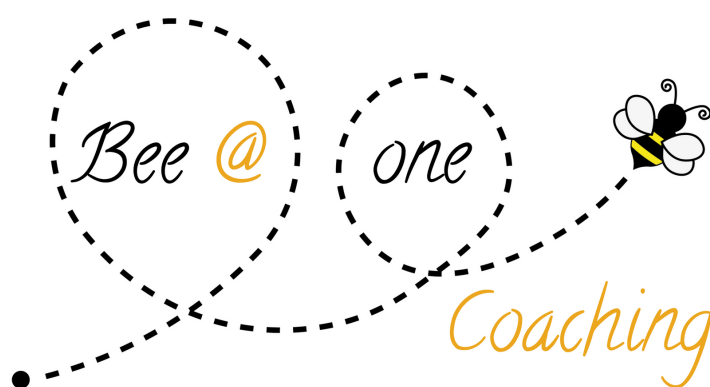


# MENTAL TOUGHNESS

## MENTAL TOUGHNESS AND THE MENTAL TOUGHNESS QUESTIONNAIRE



### WHO WE ARE

Bee@one specialist coaches Tina and Ray have a wealth of experience gained from more than two decades as coaching professionals.

We take great pride in our clients' progress, helping them to success every step of the way. Whatever your need, rest assured we'll help you move forward to find and embrace the new you.

### WHAT WE DO

We will enable you and your team to improve leadership skills, reduce stress factors, be more resilient and improve overall team capability.

Our Mental Toughness Programme uses the mental toughness questionnaire (MTQPlus) results to coach and develop you and your team.

# THE CONTENTS

WHAT IS MENTAL TOUGHNESS?  
INTRODUCING THE 4C'S

HOW CAN WE ASSESS MENTAL  
TOUGHNESS?

INTRODUCING MTQPLUS

WHY IS MENTAL TOUGHNESS IMPORTANT?

CAN WE DEVELOP MENTAL TOUGHNESS?

SUMMARY

CONTACT INFORMATION

# What is Mental Toughness?

Mental Toughness describes the mindset 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”.*

Most personality models and measures assess the behavioural aspects of Personality (how we act). Mental Toughness differs in that it assesses something more fundamental – “how we think”. In other words, why we act and respond emotionally to events. It enables us to understand mindset in a very practical way.

Research carried out under the direction of Professor Peter Clough of Huddersfield University identified the four key components (constructs) of Mental Toughness. These are called the 4Cs. In 2017, work by Doug Strycharczyk, Dr John Perry and Professor Clough allowed the concept to be expanded to eight factors to be understood and assessed around the 4Cs. This is shown below;

Mental Toughness Scale	What does MTQ assess... the 8 Factors
<b>CONTROL</b>	<b>Life Control</b> - I really believe in myself, I can do it
	<b>Emotional Control</b> - I can manage my emotions and the emotions of others
<b>COMMITMENT</b>	<b>Goal Orientation</b> - I set goals and like the idea of working toward goals
	<b>Achievement Orientation</b> - I do what it takes to keep promises and achieve goals
<b>CHALLENGE</b>	<b>Risk Orientation</b> - I stretch myself, welcoming new and different experiences
	<b>Learning Orientation</b> - I learn from what happens, including setbacks
<b>CONFIDENCE</b>	<b>In Abilities</b> - I believe I have the ability to do it, or can acquire the ability
	<b>Interpersonal Confidence</b> - I can influence others

MTQ is consistent with motivational models such as Maslow and with all Leadership models providing an additional level of understanding to support development in these areas.

It is also relevant for all soft skills development such as team building, interpersonal skills, communication skills, emotional intelligence, etc. It has a particularly strong role in Coaching and Mentoring where it supports the development of a client's self-awareness of their strengths and their development needs...and why these exist.

It is also widely used in talent management programmes to support the transition to new and challenging roles.

Usefully, the Mental Toughness concept embraces a number of similar ideas such as Mindset, Grit, Character, Resilience and Learned Optimism in one comprehensive framework.

# 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 range of unique high-quality psychometric measures. They are normative which enables users to assess mental toughness before and after an event such as a training and development or coaching programme.

Equally importantly the measures are generally accepted as being reliable and valid through independent studies. This means that we can evaluate the effectiveness of programmes in a valuable way. If we can see a change in mindset we can more confidently expect to see changes in behaviour.

## MTQPlus

<b>Overall Mental Toughness</b>	✓
<b>Control</b>	✓
Life Control	✓
Emotional Control	✓
<b>Commitment</b>	✓
Goal Orientation	✓
Achievement Orientation	✓
<b>Challenge</b>	✓
Risk Orientation	✓
Learning Orientation	✓
<b>Confidence</b>	✓
Confidence in Abilities	✓
Interpersonal Confidence	✓
<b>Typical time for completion</b>	12-15 Minutes
<b>Typical applications</b>	Coaching Individual assessment Organisation Development Evaluation of programmes Recruitment & Selection

# Why is Mental Toughness important?

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
- **Agility** - Positive Behaviour – more engaged, more positive, more “can do”, dealing well with change
- **Wellbeing** - more contentment, better stress management, less prone to bullying
- **Aspirations** - more ambitious, prepared to manage more risk

It is also a major factor in colleague retention, particularly in higher education, employability and is a key aspect of an organisation's culture. It has applications in virtually every sector. In the world of work, it is key for leadership and colleague development, particularly within change programmes and talent management programmes.

It is also widely used for developing young people in education, youth work and social mobility programmes.

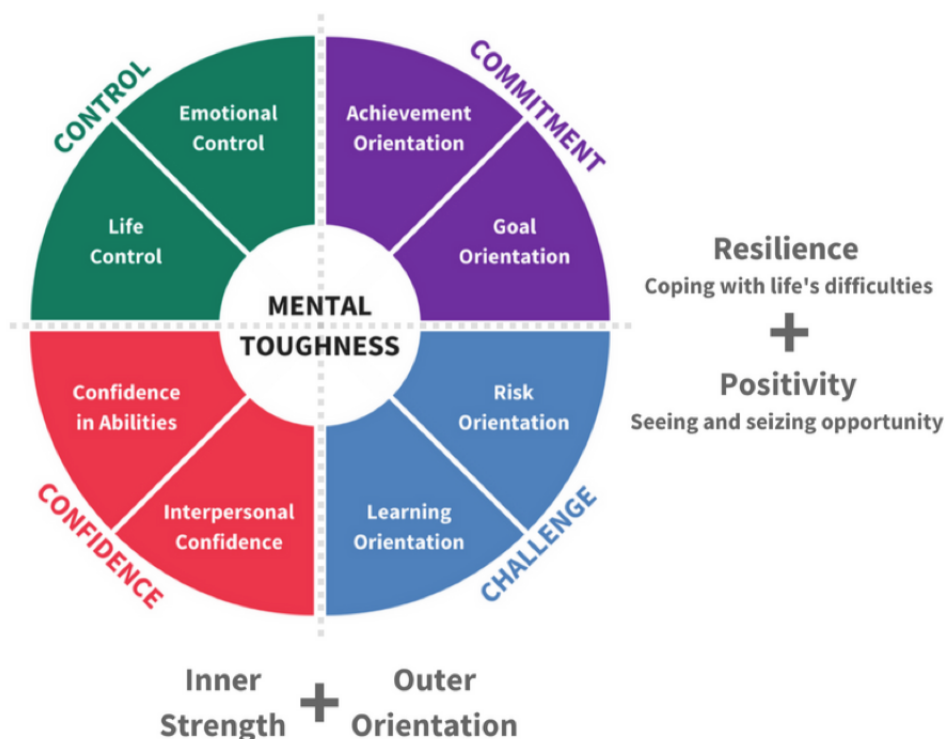
It is well evidenced that an individual's mental toughness impacts upon their wellbeing. Someone with higher mental toughness is more contented and better able to manage stress when it does occur. They are more willing to participate, sleep better and are less likely to develop mental health issues.



# 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. The Mental Toughness concept embraces a number of similar ideas such as Mindset, Grit, Character, Resilience and Learned Optimism in one comprehensive framework. Research indicates that it is a fundamental concept which underpins a number of important ideas.

This is illustrated in the image below which represents the 4 Cs and 8 Factors in a way that explains several other important ideas. The Control and Commitment factors correlate with what is widely understood as Resilience – the ability to recover from an adverse situation. On its own Resilience helps you “survive”. Add the Positive factors associated with Challenge and Confidence and we have Mental Toughness – the concept that helps you to “thrive”. The image illustrates how some ideas can be usefully explained by the 8 factors in combination.



# Interested in using the Mental Toughness concept and measure?

*Tina at Bee@one Coaching Ltd. is licensed by  
AQR to deliver Mental Toughness Questionnaire  
psychometric test MTQPlus.*

Our programme will give you:

- The ability to define, describe and measure an important aspect of our personality - Mental Toughness
- A concept that is accessible to everyone and which helps to explain performance, wellbeing and positive behaviour
- Development materials that deliver measurable results.

The result is a complete package with coats starting at £150.00. It applies to every aspect of developing and maintaining you and your team.

Contact us today to find out more about what plan will work for you.

## CONTACT US:

*Email: [beeatone@gmail.com](mailto:beeatone@gmail.com)*

*Mobile: 07733301628*

