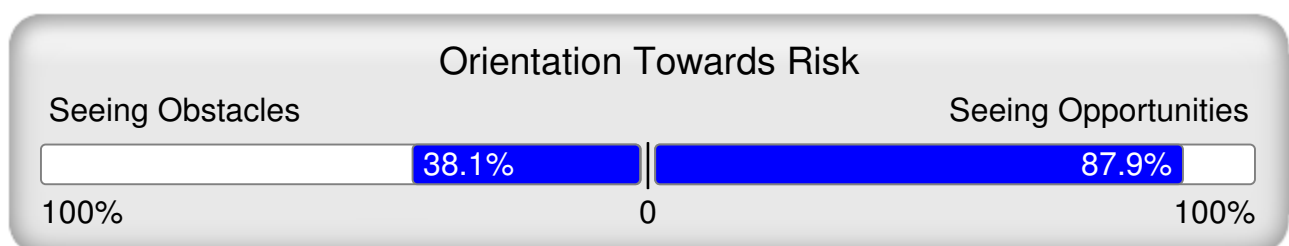
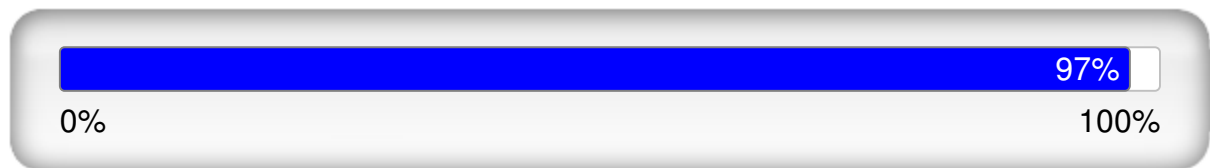


QO2™ Profile for Person Q





Multi-Pathways



You scored strongly on the Multi-Pathways sub-scale. When obstacles arise, you are likely to put effort into finding a way around them, rather than simply continuing as before. By putting energy into the generation of alternative pathways, you are likely to be successful in attaining your goals and in finding solutions to problems.

You are probably a good improviser and will not find it difficult to identify possible solutions when problems arise. It is likely that you will have the ability to turn obstacles into opportunities.

You are probably a person who likes to be different, and may stand out from the crowd. Doing the same as everyone else has never been your approach to life. At work, you will want the challenge of different projects, particularly those that test your ability.

However, your interest in generating multiple pathways may sometimes cause you difficulties in an organisation bound by standard rules and procedures. You may need to check that you do not place yourself in a difficult position when you suggest unusual solutions to problems.

You will be excited by new and different aspects of your work. Much of your energy at work may be directed at continually changing and adapting things so that the best result is always achieved. However, there is a downside to this: beware of a tendency to indulge yourself in looking for unusual ways around an obstacle, when there may be a simpler and more effective solution.

Your high scores on the Multi-Pathways sub-scale contribute significantly to your acceptance of risk. You will be prepared to accept higher levels of risk than many others, confident in your ability to find ways around obstacles when they arise.



Handling Change

The sub-scales of Multi-Pathways, Optimism, Fault-Finding and Time Focus can be combined to give an indication of how you handle change. The calculation shows that you will adapt well to change, and may often initiate it, but only if you are sure that it has distinct advantages. You are likely to be against change for the sake of change, and will want to see the benefits of any new initiatives before accepting them.

Your generally positive approach to life means that you will want to keep informed of the latest ideas or new technology, but will want to be sure that most problems have been 'ironed out' before they are implemented. In particular, you will want to see how any changes affect current procedures and processes, and are more comfortable with gradual change, rather than something that is a little radical.

When you do have changes that you are excited about and wish to implement, take a little time to research them fully before jumping into action. Try involving others in the changes and incorporating their views into your plans.

You may need to understand more about why people oppose change. Often it is because their perception is that the obstacles associated with the changes seem insurmountable in relation to the benefits likely to accrue. In the language of this Profile they will have a significantly lower QO2™ than you. You probably explain and even promote the opportunities associated with the change, but you may not put sufficient effort into addressing the obstacles. In fact, you may not even see the obstacles as clearly as those with a lower QO2™ than you! If this is the case you will benefit from asking such people what the difficulties might be from their perspective.

Because others may not see the benefits of change as quickly as you, don't expect them to agree with you the first time you propose new initiatives. To you the benefits may seem obvious but you will need to be patient and realise that others may need more time to accept what you are proposing. It is also a good idea to be prepared for objections, and to have done a Potential Obstacles Analysis on the issues of the change so that you can handle the objections in a clear and precise way, rather than perhaps improvising with ambiguities.