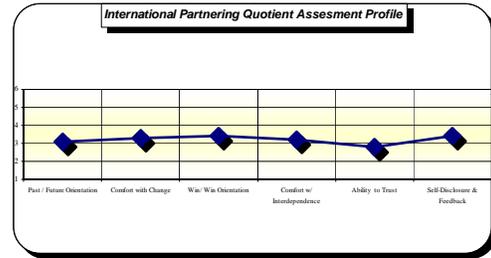


Excerpts from Partnering Quotient Assessment Learning Guide

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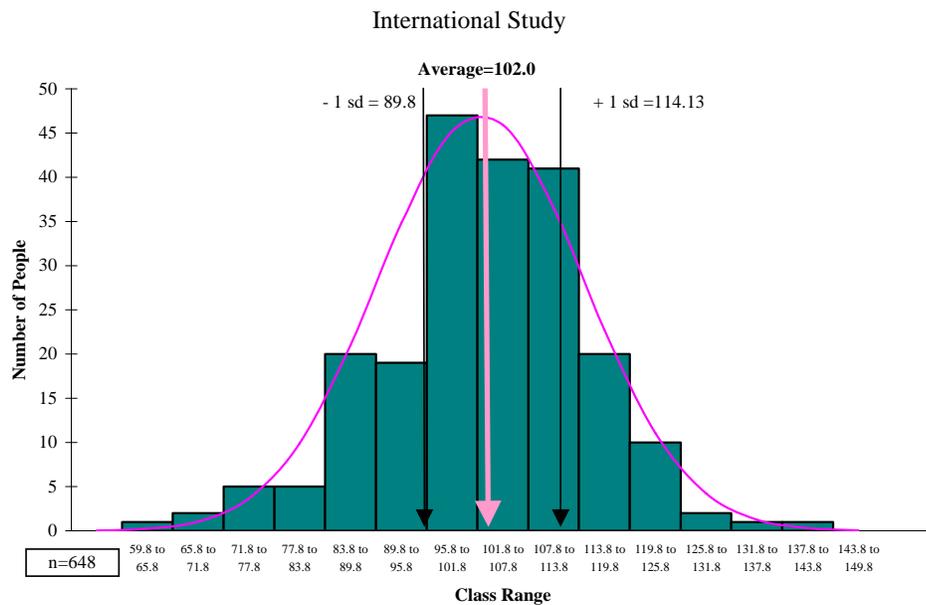


What is Normal?

There is no right or wrong, good or bad with the Partnering Quotient Assessment. The Six Partnering Attributes are designed to build trust in a relationship and ensure that all parties involved in the partnership feel like they are benefiting from that relationship.

A high score alone does not guarantee successful partnerships; nor does a low score doom one to never succeeding in a partnering relationship. In fact, extremes at either end of the Six Partnering Attributes spectrum create blind-spots for people. For example, you may score a 5.3 on Comfort with Change, which means you . . .

Histogram of International Sample



Excerpts from Partnering Quotient Assessment Learning Guide

Interpreting Your Partnering Quotient Profile

Because a partnership is a cohesive, interrelated system, each attribute is an important skill you'll need in order to succeed in partnering. If you're lacking in just one skill, the system cannot work properly. What follows are descriptions of what your scores mean.

Future Orientation. If you scored low in this attribute, it means that you tend to use past history to make decisions about future events; this is a past orientation. If you scored high on this attribute, you tend to use a planning style and then hold people accountable for doing what they say they'll do; this is a future orientation.

If you have a past orientation, it tends to indicate This assumption stifles any

Personal Action Plan

One of the first items you will want to do after completing the PQ Assessment is decide if there are areas for improvement. Remember, successful partnerships don't just happen—they are planned.

To begin making improvements, think about two of your most important partnerships—one business and the other personal—and then follow the steps in the Action Plan below.

Interpreting the Partnering Quotient Assessment Statements

6. I like to depend on . . .

Primary Attribute: Comfort with Interdependence

Secondary Attribute: Comfort with Change

Interpretation: This statement deals with . . .

If you ranked low in this attribute, you may want to:

- Examine your comfort level on . . .
- Think about your work style; determine and communicate how you . . .
- Reflect on your ability to change how you . . .
- . . .
- You might want to consider . . .

Action Plan	Business Relationship	Personal Relationship
...		
...		
(3) List three things that I . . .	1. 2. 3.	1. 2. 3.
(4) How can I use my strengths with the Six Partnering Attributes to add value to the relationship? (Review your three highest attributes from page 4)		
(5) How do my weaknesses with the Six Partnering Attributes damage the relationship? (Review your three lowest attributes from page 4)		
...		
...		
...		
...		
...		
(11) Using my future orientation attribute, how can I build a new . . .		
...		