

## Development Report

**Morning Star** 18 July 2014

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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



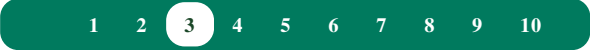
COMMITMENT



CHALLENGE



CONFIDENCE



CONFIDENCE IN ABILITIES



INTERPERSONAL CONFIDENCE



# Mental Toughness Report for Morning Star

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## 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 may find it difficult to cope with stressful and really demanding environments and on some occasions you may suffer from a lack of self-belief. You probably focus on things that might go wrong or have previously not gone to plan. . You may find it hard to deal with criticisms and will probably take others' comments too much to heart whether from within your environment or from the wider public arena including the press. People will often get to you and you may overly dwell on their comments. You may frequently compare yourself to your competitors and question your ability or results.

In addition, you may be overly self-critical at times. You may not be willing to push yourself forward, possibly as a result of worrying that you will not succeed. You may be too willing to credit others with your successes and also too willing to take the blame for mistakes!

On occasions, you may not speak your mind, even in the environment you feel comfortable in and even when you feel strongly about a particular issue. This will lead to you feeling frustrated. You may be slightly uncomfortable in groups and be a little apprehensive in social settings.

When facing problems and difficult circumstances, you may feel nervous and threatened. You may avoid some important challenging situations for fear of failure, and hence may not take all your opportunities for personal development. You tend to worry about things, and may get problems out of proportion from time to time. You may find yourself worrying about worrying. Unexpected events may completely throw you on occasions, and you will find it hard to regain your composure when training or competing.

# Challenge

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You may feel a little daunted when facing challenging situations. You may find big challenges overwhelming at times and may approach these with a sense that you won't do well rather than the sense that you have an opportunity to prove yourself. In fact, you might avoid them completely

You will tend to be a little uncomfortable in unstable and highly challenging environments and are likely to try to minimise your exposure to change where possible.

You may prefer to train and perform where there is a significant degree of stability and where there are well h established routines. You will probably perform best in this type of environment.

You have quite a strong preference for the predictable over the unpredictable, and may be quite slow to react to unexpected changes, on occasions. You will probably try to avoid risk when you feel very pressured.

When exposed to significant and sometimes sustained levels of pressure and challenge you may find this is wearing and your behaviour may become adversely affected.

Life and sporting performance are rarely totally predictable. Change does happen and unexpected challenges are quite normal. There will be a need to develop and adopt tools, techniques and approaches which enable you to deal with these effectively.

Development Suggestions:

- You may benefit by trying new things wherever possible. Try to maximise your exposure to change where possible.
- Take time out to consider what is happening around you. Change is inevitable. Try to understand what is happening – look at its features and benefits.
- Look at how others are responding to change. They really are no different to you in terms of ability, knowledge, skill level and experience. Look at how they approach challenge and change.
- Talk. Find people you can trust and speak with them about your feelings. This can help to put things into perspective. Find out how they would deal wt the situation at hand.
- Try to break down training goals assigned to you into smaller chunks so that each bit becomes simpler to grasp and is more achievable. This also helps to add structure to new challenges. You might ask someone to help you do this.
- Consider learning new ways of ways of relaxing. These include breathing exercises, progressive muscular relaxation, hypnosis, yoga etc.
- Before competing try to clear your mind and try to eliminate words like 'should', 'must' and 'never'.
- Think of change and challenges you have previously faced and handled effectively. What can you bring form that experience?
- Examine positive thinking techniques such as developing affirmations and reflecting on things you do well.

# Commitment

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

You may become easily diverted from the task at hand. You may find it difficult to complete tasks when facing significant adverse circumstances and you may consequently give up too easily. You may become unwilling to sustain effort if you believe that you cannot overcome the obstacles in your way. In general, you may find it hard to summon up enthusiasm for some tasks.

Development suggestions:

- Identify what really interests and motivates you and then ensure that you incorporate this into your planning of task or training schedule.
- When asked to do something take time to analyse it to identify how you can achieve. Use structured problem solving tools and techniques (5 whys', SWOT, mindmapping, etc)
- Always set specific, measurable, achievable, relevant and time-bound goals.
- Try to be optimistic. There is a lot of truth in the old adage "If you think you can, you can. If you think you won't, you won't". Use Force Field analysis to identify blockages to success and how to tackle them.
- Ask others – your manager, coach, team mate or practice partner – for help and coaching.
- Don't give up too early. Give yourself a time-out to allow yourself to refocus.

# Control

1 2 3 4 5 6 7 8 9 10

You are likely to feel in control in most situations, although you may occasionally feel that events are overtaking you. Your feelings of control may well vary, as when under pressure you may begin to feel a little helpless at times.

In the sporting arena you might find that you train/perform effectively for long periods but occasionally you reach a blockage. This is a normal aspect of life! The challenge is to keep it in proportion. Often this simply means you are worn down and in need of a break.

Development suggestions might include:

- Try to accept that setbacks are normal occurrences.
- Identify the factors that are directly under your control.
- Consider performance reviews as opportunities to further develop a winning mind.
- Examine any setbacks and – in hindsight – identify what were its causes. Use this for learning – identify what you would now do differently. Work with a sports psychologist or mental skills coach in order to learn to understand what your body is telling you.
- Take time out to recharge "batteries".
- Start your next training session with a team mate or practice partner – share the challenge and the problems!

## Life Control

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

You may not fully believe that what you do really makes a difference, sometimes feeling that you are simply "going through the motions". You tend to think that what you do does not matter.



# Emotional Control

1 2 3 4 5 6 7 8 9 10

Whilst you may worry about important aspects of your life, you do not usually get this out of proportion. You will normally remain cool, calm and collected but some of the time you may have internal distraction (e.g. emotions such as frustration, disappointment or feelings such as pain) that prevent you from concentrating fully. When internal distractions are present in training or performing you may have difficulty in controlling your emotions.

Development suggestions:

- Use imagery to see yourself making a real difference.
- Remind yourself repeatedly that what you do really matters.
- Use a performance routine.
- Consider developing a useful self talk vocabulary.
- 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.
- Conduct a "cold" debrief of performance i.e. some time after the event when there is less emotional involvement.
- Relaxation techniques, for example breathing exercises, walking, yoga, hypnosis, progressive muscular relaxation, may help you cope effectively with very stressful events.

# Confidence

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

You are not particularly confident and may lack a degree of self-belief. You may become very self critical and despondent. You may tend to see things too negatively – tended to be too willing to take the blame. You will often rely on others to help you maintain and enhance your self belief.

You will typically have skills and abilities but you may underachieve and will avoid putting yourself forward for tasks and responsibility. You may perform – to the issued instruction – but won't always communicate issues along the way which might result in unsatisfactory outcomes. You may wait to be told what to do next.

Development suggestions:

- Consciously seek to build up your feeling of self worth – seek out praise and recognition, don't dismiss it when it comes and learn to praise yourself.
- Learn to ask questions so that you understand better what is going on and what you are being asked to do. Understand your importance in the team.
- Use imagery or hypnosis, personalising your image of a confident performer.
- Consider training in assertiveness skills.
- Try to offer ideas and suggestions, perhaps in one to one meetings at first, but eventually when with others.
- Participate in teambuilding training and activities to build relationships with others.

## Confidence in Abilities

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

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 may be intimidated when working in groups and will sometimes back down in arguments, even when you believe strongly in something. This will leave you feeling frustrated. You will usually not seek to take the lead, preferring a more "back-seat" role. This may mean that your skills and ideas are not fully appreciated by others. You are overly concerned about what other people think about you and your actions.

Development solutions:

- 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 and SWAP it for a positive personal statement.. 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.
- You may benefit from formal assertiveness training or personal confidence training.

## Comments

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