

Organisation Development Report

SAMPLE GROUP REPORT - MTQPLUS 2018-04-03

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MTQ PLUS

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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 and/or MTQPlus data 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 groups 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

The Group Report can be particularly useful when assessing change in Mental Toughness following some form of structured intervention (Training and/or coaching) or following an event (such as downsizing or a merger). Looking at the group as a whole enables the user to get a picture of impact on the group. It's useful to first look at the means before and after for Overall Mental Toughness and then the 4Cs and the sub-factors. This will give a view on whether there is a change and where that change may have occurred. This is valuable and useful information. The significance of any shift is dependent on sample content and sample size but a broad rule of thumb is that where there is a difference of 0.5 or more in Sten scores, this is likely to be significant. It is often the case that a shift in Sten scores for the overall sample is the result of significant shifts in some sub-factors and smaller (and perhaps negative) shifts in other sub factors. This again is useful information, informing the user where they are making an impact. Usefully, perhaps also indicating where further attention would be beneficial. Note that in most change programmes all individual scores don't necessarily all go in the same direction or in the same proportion. Even in a positive programme a small number of individuals in the sample may regress, some may progress very significantly and most will shift by an amount similar to the group's shift.

If the sample is normally distributed the mean will be 5.5. Scores above or below this level may indicate the mental toughness or mental sensitivity (overall and in terms of each scale) of the selected group. Please note that 5.5 is not necessarily an ideal score. It is for each organisation or group to determine what the preferred level of mental toughness could be for its particular situation.

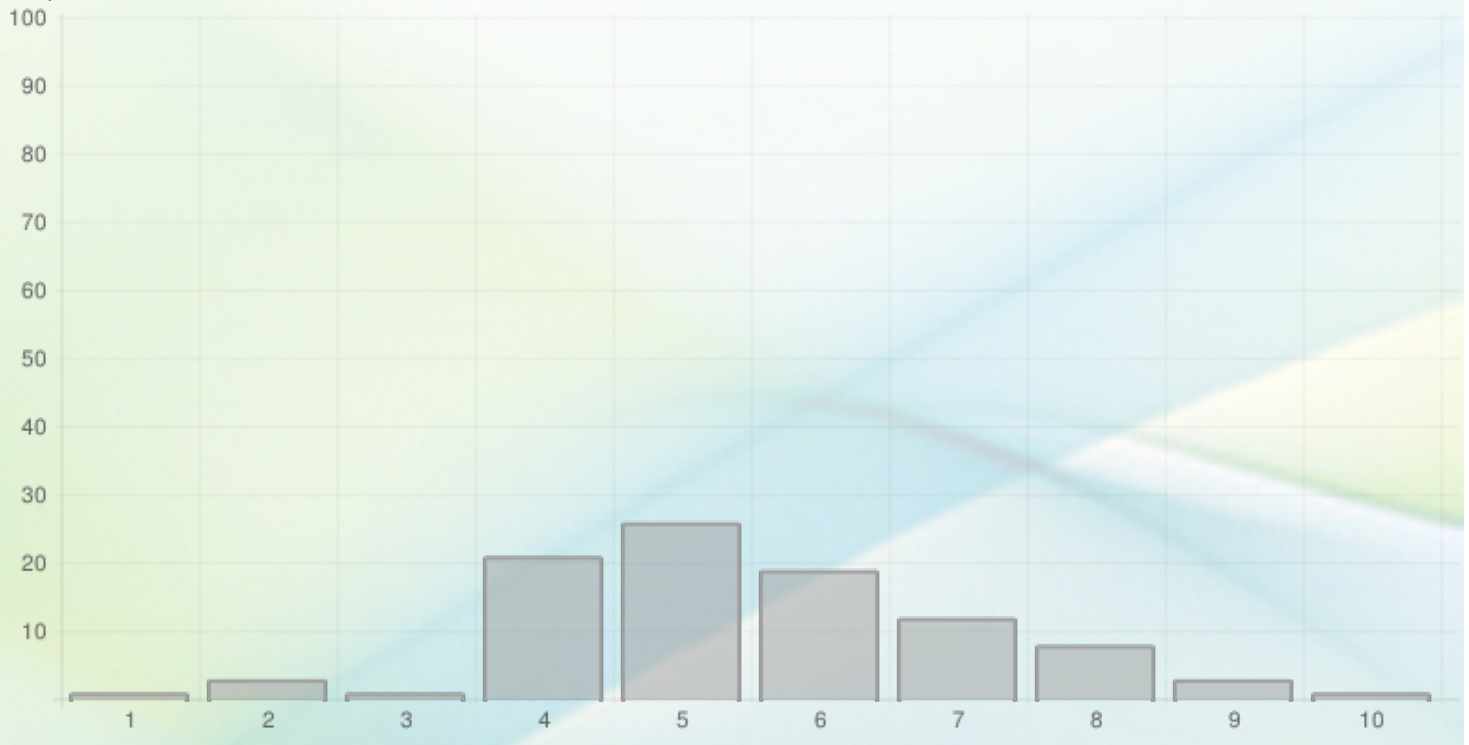
	N	range	Min	Max	Mean
Total mental toughness	57	9	1	10	5.51
Control	57	7	3	10	5.91
Emotional control	57	9	1	10	5.63
Life control	57	7	2	9	5.96
Commitment	57	7	1	8	5.49
Goal Orientation	57	8	1	9	5.68
Achievement Orientation	57	6	2	8	5.53
Challenge	57	9	1	10	5.39
Risk Orientation	57	9	1	10	5.23
Learning Orientation	57	9	1	10	5.46
Confidence	57	8	1	9	5.4
Confidence in abilities	57	8	1	9	5.28
Interpersonal confidence	57	9	1	10	5.7

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

Total mental toughness

Distribution

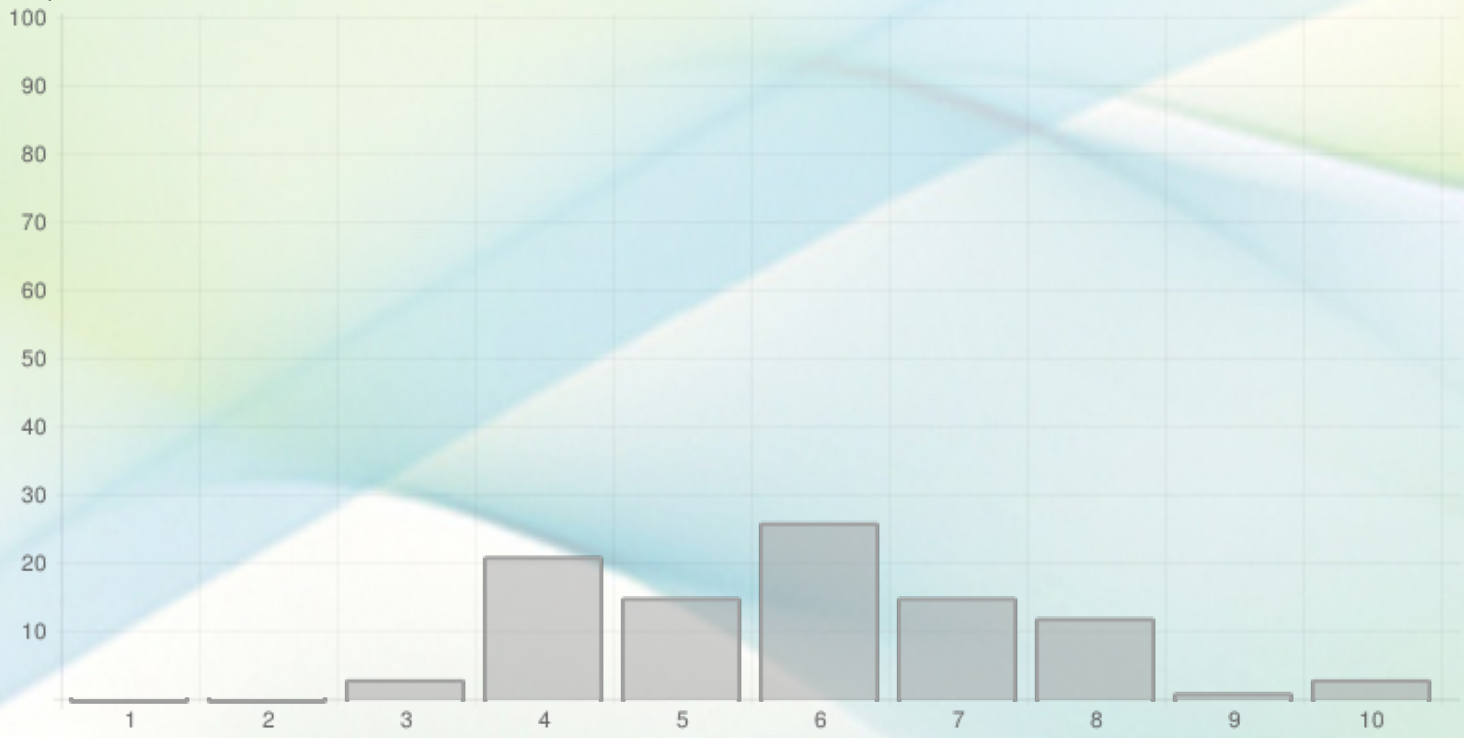
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	1	2	1	12	15	11	7	5	2	1
Sample distribution	1.75	3.51	1.75	21.05	26.32	19.3	12.28	8.77	3.51	1.75



Control

Distribution

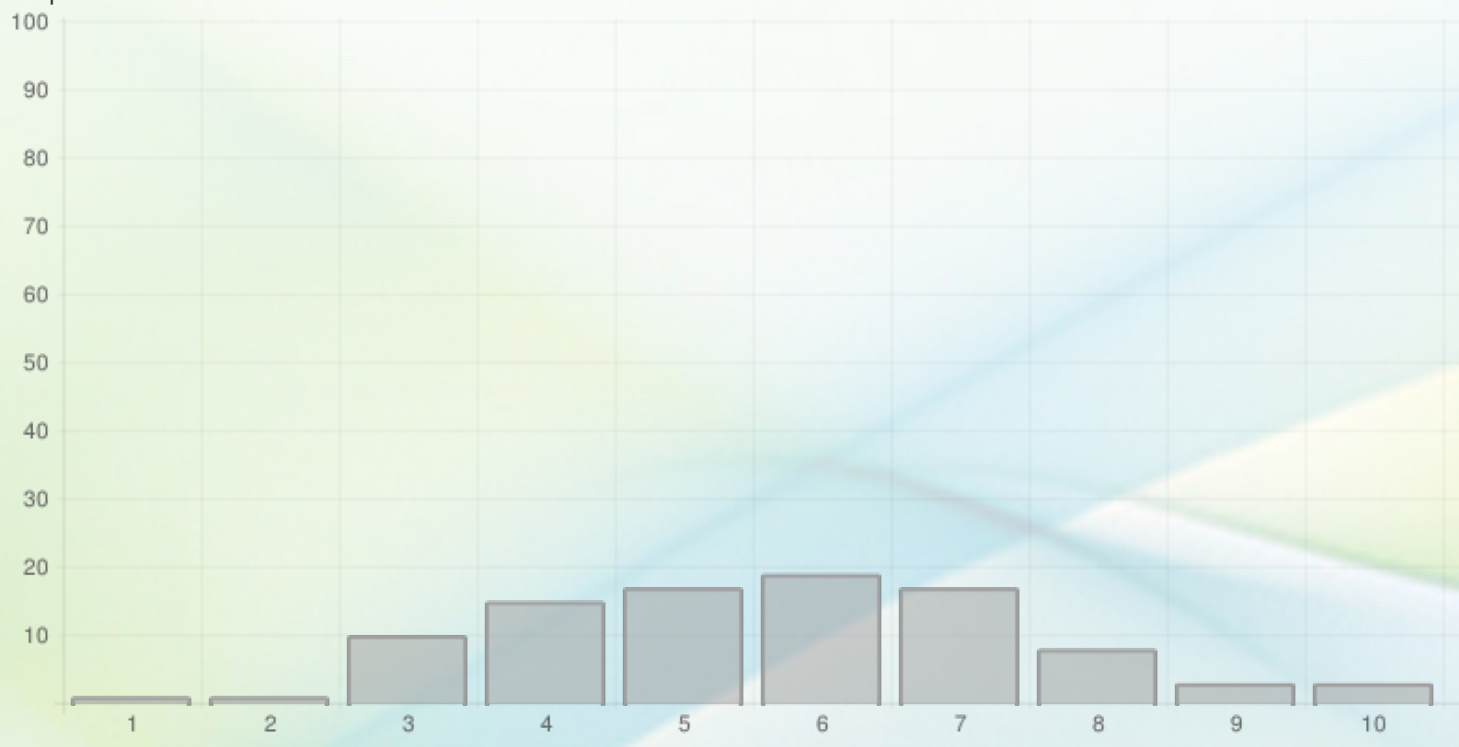
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	0	0	2	12	9	15	9	7	1	2
Sample distribution	0.0	0.0	3.51	21.05	15.79	26.32	15.79	12.28	1.75	3.51



Emotional control

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	6	9	10	11	10	5	2	2
Sample distribution	1.75	1.75	10.53	15.79	17.54	19.3	17.54	8.77	3.51	3.51



Life control

Distribution

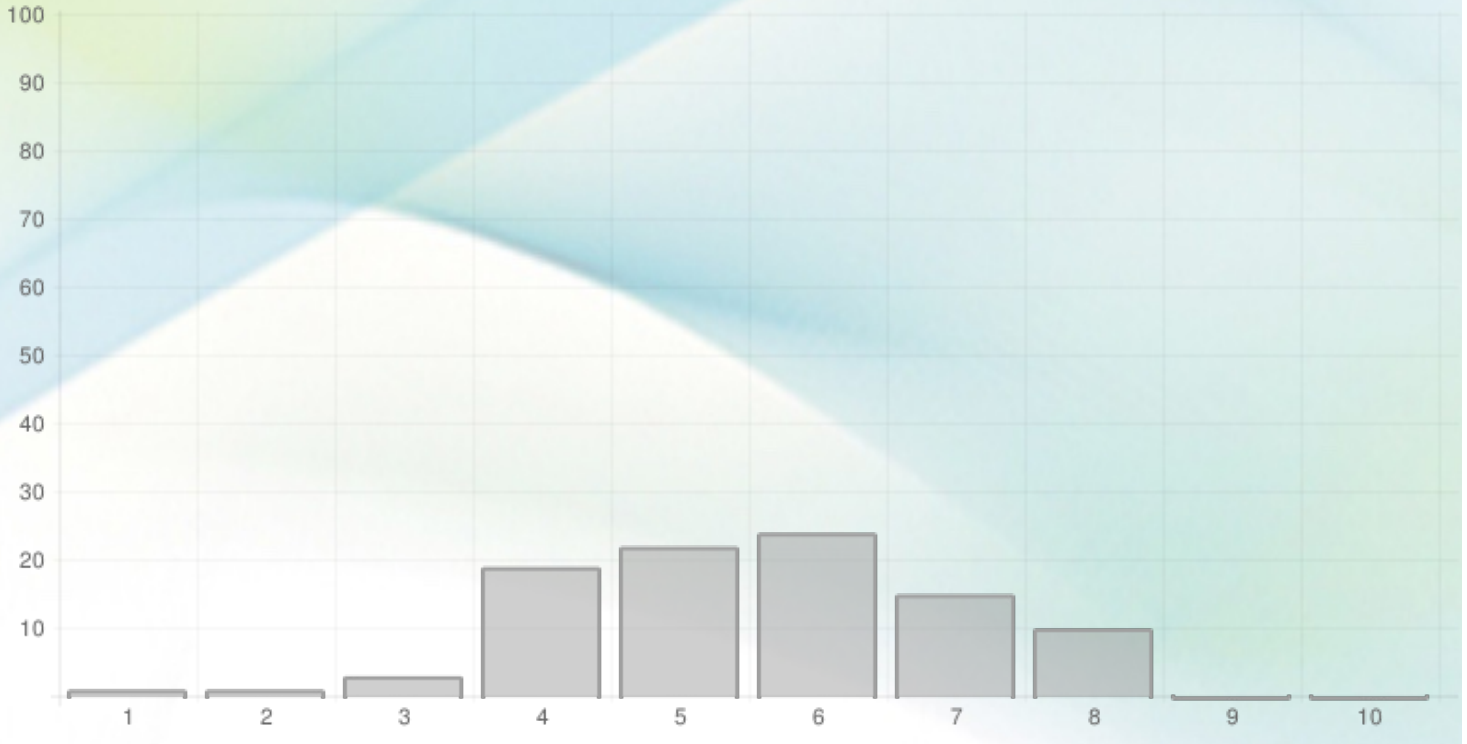
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	0	1	2	7	11	13	15	6	2	0
Sample distribution	0.0	1.75	3.51	12.28	19.3	22.81	26.32	10.53	3.51	0.0



Commitment

Distribution

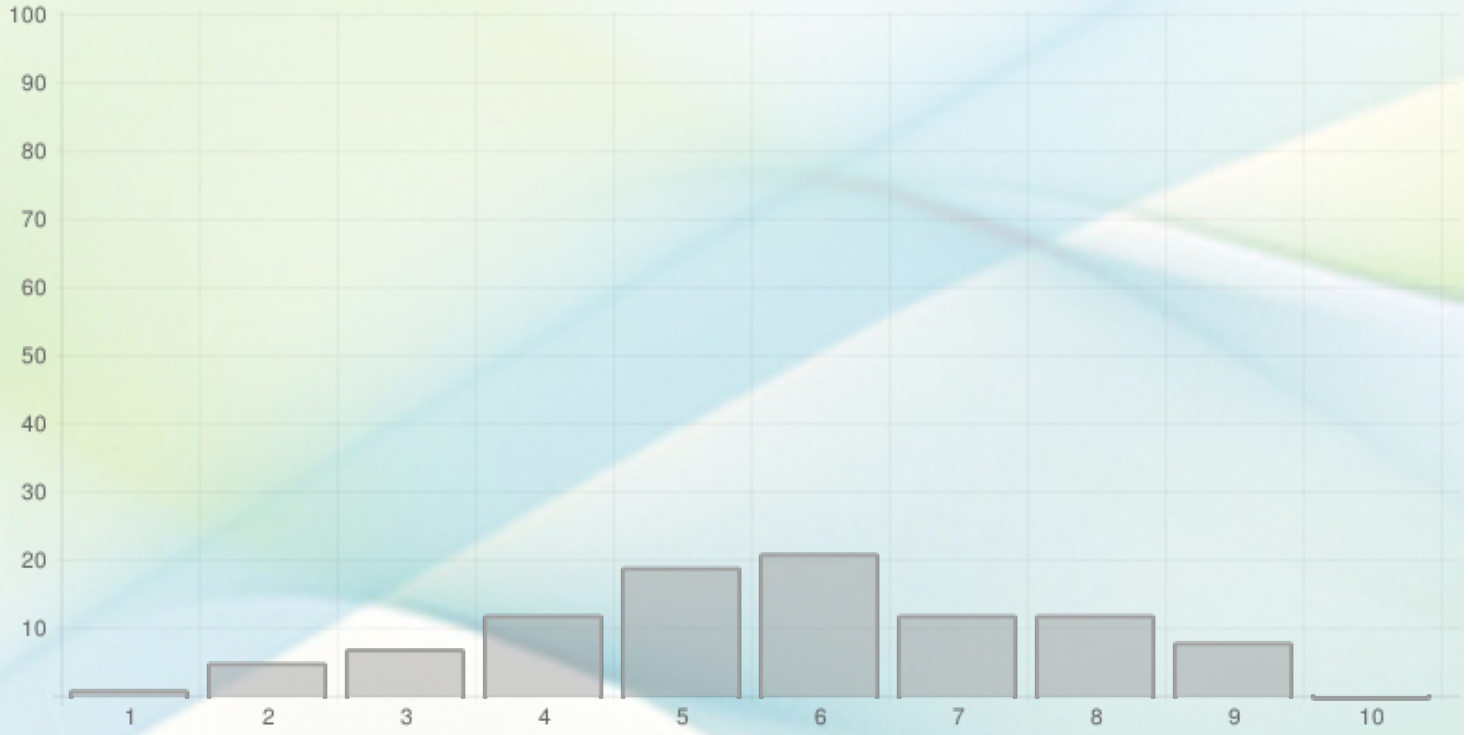
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	1	1	2	11	13	14	9	6	0	0
Sample distribution	1.75	1.75	3.51	19.3	22.81	24.56	15.79	10.53	0.0	0.0



Goal Orientation

Distribution

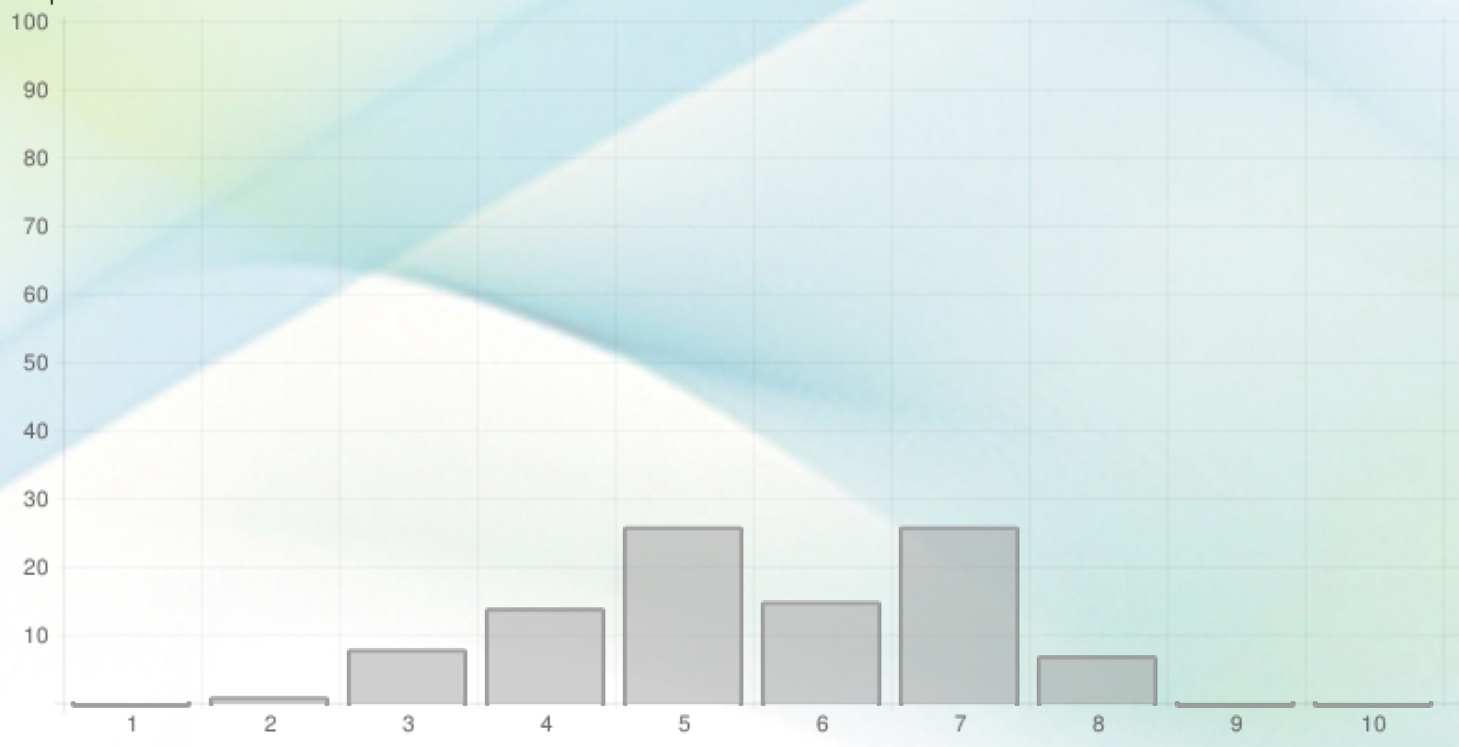
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	1	3	4	7	11	12	7	7	5	0
Sample distribution	1.75	5.26	7.02	12.28	19.3	21.05	12.28	12.28	8.77	0.0



Achievement Orientation

Distribution

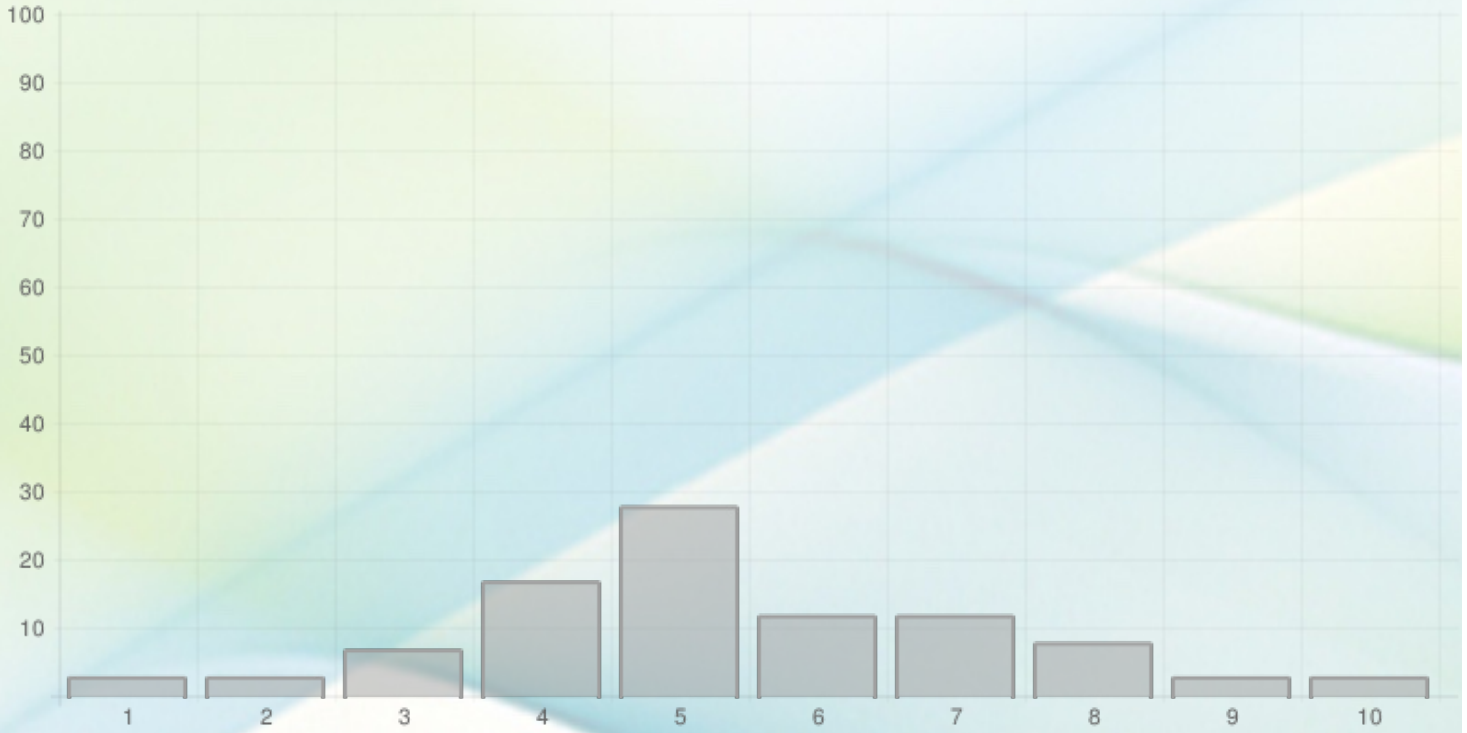
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	0	1	5	8	15	9	15	4	0	0
Sample distribution	0.0	1.75	8.77	14.04	26.32	15.79	26.32	7.02	0.0	0.0



Challenge

Distribution

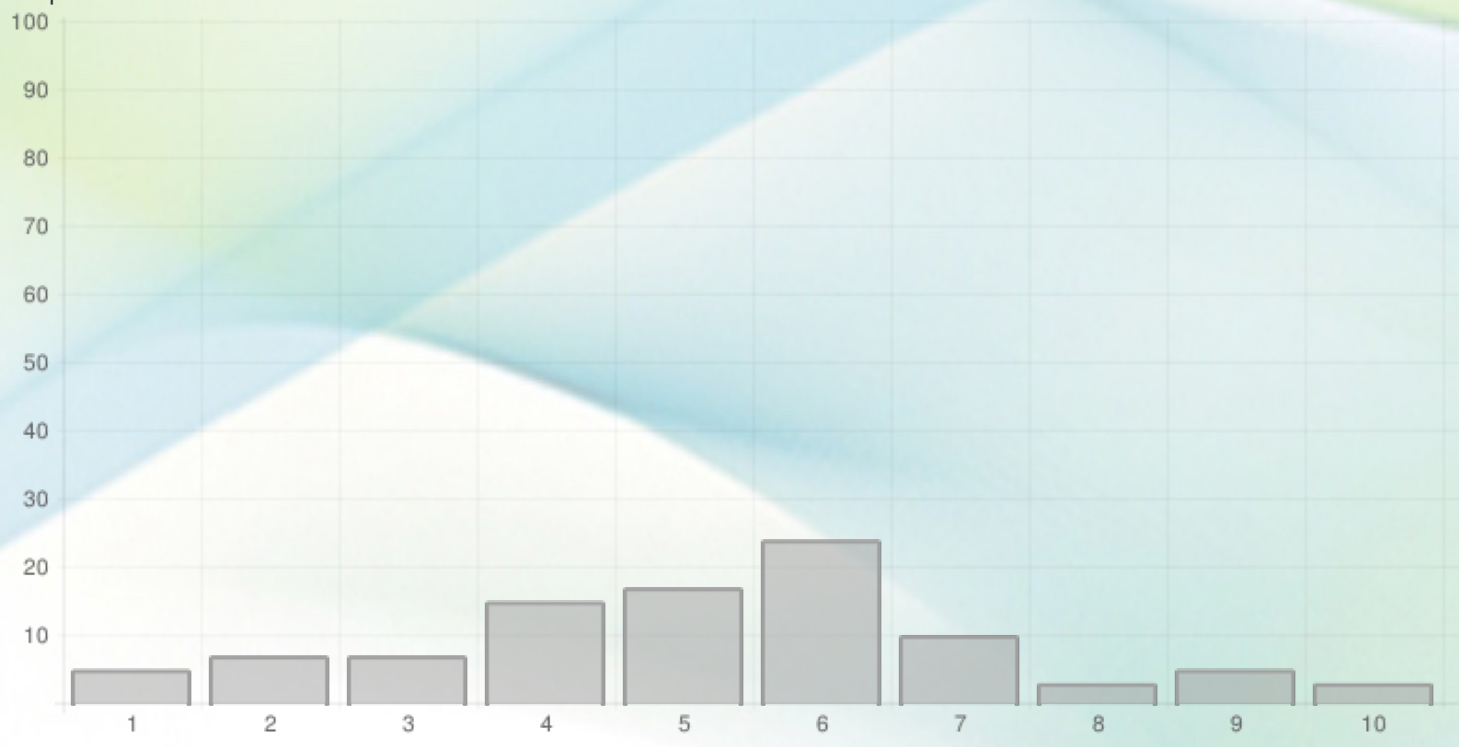
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	2	2	4	10	16	7	7	5	2	2
Sample distribution	3.51	3.51	7.02	17.54	28.07	12.28	12.28	8.77	3.51	3.51



Risk Orientation

Distribution

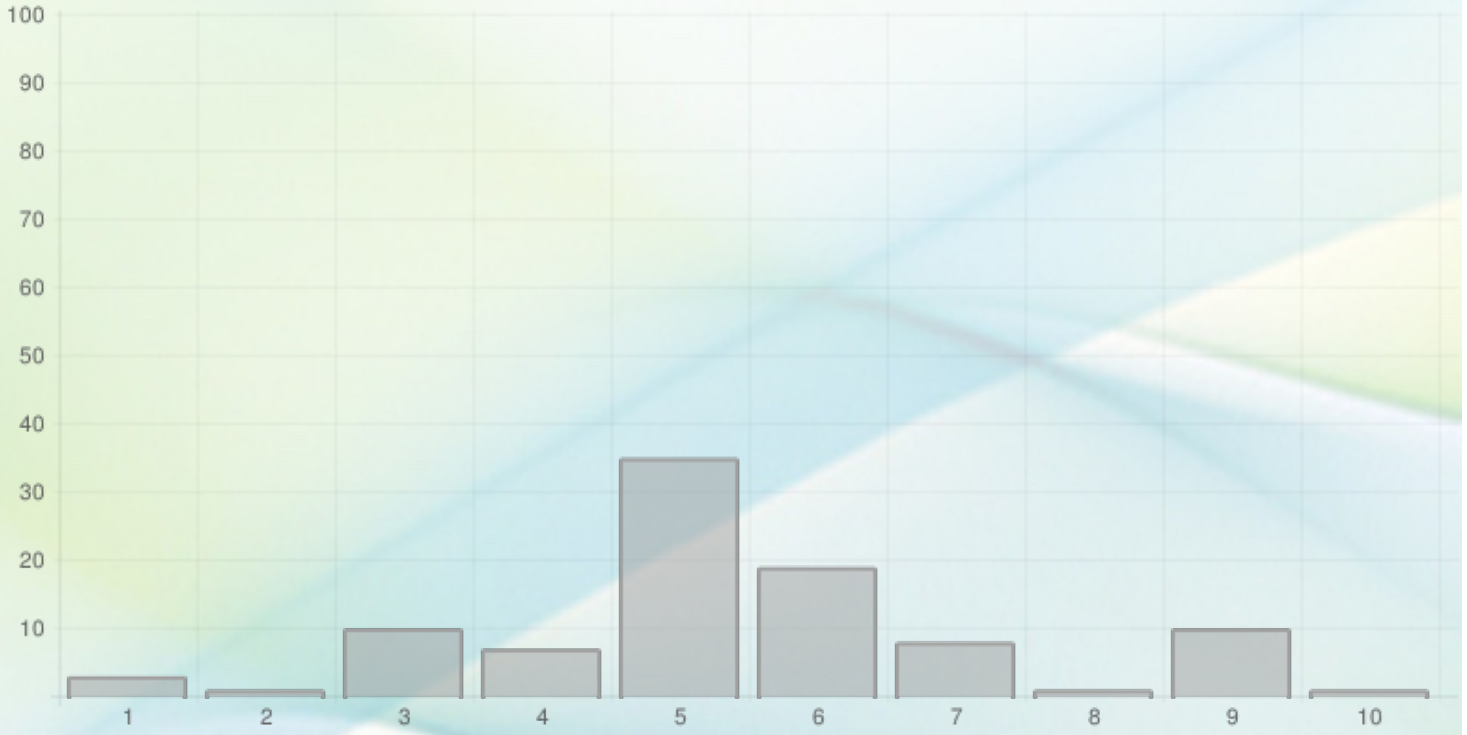
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	3	4	4	9	10	14	6	2	3	2
Sample distribution	5.26	7.02	7.02	15.79	17.54	24.56	10.53	3.51	5.26	3.51



Learning Orientation

Distribution

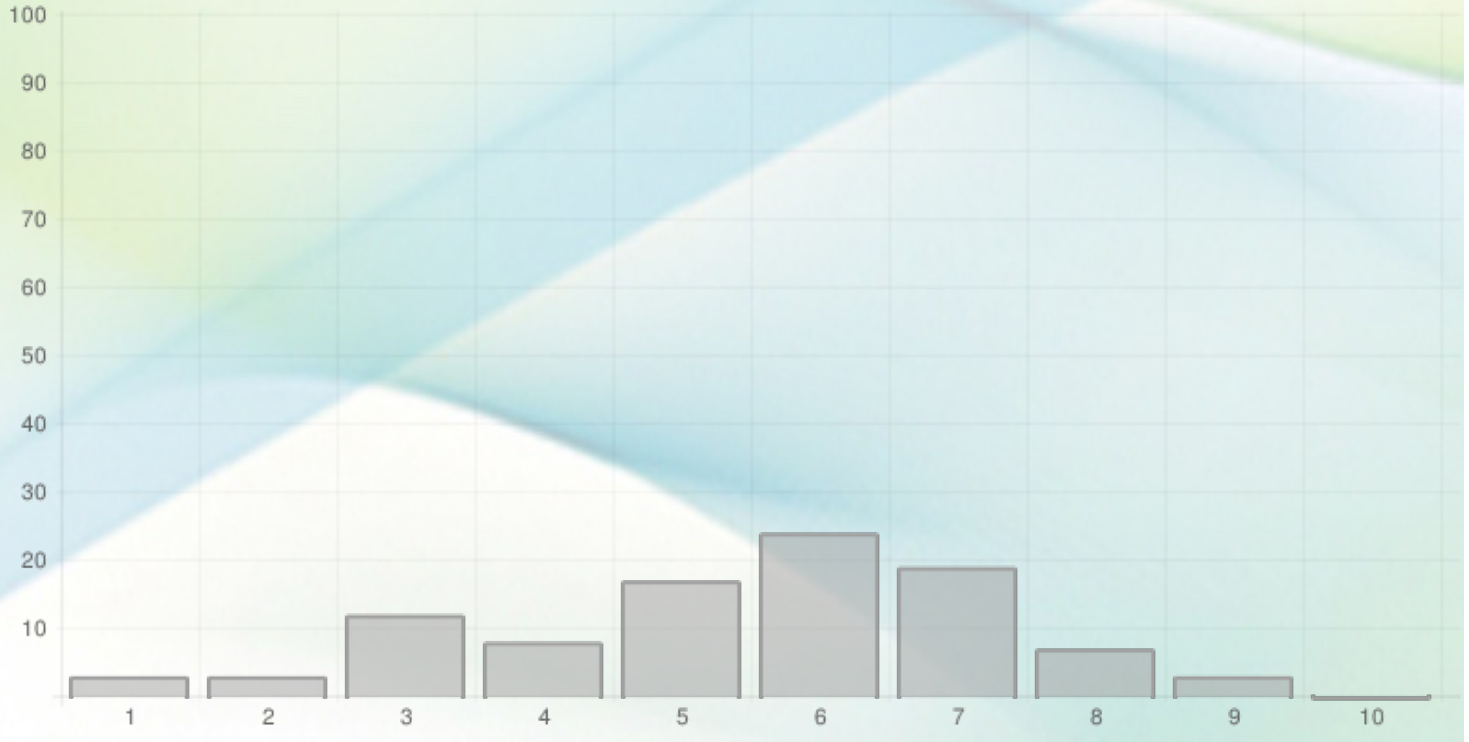
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	2	1	6	4	20	11	5	1	6	1
Sample distribution	3.51	1.75	10.53	7.02	35.09	19.3	8.77	1.75	10.53	1.75



Confidence

Distribution

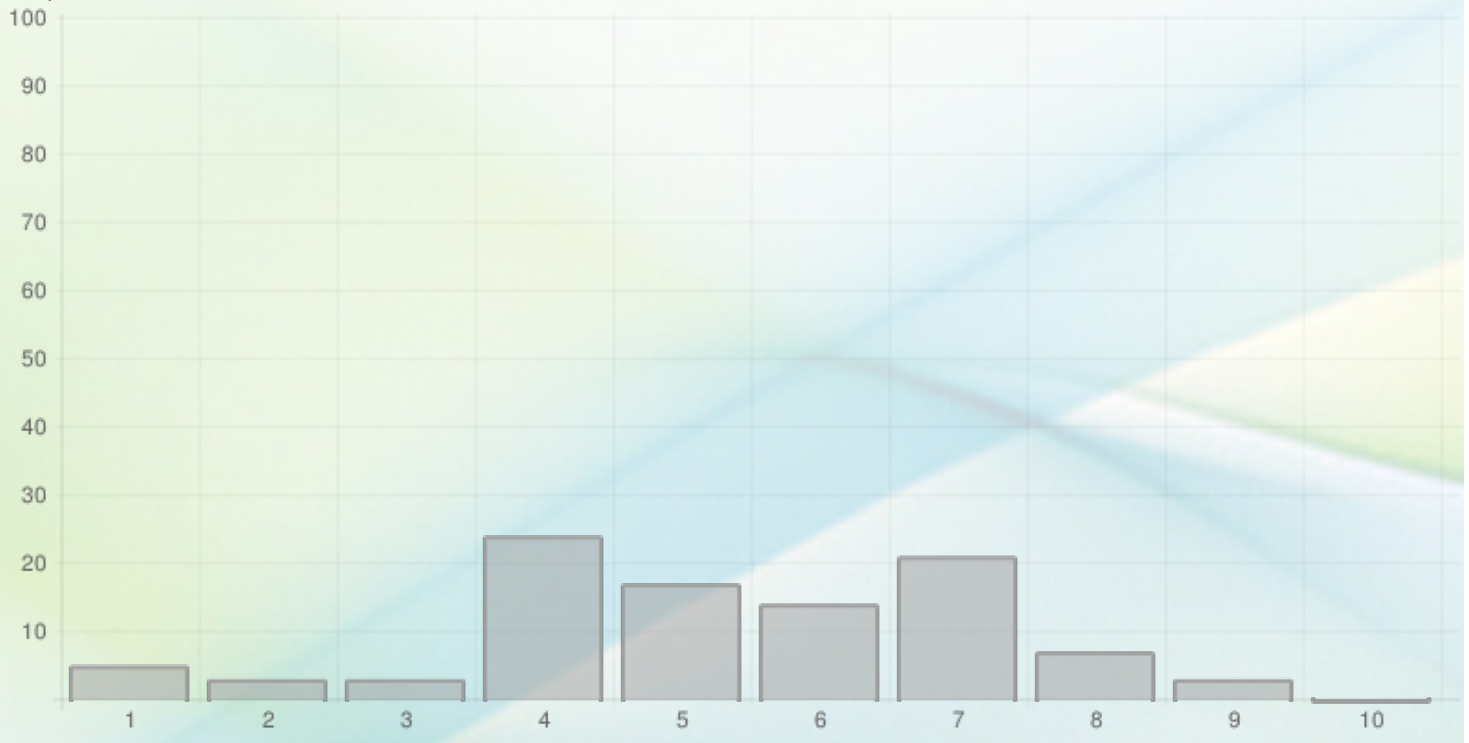
Sten	1	2	3	4	5	6	7	8	9	10
Normal distribution	2.5	4.5	9.0	15.0	19.0	19.0	15.0	9.0	4.5	2.5
Frequency	2	2	7	5	10	14	11	4	2	0
Sample distribution	3.51	3.51	12.28	8.77	17.54	24.56	19.3	7.02	3.51	0.0



Confidence in abilities

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	3	2	2	14	10	8	12	4	2	0
Sample distribution	5.26	3.51	3.51	24.56	17.54	14.04	21.05	7.02	3.51	0.0



Interpersonal confidence

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	5	4	5	11	9	10	7	3	2
Sample distribution	1.75	8.77	7.02	8.77	19.3	15.79	17.54	12.28	5.26	3.51

