

SQ Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	RESISTANT	ACCOMMODATING
The degree to which a person follows rules & is open to training & coaching.	<p>Questions rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Questions the reason or purpose behind rules & changes • Points out areas for improvement <p>CHALLENGES</p> <ul style="list-style-type: none"> • May defy safety rules & SOP • May be resistant to coaching & behaviour change • May be slow to adapt to change 	<p>Accepts rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Naturally compliant • Receptive to coaching & re-training • Adaptive to change <p>CHALLENGES</p> <ul style="list-style-type: none"> • May 'blindly' follow rules when they are not appropriate • May fail to notice or point out areas for improvement
	ANXIOUS	CALM
The degree to which a person experiences stress & pressure.	<p>Sensitive to stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Strong sense of urgency • Quick to perceive the gravity or seriousness of a situation <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be unable to think clearly & rationally under pressure 	<p>Tolerant of stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • High threshold for stress • Able to think clearly & rationally under pressure <p>CHALLENGES</p> <ul style="list-style-type: none"> • May lack sense of urgency • May underestimate the seriousness of a situation
	IMPATIENT	PATIENT
The degree to which a person experiences frustration & irritation.	<p>Sensitive to frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Quick to address negative behaviour • Direct & transparent in communication <p>CHALLENGES</p> <ul style="list-style-type: none"> • May take work issues personally • May be easily irritated or annoyed • May be perceived as unapproachable 	<p>Tolerant of frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Even-tempered • Rarely shows agitation • Approachable <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be too tolerant or lenient • May avoid addressing negative or unsafe behavior

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	DISTRACTIBLE	FOCUSED
The degree to which a person seeks routine & simplicity.	<p>Seeks variety & stimulation</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to shift focus readily • Accommodating to new stimuli • Good at 'multitasking' <p>CHALLENGES</p> <ul style="list-style-type: none"> • May struggle to focus for long periods • May struggle with routine or repetitive work • May be easily restless or bored 	<p>Seeks routine & simplicity</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Able to focus for long periods • Good at routine or following processes <p>CHALLENGES</p> <ul style="list-style-type: none"> • May struggle with split-focus & high variability • May be unaware of new stimuli • May be overwhelmed by multiple job demands
	IMPULSIVE	CAUTIOUS
The degree to which a person considers consequences & risks when making decisions.	<p>Quick & instinctive decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Quick to decide • Readily takes action • Confident in capabilities <p>CHALLENGES</p> <ul style="list-style-type: none"> • May underestimate negative consequences & risks • May be overconfident in capabilities • May be prone to rushing 	<p>Thoughtful & careful decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Carefully evaluates consequences & risks • Realistic regarding capabilities & limitations <p>CHALLENGES</p> <ul style="list-style-type: none"> • May be slow to make decisions • May hesitate to take action when needed • May lack confidence in capabilities
	THRILL-SEEKING	APPREHENSIVE
The degree to which a person avoids uncertainty & risk.	<p>Excited by uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Suited for inherently high-risk tasks • Enjoys experimenting • Enjoys novel & unfamiliar experiences <p>CHALLENGES</p> <ul style="list-style-type: none"> • May take unnecessary risks • May become restless or bored with tasks they have mastered 	<p>Avoidant of uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> • Avoids unnecessary risks • Avoids dangerous tasks <p>CHALLENGES</p> <ul style="list-style-type: none"> • May have difficulty taking necessary risks • May struggle with experimenting • May avoid new or unfamiliar experiences