



Results Summary

Name: Jerry Fontain
Position: Chief Financial Officer
Completed AQ Profile®: December 26, 2014

AQ Rank: 2 of 4
Status: ---

This report provides you scientifically grounded insight into Jerry Fontain's AQ®, CORE, attrition risk, likelihood of success, and mindset. Use it to make more accurate and intelligent decisions before you hire them.

Control	Ownership	Reach	Endurance	AQ	Likelihood of Success	Attrition Risk
46	46	38	43	173		
Above Average	Average	Above Average	Above Average	Above Average	Greater than most	Lower than most

Attrition Risk: Lower than most

People with above average AQs are motivated by challenges, difficulties and personal development. Injecting variety and challenges into even the most routine jobs will help you retain Jerry.

Likelihood of Success: Greater than most

Research shows people with higher AQs tend to become the most valued, productive, agile, innovative, engaged, and effective workers.

Mindset:

Relatively resilient, tenacious, optimistic, engaged, possibility driven, persistent, intense, improvement and solution-minded, flourishing on most change.



Retention Strategy

Feed Jerry a strong diet of problems, challenges, and difficulties, to keep Jerry fully engaged.

"I enjoy — even get energized by — taking on significant challenges and working through tough problems. The tougher it gets, the more engaged I tend to be. Unleash me on something important, and watch me get it done."



Jerry Fountain

Overall AQ

173

Above Average

Jerry's AQ score indicates an above-average capacity for dealing with challenges, difficulties, setbacks, and demands. When others get mired or demoralized, this person is likely to stay focused, determined, and effective. Those who score in this range (158-175) are likely to be more tenacious, optimistic, energetic and effective than those with more moderate, or lower, AQs.

People may naturally seek **Jerry's** energy and resolve, especially in difficult or challenging moments. An AQ of 173 is typical of many upper executives and entrepreneurs, regardless of industry, indicating the capacity to take on multiple challenges, to remain engaged, and to potentially engage or be positively infectious with others.

Jerry is also less likely to quit this job due to burnout, stress, feeling demoralized, and being overwhelmed. **Jerry** is likely to be a natural problem solver, seeing solutions others may fail to imagine.

An AQ of 173 also indicates some room for improvement. **Jerry's** overall AQ is stronger than most, but not as strong as those in the high range. Those who score in this range enjoy the same qualities — superior performance, agility, innovation, energy, tenacity, resolve, attitude, contribution — as those in the high range, but to a less extreme degree. Overall, this applicant has a greater-than-average chance of success in a challenging job and a reduced likelihood of quitting due to job pressures and demands.

Engagement and Retention Tips



Under moderately, even chronically demanding conditions, **Jerry** will perform better than most. This person will likely thrive on meaningful challenges, the opportunity to make a difference, and the drive for ever-better results.

However, an overabundance of mundane tasks, a perceived lack of leadership agility from above, or less-significant assignments may prove demotivating, increasing the risk that this candidate will seek greater, more compelling challenges elsewhere.

It is typically important to people who score in this range that they feel a keen sense of significance, challenges, and an opportunity to grow. Promotion is often less important than learning, growth, contribution, and improvement.

It is also important that **Jerry** receive regular opportunities to rejuvenate and re-energize, since this person is likely to invest considerable effort and energy into challenges. About 20 percent of the workforce score in the Above Average AQ range.



CONTROL

46

Above
Average

Jerry scores in the upper 30 percent on Control, and has a stronger-than-average sense of control in difficult situations.

This indicates the likelihood to sustain hope and effort, to persist in the face of most challenges. This range (43-47) also indicates that **Jerry** will experience less stress and will likely be more undaunted and fully engaged than those who score lower on Control.



Tip

Tasks that others perceive to be impossible might be well within this person's reach and may even prove highly motivating. Control is an important factor in long-term health, energy, optimism, and effectiveness. It also generates the tendency to take on greater accountability.

OWNERSHIP

46

Average

Jerry scores in the middle 40 percent on Ownership, suggesting normal level of personal accountability for improving or taking on difficult situations, or for stepping up when adversity strikes.

This person may worry about who or what caused the adversity more than playing a role in solving it. The more challenging and complex the situation, the more likely this person is to deflect ownership.



Tip

In most situations, you can expect an average level of personal accountability from **Jerry**. You can help fortify accountability and engagement by providing tasks in manageable chunks and by encouraging and rewarding **Jerry** for stepping up in critical moments.



REACH

38

Above
Average

Jerry scores in the upper 30 percent on Reach, suggesting a stronger-than-average capacity to keep problems in their place and to contain adversity when it strikes.

Keep in mind, this person can take on more challenges than most people while avoiding the emotional fallout others may experience. This ability may occasionally break down when adversity is particularly intense. However, **Jerry** is less likely than most to catastrophize when something goes wrong.



Tip

Feed this person a strong flow of challenges, without letting them stack up too high or for too long.

ENDURANCE

43

Above
Average

Jerry scores in the upper 30 percent on Endurance, and has a stronger-than-average ability to see past difficult situations. This affects the likelihood of reaching quicker solutions while increasing optimism, resilience, and energy.



Tip

When it comes to assigning tasks, remember this strong Endurance score is particularly important in jobs that are rich with complexity, uncertainty, and change. It can also influence others to consider and solve problems more productively.