



AQme FUNDAMENTALS

Your quick reference cheat sheet to help bring meaning to the metrics

“How and what degree do I adapt?”



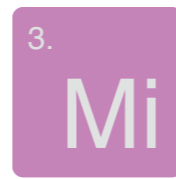
Grit

Grit is the ability to ‘stay the course’, to follow through when approaching important goals.



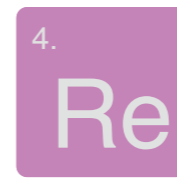
Mental Flexibility

The ability to accept, appreciate, and embrace competing demands or problems.



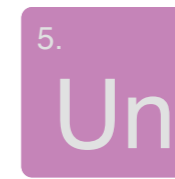
Mindset

The general outlook that change and adaptation will result in positive outcomes rather than negative ones.



Resilience

The capacity to recover quickly from difficulties & set-backs, or, in other words, the ability to ‘bounce back’.



Unlearn

The skill to unlearn and intentionality ‘let go of’ previous knowledge. To reassess based on new and old data.

LOW ADAPTABILITY

“I want to do something else, I quit”

- Unable to stick to long term goals
- Have projects often left unfinished
- Switch tasks often
- Give up difficult tasks quickly
- Be easily discouraged
- Find it difficult to stay on course

MEDIUM ADAPTABILITY

“I will keep going, but I need help”

- Be able to reach long term goals
- Look for multiple ways to achieve a task
- Show commitment and ‘keep working at it’
- Benefit from support to finish tasks
- Put off or delay tasks
- Can avoid tasks when lacking passion

HIGH ADAPTABILITY

“I’ve got this and will do whatever it takes”

- Confident in achieving long term goals
- Described as ‘determined’ and ‘hard working’
- Have a high capacity to persevere
- Known to finish what you start
- Often stick to a plan
- Not easily be discouraged

LOW ADAPTABILITY

“It worked before, so it will work again”

- Prefer to stick with known solutions
- Protects current processes and solutions
- Exhausted when problems seem unsolvable
- Gains confidence from held knowledge
- Described as ‘stubborn’ in your point of view
- More prone to ‘expert bias’

MEDIUM ADAPTABILITY

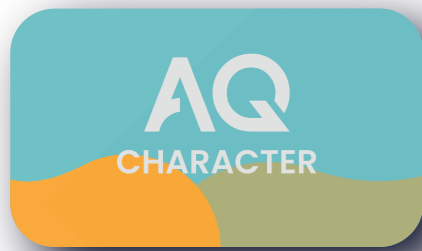
“Let’s discuss what might work now”

- Able to explore new solutions to problems
- Able to discuss a variety of perspectives
- Able to let go of past patterns or behaviour
- Feelings of uncertainty when ‘letting go’
- Need more time and evidence to stop
- Comfortable in changing course

HIGH ADAPTABILITY

“We must change the way we do it, right now”

- Find it easy to absorb new information
- Can delete redundant data from brain
- Able to let go of past patterns or behaviour
- Embraces/champions multiple perspectives
- Knows past wins do not guarantee future ones
- Able to ‘let-go’ of existing processes easily
- Break habits easily, champions change



AQme FUNDAMENTALS

Your quick reference cheat sheet to help bring meaning to the metrics

“Who adapts and why”



6. Er Emotional Range

The extent to which people experience emotions because of situations in their environment.

7. Ex Extraversion

How much a person seeks the company of others when experiencing change.

8. Ho Hope

The mindset to pursue goals and the ability to see or create alternative ways to reach them if challenged.

9. Ms Motivation Style

How employees motivate themselves and work towards important goals, when navigating change.

10. Ts Thinking Style

How we make sense of the world, how we view, categorize & process information in our work environment.

REACTIVE

“What you see is what you get”

- Have higher stress responses
- Suffer from more anxiety and worry
- Have strong reactions to uncertainty
- Overwhelmed at the unexpected
- Lose your temper under high pressure
- More sensitive when others are struggling

“I feel many emotions during change, but I am mostly in control”

- Experience both reactive and collective emotions as a result of different situations
- Have moments of worry and moments of calm and confidence. Context matters.
- Be described as emotionally ‘balanced’
- Less likely to ‘lose your temper’ - Less triggered from extreme emotions result of different situations.
- Act as an emotional facilitator, able to connect well with people experiencing change

“I’m always calm under pressure, whatever life throws at me, I’m not worried”

- Feel self-assured about the future
- Calm when unexpected events happen
- Control your emotions under pressure
- Less worried and in control of reactions
- Less sensitive with other peoples struggles
- Hardly ever dwells on negative events

COLLECTED

INTROVERTED

“I’ve got stuff to do. I’m not ‘mad’ I’m just thinking”

- Needs change via a new process or system
- Prefer stillness and time alone
- Avoid loud, social work situations
- Find intrusions distracting and disturbing
- Like to keep your head down
- Value 1-2-1 conversations about change

“I enjoy the variety; I like being around others, but I also need time to myself”

- Gain energy and enthusiasm from different social situations
- Enjoy change whether alone or in a team
- Ambidextrous when dealing with change
- Able to adapt to different social interactions, without negatively affecting your mood
- Value a mix of 1-1 time alongside wider social group activities

“My talking, is me processing and thinking out loud”

- Need change via a new behaviour or activity
- Like to talk through change in groups
- Gain energy from the company of others
- Excited by attention and chatty environment
- Suffers ‘cabin fever’ if isolated from others
- Able to shift to new environments easily

EXTROVERTED

FEARFUL

“I’ll most likely fail. I don’t know how. I’m not good enough”

- Low confidence in achieving goals
- Fearful of new ways to achieve goals
- Limited strategies to overcome challenges
- Hard to identify ways to move forward
- Lack of energy/emotion towards change
- Resigned to disappointing outcomes

“I’ll get there with the right help”

- Have mixed feelings about the future
- Be less confident which path to take
- Need support when facing transformational change to overcome moments of fear and doubt
- Unlock your potential through positive stories of transformational change to enhance mindset

“There’s light at the end of the tunnel. Things always work out for the best”

- Believe in ability to achieve your goals
- Confident in overcoming challenges
- High energy and like to move forward
- Feel capable to overcome obstacles
- Embrace uncertainty as opportunity
- Value abstract thought and imagination

HOPEFUL

PLAY TO PROTECT

“We can’t lose what we have, it is too important”

- Need a fear of failure in order to adapt
- Ensure duties are fulfilled
- Work carefully to assess the right solutions
- Cautious and reliable in approach
- Focus on avoiding negative outcomes
- Adapt in an organized, tentative and sometimes slower way

“It’s all about ‘balance’ we need to find a way to win, without risking losing”

- Can feel conflicted about which course to take
- Seek to strike a balance between ‘core’ and ‘new’
- Feel like driving with one foot on the accelerator and one on the break at the same time
- Can take longer to make decisions when the reason to change is unclear
- When communication and plans are clear you can leap into action

“The biggest risk is not going big enough”

- Need a burning ambition to adapt
- Want to maximise gains
- Take bigger chances to accomplish your aims
- Energized by inspirational stories
- Focus on achieving positive outcomes
- Drive bold and higher risk actions

PLAY TO WIN

DETAILS

“We must have a plan for this to be successful”

- See hidden details
- Be very specific and concrete in process
- Like to separate roles and responsibilities
- Establish steps required for achieving goals
- Can be perceived as micromanaging
- Can get lost in the minutiae

“People know I get things done around here”

- Make great project facilitators
- One eye on the prize the other on planning the steps and process to achieve it
- Less likely to initiate and push the boundaries of thinking at macro (very large) and micro (minuscule) levels
- Connect with others at both ends of this range
- Rarely the ones who envisage a transformative future or solution

“You’re missing the point... this is WHY we are doing it”

- Be all about the primary outcome
- Joins dots between roles and responsibility
- Keep people on track
- Give ambiguous instructions
- Push boundaries in pursuit of objectives
- See the forest, but overlook the trees

BIG PICTURE



AQme FUNDAMENTALS

Your quick reference cheat sheet to help bring meaning to the metrics

“When does someone adapt, and to what degree”



11. **Cos** **Company Support**

The general perception employees have around the extent to which their organization values their contributions and cares about their wellbeing.

12. **Eh** **Emotional Health**

The degree in which individuals are thriving at work, by experiencing positive moments while limiting the negative ones.

13. **Tes** **Team Support**

The extent to which employees feel they can share knowledge, are supported through challenges, and feel they can openly discuss their opinion.

14. **We** **Work Environment**

Does your organization facilitate and encourage self disruption, rapid experimentation, and regular adaptation, or does it hamper them?

15. **Ws** **Work Stress**

The sense of general overwork and overwhelm within your organization.

LOW ENVIRONMENT

“I’m just a number, maybe I don’t belong here”

- See employer as distant and uncaring
- Feel isolated, and question belonging
- Believe employer lacks interest in you
- Concerned about lack of support
- Feel employer doesn’t value wellbeing
- Become disengaged, and less committed

“Change is more often bad, and I don’t like it”

- Regularly experience negative emotions
- Have a low adaption capacity and feel unable to adapt to current changes
- ‘Bogged down’ and nervous about change
- Felt sadness/anxiety in the workplace
- Find your workplace a stressful place to be
- Benefit from support + environmental change

“Best keep your head down around here”

- Feel team is competitive with one way of doing things
- See sharing new ideas as risky
- Be less likely to ask peers for help
- Believe past mistakes are held against you
- Avoid raising up problems and challenges
- Feel individual ideas are rejected

“The way we do things tend to stay the same around here”

- Believe colleagues regularly hide mistakes
- Feel afraid, and avoid company wide sharing of new ideas
- See counterintuitive thinking as too risky
- Fear negative outcomes
- Keep failures quiet, breakthroughs are rare
- Experience slow adaptation, often in silos

“I have space for new things”

- Can handle your daily workload
- Experience low levels of work stress
- Have the capacity for new work and tasks
- Feel workload expectations is manageable
- Be able to finish tasks you start
- Have less risk of stress-related absenteeism

LOW ENVIRONMENT

MEDIUM ENVIRONMENT

“I don’t feel a real connection or spark here”

- Believe employer shows some interest
- Perceive support sometimes as ‘box-ticking’
- Unsure if contributions matter to employer
- Apathetic towards new employer initiatives
- Have varying levels of engagement
- Question if employer cares about wellbeing

“I’m not bothered either way”

- Feel stuck, unsure coming or going
- Signs of calmness, can be seen as apathy
- Be less likely to drive change
- Negative emotions overshadow positive ones
- Experience moments of anxiety and sadness
- Sense short-lived flashes of positivity

“I enjoy sharing with a few close-knit colleagues”

- Share challenges with close colleagues
- Avoid showing / expressing true self
- Be open, but with some caution
- Promote lower risk options
- At times, feel safe to experiment
- Be okay with asking for help

“We could do so much more if we shared”

- Share with team, but not organization
- Feel frustrated
- Struggle with ineffective processes
- Feel ideas are stifled by bureaucracy
- Experience blockages to progress
- See breakthroughs as happenstance

“I’m okay, at the moment”

- Drive change and innovation
- Hit deadlines, most of the time
- Have a healthy level of workplace stress
- Moments of overload, but soon passes
- Have time to experiment with new tasks
- Feel you have space to think

MEDIUM ENVIRONMENT

HIGH ENVIRONMENT

“I know my company cares about me, and has my back”

- Have high loyalty and engagement
- Experience employer caring about you
- Feel highly valued and in greater alignment
- Go further, even if it might be hard
- Feel very supported and take on more proactive responsibility
- Be less likely to leave

“I can’t wait for the next project and experience”

- Sense of thriving, workplace champion
- High tolerance and capacity for adaption
- Experience joy, excitement & contentness
- Can sustain positivity during change
- Rarely experience negativity at work
- Reassured that the environment supports your mental health

“I can be my whole self without fear”

- Highly experimental, mistakes are not held against you
- Very comfortable in asking for help
- Take greater risks
- Share openly different views and ideas
- Bring up tough issues without judgement
- Experience radical team transparency

“I’m always learning from others”

- Be rewarded for sharing new ideas
- Feel actively encouraged to pursue out of the box thinking
- Openly discuss mistakes across the whole organization
- Have confidence in your organizations experimentation processes
- Emboldened to disrupt existing processes
- Feel empowered and experience more innovation breakthroughs

“I simply have too much for one person to do”

- Feel there’s too many tasks to do
- Unable to finish your daily tasks
- ‘Sinking’ feeling, and missed deadlines
- Feel expectations are too high
- Feel stressed and lack time for new things
- Be at risk of burnout

HIGH ENVIRONMENT