

Robins Begg Consulting Limited

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Work Intelligence Quotient WORKIQ

Confidential Report for
Mr. Sample No.3

Robins Begg

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November 2010

Introduction

WorkIQ is based on the research identifying key factors separating star performers from average performance in leading world organizations. The research which was co-sponsored by Bell Laboratory, IBM, 3M and prominent Silicon Valley organizations has been found to be highly predictive of staff performance in competitive environments.

WorkIQ is completely different from conventional IQ and personality profiling. While conventional IQ measures people's thinking speed or efficiency in a specific area of work, WorkIQ measure people's ability to access and utilize such speed and efficiency to overcome real life challenges in the work place given uncertainties, and relationship complexities existing in competitive environments. Also, while personality profiles gives clue about which type of job a persons talents is better fit for, WorkIQ explains why two people with similar personality codes produces significantly different work performance under similar work conditions. WorkIQ is not a substitute for technical competence; it is a complement to it. That is, a person with a very high technical competence can still be an average or poor performer if her WORKIQ is low. However, a person with a very high WorkIQ is not automatically competent in a technical profession, but will be a better performer if skilled in the specific technical profession.

WorkIQ is not a static variable. It is a reflection of dominant subconscious programming developed over time by people through social and environmental scripting. These subconscious programming provides default decision making basis utilized by people when faced with real life challenges in the work environment. Cumulative decisions and choices made regularly by people in the work environment ultimately determine their measurable results or performance over a given period of time. WorkIQ can be changed or significantly improved if people are exposed to relevant training and mind transformation therapy.

WorkIQ tests a tool developed to measure the level of candidates' subconscious awareness of the 5 key dimensions of Star Performance Intelligent Quotient. The 5 dimensions includes: *Initiative, Knowledge Network, Self Management, Big Picture Perspective, and Followership Skills*. The star performers' definitions of the above variables are completely different from the dictionary or average performers' definitions of similar variables.

WORKIQ PROFILE

CUMMULATIVE WORKIQ: **77%**

Summary of Marks

Components	Mark %	Comments
Initiative	65	Very Good
Knowledge Network	80	Excellent
Self Management	90	Excellent
Big Picture Perspective	70	Very Good
Followership	83	Excellent

WorkIQ Summary

Mr. Sample has the mentality of a Star performer. His mental subconscious programming is similar to that observed among star performers in world leading organisations. His dominant thought pattern and work habits empower him to apply his mental and physical resources to tackle and overcome any challenge he comes across at work.

Mr. Sample has the mentality of an entrepreneur and will most likely succeed either as an employee or an entrepreneur. His result delivery capacity will naturally catch the attention of objective managers or supervisors and will often lead to consistent delegation of responsibilities and commensurate authority. With requisite training, skills, competencies, relevant experience and good attitude Mr. Sample has the potential to rise to a high management position in a conducive organisational environment.

Exposure to WorkIQ improvement programme will perfect Mr. Sample ability to deliver excellent productivity in a more conscious and sustainable manner

Initiative

Mr. Sample is an innovator in a work environment. As a worker he will often go above and beyond his expected job description to offer new value adding ideas to enhance his work and company productivity.

Mr. Sample will often stick to his valuable ideas, develop and follow it through to successful implementation without losing productivity in his expected roles.

Mr. Sample will often take personal risks in order to try out and implement ideas he is convinced will benefit the organization and generate long term profitability to his company.

Mr. Sample is usually more concerned with the result of innovative ideas on organizational productivity than his acceptance by colleagues in the office.

Knowledge Network

Mr. Sample is almost a perpetual explorer when it comes to knowledge, tools or expertise that will improve his ability to solve problems on his job. He is usually not afraid to take on unfamiliar or challenging new assignment on his job because he believes he can always tap knowledge or expertise to solve the problems from information outside his own mind.

Mr. Sample seems to have absolute faith in his ability to discover and access accurate relevant information, tools or experts that will supply the missing knowledge required for overcoming a challenging assignment.

On taking up a challenging assignment, Mr. Sample will usually spend sometime to figure out all the pieces of information or skills required to complete the puzzle of his new challenge. He follows up by spending time to develop effective questions required to attract relevant answers from experts or other sources of knowledge.

Mr. Sample consistently arm himself with relevant information and knowledge so as to be of value to the organisation and attract respect from other knowledgeable people he associates with. As far as Mr. Sample is concerned, good, relevant knowledge is a tool to sustain belongingness in a network of intelligent achievers he always loves to associate with.

Mr. Sample will usually crack new challenging work assignments at a rate faster than most average workers, because he opens himself to information and expertise by other knowledge experts.

Self Management

Mr. Sample is a highly effective Self-manager. He has an intuitive and accurate knowledge of himself: what kind of work he does best; and kind of task he wants to do to be relevant to his organisation.

Mr. Sample has a desire for both success and significance. He will therefore device a plan that enable him choose the kind of work that allows him to leverage on who he is; and use his talents to get into the state of flow frequently where he will enjoy job satisfaction. Mr. Sample has a way of regularly reviewing his personal productivity on a periodic basis and device ways to increase personal effectiveness and efficiency. He will often adopt behaviours that allow him to manage or minimize interruptions in his work day such as working at unusual hours (very early or till very late), spending some weekend hours on his work, or sometimes locking his office door if allowed in his organisation. Anything that can minimize interruptions, increase flow and mental productivity is often adopted by Mr. Sample.

Mr. Sample will sometimes make a very compelling case to management for changing job description or regulations that limits his productivity or restrict him from what he does best.

Big Picture Perspective

Mr. Sample has a multidimensional perspective to his assignment and functional roles in the organisation. In solving most problems, he will often take into account the perspective of different people and units, who will be directly or indirectly affected by the results of his assignment.

Mr. Sample will often seek to understand and take into account the perspective of larger groups such as colleagues, superiors and management staff, internal and external customers, and even sometimes the competitors. This desire to understand and take care of the perspectives of multiple groups of people often lead to his ability to develop more effective solutions than most average performers

Mr. Sample will often not be excited or motivated to work on assignment, whose usefulness he is uncertain about or which he is not convinced will be of significant value to the organisation or several units of the company. He is often

not interested in doing work for doing sake. Mr. Sample is motivated and energised by purpose rather than activity.

Followership Skills

Mr. Sample is a highly effective follower. That means as a follower he is always actively engaged in helping the organisation succeed, while exercising independent, critical judgement of goals, tasks, potential problems, and methods. Mr. Sample has the ability to work corporately with the leadership to accomplish the organisation's goals even when there are personalities or work place differences.

Mr. Sample never stops thinking for himself. He does not follow blindly, but when he disagrees with the leader, he does so constructively, with the organisations interest at heart. He comes out of his assignments with great energy, paying attention to policy implications down the road as well as detailed implementation.

Mr. Sample is a self-starter and a creative problem solver, applying his talents for the benefits of the organisation, even when confronted with bureaucratic bottlenecks or non-producing colleagues.

In handling conflicts and disagreement between himself and his boss, he always assumes that the leader wants the best outcome for the organisation, and operates on this assumption until proved otherwise.

Mr. Sample is a loyal follower. Although he is more committed to a cause, such as principles, vision, values, product or idea. He is not necessarily committed to a leader's idiosyncrasies or actions that are contrary to organisational goals or ideals. He is a bold follower who may leave the organisation if it becomes apparent that his values and goals are consistently in conflict with his leader or organisation.

ABOUT ROBINS BEGG CONSULTING LIMITED

The Company

Robins Begg Consulting Limited was founded by a group of individuals with a critical blend of expertise in management, marketing and information technology. The company has successfully provided consulting services for several organizations in the Finance, Manufacturing, Services and Information Technology industries in Nigeria.

Our Mission

Our mission is to empower organizations and individuals to achieve success and significance in their areas of business. We continually expand the business opportunities and competitive potential of our clients by providing the right strategies, technologies and human resources skills required by them to achieve and sustain market leadership in their industry, while fulfilling the financial and developmental goals of other stakeholders.

Business Focus

To achieve our corporate mission we focus on three core components of our clients' businesses:

1. Strategy
2. People
3. Technology

Products

- Financial Success Index (FINDEX)
- MiGenius Test
- Business Compatibility Test (BCT)
- JobMatch Test
- WorkIQ Test

Consulting Services

- Manpower Planning and Strategy Development
- Development of Multi-Dimensional Staff Evaluation Systems

- Staff Recruitment and Selection
- Corporate Planning and Strategy Development
- Staff Performance Audit
- Job Analysis, Description and Design
- Development of Motivational Staff Compensation and Incentive Packages
- Corporate Positioning or Re-positioning Strategy
- Business Process Re-engineering
- Strategic Marketing Audit (SMA)
- Strategic Marketing Planning (SMP)
- Change Management Strategy Development

Some Available Training Titles

- § Mind Activation Programming
- § Effective Interpersonal Relationship Skills
- § Advanced Business Writing Skills
- § Effective Administrative Management Skills
- § Strategic Approach to Influencing and Winning Profitable Customers
- § Effective Customer Relationship Skills
- § Strategic Approach to Marketing Insurance Business
- § Effective Supervisory Management Skills
- § Strategic Marketing Management
- § Strategic Skills for Building your Dream Business
- § Understanding and Managing Organizational Conflicts and Politics
- § Effective Sales and Customer Relationship Skills
- § Understanding and Managing Staff Performance
- § Strategic Key Accounts Management Skills
- § Warehouse Management Skills
- § Fundamentals of Logistics Management: Inbound Logistics Skills
- § Advanced Logistics Management: Outbound Logistics Skills