

UNIVERSITY OF  
WESTMINSTER 



# **Why Innovate? The use of psychometric tools to aid students' learning process and enhance personal and professional development**

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# PRESENTATION OVERVIEW

Level 5 module - 'Applying the Tools of Positive Psychology to Business' at the WBS

Use of 3 psychometric tools - free of charge assessment:

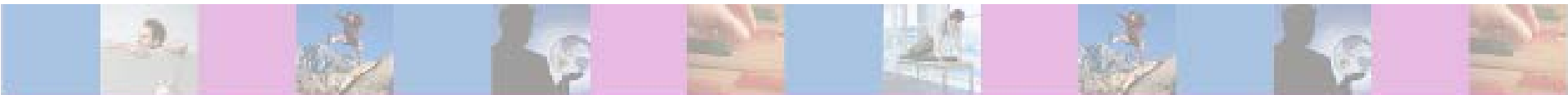
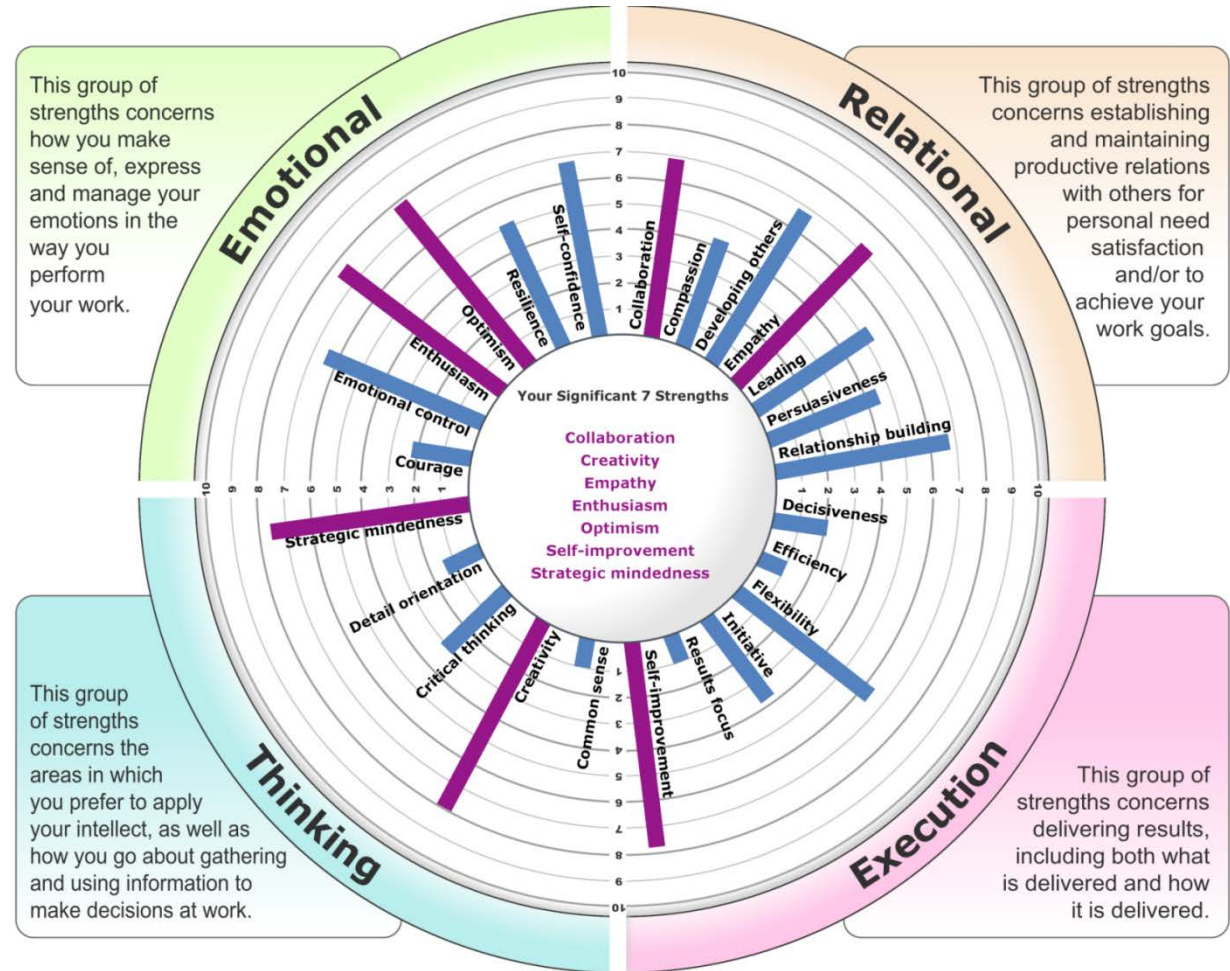
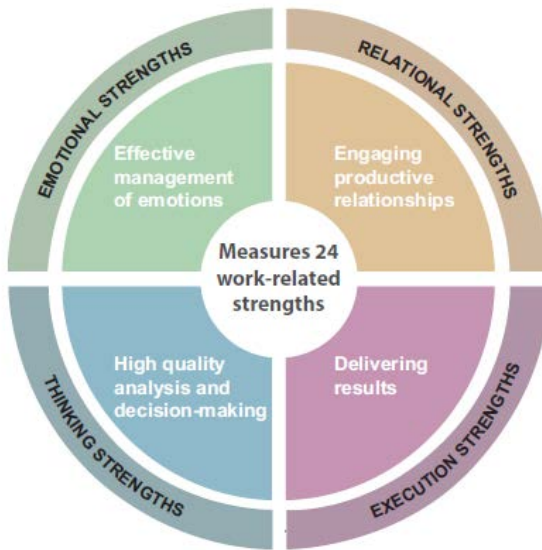
'Strengthscope' – individual strengths

'Wellness Profiling' - personal wellbeing

'iOpener People and Performance Questionnaire' - happiness

# WHAT IS STRENGTHSCOPE®?

- A comprehensive measure of what **ENERGIZES** people in the workplace



# ALL ABOUT STRENGTHSCOPE PSYCHOMETRIC TOOL

## Emotional

Compassion  
Courage  
Emotional control  
**Empathy**  
**Resilience**  
**Self-confidence**

## Relational

Collaboration  
Developing others  
Leading  
**Persuasiveness**  
Relationship building

## Thinking

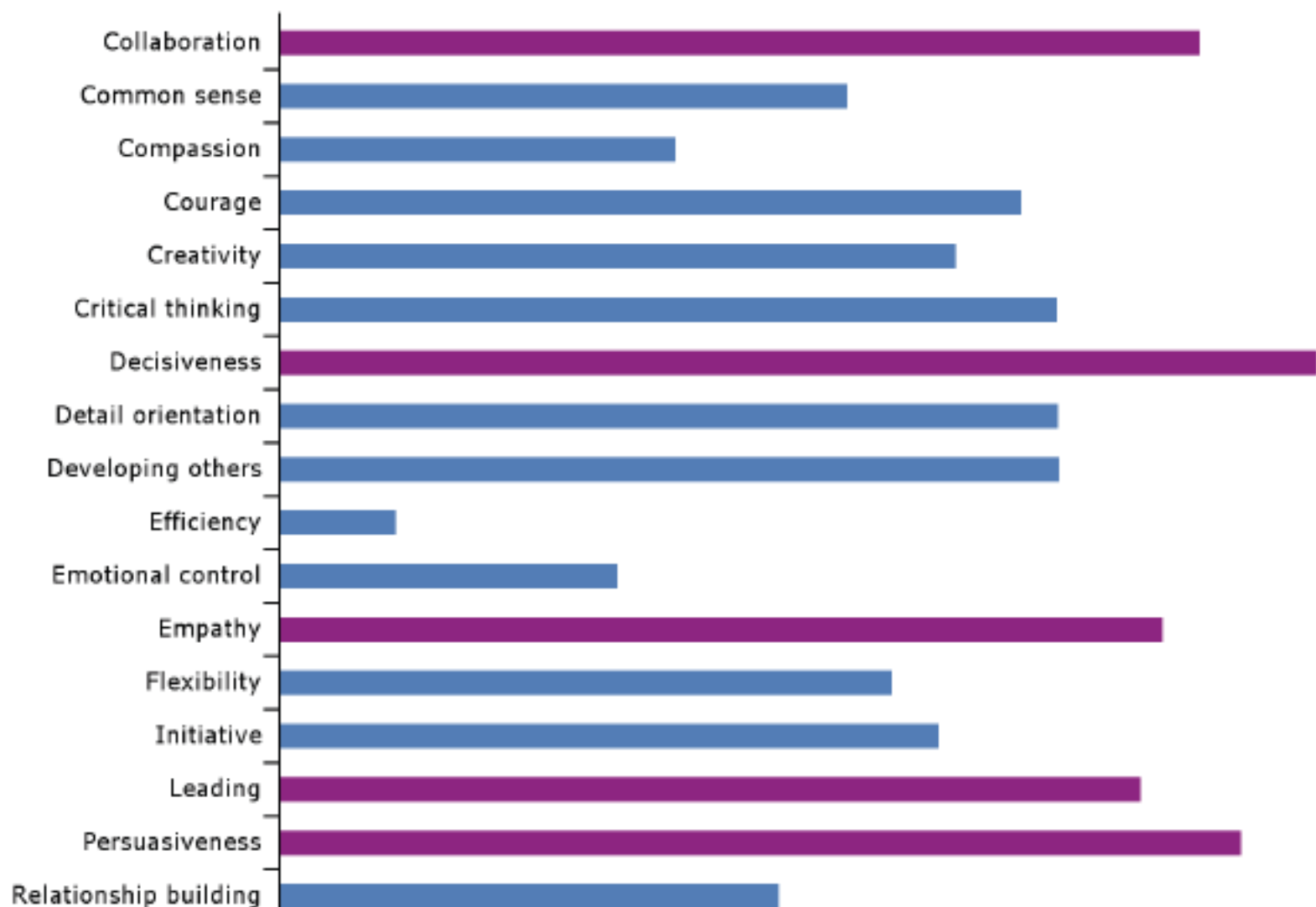
**Common sense**  
Creativity  
**Critical thinking**  
Detail orientation  
Strategic mindedness

## Execution

Decisiveness  
Efficiency  
Flexibility  
**Initiative**  
Results focus  
Self-improvement

### 3. Your strengths profile

The graph below shows all your strengths on a 1-10 scale when set against the comparison group. Your Significant 7 strengths appear as purple bars.



# EMPLOYABILITY EXERCISE - YOUR RESULTS FROM THE STRENGTHSCOPE TOOL

## Work in pairs:

What are your Top 3 strengths? Give examples of when these strengths are at their best...

## With the help of your partner identify:

How each of your strengths drives value for employers?

What makes you different as a prospective employee?



# THE VALUE OF STRENGTHS APPROACH

Seeing their value for personal and professional development

Learning how to utilise strengths by recognising various opportunities

Discovering the foundations of the strengths approach to performance

Identifying the benefits of using signature strengths at work and managing talent

Gaining awareness of the strengths based recruitment and selection



# WELLNESS PROFILING TOOL

Wellness Solutions to Sustain High Performance,  
Quality of Life and Employability

Consists of the following sections:

1. Personal Wellness Profile
2. Interpretation, reflection and action
3. Nine dimensions
4. Summary of dimension scores
5. Definitions of the dimensions, subscales & scores explained
6. Daily Wellness Habits, physical activity, travel to work and weight
7. Personalised Wellness Development Resources

# WELLNESS: 9 DIMENSIONS



01

02

03

04

05

06

07

08

09

10

11

12

25% completed



## 04 Managing personal health and work issues

This dimension provides a measure of one's perceived level of personal control over one's life. The amount of control that people feel that they have over events, together with personal expectations, often impact on one's perception of how well one is physically and mentally.

The following section includes a list of statements regarding health and work. Kindly respond in terms of the degree to which these reflect your own opinion:

I feel responsible for my own health

Strongly disagree  Disagree  Neutral  Agree  Strongly agree

I am critical of medical treatment

Strongly disagree  Disagree  Neutral  Agree  Strongly agree

I feel others exert a powerful influence on my life

Strongly disagree  Disagree  Neutral  Agree  Strongly agree

Good health is a matter of luck

Strongly disagree  Disagree  Neutral  Agree  Strongly agree

I am in control of my life

## Welcome to your Personal Wellness Profile

2012-04-25 14:59:07 - report\_1004.pdf

–The Dashboard : gateway to change your life – immediate results for years

Dashboard

Dimension

Daily Wellness Habits

WDA's

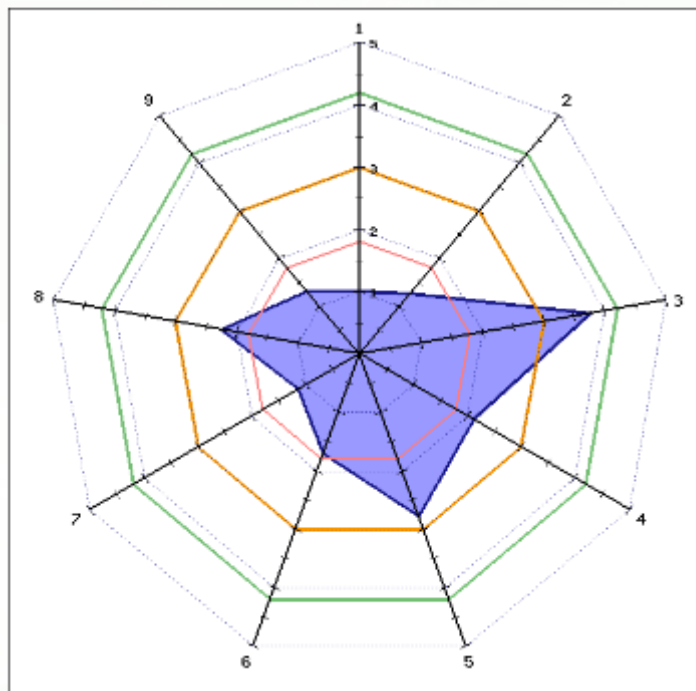
Other Wellness Resources

Goal Settings

### DIMENSIONS SCORING ?

View 1 - [View 2](#)

1. Satisfaction with Lifestyle
2. Coping with pressure
3. Wellness Behaviours
4. Managing Personal Health and Work Issues
5. Attitudes towards an Active Lifestyle
6. Mental Well-Being
7. Pace of Life
8. Physical Health
9. Stress



#### Levels of satisfaction / effective habits:

- Your score
- 80% ring: High
- 21-79% ring: Average

### WELLNESS LIFESTYLE ?



Wellness Habits Checklist: **4/9**



Physical Activity: **Moderately active**



How to travel to work: **You use transport to get to work.**



Your BMI: **24.69**

### WELLNESS DEVELOPMENT ACTIVITIES ?

- ▶ Talking and Writing
- ▶ Time out
- ▶ Being assertive
- ▶ Problem solving

# Online Personal Wellness Management Account: Highly Personalised Development Activities / Immediate Access

Home **My Wellness Profile** My Goals Fitbit Monitor Settings Logout

Report: 2014-04-14 23:59:23 - report\_4619.pdf Do you need help? ?

**Dashboard** Wellness Index Wellness Lifestyle Wellness Development Activities Extra Wellness Solutions

### DIMENSION SCORING ? View 1 - View 2

1. Satisfaction with Lifestyle
2. Coping with Pressure
3. Wellness Behaviours
4. Managing Personal Health and Work Issues
5. Attitudes towards an Active Lifestyle
6. Mental Well-Being
7. Pace of Life
8. Physical Health
9. Stress

**Levels of satisfaction / effective habits:**

- Your score
- 80% ring: High
- 21-79% ring: Average
- 20% ring: Low

### WELLNESS LIFESTYLE ?

Wellness Habits Checklist: 8/10

Physical Activity: Highly active

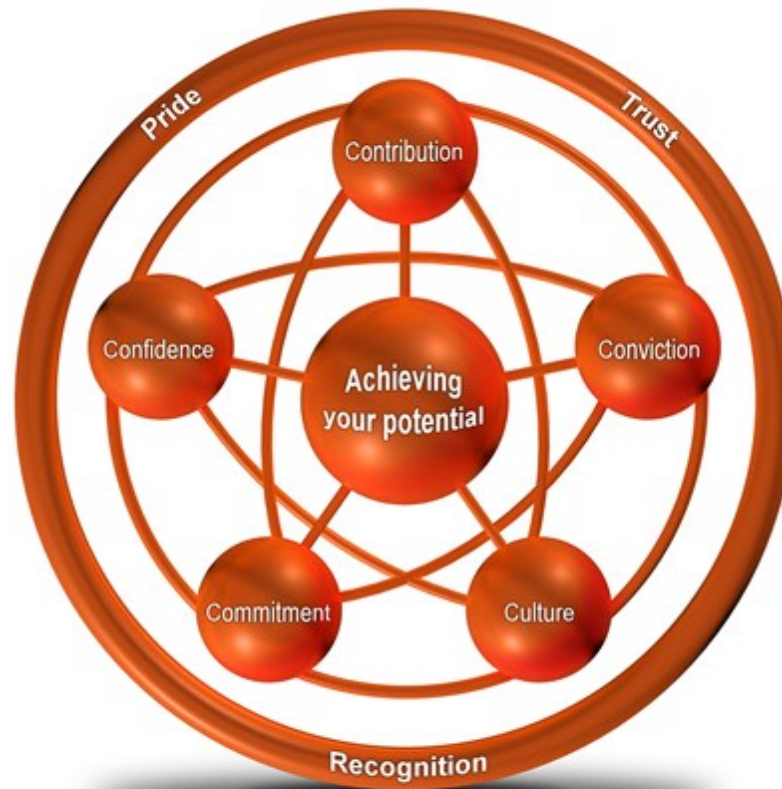
Travel: You use transport to get to work.

Your Body Mass Index (BMI): 23.37

### YOUR WELLNESS DEVELOPMENT ACTIVITIES ?

- ▶ Positive Self Talk
- ▶ Structured Recreational Pursuits
- ▶ Time Out
- ▶ Adopting Healthy Attitudes for Conflict Resolution

# WHAT IS IOPENER PEOPLE AND PERFORMANCE QUESTIONNAIRE (IPPQ)?



## IPPQ

**5 C's model** consists of the following 5 components that help an individual achieve own potential:

**CONTRIBUTION** - the effort and individual or team makes

**CONVICTION** - your short-term motivation

**CULTURE** - the extent to which you feel you fit at work

**COMMITMENT** - your long-term engagement

**CONFIDENCE** - your belief in your own abilities at work

# BENEFITS OF HAPPINESS AT WORK (Lutterbie, 2013)

- Openness to feedback
- Creativity and innovation
- Long-term career success
- Mental and physical well-being
- Positive supervisory evaluations
- Helping behaviour
- Leadership success
- Job satisfaction
- Profitability and productivity
- Customer satisfaction
- Team cooperation and performance



## IN SUMMARY

*'Strengthscope'*: raising self-awareness of signature strengths on an individual level, of the ways of their application within a team environment and for increasing personal performance

*'Wellness Profiling'*: understanding the importance of wellbeing

*'iOpener People and Performance Questionnaire'*: recognising the impact of happiness on higher levels of confidence and self-esteem

Overall: aided students' personal empowerment and enhanced their future employability

