



Results Summary

Name: Tina Jolley
Position: Chief Financial Officer
Completed AQ Profile®: December 26, 2014

AQ Rank: 1 of 4
Status: ---

This report provides you scientifically grounded insight into Tina Jolley'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
47	47	45	40	179		
Above Average	Above Average	High	Above Average	High	High	Exceptionally low

Attrition Risk: Exceptionally low

People with high AQs thrive on challenges, learning, and growth. If the job gets too routine or potentially boring, Tina may seek other opportunities.

Likelihood of Success: High

Research shows people with high AQs tend to be promoted sooner, valued more, and emerge as trusted top performers, especially in demanding circumstances.

Mindset:

Highly resilient, tenacious, optimistic, self-motivated, learner, problem solving, agile, possibility-minded, thrives on challenges, embraces/drives change.



Retention Strategy

Feed Tina challenges and growth opportunities.

"Whatever it is, we can find a way. Challenges? Bring them on! Don't sweat the small stuff, and it's all small stuff. It's up to me/us to make it happen."



Tina Jolley

Overall AQ

179

High

Tina is likely to be among the elite who thrive in a highly demanding, adversity-rich job. Within reason, the tougher it is, the more energized and engaged this person may become.

Tina likely has an uncommonly large capacity to take on tasks and challenges that others may see as daunting, overwhelming, stressful, or simply too much. There is a high probability that **Tina** will prove superior in problem solving, energy, attitude, optimism, innovation, and overall performance.

Agility—the capacity to respond swiftly and effectively to whatever occurs—is likely to be one of **Tina's** exceptional qualities. It is quite likely that given the proper context and challenges, this person will become a superior contributor to your organization.

Engagement and Retention Tips



Tina can likely take on more, more effectively, compared to most people. **Tina** might become bored or disengaged if the job does not afford opportunities to grow, learn, improve, and excel.

Although this person is likely to be self-driven and naturally motivated, **Tina's** direct supervisor should provide ample challenges and feedback for improvement to keep them fully engaged. Promotion may be less important than feeling challenged and significant.

Even if the job itself is routine, mixing it up with special challenges — even those perceived to be impossible, but important — can dramatically increase engagement and retention for people who fall in this range.

Research on AQ indicates that **Tina** is likely to sustain high performance in the right job and to be drawn to challenges that require their natural talents. **Tina** is likely to improve, learn, grow, and adapt to new challenges, as well as to thrive in responsibilities that require these traits.

This high AQ indicates a strong likelihood for better-than-average health, energy, optimism, and staying power. About ten percent of the workforce has an AQ within this range (176-200).



CONTROL

47

Above
Average

Tina 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 **Tina** 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

47

Above
Average

Tina scores in the upper 30 percent on Ownership, suggesting a higher-than-average tendency to take responsibility for helping to solve difficult problems, regardless of their causes. This can make this person significantly more effective than most at moving toward real solutions, rather than getting mired in excuses.



Tip

Tina is more likely to focus on solutions over blame and will want to play a role in taking on challenges. This natural tendency is likely to inspire others to take more accountability, get engaged, and get things done.



REACH

45

High

Tina scores in the top 10 percent on Reach, and has an unusually strong tendency to maintain a productive perspective, keeping difficulties and setbacks in their place, and not allowing them to become any bigger or worse than necessary.

This tends to positively affect resilience, energy, and general capacity. A high Reach score also indicates a natural tendency to separate professional and personal adversities, as well as an ability to keep perspective under stressful times and to deal with each challenge as it arises. Relationships also benefit because setbacks in one area are unlikely to spill over and ruin other areas.



Tip

Those who score high on Reach may inspire others to approach problems more constructively. A high Reach score is especially useful for adversity-rich or complex jobs with frequent setbacks and disappointments.

ENDURANCE

40

Above
Average

Tina 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.