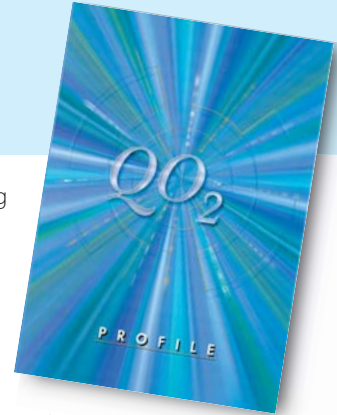


The QO₂ Profile

The Opportunities/Obstacles Quotient (QO₂) 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 QO₂ concept and defines five subscales that are used to calculate the QO₂.

- 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 QO₂ is a powerful tool in helping team members understand others approach to risk taking and openness to new ideas. When selecting climbing partners, QO₂ 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

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 QO₂ 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

Applications

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

- 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 QO₂ Profile is the QO₂ 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 consultant's details:

How to Access TMS
TMS can only be brought to your organisation by an Accredited TMS Network Member. Please contact the consultant for further details.



For any additional information please contact
Team Management Systems on phone +61 (0) 7 3368 2333
email tms@tms.com.au or visit our website www.tms.com.au