



# VUCA Q

## A Situational Agility Index for Leadership

### A volatile and unpredictable future for business

As we think about the modern global business environment, the digital revolution is restructuring the way we live, work, communicate and think. At the same time, worrying scenarios around environmental sustainability are discussed by governments, levels of CO<sub>2</sub> are increasing in the atmosphere, polar ice is melting and global warming itself is following unpredictable patterns.

These are only a few examples of the events that are shaking our markets, our organisations and our lives. All of these events have an impact on motivation, priorities, values, emotions and the business decisions of people working in the corporate world.

### The situation not just the person

HR professionals have a necessary bias to focus on the skillsets, capacities and capabilities of individual leaders able to cope in the face of deepening uncertainty and complexity. But we must also understand the way in which leaders are reacting to their environment.

Assessment reports - profiles that aim to consistently predict future behaviours and personality tests measuring natural preferences that don't change over time - are simply not flexible enough to work with contemporary challenges. If we want to understand how these changes are impacting on us and our organisations, we need to concentrate on the volatile, situational present.



IMPACT

## Introducing VUCA Q

VUCA Q represents a new approach to diagnostics. We are pioneering a situational tool to embrace the unpredictability of our times, with the intention of re-framing mindsets and mapping the pressures people perceive in their working environment.

VUCA Q measures the reactions of individuals who are immersed in complex working environments. It is based on research that started in 2014 and validation continues across countries, industries and seniorities.

### VUCA Q aims to capture these two factors:

- Individual preferences when dealing with change and complexity
- The effect the working environment has on individual preferences

### Results

**VUCA Q provides a missing piece of insight into how leaders are reacting to the current environment as a deeper guide to their development needs and preferences.**

## Contact us



Email us to explore how VUCA Q can help you

