




Mental Toughness Report

for: Alex Sample

"Mental toughness is about having the natural or developed mental advantage that enables you generally to cope better than others with the many demands that are placed on you in your day-to-day life. Specifically, it is about being more consistent, determined, focused, confident, resilient, and in control when under pressure in order to perform at maximum potential."

"Enhancing mental toughness, highlighting and honing strengths, and fostering strong relationships are core competencies for any successful manager."

Harvard Business Review, April 2011



There is widespread, growing interest in understanding the relationship between behavioural preferences and business success, and research has identified a cluster of nine behavioural strengths, or competencies, that are linked to both mental toughness and peak leadership performance. The *PRISM Mental Toughness Inventory* measures a candidate's preference for each of those behaviours. They include: self-belief, ambition, resilience, self-management, optimism, determination, independence, competitiveness and adaptability. The *PRISM Mental Toughness Inventory* is an exciting advance in the ability to measure the building blocks that are scientifically linked to business success. It is important to note, however, that in addition to mental toughness strengths, high performance leaders are also very effective at relationship building and relationship management, and excel at developing and motivating others through whom they achieve their results.

The mental toughness competencies covered by the Report are:

Self Belief	Having and expressing an unshakable belief in one's own skills, talents and abilities to perform successfully at the highest levels despite tough opposition.
Ambition	Having high aspirations to set one's own standard of excellence and to achieve status, recognition or reward by being driven to succeed unconstrained by others.
Resilience	Having the behavioural persistence to bounce back quickly from difficulties and to see setbacks as nothing more than a minor distraction along the road to ultimate success.
Self Management	Having the ability to manage effectively one's own impulsive emotions and to maintain consistently good performance even when under pressure.
Optimism	Having the ability to see 'the big picture', identify opportunities and maintain a strong, positive frame of mind despite setbacks and difficulties.
Determination	Having the ability to maintain a strong drive and goal focus and avoid distractions that can interfere with optimum performance, regardless of what else is happening.
Independence	Having the ability to work comfortably on one's own with a minimum of supervision, or without seeking the advice or opinions of others and to be accountable for one's actions.
Competitiveness	Having a strong desire to strive for competitive success, but primarily focusing on challenging oneself to reach optimal performance.
Adaptability	Having the ability to modify one's approach to changing situations and to take calculated risks in order to achieve success or the competitive advantage.

This Report is designed to provide you with an opportunity to review the behavioural preferences necessary for responding to the challenges of the modern business environment. It provides you with a set of scores measuring your mental toughness preferences, based upon your replies to the *PRISM Professional Inventory*.

Each measurement in the Report has four possible ratings:

A Development Need: Your level of mental toughness in this competence is low and likely to be restricting your overall effectiveness. Your Report indicates that you will feel uncomfortable using the behaviours associated with this competence and will avoid them if at all possible. Developing your skills in this competence is likely to be essential to your long-term personal growth and success.

A Development Opportunity: Your level of mental toughness in this competence is not a natural strength, and there is opportunity for self improvement. You should, therefore, take the opportunity to develop this competence into a natural strength.

A Natural Strength: You have a natural mental toughness strength in this competence. You should, however, build on this strength by considering additional strategies to use it more effectively.

A Potential Overdone Strength: Your score indicates that you have above average mental toughness in this competence, but you need to be careful not to overdo this strength otherwise it could undermine your overall performance. For example, being 'competitive' is a strength, but it can be counter-productive when used to excess and used internally to compete unnecessarily with work colleagues.

Getting the most from this Report

To get the best results from this Report it is important to study it closely and then follow the five steps listed below, but it is also beneficial to share its contents with those who know you well and ask for their feedback.

Step One

List the natural strengths identified in your Report that you recognise and accept as your key strengths and consider how they add value to your personal performance. Now, identify several strategies that you can implement with immediate effect to increase the effectiveness of those strengths.

Step Two

List any key development areas identified in your report that you recognise as true of you and decide what actions you will take to address this challenge. You may find it useful to discuss these with you *PRISM* Practitioner or line manager.

Step Three

List any areas for development identified in your Report that surprised you. Pause and consider the potential impact of these behaviours on your overall performance. These may represent 'blind spots' and you may need to consider asking for feedback from those who know you well and who are familiar with your day-to-day work.

Step Four










Identify the key challenges you are facing in your job performance at present and consider how you can use your identified strengths more effectively to enhance your performance. Discuss your report with your *PRISM* Practitioner or line manager, paying particular attention to those behaviours that require further development, and consider what development options are available to you.

Step Five

Identify those behaviours that you may overdo when you are under pressure or in conflict with others and consider what actions you will take to avoid their negative potential in such circumstances.

Finally, think of the opportunities that arise from this Report to set some new goals for your personal performance development. Remember developing clear goals and achieving them puts you in charge of your life. A goal is a measurable written statement of a definite next step. Clearly define 3-4 important goals that you would like to achieve and by what date you intend to achieve each of them.

All descriptions used in this Report are designed for you to consider in the light of your day-to-day work, but it is for you to decide how relevant they are to your performance in your job. The Report should, therefore, be used as a guide to self reflection and personal assessment. Higher scores are associated with greater levels of mental toughness and thus enhanced business performance, but, ultimately, success will depend upon how committed you are to using the information provided in the Report to enhance your own development.

Competence	Description	A Development Need	A Development Opportunity	A Natural Strength	A Potential Overdone Strength
Self Belief	Having and expressing an unshakable belief in one's own skills, talents and abilities to perform successfully at the highest levels despite tough opposition.				
Ambition	Having high aspirations to set one's own standard of excellence and to achieve status, recognition or reward by being driven to succeed unconstrained by others.				
Resilience	Having the behavioural persistence to bounce back quickly from difficulties and to see setbacks as nothing more than a process along the road to ultimate success.				
Self Management	Having the ability to manage effectively one's own impulsive emotions and to maintain consistently good performance even when under considerable pressure.				
Optimism	Having the ability to see 'the big picture', identify opportunities, and maintain a strong, positive frame of mind despite setbacks and difficulties.				
Determination	Having the ability to maintain a strong drive and goal focus and avoid distractions that can interfere with optimum performance, regardless of what else is happening.				
Independence	Having the ability to work comfortably on one's own with a minimum of supervision, or without seeking the advice or opinions of others and to be accountable for one's actions.				
Competitiveness	Having a strong desire to strive for competitive success, but primarily focusing on challenging oneself to reach optimal performance.				
Adaptability	Having the ability to modify one's approach to changing situations and to take calculated risks in order to achieve success or the competitive advantage.				
	Overall Mental Toughness Rating	