



COGNOMIE
Mental Fitness
Report

Sample Report

Cognosis Report

Mon 18 Jan 2021

PRIVATE AND CONFIDENTIAL

What is Mental Fitness?

Mental Fitness is the capacity and ability to improve your performance through taking control of your state of psychological and emotional wellbeing.

Mental Fitness is generated through the ability to: identify and manage your internal capacities such as focus, attention, presence, perspective, confidence, the ability to appreciate strengths, positivity, determination and to achieve balance.

Secondly, Mental Fitness enables an individual to engage productively with their environment (whether work or home), to manage relationships positively, communicate well, to feel fulfilled, motivated and optimistic.

A combination of all of these factors results in foundations of resourcefulness across the different skills and competencies important in a business setting. These include: the ability to maintain a healthy sleep pattern, work-life balance and personal confidence and to communicate effectively and manage through uncertainty.

Developing a greater awareness of our Mental Fitness results in the development of a sense of wellbeing and happiness, valuable to each individual and invaluable to an organisation looking to sustain and improve business performance.

How can a Mental Fitness Coach help?

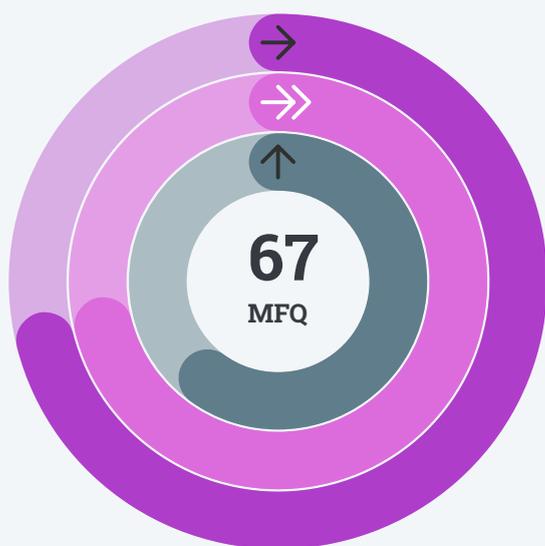
Your Mental Fitness Coach will facilitate your understanding of your Mental Fitness Quotient (a measure of your overall Mental Fitness), what is contributing to this (positively and negatively) and will help you develop skills and approaches to make the improvements you are looking to make. They will also help you explore the specifics of your Foundations of Mental Fitness and help you to develop strategies to sustain your strengths and to make the improvements you want to make in the future.

It is important to remember that your Mental Fitness profile is derived from your self-perception and it can be valuable to therefore also request feedback from those around you to see how your perception is similar and different to people you interact with.

Introduction to the MFQ (Mental Fitness Quotient)

Your Mental Fitness Quotient is made up of three elements:

71 **71** **60**
Myself Environment Foundations



Myself – your internal view of yourself and how you manage your thoughts and feelings positively and proactively.

Environment – how you engage with your 'environment', how you manage your relationships and communication and how you gain motivation and a sense of achievement at work.

Foundations – the foundation elements are aspects of your Mental Fitness that you may wish to develop further as improvements in these areas will positively contribute to your overall levels of happiness.

Overall MFQ score (%)

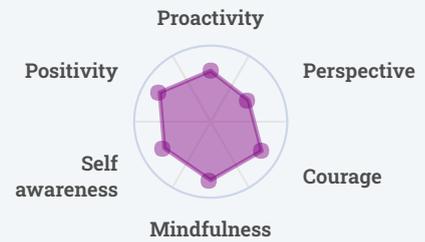
Your overall MFQ % shows you how mentally fit you are overall in comparison to the rest of the relevant population

Myself

Your internal view of yourself and your ability to manage your thoughts and feelings positively and proactively

Your overall score for Myself is **71**

This is in the **upper middle range** compared to the equivalent population.



Your perceived areas of Strength and the areas where you scored Lower:



Courage



7.7

Strength to share thoughts and feelings, trust others and willingness to show vulnerability in order to learn.

Your score suggests:

- You are courageous to share your thoughts and feelings even when they are unpopular the majority of the time
- You generally trust those around you to have your best interests at heart
- You show a strong willingness to learn from your mistakes and express your vulnerability

To discuss further with your Coach:

- What are the particular situations when you feel most able to speak your mind? Is there a difference at work and at home/ in your private life?
- When you do trust those around you what do you notice yourself thinking and feeling?
- What would those around you say about your courage and how you demonstrate vulnerability?



Mindfulness



7.7

Ability to be present, awareness of self-talk and judgement and to ability to control thought processes.

Your score suggests:

- You usually find that you are able to be present for a conversation and feel 'in the moment'
- You have an extremely well-developed awareness of your inner dialogue and can easily identify when it is positive and negative
- You may feel as though you aren't always able to create space for mental calm or to pause your thinking

To discuss further with your Coach:

- What do you see in those around you who you consider to display 'presence' and how could you adopt more of this quality?
- How do you manage your inner-dialogue to be productive and beneficial to you and how do you continue to reflect on this?
- Do you follow a 'mindfulness practice'? If so, how could developing a more frequent practice serve you?

Positivity

7.7

Your energy for your work, to be able to work well and under pressure and to retain a positive view of the future.

Your score suggests:

- You have enough energy to do your job to the best of your ability most of the time
- You maintain an optimistic view of the future some of the time
- You perform very well in pressure situations

To discuss further with your Coach:

- What do you recognise gives you the energy to do your job?
- What do you notice your thought processes, thinking patterns and emotions to be which enable you to remain optimistic about the future?
- What could you share with others to encourage their resilience to be as good as yours?

Self awareness

7.0

Awareness and appreciation of strengths, self-confidence and self-compassion.

Your score suggests:

- You have a well-developed ability to appreciate your areas of strength and contribution
- You report a very strong confidence in your own ability
- You may mentally 'beat yourself up' and feel bad about yourself sometimes.

To discuss further with your Coach:

- How do you stay aware of your strengths?
- How do you ensure continued reflection to maintain confidence in your own ability?
- How could you be kinder to yourself and in which circumstances?

Proactivity

6.7

Your ability to take a 'future view', have clear goals and plans and be willing to contribute and take on new things.

Your score suggests:

- You are able to keep a focus on the future most of the time
- You sometimes have a clear plan for the future and are aware of how to achieve your goals
- You are mostly willing to step in and contribute and to take on new things

To discuss further with your Coach:

- How do you/ could you use your strength to be future focussed to motivate others?
- How could you generate a stronger plan for the future and gain clearer personal goals and what would be the benefit of this?
- How do you monitor your own capacity to ensure that you can continue to 'step in' to opportunities and how do you identify when you are nearly 'full to capacity'?



Perspective

5.7

Ability to adapt your thinking at times of uncertainty, to manage your daily workload and to keep perspective.

Your score suggests:

- You are seldom able to shift your thinking and to adapt when things around you are unsettled
- You are able to manage your workload and to feel in control only some of the time
- You are good at maintaining an objective perspective

To discuss further with your Coach:

- How could you make more space to reflect on your ability to be flexible and adaptable in your thinking?
- What are the things that de-stabilise your ability to manage your workload and how could you better plan and prepare for them?
- What could you help others learn from you regarding maintaining objectivity and when could this be useful?

Environment

How you engage with your 'environment', how you manage your relationships and communication and how you gain motivation and a sense of achievement at work



Your overall score for Environment is **71**

This is in the **upper middle range** compared to the equivalent population.

Your perceived areas of Strength and the areas where you scored Lower:

Engagement 8.0

How you build working relationships, communicate effectively and care for others around you at work.

Your score suggests:

- You build very strong working relationships with those around you who count
- You are able to communicate effectively with some of those around you
- You have a strong capacity to care for others around you at work

To discuss further with your Coach:

- How can you leverage your capacity to build good working relationships with others around you?
- How would you describe your communication style and how do you adapt it as necessary to be heard and understood?
- How will you sustain empathy for those around you in the future? (what is within your control?)

Passion 7.3

How much your work gives you meaning, how well you feel you fit and are able to express yourself at work and how much you enjoy coming to work.

Your score suggests:

- You feel as though your work gives you significant meaning
- You feel as though you fit in the organisation and are able to express yourself
- You enjoy coming to work the majority of the time

To discuss further with your Coach:

- What gives your life meaning generally and how are you able to match this with what happens for you at work?
- What would expressing more of yourself at work look like/ feel like?
- How much do you make time to reflect on and appreciate what you particularly enjoy about coming to work?

Growth

7.3

Your sense of growing, learning and developing at work and the future possibility for career progression.

Your score suggests:

- Work currently gives you significant opportunity for learning
- You feel as though you are growing as an individual whilst at work
- You see significant possibility for career progression

To discuss further with your Coach:

- How much do you/ can you create learning and growth opportunities for others?
- What more could you do to be proactive in your own growth/ development?
- How do you contribute to the career progression and learning and development of others?

Fulfilment

7.3

How much you feel you are able to contribute at work, and to create balance between work and home life. How clear you are on your purpose at work.

Your score suggests:

- You have a significant ability to contribute as much as you wish to at work
- You mostly balance home and work life well, although sometimes this becomes more difficult
- You are clear on your purpose at work

To discuss further with your Coach:

- What enables you to contribute so significantly at work (within yourself and with regard to others)?
- What can create balance between work and home for you, what contributes to this and what gets in the way? How do you support this in others?
- How do you maintain your sense of purpose at work and what are you thinking and doing when you are able to?

Achievement

6.3

How much you feel you have the tools you need to do your job well. How well rewarded and recognised you feel and how well you are supported to take appropriate risks.

Your score suggests:

- You feel that you sometimes have the tools and resources you need to do your job well.
- You generally feel you are rewarded and recognised for the work you do
- You feel somewhat supported and at times able to take appropriate risks

To discuss further with your Coach:

- What shifts could you make to have access to the tools you need to do your job?
- How else would you like to be rewarded and recognised at work and who could you talk to in order to facilitate this? How do you reward and recognise others?
- What do you recognise is stopping you from taking risks at work?



How well you understand what is expected of you at work, the strength of relationship with your manager and how much energy and commitment you have for doing your best at work.

Your score suggests:

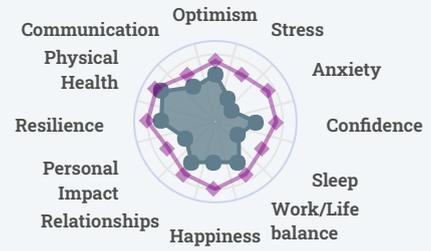
- You seldom know what is expected of you
- You do not have a very good relationship with your manager
- You are very committed to doing your best at work and draw energy from those around you

To discuss further with your Coach:

- How does not knowing what is expected of you, affect you? How would you like this to be different?
- What is within your control for you to build a stronger relationship with your manager? How committed are you to this?
- How could you use your energy and commitment at work to further motivate others?

Foundation Elements

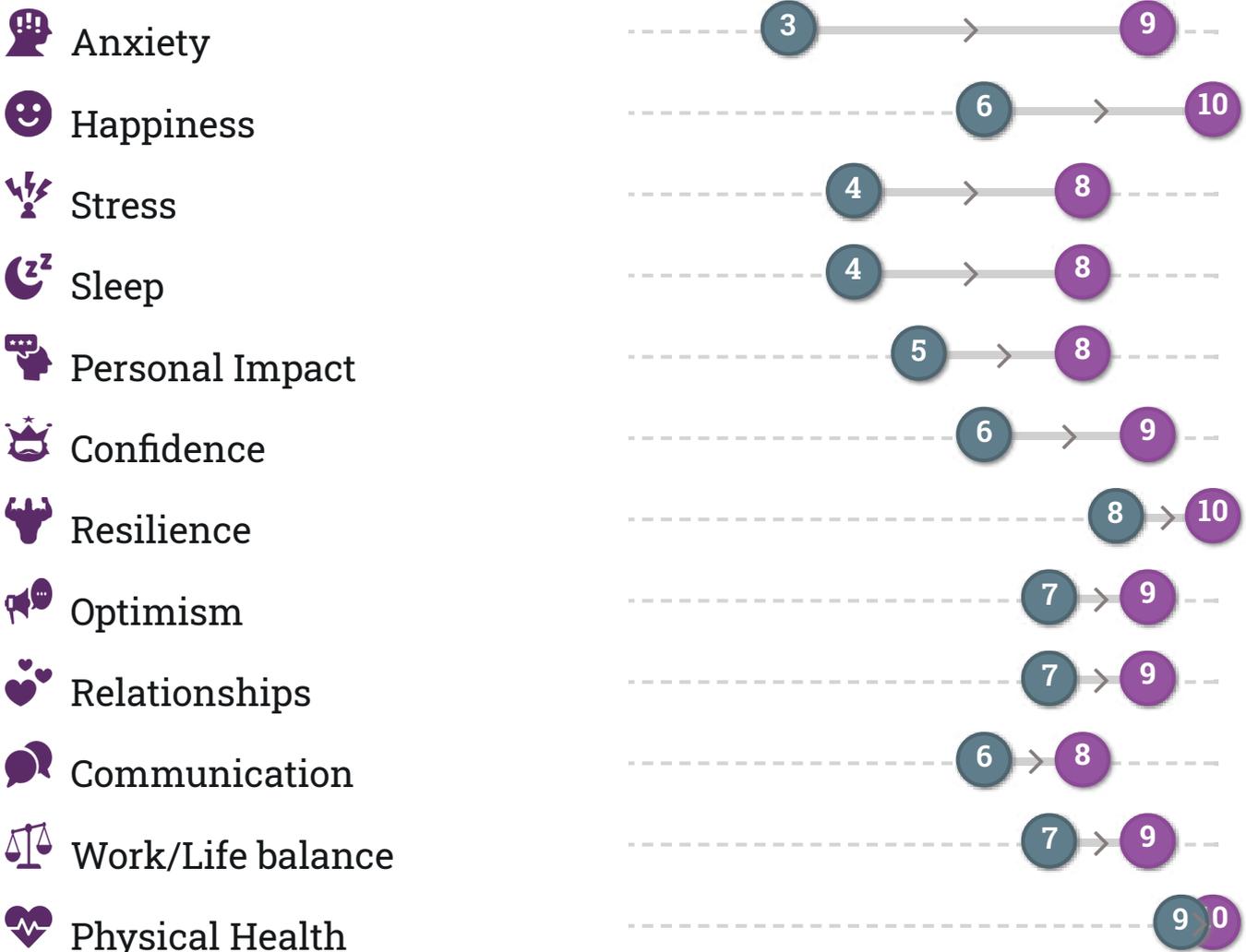
The foundation elements are aspects of your Mental Fitness that you may wish to develop further as improvements in these areas will positively contribute to your overall levels of happiness



Your overall score for Foundation is 60

This is in the **upper middle range** compared to the equivalent population.

The diagram shows your perception of the **current state** of each of the 12 foundation elements for you and how you would like them to be in **6 months' time**. Your Mental Fitness Coach will help you think about the implications of the scores in each area.



Discuss with your Coach

What does 'desired' look and feel like in 6 months (i.e. what did you have in mind when you were considering the question...)?

What is within your control?

What is outside of your control that you are or might be seeking to control?

Who do you need to discuss your reflections further with?

Conclusion and next steps

You specifically selected the following key elements as areas you would like to change in your life:

Anxiety

Motivation

Work/life balance

Relationships

If you are engaging with a Mental Fitness Coach they will help facilitate your awareness of all aspects of your Mental Fitness and will specifically support you to think about the areas you have identified above, how to make improvements in these areas and to use the areas of Mental Fitness where you are currently strong to positively influence the areas you have identified for development.

The next section of this document encourages you to reflect on your conversation with your coach and your awareness of how to sustain and further develop your strengths as well as capturing new strategies to develop other aspects of your mental fitness further.

As this is a self-perception questionnaire we would also encourage you to seek the views of others around you (in work and at home as relevant) to give their own feedback on their experience of you and your Mental Fitness.

Action Plan

What have you identified with your coach as areas of strength in your Mental Fitness?

What are the areas that you are looking to develop further?

What will 'good' look like in 6 months' time?

How will you be feeling and acting differently when you have worked in the areas you have identified?
