

## An introduction to the MTQ48

(Adapted from AQR International 2011)

The MTQ48 is a questionnaire carefully designed to measure Mental Toughness. This provides a benchmark against which an individual can develop their Mental Toughness.

### Mental Toughness

Mental toughness can be defined as the quality "which determines in large part how individuals deal with stress, pressure and challenge... irrespective of the prevailing circumstances"

This provides a valuable insight into how an individual approaches challenge, change and stressors. How we respond to them and deal with them can determine our:

- Performance
- Behaviour
- Wellbeing
- Aspirations
- Selection for teams and projects
- The ability to take difficult situations through to a satisfactory conclusion.
- Approach to training

### The Mentally Tough Person

The mentally tough person tends to be sociable and outgoing; being able to remain calm and relaxed, they are competitive in many situations and have lower anxiety levels than others. With a high sense of self-belief and an unshakeable faith that they control their own destiny, these individuals can remain relatively unaffected by competition or adversity. It is not always necessary to possess high levels of mental toughness to deal with all situations

### The MTQ48

The MTQ48 provides an overall measure of mental toughness and measures of four separate aspects of this concept:

- Challenge
- Control
- Commitment
- Confidence

### There are four reports available:

**The Development Report** - this report provides the person completing the questionnaire with a narrative describing their mental toughness. In addition, it provides suggestions for how to further develop mental toughness.

**The Assessment Report** - this is the only report that can be used when selecting individuals for roles, positions, teams and squads, or making other personnel decisions. It includes probe questions for the supporting interviews.

**The Coaching Report** - this report provides the manager / coach / parent with a narrative report on the person completing the questionnaire. As the name suggests it is designed to help managers, parents and coaches work more effectively with individual sportspeople and members of their teams.

**The Distance Travelled Report** - this report shows an original position on each scale and the current position when an individual completes the measure before and after (or during) a development programme.



## Mental Toughness and Mental Toughness Questionnaire MTQ48

### What is Mental Toughness?

Mental Toughness describes the mind-set that every person adopts in everything they do. It is closely related to qualities such as character, resilience, grit, etc. It is defined as:

*“A personality trait which determines, in large part, how people respond to challenge, stress and pressure, irrespective of their circumstances”.*

Published research and case studies from around the world show that Mental Toughness is a major factor in:

- **Performance** – explaining up to 25% of the variation in performance in individuals
- **Positive Behaviour** – more engaged, more positive, more “can do”
- **Wellbeing** – more contentment, better stress management, less prone to bullying
- **Aspirations** - more ambitious, prepared to manage more risk

It is important in almost all work applications. For instance studies show a close link between mental toughness and managerial level.

Research carried out under the direction of Professor Peter Clough of Manchester Metropolitan University has identified the four key components of Mental Toughness. These are called the 4 Cs. This research has now been independently validated through studies in Canada, Italy as well as the UK.

| Mental Toughness Scale | What this means ... what does MTQ48 assess  |
|------------------------|---|
| <b>CONTROL</b>         | <i>Life Control</i> – I really believe I can do it  |
|                        | <i>Emotional Control</i> – I can manage my emotions and the emotions of others              |
| <b>COMMITMENT</b>      | <i>Goal Setting</i> – I promise to do it – I like working to goals                          |
|                        | <i>Achieving</i> – I’ll do what it takes to keep my promises and achieve my goals           |
| <b>CHALLENGE</b>       | <i>Risk Taking</i> – I will push myself – I am driven to succeed                            |
|                        | <i>Learning from Experience</i> – even setbacks are opportunities for learning              |
| <b>CONFIDENCE</b>      | <i>In Abilities</i> – I believe I have the ability to do it – or can acquire the ability    |
|                        | <i>Interpersonal Confidence</i> – I can influence others – I can stand my ground if needed. |

### How can we assess Mental Toughness?

We are also able to assess mental toughness in terms of these components in individuals and groups through a unique 48 item high quality psychometric measure. It is normative which enables users to assess mental toughness before and after an event such as a training & development or coaching programme.

### Can we develop Mental Toughness?

We can. We can either help someone change their mental toughness or we can show someone how to adopt the behaviours that a mentally tough person would adopt. Either way many of the benefits of developing mental toughness can be achieved. AQR has a programme of interventions which suits all applications.

### In Summary

AQR’s work means that we now have:

- The ability to define and describe an important aspect of our personality - Mental Toughness
- A concept which is accessible to everyone and which helps to explain performance, wellbeing and behaviour
- The first psychometric measure which measures an individual’s Mental Toughness – it is valid & reliable.
- A Mental Toughness Development programme which delivers measurable results.

The result is a complete package which has valuable applications in the social, health, educational and occupational worlds. It applies to every aspect of developing and maintaining human capital.