

The McCann

Opportunity Orientation Profile (QO₂[®])

In brief

The Opportunity Orientation Profile (QO₂[®]) is a unique tool that measures the balance of energy that you put into seeing the opportunities or obstacles at work and how you approach risk and ambiguity.

Discover a fully validated model and Profile that gives you personal feedback on how you see and respond to new situations and inevitable changes. Explore how you solve problems and how easily you sustain goal-focused energy.

Developed by Dr Dick McCann as an extension of his research into work preferences, the Profile complements the four scales of the Team Management Profile, offering a 'fifth dimension' of understanding about what drives our individual and team energies.

"Nothing is possible without three essential elements: a great root of faith, a great ball of doubt and a fierce tenacity of purpose"

Zen wisdom

The QO₂[®] Model

The QO₂[®] risk-orientation model translates extensive research into a simple visual model with straightforward business-oriented language. It illustrates the five sub-scales that are used to calculate your personal QO₂[®] score:

- ❖ **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 Profile allows you to benchmark your opportunity orientation in relation to others and in relation to a scientifically researched model. This gives a vivid overview of your whole team's approach.

Exploring these new perspectives helps you understand fears and motivations at work, creates significantly greater understanding of those around you and gives you a model for moving forward with a balanced view of the risks and potential rewards.



The QO₂[®] Model



Where you focus your energy at work

How does it work?

To obtain your personal Profile you complete a 50-item questionnaire online. This is analysed by our expert computer software to produce a 15-page full colour personalised report showing where you lie in relation to the Opportunity Orientation scales. The Profiles are always supplied by an appropriately qualified human resource professional who will guide you through the feedback process.

What do you get?

The full colour 5,000 word Profile is professionally presented in a bound folder. Supplementary guidance, including sections to help you use the Profile in the context of personal development and team development, is provided in the Profile Guide.

Each Profile contains:

- ❖ at-a-glance summary of your scores
- ❖ detailed analysis of where you lie on each of the sub-scales that make up the QO₂[®] model
- ❖ development guidelines on how to balance your own QO₂[®] in different areas
- ❖ your score on our unique 'Hope Index'



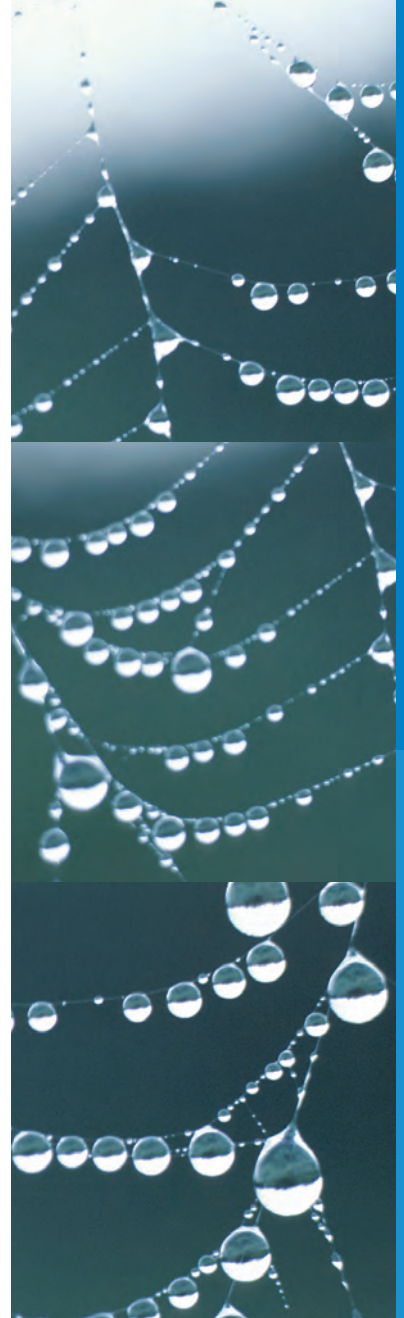
Applications

The Opportunity Orientation Profile is an ideal extension of the Team Management Profile and can also be used as a stand-alone tool in both personal coaching and team development scenarios. It has been used with success for:

- ❖ change management
- ❖ innovation groups
- ❖ risk management
- ❖ business start-ups
- ❖ project planning
- ❖ managing difference and diversity
- ❖ mergers and acquisitions
- ❖ emergency and disaster planning

Why choose the Opportunity Orientation Profile?

- ❖ lets you benchmark people's energies against a valid model of risk orientation
- ❖ enables you to build a team with a balanced orientation
- ❖ improves mutual understanding and communication
- ❖ explores the complexities behind successful change
- ❖ offers a measure of caution to those with a strong focus on new ideas
- ❖ 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
- ❖ makes pursuing new goals less risky



"Relevant, new, useful to current projects"

Consultant, International Training Services Ltd

"Very useful for coaching"

Consultant, Orthogonal Consulting

The Opportunity Orientation Profile has been created as the result of extensive and ongoing research into high performance teamworking. Our research institute is continually updating our extensive norm database to provide international benchmarking data for different industry groups. A full and objective review of the Opportunity Orientation Profile by the British Psychological Society can be viewed on their website.