

## Development Report

Sample Report 21 July 2014

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This Development Report provides the candidate with:

Feedback on their MTQ48 scores  
Suggestions for their own development

# Summary

**OVERALL MENTAL TOUGHNESS**



**CHALLENGE**



**COMMITMENT**



**CONFIDENCE**



**CONFIDENCE IN ABILITIES**



**INTERPERSONAL CONFIDENCE**



**CONTROL**



**EMOTIONAL CONTROL**



**LIFE CONTROL**



# Mental Toughness Report for Sample 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.

## Mental Toughness

Mental Toughness is a quality which determines, in some part, how individuals perform when exposed to stressors, pressure and challenge.

It can play a significant role in determining how an individual manages stress as well as being a key factor in enabling individuals to perform to the peak of their abilities.

# Mental Toughness



1 2 3 4 5 **6** 7 8 9 10

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 moderately confident in your abilities, but your self-belief may occasionally be affected by others' criticism.

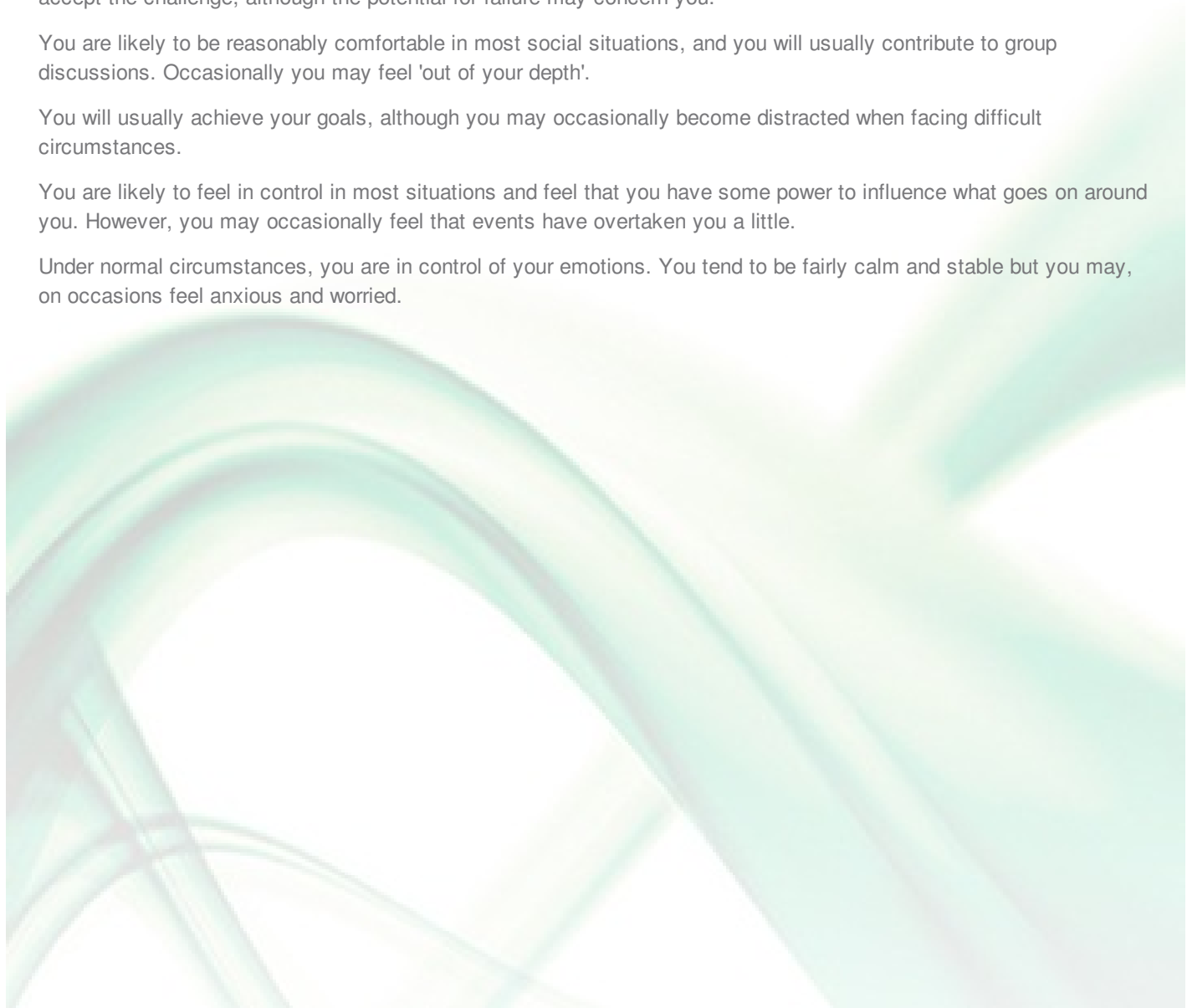
Sometimes people do get 'under your skin'. When opportunities for development present themselves, you are likely to accept the challenge, although the potential for failure may concern you.

You are likely to be reasonably comfortable in most social situations, and you will usually contribute to group discussions. Occasionally you may feel 'out of your depth'.

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



1 2 3 4 **5** 6 7 8 9 10

You will be able to cope effectively with most of life's challenges, and may use these as a way on enhancing your personal development. However, you might shy away from some of the most daunting opportunities.

You may at times seek "change for change sake", but you are reasonably accepting of a degree of routine. You should generally be comfortable working and living in environments and situations where there is a reasonably significant degree of risk, change and challenge. At times of high stress you may become overly risk avoidant. You will be comfortable in an environment where there is a balance of predictability and flexibility.

Although being happy in comparatively stable and unchanging environments you will usually be able to react quickly to the unexpected when necessary. Sustained exposure to change and challenge can wear people down and you might find that your enthusiasm for change diminishes in these circumstances. You may experience a sense of "burn out" from time to time.

## Development suggestions:

- You may benefit by considering that all challenges you face can be used to enhance personal development. Recognise each challenge and carefully consider how each one can be used to help you maximise your potential.
- Consider time management tools and techniques to help organise your time and your resources better.
- Work with someone else to help you to review and prioritise your work – particularly when things are changing quickly.
- Put challenges you face into wider perspectives. If asked to do something which appears daunting, check whether others with similar or lesser abilities than you have achieved it.
- Review your goals and targets to check that they are realistic and achievable. Have you genuinely got the resources you need to achieve? If reliant upon others to what extent are they dependable?
- Develop skills in coaching and delegating – to enable your work to be handled and to appreciate the value of adopting a structured approach to work.
- Review and develop team working – to enable resources and priorities within the group to be better focused.
- Review performance regularly – are your goals still achievable; are you beginning to experience "burn out"; what can you do to refresh yourself.

# Commitment



1 2 3 4 5 **6** 7 8 9 10

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".



1 2 3 4 5 6 **7** 8 9 10

You are reasonably self-assured, having moderate levels of self-confidence.

You normally feel you are a worthwhile person.

Typically you can be relied upon to deliver satisfactorily most of the time. However if subject to a run of setbacks then your confidence and inner belief will diminish.

You will, on occasions, rely on others to help you regain your self belief. The challenge here is to restore that feeling of self worth and self-belief.

## Development suggestions include:

- Praise yourself consciously when you achieve – and seek every opportunity to do so.
- Change your work environment temporarily to set new challenges what are not tainted by recent "failures". Ensure that you are given the best opportunity for success by devoting time to planning what you are going to do.
- Use the strength of the team to bring you back to full speed.
- Take time off for recovery.
- Consider assertiveness training or personal confidence training to freshen your range of tools and techniques – and ensure that support is there to apply them in the workplace.

# Confidence in Abilities



1 2 3 4 5 6 7 8 **9** 10

You will typically have the self-belief to attempt tasks that may be considered too difficult by individuals with similar abilities but lower confidence.

You have a genuine feeling that you are a worthwhile person.

Normally you assume you are right.

You have a generally positive view about life and don't usually allow mistakes to get you down.



# Interpersonal Confidence



1 2 3 **4** 5 6 7 8 9 10

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, but you may be overly sensitive to what other people say and think.

## 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.

# Control



1 2 3 4 5 6 **7** 8 9 10

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.
- Identify the factors you really can control
- 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!

# Emotional Control



1 2 3 4 5 **6** 7 8 9 10

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. These emotional episodes may surprise colleagues and friends.

## 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.

# Life Control



1 2 3 4 5 6 7 **8** 9 10

You rarely simply just 'go through the motions', believing that what you do makes a real difference. You feel that you are important and that your actions are telling.



## Comments

### **AQR TRIAL**

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