



Q Pathfinder Guide

Part Two

Post taking the Q Pathfinder





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Post taking the Q Pathfinder

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2.1 Main things that Q measures

In About Me

Thinking and doing styles:

Visionary – Generates new ideas for change

Implementer – Creates plans with clear priorities

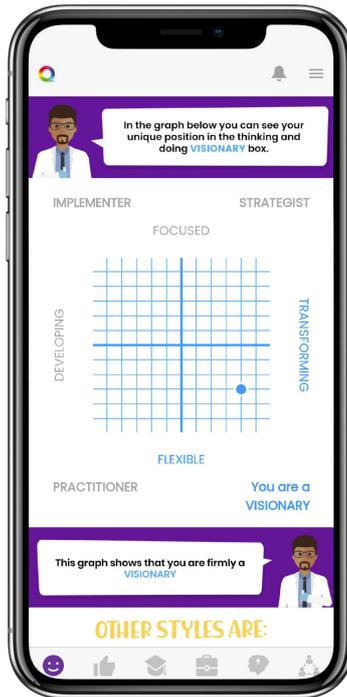
Practitioner – Makes plans happen

Strategist – Generates solutions to problems

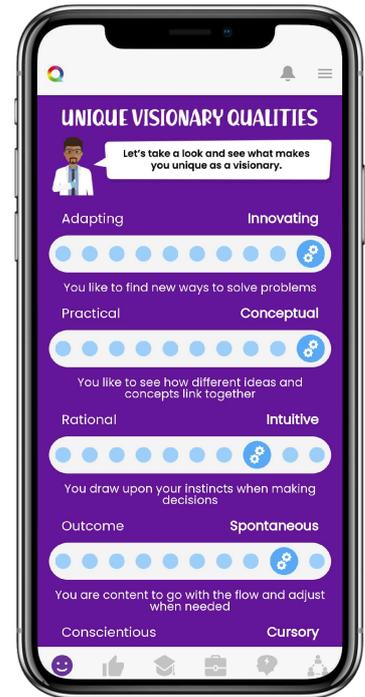
A visionary example:



What the science says:



The unique position...



Why Q says this...



The strength of preferred behaviours



Discover strengths and potentials



Build more strengths



Relating to others styles:

Encourager – Creates a sociable atmosphere

Supporter – Builds trust and empathy with others

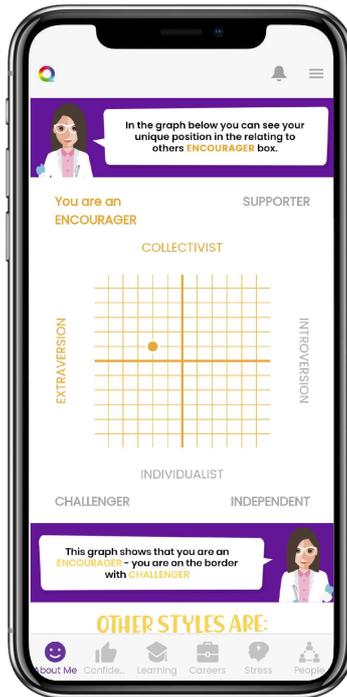
Independent – Brings alternative viewpoints

Challenger – Fosters open dialogues and debates

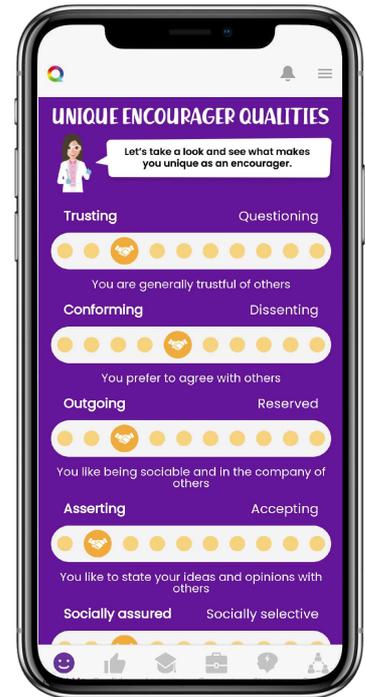
An encourager example:



What the science says:



The unique position...



Why Q says this...



The strength of preferred behaviours



Discover strengths and potentials



Build more strengths



Managing emotions styles:

Composed – Naturally calm, positive and confident

Contained – Guarded expressing thoughts and emotions

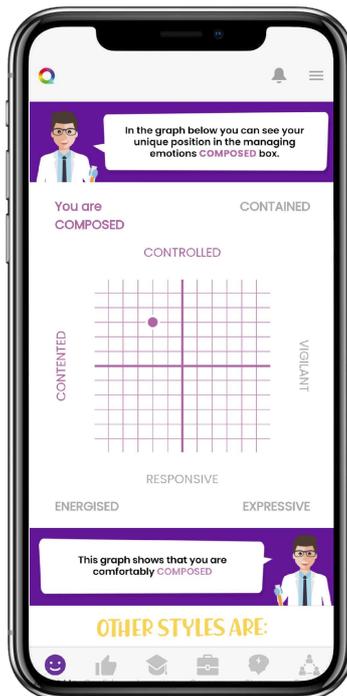
Expressive – Quick to react and open with their emotions

Energised – Upbeat, proactive and frank in conversation

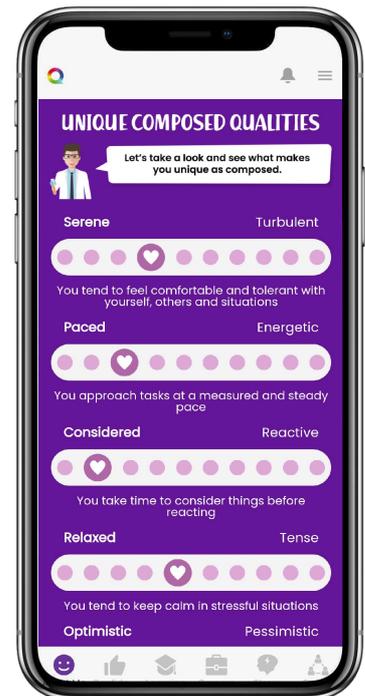
A composed example:



What the science says:



The unique position...



Why Q says this...



The strength of preferred behaviours



Discover strengths and potentials



Build more strengths



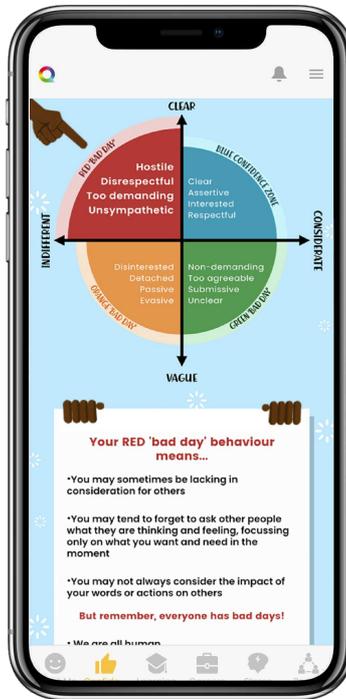
2.2 A flavour of what to explore in the rest of Q

What makes Q unique is that it takes the personalised outputs of its scientifically validated questionnaire, the basis of which is found in About Me, and its AI engine matches this personalised set of strengths and potentials to the tangible action areas of confidence, learning, careers, stress and people. These are the areas young people told us in our research they needed help with. Q always explains the science behind the unique personalised outputs it gives the user.

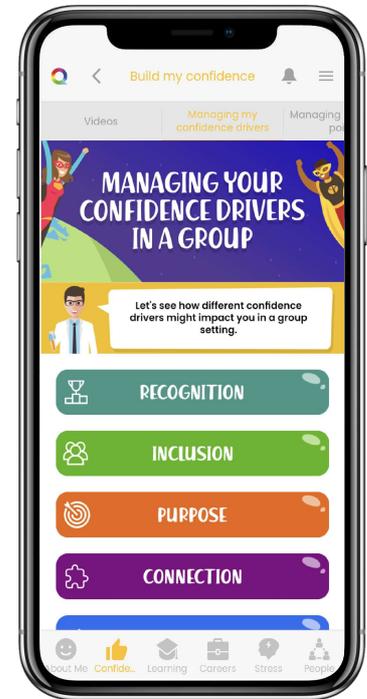
In Confidence



This is when two strengths conflict, the impact and what to do about it



Q explains what confident behaviour is, how we all have bad days, the impact of this and what to do about it

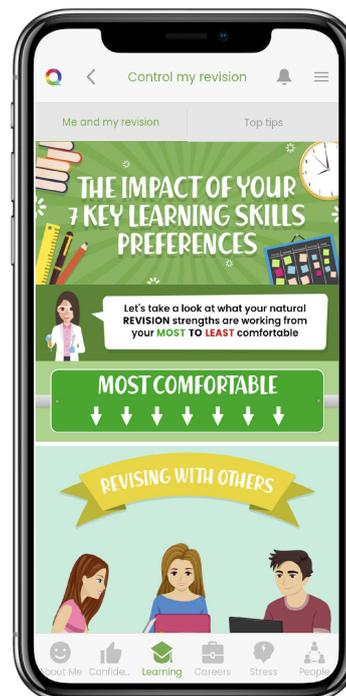


Understanding individual confidence drivers for a group situation and how to create the right one to thrive

In Learning



What personal preferences mean for 7 key learning skills



What impact these learning skills preferences have on revision



How to manage personalised risks to achieve goals



In Careers



Discover strongest career themes, now needed to support adapting to a fast changing future world of work



Explore job fit with individual 'thrive' zones



Job information and key stats on it e.g. popularity, future impact of tech etc

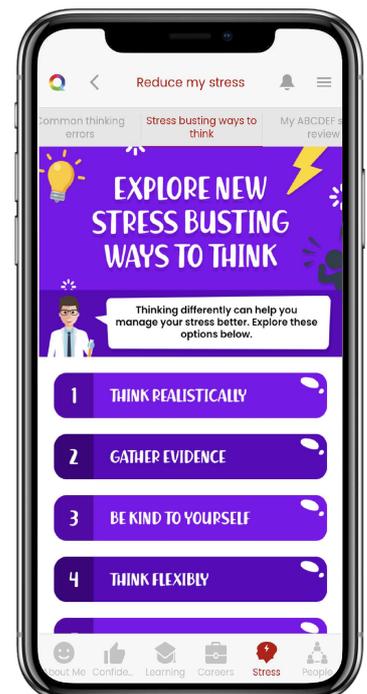
In Stress



Common stress factors that are personalised and impact wellbeing



Understanding an individual's stress strengths and potentials



Techniques that support relieving stress



In People



See personalised preferences for connecting and communicating with the world and people in it



Explains what 'Making relationships easier' personalised preferences exist and how these influence everyday behaviour



Poor relationships impact mental and physical health. Learn how to have a difficult conversation. An essential life skill.

Q's coaching approach - some examples:



A tried and tested career goal template



A tried and tested stress review template



Explore comfort zones to support new learning and goal achievement



2.3 Create a common language in the relationship

In order to make sense of Q's Pathfinder results a couple of important things to remember are that it provides insight about the individual's natural predispositions – the way they like to behave together with their natural comfort zones.

When young people get the opportunity to engage in activities which use their natural behavioural style it is motivational and enjoyable for them.

All profiles need to be seen positively because it is to do with a person's natural way of doing things and everyone is unique and that needs to be celebrated.

People who are successful, however you choose to define it, are fulfilled and happy with their lives. They have a good understanding of who they are and have insights about their natural strengths.

Successful people manage their strengths and potentials and so become not only good at what they are good at but also good at what they are less good at. They also learn how to engage the support of others, when needed, for help with those behaviours that come less easily to them.

Successful people also find opportunities in life to use those strengths. At the same time, they have a good understanding about those aspects of themselves of which they feel less comfortable about, i.e. their potentials.

Successful people are aware of, and feel comfortable about, their development areas. Having strengths and development areas is natural and not something to worry about. Everyone has these. This is one of the great insights that Q Pathfinder can provide for a young person.



If you are an adult in a young person's life and they would like some support to get the best out their Q Pathfinder results, here are some top tips to work with:

The role is to act like a coach with the young person. A key element of that is helping them to come to their own insights as opposed to anyone telling them what to do. Q is about self discovery, opening up possibilities and choices by moving a young person to a place of greater access to their unique inner resources. They need to feel they are allowed to find their way, not just your way. In that context be mindful of the following points:



1. Try to use open-ended questions, using the following words to start with - what, how, why, give, where, who, when, explain.



2. Encourage them to voice their views about their Q Pathfinder results and what it means to them.



3. Listen rather than talking and interrupting. A good technique is to count to 20 when they have finished speaking before you consider speaking again. This can provide a reflective space for them to communicate their internal thoughts even more and it stops you breaking their thinking flow.



4. Ask their view before you provide your view.



5. When they have given you their view of themselves, then give your view of their view.



6. It helps to build rapport when you share insights about yourself. For example, sharing your view about both your strengths and potential downsides legitimises that it's fine to have downsides - we all do.



7. Feedback from the Q Pathfinder is important, but needs to form the basis for action - it's the "so what?" of my personalised and unique profile.



8. Encourage thinking about goals that they may set for themselves and actions that they may take to achieve those goals. It is useful to check out the Q Pathfinder goals section for the potential risks that can exist to achieving these goals. There is also a goal template in the careers section that can be applied to any goal objective required.



9. Goals and their associated actions need to be both challenging i.e. therefore worthwhile - but also realistic - i.e. possible to achieve.





Q Pathfinder goal action examples

"Q helped me to understand what can trigger stress in me and how my beliefs can add to this. One key thing for me is to find ways to share my thoughts and open up more, rather than keeping it in which is my naturally preferred style. I am going to find a support group, sign up and see how I go."

"It's true when Q says I am considerate of others, but I am not always clear when saying what it is that I want or need. I hold back for fear of being too demanding. It makes me feel worn out. Also, my ideas never get heard. I am going to do the 'Blue' confidence zone behaviours now in Q to help me."

"Q was right in that sometimes I can be a bit argumentative and want to dominate others with my opinions about what we should be doing. I appreciate now how that can impact others. I need to try and practice asking more about what others think and try and do more listening to their views."

"Q learning showed my preferred managing failure style, we all have one, giving me tips to support my strengths and fulfil my potential. It made me feel better to know I am not alone. I am going to use Q goal setting, to map a clear realistic goal I have been putting off and just start and have a go."

"Q explained confidence can be learned and that nobody is confident all the time, even if they seem to be. It showed how moving out of your comfort zone can support building confidence without you ending up in a freak out zone. I am going to do the comfort zone exercise in Q to understand more."

"I was really surprised that Q suggested I would be a good fit with engineering rather than the more traditional female roles I was considering. I can see why it is a good fit when Q explained the link with my natural strengths. I am going to explore it further, as it is an exciting new option to add in."

"My further education/job focus needs to fit with my learning skill strengths. My future choices should be practical and have projects which include group activities. Now I know, I am going to find a better fit where I can use my natural talents more, feel good about myself and what I can achieve."

