



Innovations in Improving Performance

Features

All instruments are designed to support the development of individuals and organisations

Focus on Performance

All are extremely easy to use and are cost effective. Reports use every day language & are generated immediately. Data is stored on-line and is available for analysis.

Accessible

Simplified training programmes enable competent use. No license fees - pay per use. Extremely competitive pricing structures.

Cost Effective

Much of our work is supported by published research and client case studies.

Evidence Based

Leading Edge Psychometric Measures & Innovative Tools Techniques for the 21st Century

Adding value – enabling organisations and people to improve performance & wellbeing

Supporting leadership & management – making better decisions about people

Guiding the development of organisations & individuals – helping trainers coaches and mentors to diagnose, intervene and evaluate more effectively.

Designed for core purpose – leadership, developing resilience and confidence and team working

ILM72

PREVUE
ASSESSMENTS®

MTQ48

assessME

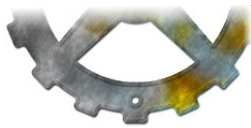
AQR360°

MTQ48 - Mental Toughness Questionnaire

The Mental Toughness Questionnaire measures how individuals respond to stressors, pressure & challenges. Used in **Coaching, Mentoring & Training and Development** mental toughness can also be directly related to development of **Positive Behaviour, Wellbeing and Aspirations**

What does it measure?

The questionnaire take approximately 8 minutes to complete and measures mental toughness on 4 scales which combine to produce an overall measure of Mental Toughness :



- **Control** – extent to which you feel in control of your life and emotions
- **Challenge** – Identifies the extent to which people see challenges, variety, problems & changes as opportunities - or see these as threats
- **Commitment** – the extent to which someone makes promises and commits to deliver what has been promised
- **Confidence** - Identifies the extent to which people have self belief in their abilities and the confidence to deal with setbacks and oral challenge

ILM72 - Integrated Leadership Measure

The Integrated Leadership measure is a reliable psychometric instrument used by individuals and organisations in

Leadership & Management Development.

It is the worlds first integrated measure that maps to all current popular leadership models in use around the world.

What does it measure?

The questionnaire take approximately 12 minutes to complete and measures **leadership style** on 6 bi-polar scales and **leadership effectiveness** through 3 global factors:

Leadership Style		
Task	vs.	Person
Flexible	vs.	Dogmatic
De-Centralised	vs.	Centralised
Reward	vs.	Punishment
The Means	vs.	The End
Structured	vs.	Organic
Global Factors		
Determination To Deliver		
Engaging With Individuals		
Engaging With Teams		

Reporting

Both MTQ48 and ILM72 adopt a highly effective and user friendly set of reports designed for optimum impact in a wide range of applications

Development Report - clear feedback for the individual and interpretation with development suggestions

- **Distance travelled report** – allows a comparison of before and after results
- **Assessor Report** - clear feedback to the Manager/Coach and sample questions to help probe each area.
- **Coaching Report** - provides suggested coaching & development actions to the Manager/Coach designed to complement the development report
- **OD Report** – generates histograms of results of selected groups and individuals

MTQ48 and ILM72 and their derivatives have been developed with AQR under the expert guidance of Dr Peter Clough, Head of Psychology at Hull University and colleagues Dr Keith Earle and Dr Nollaig Heffernan.



360° Performance Evaluation

Leading edge and cost effective online 360 systems to suit the requirements and budget of any organisation, enabling them to conduct 360 assessment of competencies, behaviours, skills and knowledge.

Customisable 360° Systems - assessME

This tool allows the client to use their own competency framework behaviour or skill sets within the system. The structure, appearance, operation and outputs of the system can also be customised.

Reporting– data analysis **by individual, competence or by Group**. Also produces a **comprehensive workbook format** for the individual to enable them to draw up a personal development plan. This can be customised

Specific 360° Systems - cost effective tools using generic item sets. These have limited customisability.

AQR ILM 360° Assessment Tool

Designed for use by ILM Centres with learners. Items are based on selected ILM units at Levels 3 and 5

Third Sector 360° Assessment tool.

Uses a generic competency framework developed with the **University of East London** & leading 3rd sector organisations. Designed as a low cost, high quality tool for use with 3rd sector organisations of all sizes.

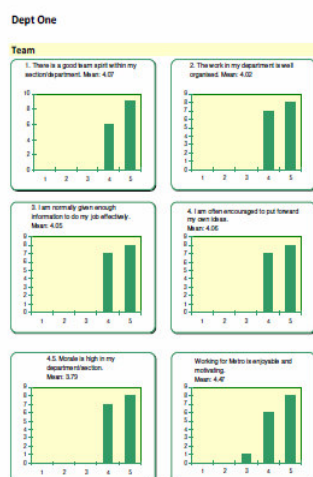
Specific generic systems are also being developed for the Social Housing sector and to support the **National Occupational Standards in Leadership and Management**

Reporting – All systems use Structured Workbook Style Reports which guide the assessee in using information to its full. A Distance Travelled Workbook/Report can be generated that allows assessee to measure progress and to plan ongoing personal development. Assessors are able to add comments

Employee Surveys

Employee Survey Online is a database driven online facility which allows organisations to gather employees' views about an organisation in an easy and fully automated way. Based on AQR's experience of more than 1000 employee surveys, clients can access AQR's database of more than 200 generic items. It is a dynamic system which enables the use of closed and open questions.

4. Survey Results	
Employee Survey Results – by Total Sample	TEAM (26,269)
TEAM	Mean Score
1. There is a good team spirit within my section/department.	4.07
2. The work in my department is well organised.	4.02
3. I am normally given enough information to do my job effectively.	4.06
4. I am often encouraged to put forward my own ideas.	4.06
5. Morale is high in my department/section.	3.79
6. Working for Metro is enjoyable and motivating.	3.96
ORGANISATIONAL	
7. Relations between managers and employees are effective.	3.96
8. I am clear about how my job contributes to the success of METRO.	4.15
9. Metro is committed to providing a high quality service.	4.27
10. My manager makes it clear what is expected of me.	4.20
11. I am satisfied with the recognition/reward when I do a good job.	3.93
12. I am confident that METRO will always try to treat me fairly.	4.04
13. Communication between the different departments in METRO is good.	3.10
14. We have regular team meetings.	4.20
15. I have an opportunity to contribute my ideas to the team.	4.16
16. My Manager is good at keeping the team focused on its priorities.	4.06
CORPORATE INITIATIVES	
17. I understand Metro's vision and values.	3.96
18. I understand how METROPLAN applies to my department/section.	3.95
19. I am able to contribute to METRO's planning processes.	3.68
20. I feel that Team Briefings encourages two way communication.	3.82
21. Team Briefings are useful to me in my work.	3.88
22. My team understands what our priorities are.	4.12
23. I am proud to tell people that I work for Metro.	4.02
TRAINING AND DEVELOPMENT	
24. There are good training and development opportunities available for me at Metro.	4.11
25. My line manager has shown a commitment to my personal development.	4.15
26. My manager helps me identify any development opportunities that would be of use to me in my job.	4.03
27. My manager actively encourages me to use any new skills I learn.	4.07



Reporting

Results are presented in the form of a PDF Report which includes analysis in graphic and numeric formats as well as listing responses open questions.

Key Features:

- **Extremely easy to set up & administer**
- **Secure.** Password controlled. No traceability – can be used only once by a participant
- **Up to 60 items can selected** (this includes closed and open questions).
- **User sets survey completion timetables**
- **Online or paper and pencil completion**
- **Session saving option** – to allow participants to save responses and come back to complete

Prevue Assessment

Developed by Professor David Bartram at Hull University. Prevue is a unique psychometric tool designed primarily for use in recruitment and selection. It also has applications in coaching, assessment, development and succession planning



What does it measure?

The assessment takes approximately 1 hour to complete and assesses 20 scales:

- **Abilities: General, Verbal, Numerical and Spatial Abilities**
- **Motivation & Interests: interest in working with people, data & things**
- **Personality: 12 scales around 4 ("big 5") themes Independence, Conscientiousness, Extraversion and Stability.**

Benchmarking

A unique facility to create job profiles quickly from test data or the knowledge of people who know the role well.

Reports

Creates 5 different reports for use in a variety of applications:

- **Selection** – measuring fit for role (benchmark) and generating sample interview questions.
- **Approach to Work** – information about the individual's preferences in the workplace
- **Individual** – Provides an explanation of the individual's results – used for feedback
- **Personal Development** – Examines gaps in fit for role – and suggests personal development actions.
- **Succession Planning** – Lists roles to which the individual might be suited or lists candidates suited to a single role.

Prevue for Careers

Prevue for Careers is a career guidance tool designed to support adults and young people who are seeking to make decisions about employment, education or training.

What does it measure?

Based on the Prevue Assessment it measures Abilities, Interests, Motivations and Personality.

The Report

The Prevue for Careers report provides:

- A graphical **summary of results**
- **Narrative** describing candidates scores on all scales
- An **Approach to Work** section that helps to identify culture fit and the individual's preferences in the workplace.
- A **Job Suitability Section** helps to identify potential careers

This is designed to provoke the individual into thinking about career options as well as supporting career guidance generally.

Part 6 John Doe

6. Potential Careers

Prevue for Careers compares your Prevue Assessment results to a variety of jobs selected for this report. This section identifies a number of careers that you might want to consider in the course of developing your career path. The information is meant to make you think about a range of careers rather than act as a specific predictor of your best career choice. You may find some of the listed jobs do not appeal to you. Others may surprise you and should encourage you to examine these other possibilities in more depth. The aim of this section of the report is to broaden your career horizon.

Occupational Title	Career Compatibility
Insurance Clerk	Close Match
Pattern Cutter/Cutter	Close Match
Road Transport Manager	Close Match
Farmer	Close Match
Employment Agency Consultant/Interviewer	Close Match
Bank Officer/Cust. Service Assistant	Close Match
Branch manager 1 - SA	Close Match
Home Economist	Close Match
Local Government Officer	Close Match
Operating Department Practitioner	Close Match
Printer	Close Match
Signalling Technician (Railways)	Close Match
Sound Technician	Close Match

Life Planning Guide

Guides users in developing an **employability profile** based on their assessment results. Applies a structured approach to researching careers via the **RACPAC** process, helping people to make better decisions about their life & their careers.

For more information and details of our training and development programmes see www.aqr.co.uk



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