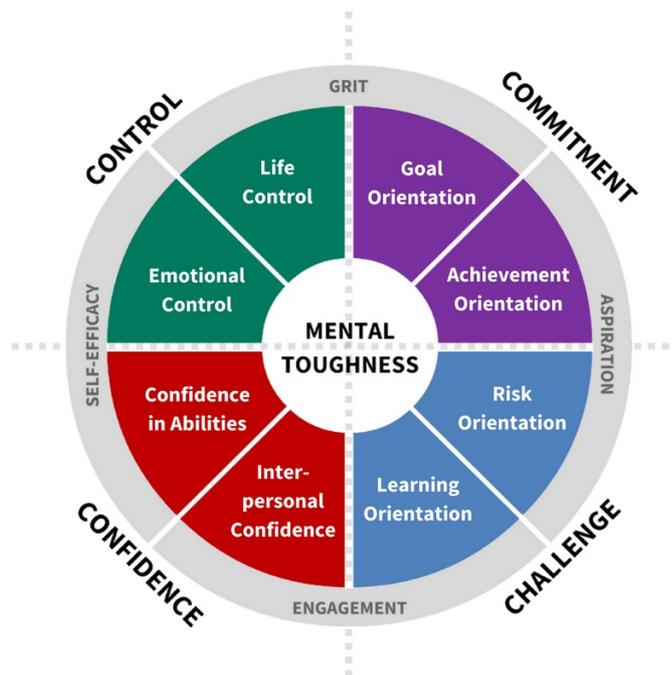


Development Report

Callum



This Development Report provides the candidate with:

- Feedback on their MTQ48 scores
- Suggestions for their own development

Summary

OVERALL MENTAL TOUGHNESS



CONTROL



EMOTIONAL CONTROL



LIFE CONTROL



COMMITMENT



CHALLENGE



CONFIDENCE



CONFIDENCE IN ABILITIES



INTERPERSONAL CONFIDENCE



Mental Toughness Report for Callum

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 a person who has the capability to withstand a significant amount of pressure.

You will normally have confidence in your own abilities and are often willing to take on demanding tasks, as you believe you will succeed.

You can usually shrug off criticism and not take others' comments to heart. You are likely to speak your mind when working in groups and are usually comfortable in many different social and work contexts.

You are normally committed to the task in hand. You tend to be tenacious and resolute and likely to complete what you start. You can deal with unforeseen circumstances without undue stress.

When problems arise, you are unlikely to give up, and you will typically view such events as challenges and opportunities for personal development, rather than threats to your security.

You will normally learn from your mistakes.

You have a belief that you are in control of your life. You feel that you are responsible for your own destiny and that you are influential in your own environment. You take the credit for your successes but will take the blame when you get it wrong.

You tend to be in control of your emotions and can cope with difficult events. You may be difficult for other people to fully understand. You are usually calm and stable under pressure.

Control

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

You will tend to feel in overall control of your life and have a belief that you can make things happen.

You will clearly identify what is controllable and then do something about those things you can change.

In the workplace this often means that you are seen as unflappable and/or a high achiever – nothing appears to get in your way.

Occasionally things do get in the way and you might find that frustrating and difficult to handle. It's important to stay focused on the things that are really within your control.



Development suggestions might include:

- Carry out reviews of your work (using SWOT or Force Field analysis) to identify where potential blockages might arise. Then brainstorm options for handling them.
- Identify what is controllable and what isn't.
- When asked to take on an assignment, scope the work properly to ensure that it is achievable within realistic timescales and with reasonable resources.
- When frustrated consider stopping and redirecting your energy into other areas.

Emotional Control

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

You are not prone to undue worrying, and you tend to be able to control your anxieties.

You are poised and are unlikely to "lose your cool", even in stressful situations.

You may not show your true feelings to other people, making you difficult to 'read'.

Development suggestions:

- Take time out to recognise that other people may get more stressed than you, recognising that they find some situations more difficult to cope with than you do.
- Other people may find you difficult to read – it is important that you let people know how you feel.
- You may occasionally not perform at your best as a result of being too laid back. Beware of complacency.
- 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.

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.

Commitment

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



You will usually complete your tasks even under difficult conditions, finding different ways to motivate yourself.

You have high levels of internal resources which allow you to sustain high levels of effort. You are resilient and tenacious. Once you have begun a task you will usually see it through to the end, tending to go round, or occasionally through, obstacles that are blocking the achievement of your end goal. Being seen as a deliverer is important to you.

Typically you are the type of person who is trusted with key or demanding tasks – and will deliver results whilst brushing off obstacles. This could mean that you may “bruise” others on your way to success – making them less co-operative or willing to work with next time. This

could eventually diminish your effectiveness.

Development suggestions:

- It is important to recognise that some tasks cannot be completed. Sticking to a task that cannot be done is simply a waste of resources. Review the resources and energy you are expending and ask yourself whether it can be better directed.
- Take time to understand the people around you – their strengths and their weaknesses. Play to their strengths – don't expect things that they cannot reasonably deliver.
- Take time to recognise contributions made by others – and give praise where due.

Challenge

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

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 you may be actively drawn to fast moving, challenging environments. You will be comfortable doing things which others may feel are daunting, difficult or even impossible. Responding positively to a challenge is, for you, an opportunity to demonstrate what you can do.

You see challenge as an opportunity to shine, not to fail. You will tend to be "quick on your feet", having an ability to quickly deal with unexpected events. The unexpected will often give you a 'buzz'. However, you may become quickly bored by repetitive tasks, becoming frustrated by what you see as mundane. You will probably appreciate, and often seek out, an unstructured environment that allows you scope to be flexible.

Possible areas for attention include working with others who see challenge and change in a more threatening light. They may be intimidated by your positive approach and it may be difficult, at times, for you to understand why they respond more cautiously. Similarly your preference for change and variety may mean that you bring lots of new ideas and initiatives to whatever you are involved with. However others with whom you need to work and who prefer a more stable and less changeable life may find this stressful and respond poorly to your enthusiasm for change and challenge.

Finally, you may be TOO optimistic at times. You need to ensure that you build in a reality check to your decisions.



Development suggestions:

- You may need to ensure that you take routine tasks more seriously. Think about their value, and therefore their importance, to the organisation and to others. 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.
- Take time to consider the impact of your ideas and your actions on others on whom you may need to depend to achieve your goals. Consider how they might be made more comfortable with your approach to change and challenge.
- Consider listening skills training – you might need to take into account others' needs in carrying out your work.
- Check that you have finished one activity before launching on another.
- Sometimes an activity which looks difficult or impossible, it is impossible or ultimately not worth doing. Carry out feasibility checks especially when exposing others to the challenge.

Confidence

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



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 may, on occasions, begin to question your abilities when things go wrong.

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

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.

Development suggestions:

- 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 as 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.

SIX INTERVENTIONS FOR DEVELOPING MENTAL TOUGHNESS

POSITIVE
THINKING



GOAL
SETTING



ATTENTIONAL
CONTROL



VISUALISATION



ANXIETY
CONTROL



SELF- AWARENESS



WHICH INTERVENTION IS RIGHT FOR YOU?