

# Opportunities-Obstacles Quotient Profile **2023 Norm Data**





## How could you use this information in your programmes?

The Institute of Team Management Systems (ITMS) has been a trusted publisher of TMS research and data for almost four decades.

With our latest edition of 2023 Opportunities-Obstacles Quotient (QO<sub>2</sub>) Profile Norm Data, we are proud to provide our QO<sub>2</sub> Accredited Practitioners with this updated resource to support and enhance programme delivery.

QO<sub>2</sub> Norm Data updates include the latest median score data for each of our norm reference groups, in addition to newly added categories. In this 2023 update, we are pleased to add the following categories:

- **Worldwide profession sample:** Social Worker

Our TMS community has consistently praised the use of this data in their programmes, with participants finding great value in comparing their own QO<sub>2</sub> data with that of their peers worldwide, as well as across regions, professions and industries.

The figures are presented in a clear and concise format, making it easy to analyse and compare the data. By incorporating normative data into workshops, practitioners can facilitate engaging conversations with their participants, leading to a deeper understanding of how individuals and teams compare with their respective industries and professions.

When comparing the QO<sub>2</sub> Norm Data with team data, some key questions to ask include:

- *What comparisons can you make between the figures?*
- *In what ways are they different from each other?*
- *Are there any similarities between the figures?*
- *What does this data tell us?*
- *How can this information be helpful?*
- *Why is this information important to our learning?*
- *How can these comparisons inform our recalibration?*

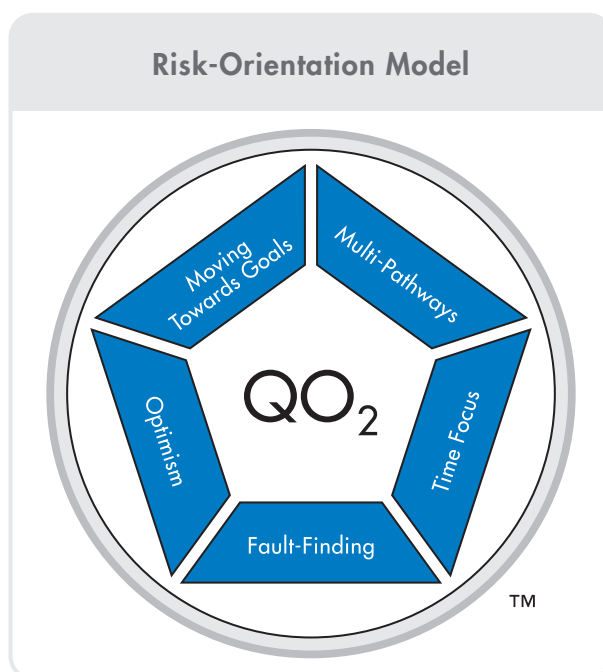
If you need any assistance with the data presented in this document, please contact your local TMS distribution partner.





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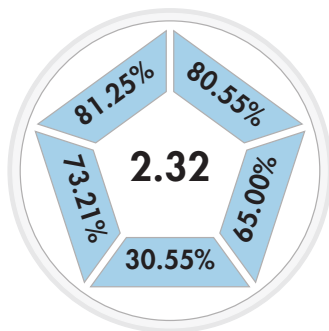
<b>Total Worldwide Sample</b>	<b>01</b>
<b>Country Samples</b>	<b>02</b>
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## 2023 QO<sub>2</sub> Norm Data: Total Worldwide Sample

Figure 1

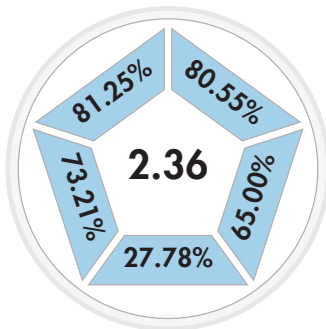


Median score distribution  
for total worldwide sample (n=14258)



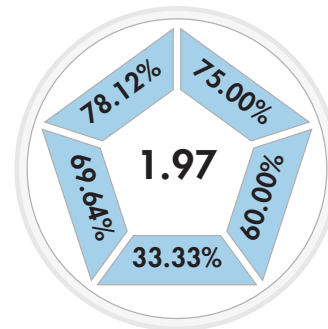
## 2023 QO<sub>2</sub> Norm Data: Country Samples

Figure 2



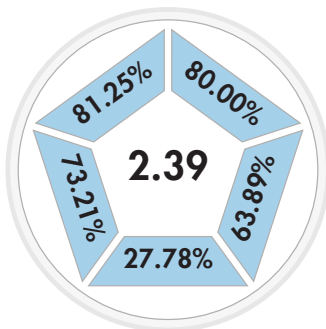
Median score distribution  
for country sample:  
Australia (n=5760)

Figure 3



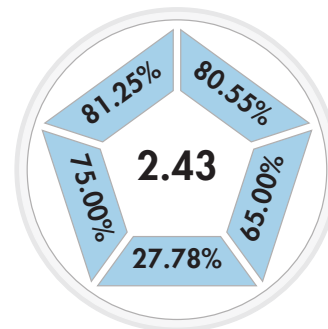
Median score distribution  
for country sample:  
Channel Islands (n=1283)

Figure 4



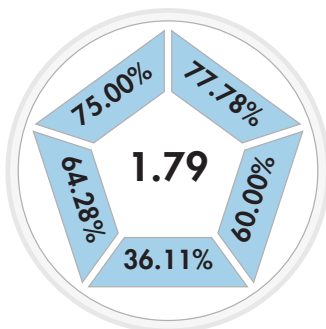
Median score distribution  
for country sample:  
England (n=1390)

Figure 5



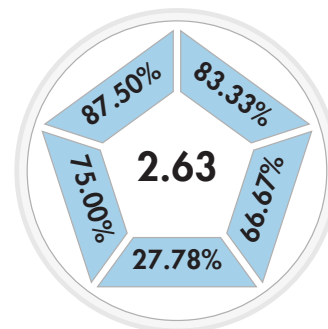
Median score distribution  
for country sample:  
New Zealand (n=645)

Figure 6



Median score distribution  
for country sample:  
Singapore (n=525)

Figure 7

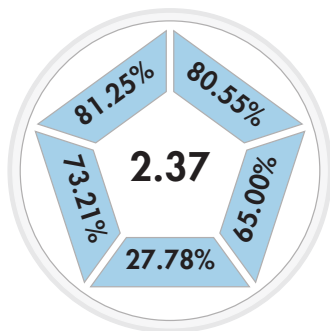


Median score distribution  
for country sample:  
USA (n=853)



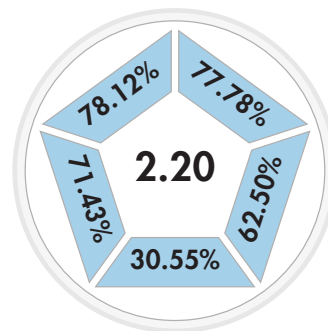
## 2023 QO<sub>2</sub> Norm Data: Regional Area Samples

Figure 8



Median score distribution  
for regional area sample:  
Australasia (n=6423)

Figure 9

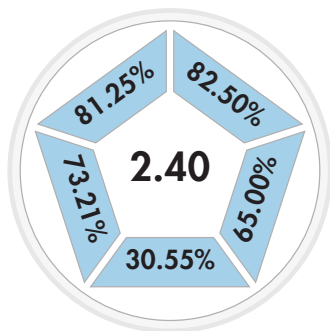


Median score distribution  
for regional area sample:  
United Kingdom (n=3492)



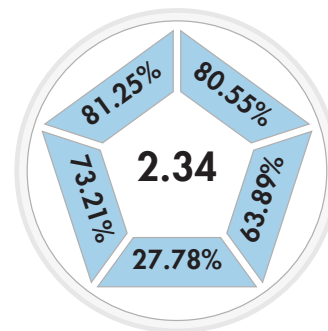
## 2023 QO<sub>2</sub> Norm Data: Worldwide Gender Samples

Figure 10



Median score distribution  
for worldwide gender sample:  
Male (n=6172)

Figure 11

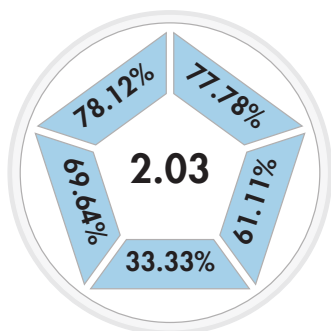


Median score distribution  
for worldwide gender sample:  
Female (n=5422)



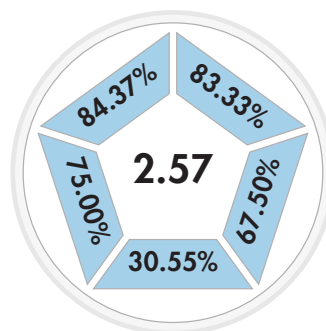
## 2023 QO<sub>2</sub> Norm Data: Worldwide Industry Samples

Figure 12



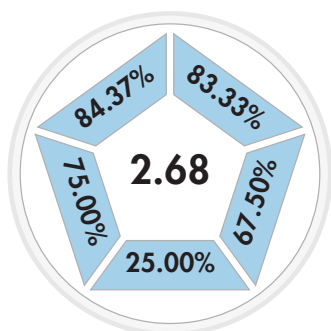
Median score distribution  
for worldwide industry sample:  
Banking & Financial Institutions (n=1251)

Figure 13



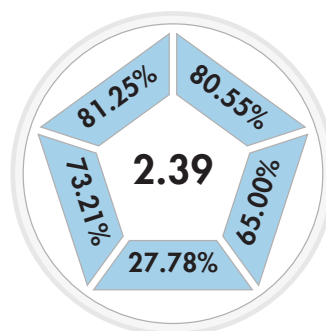
Median score distribution  
for worldwide industry sample:  
Broadcasting/Media (n=317)

Figure 14



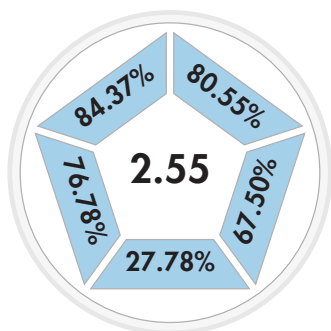
Median score distribution  
for worldwide industry sample:  
Business Improvement & Management Consultants (n=466)

Figure 15



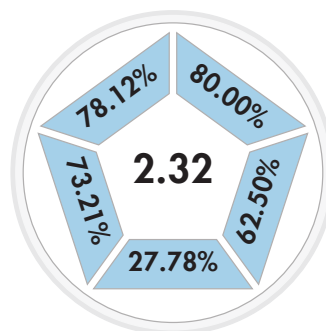
Median score distribution  
for worldwide industry sample:  
Education (n=555)

Figure 16



Median score distribution  
for worldwide industry sample:  
Energy Utilities & Producers (n=328)

Figure 17

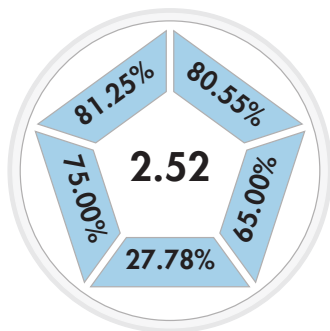


Median score distribution  
for worldwide industry sample:  
Government (n=1192)



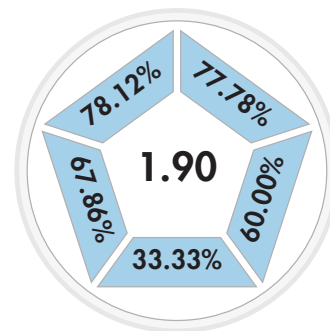


Figure 18



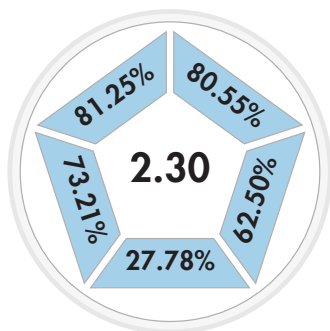
Median score distribution  
for worldwide industry sample:  
Medical Services/Hospitals (n=374)

Figure 19



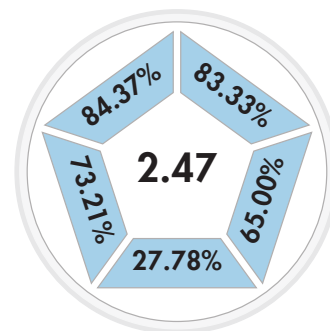
Median score distribution  
for worldwide industry sample:  
Oil, Petroleum & Gas Resources (n=1089)

Figure 20



Median score distribution  
for worldwide industry sample:  
Special Interest/Charitable Organisations (n=422)

Figure 21

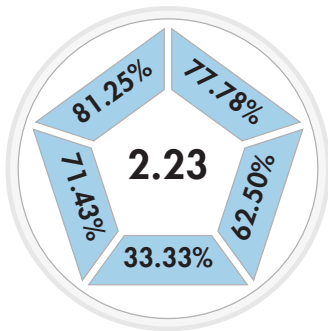


Median score distribution  
for worldwide industry sample:  
Telecommunications (n=429)



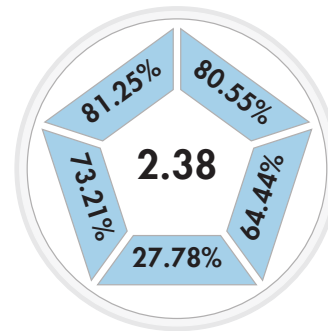
## 2023 QO<sub>2</sub> Norm Data: Worldwide Profession Samples

Figure 22



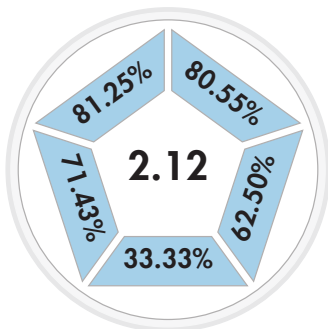
Median score distribution  
for worldwide profession sample:  
Accountant (n=322)

Figure 23



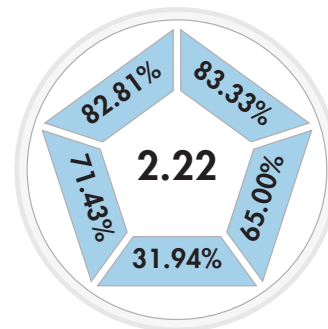
Median score distribution for  
worldwide profession sample:  
Editor (n=118)

Figure 24



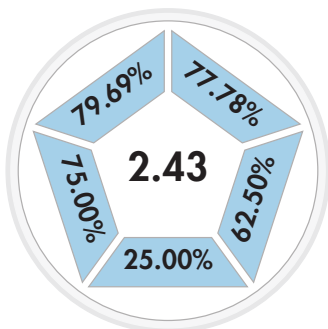
Median score distribution  
for worldwide profession sample:  
Engineer: Unspecified (n=462)

Figure 25



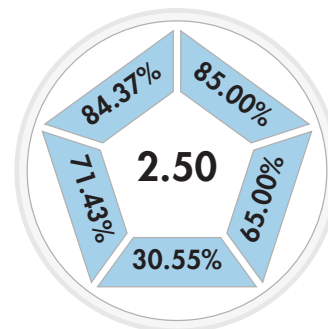
Median score distribution  
for worldwide profession sample:  
Information Technology & Management Specialists (n=172)

Figure 26



Median score distribution  
for worldwide profession sample:  
Nurse: General (n=150)

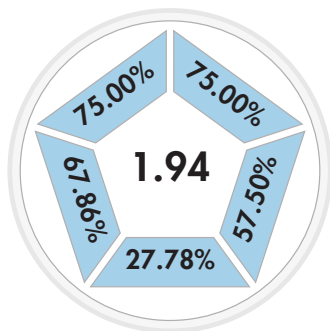
Figure 27



Median score distribution  
for worldwide profession sample:  
Project Manager (n=135)

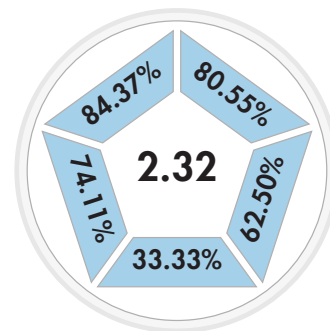


Figure 28



Median score distribution  
for worldwide profession sample:  
Social Worker (n=144)

Figure 29

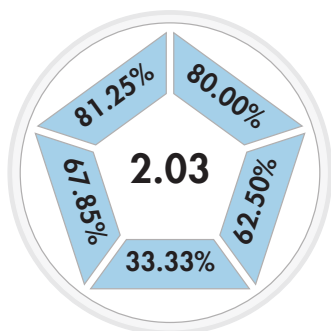


Median score distribution  
for worldwide profession sample:  
Solicitor/Attorney/Lawyer (n=148)



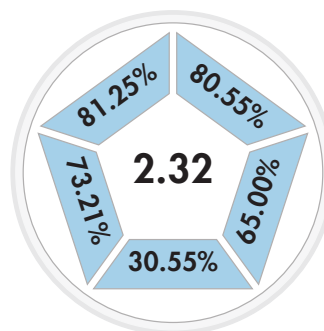
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Figure 30



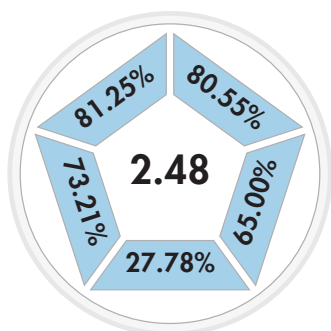
Median score distribution  
for worldwide age group sample:  
20-29 (n=1298)

Figure 31



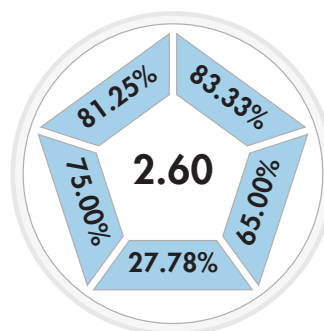
Median score distribution  
for worldwide age group sample:  
30-39 (n=3019)

Figure 32



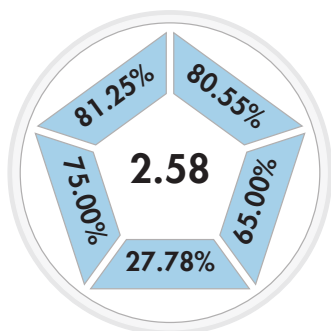
Median score distribution  
for worldwide age group sample:  
40-49 (n=2832)

Figure 33



Median score distribution  
for worldwide age group sample:  
50-59 (n=1465)

Figure 34

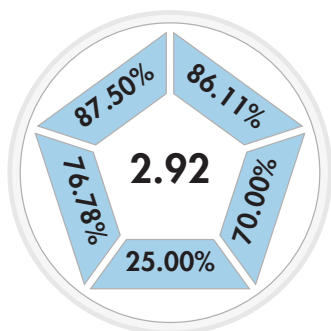


Median score distribution for  
worldwide age group sample:  
60-69 (n=204)



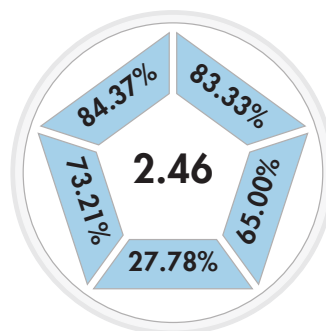
## 2023 QO<sub>2</sub> Norm Data: Worldwide Functional Area Samples

Figure 35



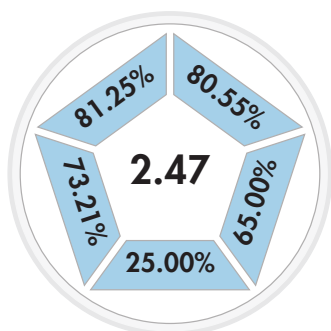
Median score distribution  
for worldwide functional area sample:  
CEO/Managing Director (n=723)

Figure 36



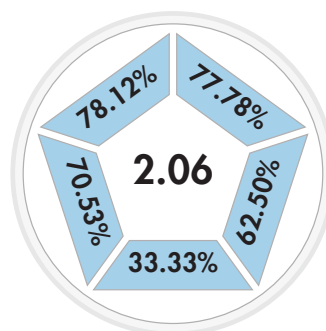
Median score distribution  
for worldwide functional area sample:  
Corporate Planning/Development (n=754)

Figure 37



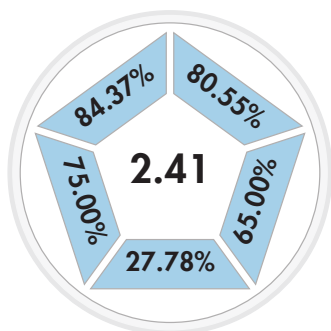
Median score distribution  
for worldwide functional area sample:  
Personnel/HR/Training/Recruitment (n=1974)

Figure 38



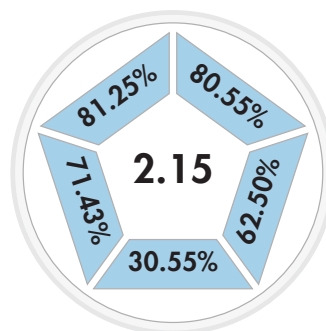
Median score distribution  
for worldwide functional area sample:  
Finance/Accounting (n=1004)

Figure 39



Median score distribution  
for worldwide functional area sample:  
Sales/Marketing/PR (n=1410)

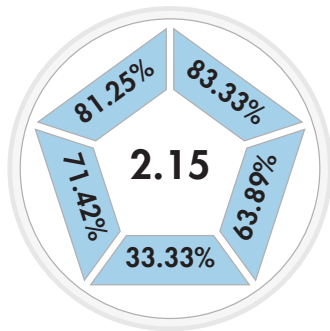
Figure 40



Median score distribution  
for worldwide functional area sample:  
Production/Construction/Control (n=1746)

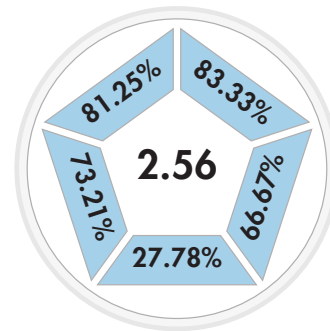


Figure 41



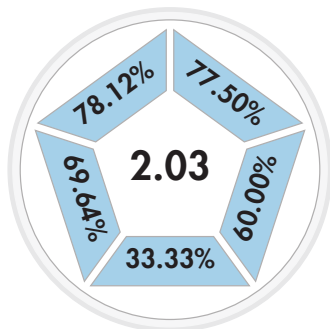
Median score distribution  
for worldwide functional area sample:  
Design/R&D (n=425)

Figure 42



Median score distribution  
for worldwide functional area sample:  
Consultancy (n=1106)

Figure 43

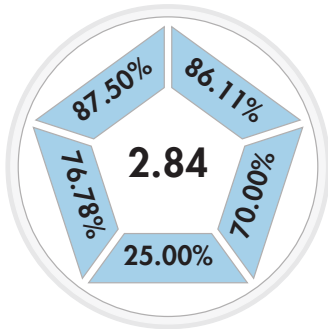


Median score distribution  
for worldwide functional area sample:  
Administration (n=1794)



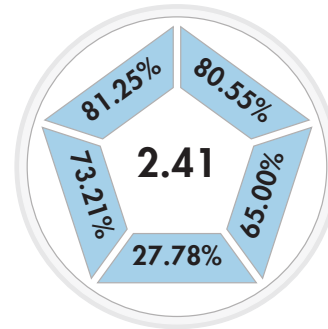
## 2023 QO<sub>2</sub> Norm Data: Organisational Level Samples

Figure 44



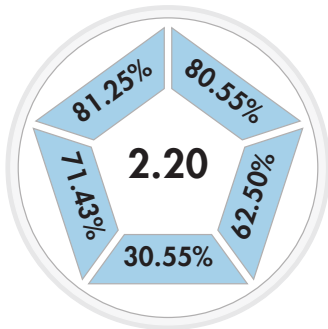
Median score distribution  
for worldwide organisational level sample:  
Top Manager/Leader (n=1571)

Figure 45



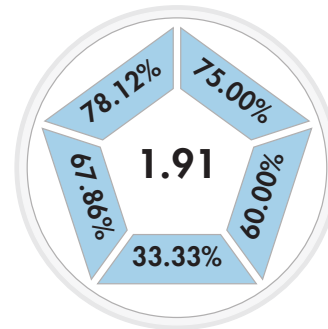
Median score distribution  
for worldwide organisational level sample:  
Middle Manager/Leader (n=3074)

Figure 46



Median score distribution  
for worldwide organisational level sample:  
Front Line Manager/Leader (n=1588)

Figure 47



Median score distribution  
for worldwide organisational level sample:  
Team Member (n=3015)



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## Contact Us

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**Web:** [www.teammanagementsystems.com](http://www.teammanagementsystems.com)