



Who are AQR?

AQR was established as TCA Consultants Ltd in 1989. We have evolved into one of the world's leading edge international test publishers and business consultancies. AQR now offers a range of innovative and accessible psychometric tests, tools and development programmes, designed to enable the very best performance from people and organisations.

In recent years AQR has expanded within the UK. AQR products and services are also available in more than 25 countries around the world: AQR products are translated into several languages enabling them to be used by more than 75% of the world's population.

AQR has developed close working relationships with Dr Peter Clough Head of Psychology at the University of Hull, the Institute of Leadership and Management and View Assessments Inc. of Canada (one of North America's leading developers of occupational tests).

So what do we offer?

AQR's goal is to make high quality psychometric tools and measures available more widely to managers and human resource professionals around the globe. Psychometric measures offer considerable value to managers in helping them to make better decisions about people.

This means ensuring that AQR's measures are:

- Easy to understand by both users and test takers
- Designed to be easy to administer & manage
- Designed to support quality feedback to the test taker

and that test users are:

- Adequately trained to use these tools at a reasonable cost
- Supported in their use

So what makes us unique?


AQR has developed a highly focused range of psychometric measures and instruments designed to enable:

- Individuals at all levels to perform better—particularly in management and leadership development
- Organisations to perform better

Carefully designed valid and reliable instruments enable the user to carry out two key tasks:

- Diagnostic work. To assess current state about key areas of skills, behaviour and performance. This enables better decisions to be made about people. It also enables interventions to be directed more accurately and therefore more effectively.
- Measure change or progress.

Why are AQR measures different?

- Extremely easy to use – fully on-line operation, automatically generates expert reports
 - Make full use of new technology. All feature Databases, allowing data to be accessed and re-used in a variety of useful ways.
 - Training – either BPS Level A/B or comprehensive 1 or 2 day programmes for each measure
 - Comparatively inexpensive to use – no annual licence fee – cost is on a per use basis
 - High quality – they are developed to attend to real and common issues for most organisations – they all add real and measurable value
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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 takes 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 world's 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:


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.**

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.

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.

Employee Opinion 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 AQRs 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.

For more information about our product offering and services see www.aqr.co.uk or contact us on

Tel: **01244 572050** ; E-mail: headoffice@aqr.co.uk



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AQR Corporate Social Responsibilities.

AQR is committed to maintaining the highest standards of corporate social responsibility in its business activities. To meet this commitment we will seek to respect the rule of law and adopt appropriate international standards, implement management systems, and will strive to:

The Environment

- Actively work to minimise waste and to recycle wherever possible.
- Our goal is to have a positive impact on the environment.

Business Ethics

- Behave with honesty and integrity in all our activities and relationships with others.
- Maintain internal controls adequate to guide and ensure standards are met.

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Encourage team working and the sharing of knowledge throughout the organisation
- Recognise employees' individual and team contribution and reward them appropriately

Local Communities

- Respect the different cultures and rights of individuals and indigenous peoples in all countries in which we operate
- Assist in the development of local community programmes where we operate, in consultation with local government, public and other appropriate stakeholders

Human Rights

- Identify and assess human rights risks within our sphere of influence and activities
- Provide direction and training to enable employees to positively address human rights within our sphere of influence and activities

Suppliers

- Seek to be honest and fair in our relationships with suppliers and contractors

- Encourage Suppliers and Contractors to abide by our standards

Social Responsibility

We no longer send Christmas Cards to clients ,etc. Instead we donate the allocated budget to the "Hope House Hospice" which caters for the needs of terminally ill young children. See www.hopehouse.org.uk. Children's Hospices carry out essential and valuable work yet are almost wholly dependant upon voluntary donations.

Doug Strycharczyk has also raised almost £15,000 to provide equipment for the Upper GI team at the Countess of Chester Hospital in Chester led by Jim Evans and David Monk (who also work with the North East Wales NHS Trust).

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