

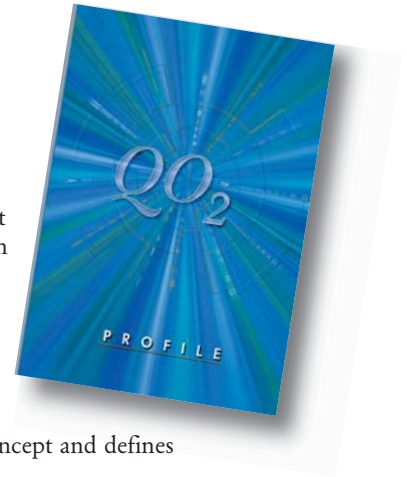


THE QO₂TM PROFILE

The Opportunities/Obstacles Quotient (QO₂TM) Profile is a unique tool that determines the balance of effort people put into seeing the opportunities or obstacles at work and how they are likely to approach risk.

At work, it is important to have 'balance' - people who focus on the opportunities without seeing potential obstacles can make hasty decisions, whereas those who focus too much on the obstacles may never give the go-ahead to new projects or ventures.

The Profile provides personalised feedback on how an individual will see and respond to new situations and changes, solve problems, whether they sustain their focus on goals, how they handle risk and whether they take a broad view that encompasses past, present and future.



The Risk-Orientation model is the basis of the QO₂TM concept and defines five subscales that are used to calculate the QO₂TM.

- MTG Energy - how much energy you put into 'Moving Towards Your Goals'
- Multi-Pathways - the extent to which you find ways around obstacles
- Fault-Finding - how good you are at seeing potential obstacles
- Optimism - the extent to which you expect positive outcomes
- Time-Focus - a measure of your psychological time and your orientation to the past, the present or the future

"The QO₂TM is a powerful tool in helping team members understand others approach to risk taking and openness to new ideas. When selecting climbing partners, QO₂TM really comes to the fore especially when one climber has a 1.5 and his climbing buddy is a 5.4 as actually happened on the summit bid for Everest."

Bob Killip & Zac Zaharias,
Everest Expedition 2001

THE QUESTIONNAIRE

- Contains 50 items
- Available electronically or paper based
- Takes approximately 15 - 20 minutes to complete
- Rigorously researched and validated
- Written in straightforward, positive language

APPLICATIONS

- Personal and leadership development
- Risk Management
- Change Management
- Performance Management

BENEFITS

- Helps people to see why they might be critical towards change
- Offers a measure of caution to those who are too eager to embrace change
- Helps overcome conflict between people with varying QO₂TM scores
- Establishes confidence for the introduction of change
- Generates greater focus on the future of the organisation
- Helps people understand their own fears and motivation
- Creates a better understanding of what motivates others
- Helps prevent impulse decisions resulting from ignoring potential obstacles
- Instills greater objectivity in risk taking

Included with the QO₂TM Profile is the QO₂TM Development Guide, a workbook that summarises the theory and concepts behind the model. This can be used as a personal development tool to help the individual understand their behaviour at work and some of the problems they may face.

Your Team Management Systems (TMS) facilitator:

Please fill this area in with your contact details, or delete this text and re-save the pdf file to leave this area blank.

The TMS Profiles can only be brought to your organisation by an accredited TMS Network Member. Please contact your Facilitator for further details.

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