



A Large UK Retailer

Mental Toughness & Prevue – Occupational
Applications

As part of a large Organisational Development programme, one of the UK's largest retail organisations (employing 50,000 staff between them) introduced an assessment centre programme for managers who were previously assessed as having the potential for growth and promotion. They were particularly interested in identifying people who would be successful as Regional Managers and as Large Store Managers.

The assessment centre programme comprised a typical mix of psychometrics, group and individual exercises, presentations and structured interviews. The two psychometric measures used were the Prevue Assessment and MTQ48.

On completion of the exercise, a validation exercise was carried out which correlated the data used in the development centre programme and data from performance reviews, and an assessment of each individual's potential and performance in current role. All already operated at Assistant or Deputy Store Manager level.

The study showed that there was a strong relationship between Mental Toughness scores (MTQ48) and performance on the Assessment Centre and performance in the workplace. There was also a strong relationship with key scales in the Prevue Assessment – particularly the ability scales and the independence, conscientiousness and extraversion scales.

The study also showed that these two measures were the strongest indicators of potential and performance in the assessment centre programme.

For More Information contact:

AQR International - +44 (0) 1244 572050; E-mail – headoffice@agr.co.uk; or see www.agrinternational.co.uk

