



ADAPTIVE COMPETENCY EXPLORER™

TLABS



WELCOME

Welcome to your very own Adaptive Competency Explorer™. The ACE Report™ is designed to provide you with a detailed overview of your results on the Adaptability Quotient™ (AQ) assessment, which you recently completed. Congratulations on taking the first step towards boosting your adaptability.

The ACE Report will be your companion in the AQ Boost™ Program. So, keep it handy as we embark on this journey.

YOUR **ACE** REPORT

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ABOUT THE ADAPTABILITY QUOTIENT

Perception

Adaptive Receptivity
Empathic Adaptability
Lygometric Adaptability

Conception

Cognitive Adaptability
Rational Adaptability
Metacognitive Adaptability

Action

Adaptive Courage
Adaptive Creativity
Adaptive Unlearning
Adaptive Stability

In a world of accelerating change, the ability to respond to change has emerged as the strongest predictor of success.

T Labs has built the world's first scientifically validated assessment of adaptability, utilizing an array of tools from the fields of industrial & organizational psychology, behavioral economics, decision science, and psychometrics. The resulting AQ Assessment embodies five years of research into adaptive behavior in individuals, teams, and organizations.

T Labs defines adaptability as *the ability to realize optimal outcomes based on recent or future change*. The AQ Model is comprised of 10 individual dimensions. Research at T Labs has shown that these dimensions capture unique aspects of adaptive behavior. Definitions for each AQ Dimension can be found on the following pages of your ACE Report™.

We have conducted large-scale studies in collaboration with a number of academic partners to determine how AQ correlates with real-world outcomes and performance. We are proud to report that this line of research has demonstrated that AQ significantly relates to job satisfaction, job performance, and even life satisfaction. Furthermore, individuals with high AQ are more likely to go above and beyond their basic job requirements, experience less burnout, and engage in less counterproductive work behaviors. They are more likely to view a stressor as a challenge instead of a threat, and more likely to report a positive state of well-being.

Most importantly, we have found that AQ is coachable. This is why we are excited to be your partner in the empowering journey towards higher adaptability.

LEARN, UNLEARN & REPEAT.
ADAPTABILITY WILL BE THE
DEFINING FEATURE OF
SUCCESS IN THE
21ST CENTURY.



10 DIMENSIONS OF AQ

ADAPTIVE RECEPTIVITY

An individual's receptivity to unforeseen change, unfamiliar concepts, or novel situations.

EMPATHIC ADAPTABILITY

The ability to reach optimal outcomes by empathizing with others in dynamic social situations.

LYGOMETRIC ADAPTABILITY

An individual's understanding of the limits of their own knowledge and their comprehension of the known unknowns.

COGNITIVE ADAPTABILITY

The ability to switch cognitive contexts in dynamic environments, and to effectively multitask across fast-changing situations.

RATIONAL ADAPTABILITY

The capacity for rational decision making under dynamic change & uncertainty, and the ability to model a situation & make effective decisions using multi-hypothetical thinking.

METACOGNITIVE ADAPTABILITY

The awareness of one's own thought processes and the ability to amplify or change one's cognitive processes to reach optimal outcomes in dynamic situations.

ADAPTIVE COURAGE

The ability to confront change directly, persist through new obstacles as they develop, and persevere in reaching long-term goals.

ADAPTIVE CREATIVITY

The ability to come up with novel solutions in dynamic situations and under uncertainty.

ADAPTIVE UNLEARNING

The ability to utilize solutions contrary to previous enablers of success in order to optimize outcomes in a dynamic environment.

ADAPTIVE STABILITY

The ability to maintain emotional stability and remain calm during transitional periods when faced with stressful situations and lack of control.



YOUR AQ IS BOOSTABLE



YOUR ADAPTIVE COMPETENCIES

About Percentile Rankings:

Your scores have been compared to the T Labs normative sample as a reference base for better understanding your competencies. For example, a score of 92% for a competency would indicate that you performed at the 92nd percentile for that competency when compared to the normative sample. The normative benchmark is comprised of a large sample of global leaders who have completed the AQ Assessment.

AQ NINJAS

In the AQ Boost™ Program, we will focus on creating an action plan for improving our individual and organizational adaptability. But you might be wondering, what does an AQ Ninja look like? Individuals high in AQ tend to exhibit the following behaviors:

Adaptive Courage

AQ Ninjas tend to persist through multiple challenges. They are goal-oriented and view change as a challenge to overcome instead of a threat.

Adaptive Stability

AQ Ninjas remain calm in times of change. During difficult periods of transition, they do not require a lot of encouragement. Instead, they provide encouragement to others. Their behavior is perceived as consistent and balanced.

Adaptive Receptivity

AQ Ninjas tend to be open to new experiences. They enjoy learning new skills, as well as healthy debate on ideas that challenge their own beliefs. Often these individuals purposely select novel activities to broaden their experiences.

Cognitive Adaptability

AQ Ninjas can enjoy being involved in multiple projects simultaneously. They are not overwhelmed by distractions. They tend to successfully switch between tasks without major compromise in performance.

Empathic Adaptability

AQ Ninjas are highly tuned into the needs of others. They find it easy to understand the behavior of others and are able to predict how others will respond during interactions.

Rational Adaptability

AQ Ninjas prefer objective data to subjective gut feelings. They can concurrently evaluate and update competing models of reality using multi-hypothetical thinking.

Metacognitive Adaptability

AQ Ninjas are highly self-aware and can see a clear relationship between their own thought processes, emotions and behavior. This awareness helps them adjust their way of thinking about a problem when necessary.

Adaptive Creativity

AQ Ninjas think outside of the box. They often pride themselves on doing things differently. They can enjoy unstructured work and are comfortable with taking action in unfamiliar situations.

Lygometric Adaptability

AQ Ninjas have a strong awareness of their personal assumptions and gaps in knowledge. They are accepting of their own limitations and tend not to overestimate their confidence in their beliefs.

Adaptive Unlearning

AQ Ninjas can openly challenge their own assumptions and biases. They can rapidly shift from an existing, historically proven, solution to a new solution that has a higher chance of success. They also have a strong propensity to experiment in search of new solutions.

NOTES

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