young peoples mental toughness and enable them to perform better in school and in further education.

Similarly in Health and Social sectors, studies are beginning to show that Mental Toughness can be associated with:

- Reduced anti-social behaviour
- Speed of recovery from illness
- Health - more likely to maintain better diet and fitness

Mental Toughness Development Programme

Developed specifically to help people develop Mental Toughness, the programme has been designed in conjunction with Dr Peter Clough and his team at Hull University. The content creates an understanding of what are stressors and how people and groups can best deal with them. It has applications for Peak Performance Development and Stress Management.

The programme is available in two basic formats - delivery as a group workshop (for groups of 8 - 12 in 1, 2 or 3 day formats) or for application on a one-to-one coaching basis. Both formats are supported by a comprehensive workbook which contains all the programme content as well as descriptions of tools and techniques.

The content includes: Understanding mental toughness; putting stressors and challenges into context; understanding how we deal with those; how to manage, and cope with, fatigue and its role in managing pressure; tools and techniques; team toughness; creating plans that work. Use is made of a personality measure, MTQ48 and two fatigue measures (state and trait).

For more information contact AQR at the address shown below.

For more information see www.aqr.co.uk



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