

# MTQ48

# Development Report

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## How to use this report

The information used to generate this report was obtained solely from the questionnaire you completed. It represents only one source of information and it is important to recognise that other forms of evidence about your mental toughness will exist. The report should be interpreted within this wider context.

Its purpose is to give you developmental feedback on your mental toughness. This has been achieved by comparing your scores with scores obtained from a large sample of people in the general population.

The best way to maximise the usefulness of this report is to:

Read the text with an open mind

Consider the findings carefully. Factor in other information from other sources. For example you may wish to discuss the report with your manager, assessor, friend or member of your family. The report gives you a starting point - the discussion allows you to really get to the truth!

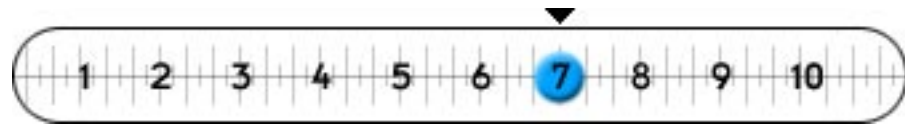
Then choose to accept all, some or none of findings presented here. No questionnaire is infallible and you may feel that this report does not represent your mental toughness. That is fine! However, it should provide you a useful insight into one aspect of the way you interact with the world

The findings presented here represent a snapshot in time. Your mental toughness can be enhanced in a number of ways. In this report there are suggestions as to how you can develop some aspects of your mental toughness, if this is appropriate. They are presented in the sections on Challenge, Control, Commitment and Confidence. They are designed to give you some ideas, but you may know of many other ways of developing your skills - use these in conjunction with the ideas presented here.

## The Mentally Tough Person

The mentally tough person tends to be sociable and outgoing; being able to remain calm and relaxed, they are competitive in many situations and have lower anxiety levels than others. With a high sense of self-belief and an unshakeable faith that they control their own destiny, these individuals can remain relatively unaffected by competition or adversity.

## Overall Mental Toughness

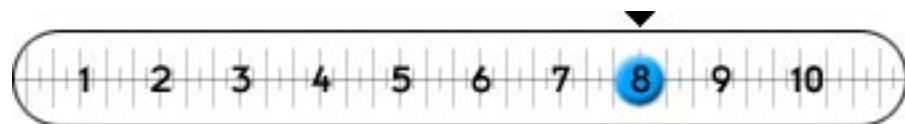


You are able to cope with most of life's challenges, although, when facing some difficult circumstances you may feel nervous and a little threatened. You are quite confident in your abilities, but your self-belief may be affected by others' criticism. When opportunities for development present themselves, you are likely to accept the challenge, although the potential for failure may concern you. You are likely to be reasonably comfortable in most social situations, and you will usually contribute to group discussions.

You will usually achieve your goals, although you may occasionally become distracted when facing difficult circumstances. You are likely to feel in control in most situations and feel that you have some power to influence what goes on around you. However, you may occasionally feel that events have overtaken you a little.

Under normal circumstances, you are in control of your emotions. You tend to be fairly calm and stable but you may, on occasions feel anxious and worried.

## Challenge



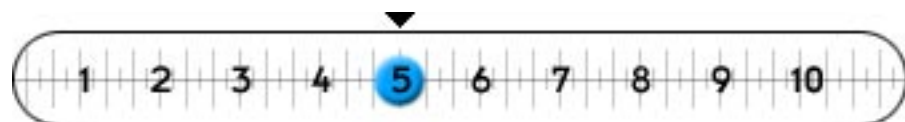
You tend to see a challenge as an opportunity rather than a threat, often using it as a way to achieve personal development. You are not intimidated by changes in your routine and may be actively drawn to fast moving, challenging environments.

You will tend to be 'quick on your feet', having an ability to quickly deal with unexpected events. You may become quickly bored by repetitive tasks, becoming frustrated by what you see as mundane. You will probably appreciate an unstructured environment that allows you scope to be flexible.

## Development Suggestions

- You may need to ensure that you take routine tasks more seriously. Think about their value to the organisation and to others - and therefore why they are important.
- Look at time management tools and techniques to help you organise things better - particularly when working with others.
- Plan your work out more clearly and make it visible. Review progress regularly - perhaps asking someone to prompt you to do this.
- Consider listening skills training - you might need to take into account others needs in carrying out your work

## Commitment

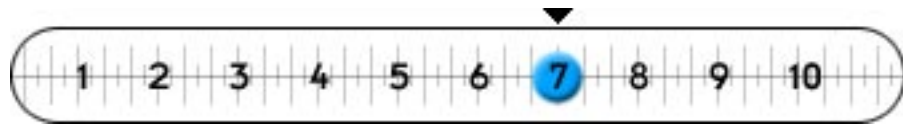


Whilst you will normally stick to your tasks you may, on occasions, become distracted. This may mean that you, occasionally, do not achieve your goals in the most efficient way, or fail to reach the end point. You are relatively resilient and will normally be enthusiastic and motivated, but under extreme pressure your enthusiasm for a particular task may wax and wane. You are usually quite optimistic in outlook, believing that you will succeed.

## Development Suggestions

- Identify what really interests and motivates you and then ensure that you incorporate this into your planning of task
- Always set specific, measurable, achievable, relevant and time-bound goals.
- Try to be optimistic. There is a lot of truth in the old adage 'If you think you can, you can. If you think you won't, you won't'.

## Control



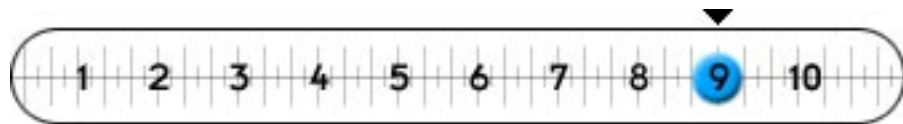
You are likely to feel in control in most situations, although you may occasionally feel that events are overtaking you.

In the workplace you might find that you work effectively for long periods but occasionally you reach a blockage. This is a normal aspect of life! The challenge is to keep it in proportion. Often this simply means you are worn down and in need of a break.

Development suggestions might include:

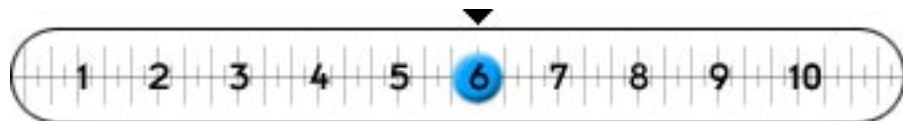
- Try to accept that setbacks are normal occurrences.
- Examine any setbacks and - in hindsight - identify what were its causes. Use this for learning - identify what you would now do differently.
- Take time out to recharge 'batteries'.
- Start your next piece of work with a colleague - share the challenge and the problems!

## Life Control



You rarely simply just 'go through the motions', believing that what you do makes a real difference

## Emotional Control

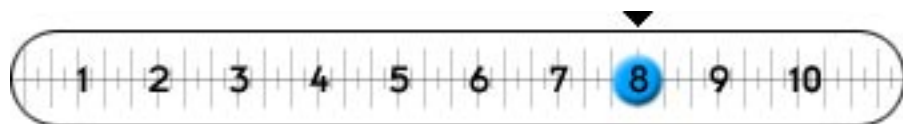


Whilst you may worry about important aspects of your life, you do not usually get this out of proportion. You will normally remain cool, calm and collected but from time to time you may have difficulty in controlling your emotions.

### Development Suggestions

- Use imagery to see yourself making a real difference.
- Remind yourself repeatedly that what you do really matters.
- Recognise the difference between the things that can be controlled by you, the things that you can influence, and the things completely outside your control. Don't try to control the uncontrollable.
- Relaxation techniques, for example breathing exercises, walking, yoga, progressive muscular relaxation, may help you cope effectively with very stressful events

## Confidence



You have high levels of self-confidence and are self-assured.

Typically in the workplace you are seen as an achiever and you may succeed where others will give up or fail - but you may sometimes 'go for it' when this is not really warranted. You may try to succeed even when the task is unachievable.

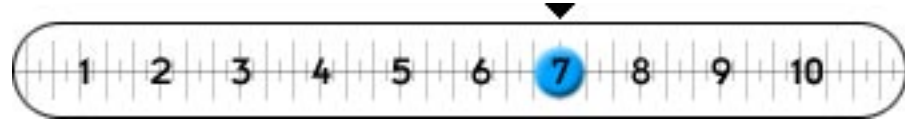
Coaching suggestions include:

- Ensure work programmes and plans are properly scoped and assessed.
- Identify clear parameters for unacceptable risks ('reduce costs but don't lose supplier X') to avoid trying to achieve the

impossible.

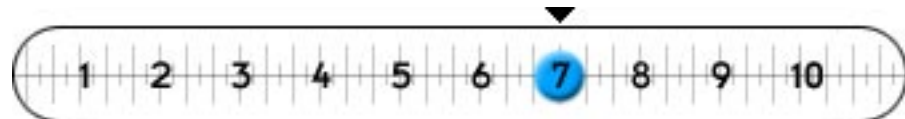
- Review work regularly to reinforce learning.
- Be clear how you are going to carry out a piece of work and be honest about whether you are comfortable taking it on. Highly confident individuals will always say yes when asked to do something - when sometimes it is better to say no.

## Confidence In Abilities



You have the self-belief to attempt most tasks but you may, on occasions, fail to tackle challenges that you are, in reality, capable of dealing with. You will normally believe that things will come right in the end, but you may become overly self critical at times, allowing mistakes to prey on your mind.

## Interpersonal Confidence



You will tend to feel comfortable in groups, but you may not always speak your mind when you have something to say. You will sometimes be willing to take charge of a situation, but on some occasions you may fail to act proactively. Normally, you will play a significant role when working with other people.

## Development Solutions

- List 5 positives about yourself. Work with your manager, a friend, a colleague or family to identify these. In times of stress repeat them to yourself.
- Make sure that if you have something to say that you say it!
- Monitor your self talk - be aware of how many times you have negative thoughts about yourself - then simply tell yourself to STOP when you are about to think a negative thought. It is as easy to think positively than negatively - so choose the former.
- Get other people to tell you positives about yourself.
- Don't dwell on mistakes. Avoid over-generalising - one mistake does not mean that everything is wrong. Also avoid 'black and white' thinking - mistakes are not all bad. In fact they provide a very useful form of feedback which can be used to help improve your work performance.