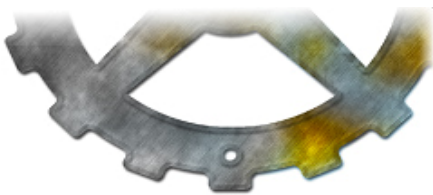


ORGANISATION DEVELOPMENT REPORT

Sample



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Tel. +44 (1244) 572050,
Fax +44 (1244) 572051
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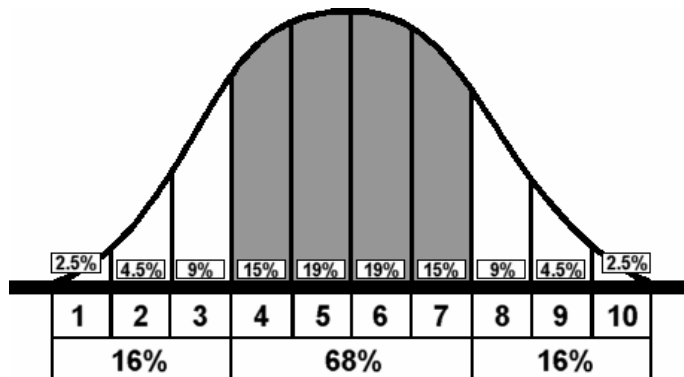
ORGANISATION DEVELOPMENT REPORT

INTRODUCTION

This report is created from data gathered from individuals who form a particular group. For example, that group can be a specific team or it could be the entire management cohort of an organisation. It shows the pattern of results within the organisation for each scale as a histogram of the total number of people who achieve a particular sten score within that group.

Like most psychometric data the MTQ48 is analysed by reference to a sten scale.

The norm group in this instance consists of people who are of working age and operate at all levels. The distribution is a normal distribution. Each sten represents a particular % of this norm group.



Examining the histogram should provide an indication where there are trends or preferences within the group being examined. These should be analysed in terms of what is known about the group and the organisation. That is, the data should be used to confirm, or otherwise, some observation about that group.

The histogram provides a visual picture of where the group's scores peak on each scale. Interpreting scores can follow these broad principles:

With these scales there is a "high" and a "low" end. Stens 1 – 3 are typically seen as "low" scores and Stens 8 - 10 are typically seen as "high" scores.

Examination of the pattern of these scores should indicate:

- The extent to which the group is mentally tough
- The extent to which the group might see challenge and/or change as an opportunity or a threat
- How the group might respond to goals and targets
- To what extent the group will feel that it can make a difference and shape events
- How the group will respond to setbacks and confrontation from others

DESCRIPTIVE STATISTICS

If the sample is normally distributed the mean will be 5.5. Scores above or below this level may indicate where the selected group's overall mental toughness.

Please note that 5.5 is not necessarily an "ideal" score. It is for each organisation or group to determine what the preferred leadership style could be for its particular situation.

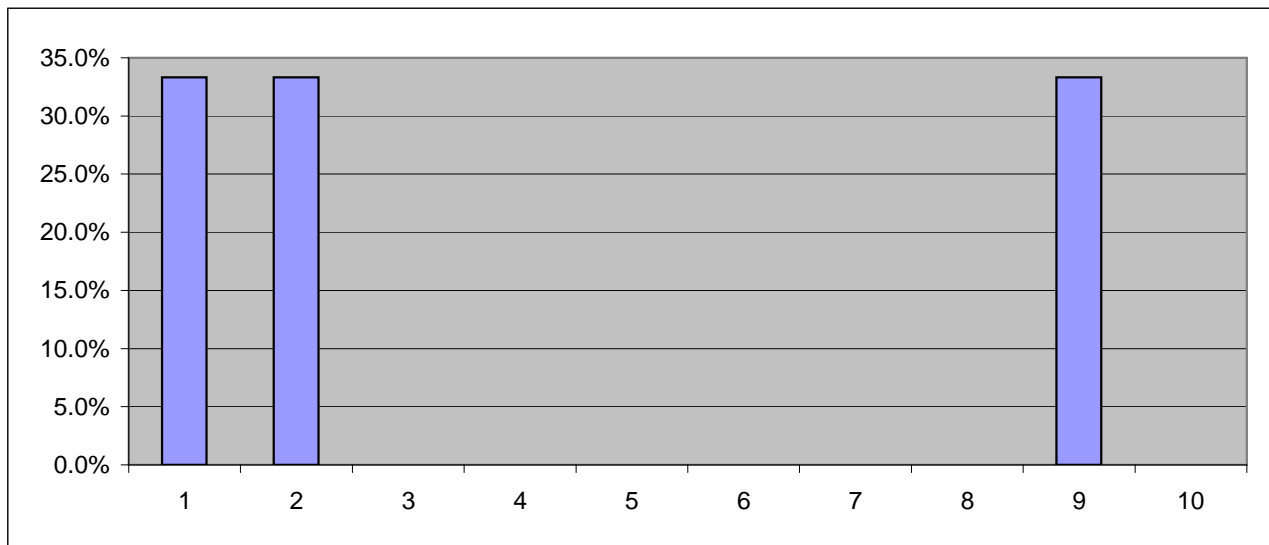
	N	Range	Min	Max	Mean
OVERALL MENTAL TOUGHNESS	3	8	1	9	4
CHALLENGE	3	6	1	7	3.66667
COMMITMENT	3	7	1	8	4.33333
CONTROL	3	7	2	9	4.33333
Life Control	3	6	1	7	3
Emotional Control	3	5	4	9	6.66667
CONFIDENCE	3	8	2	10	5.33333
Confidence In Abilities	3	8	2	10	5
Interpersonal Confidence	3	4	2	6	4.66667
N	3				

Note: On each page there is space provided for you to make notes on your observations on the histogram.

OVERALL MENTAL TOUGHNESS

DISTRIBUTION

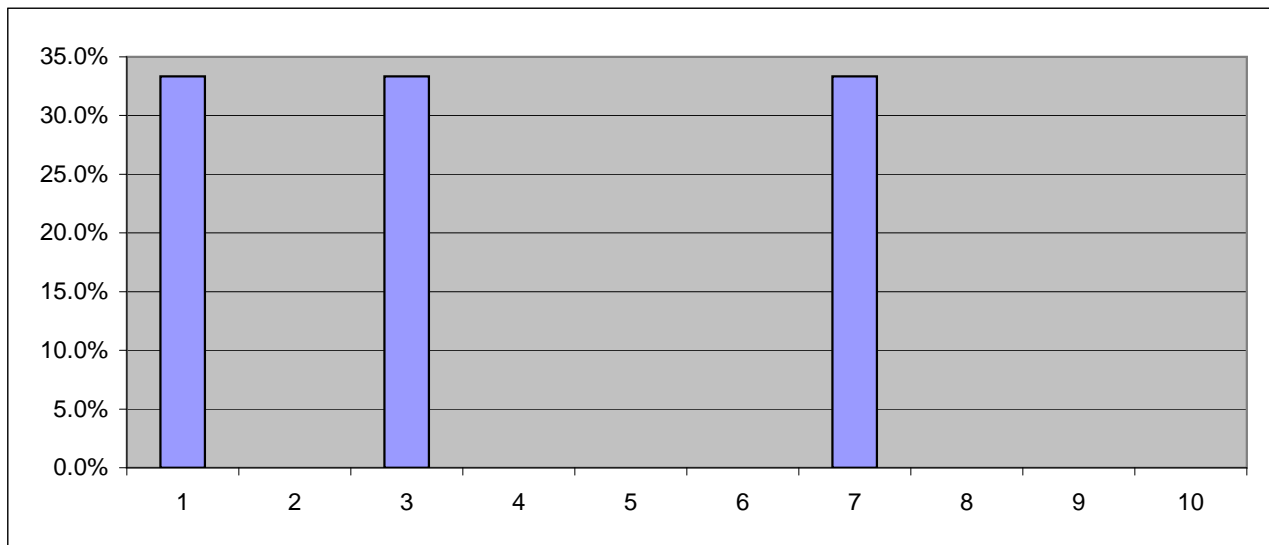
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distribution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	1	1	0	0	0	0	0	0	1	0
Sample Distribution	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%



CHALLENGE

DISTRIBUTION

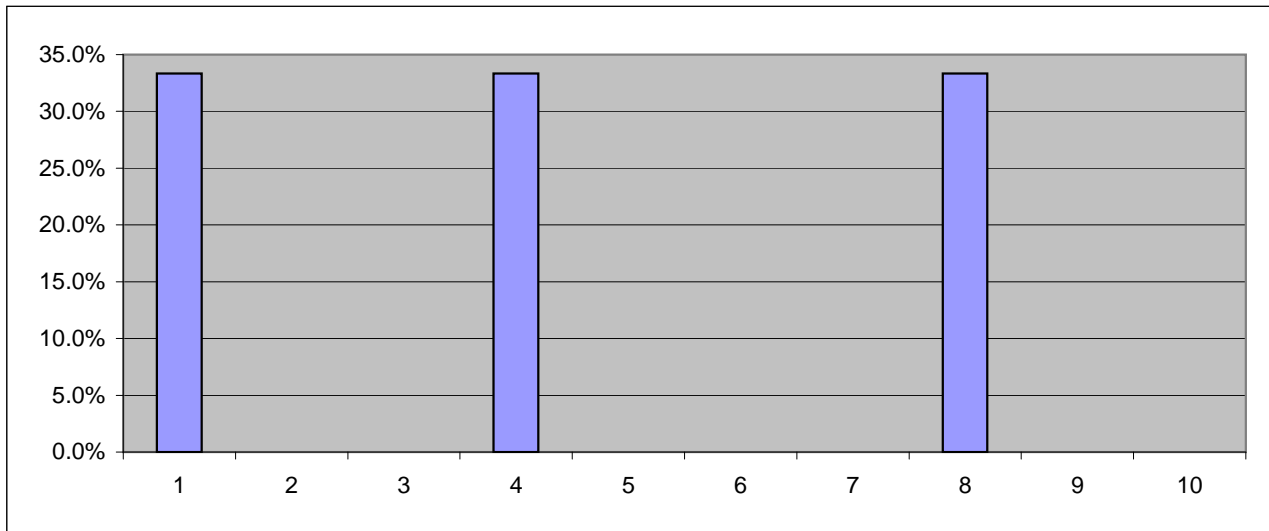
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distribution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	1	0	1	0	0	0	1	0	0	0
Sample Distribution	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%



COMMITMENT

DISTRIBUTION

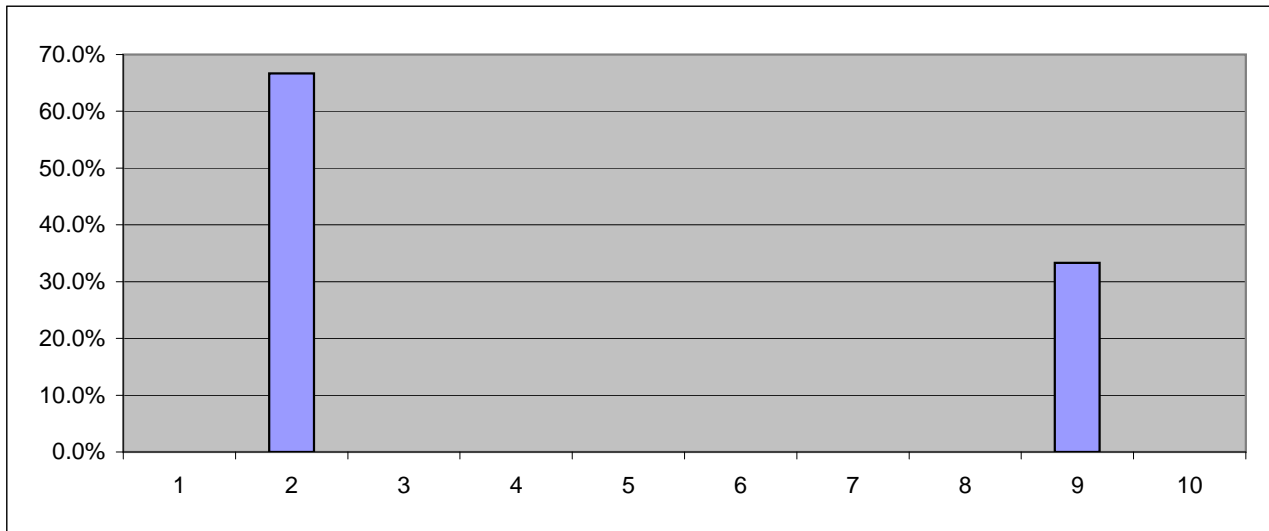
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	1	0	0	1	0	0	0	1	0	0
Sample Distribution	33.3%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%



CONTROL

DISTRIBUTION

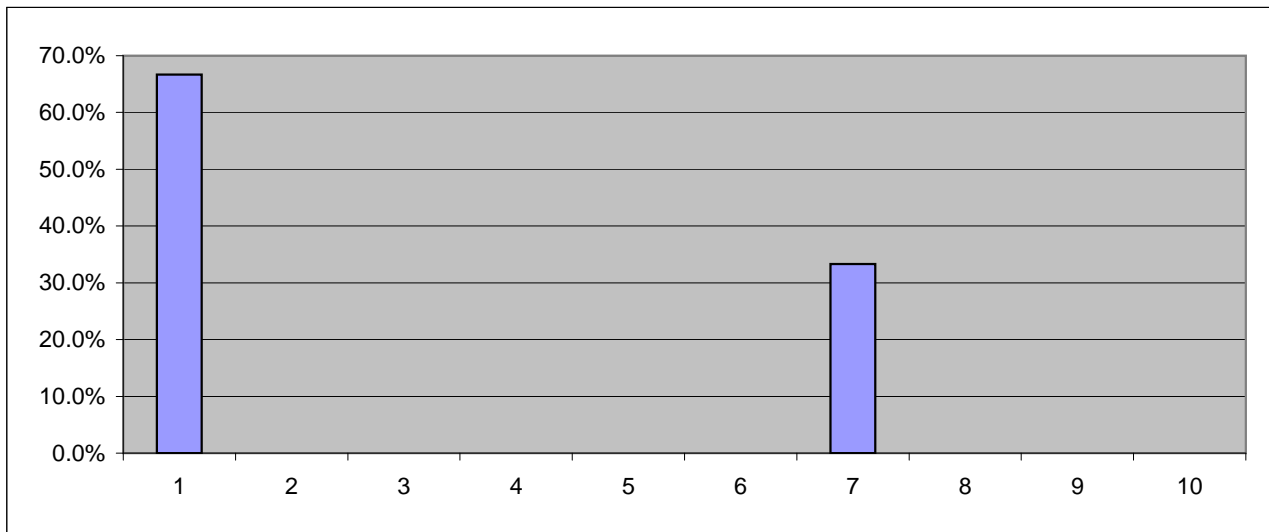
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	0	2	0	0	0	0	0	0	1	0
Sample Distribution	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%



Life Control

DISTRIBUTION

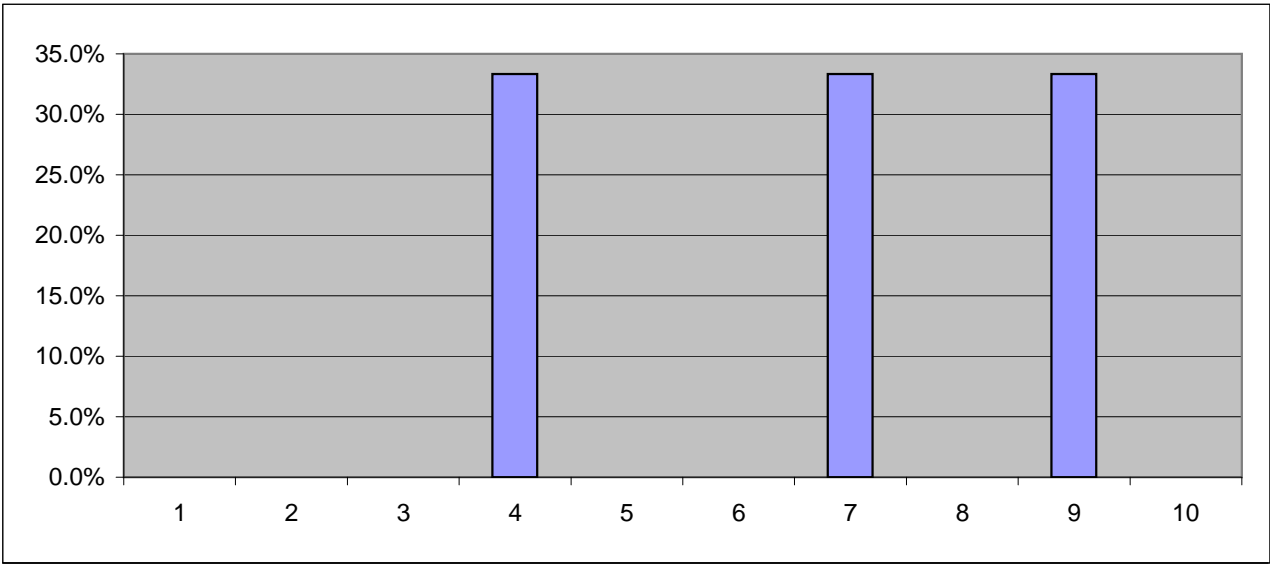
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	2	0	0	0	0	0	1	0	0	0
Sample Distribution	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%



Emotional Control

DISTRIBUTION

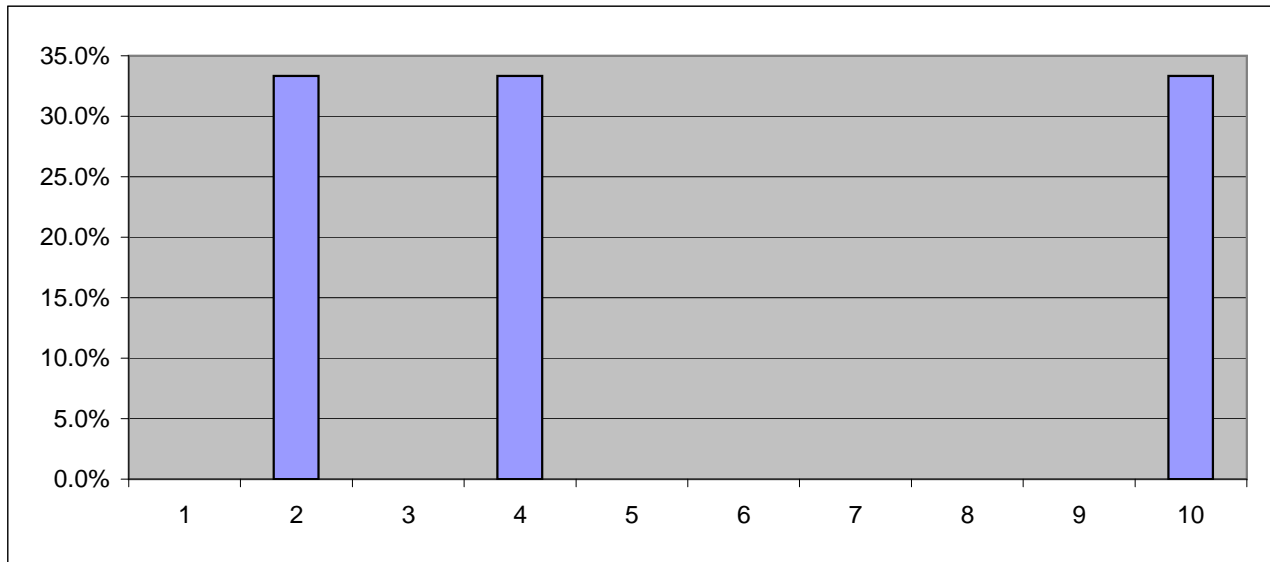
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	0	0	0	1	0	0	1	0	1	0
Sample Distribution	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%



CONFIDENCE

DISTRIBUTION

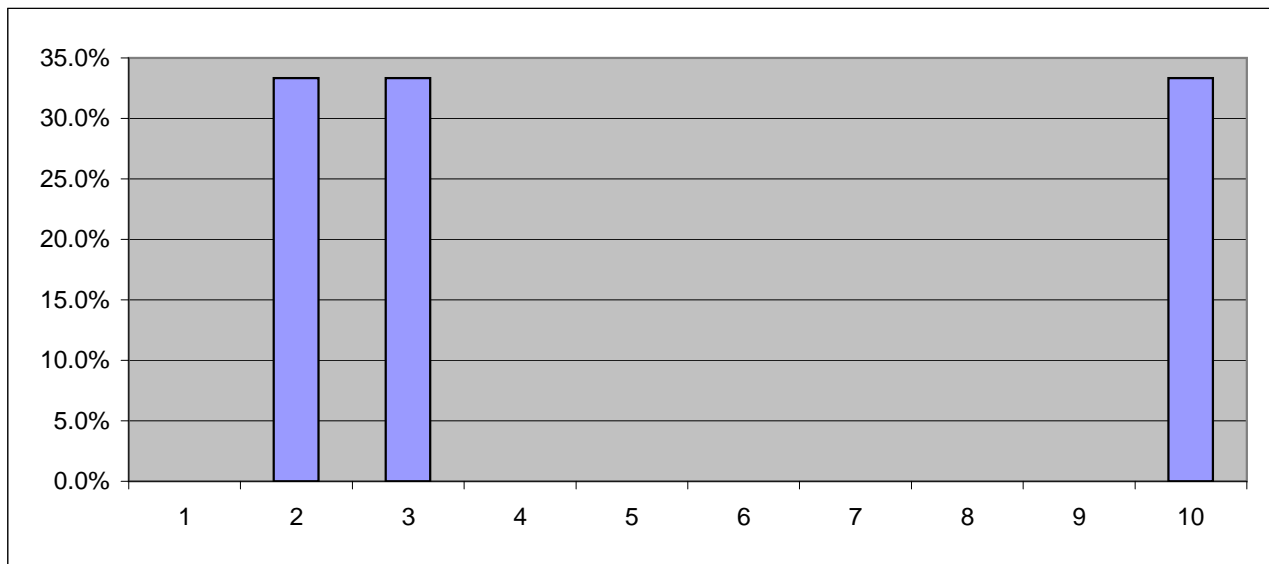
Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	0	1	0	1	0	0	0	0	0	1
Sample Distribution	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%



Confidence In Abilities

DISTRIBUTION

Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	0	1	1	0	0	0	0	0	0	1
Sample Distribution	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%



Interpersonal Confidence

DISTRIBUTION

Sten	1	2	3	4	5	6	7	8	9	10
Normal Distrbution	2.5%	4.5%	9.0%	15.0%	19.0%	19.0%	15.0%	9.0%	4.5%	2.5%
Frequency	0	1	0	0	0	2	0	0	0	0
Sample Distribution	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%

