



# Mental Strength and the Mental Toughness Questionnaire (MTQ48)

## Explanatory Note

### What is Mental Strength?

Mental Strength describes the mind-set that every person adopts in everything they do. It is closely related to qualities such as character, resilience, grit, etc. It is defined as: "A personality trait which determines, in large part, how people respond to challenge, stress and pressure, irrespective of their circumstances".

Published research and case studies from around the world show that Mental Strength is a major factor in:

- **Performance** – explaining up to 25% of the variation in performance in individuals
- **Positive Behaviour** – more engaged, more positive, more "can do"
- **Wellbeing** – more contentment, better stress management, less prone to bullying
- **Aspirations** - more ambitious, prepared to manage more risk

It is important in almost all work applications. For instance, studies show a close link between mental strength and managerial level.

Research carried out under the direction of Professor Peter Clough of Manchester Metropolitan University has identified the four key components of Mental Strength. These are called the 4 Cs. This research has now been independently validated through studies in Canada, Italy as well as the UK.

Mental Toughness Scale	What this means ... what does MTQ48 assess
<b>CONTROL</b>	<i>Life Control</i> – I really believe I can do it
	<i>Emotional Control</i> – I can manage my emotions and the emotions of others
<b>COMMITMENT</b>	<i>Goal Setting</i> – I promise to do it – I like working to goals
	<i>Achieving</i> – I'll do what it takes to keep my promises and achieve my goals
<b>CHALLENGE</b>	<i>Risk Taking</i> – I will push myself – I am driven to succeed
	<i>Learning from Experience</i> – even setbacks are opportunities for learning
<b>CONFIDENCE</b>	<i>In Abilities</i> – I believe I have the ability to do it – or can acquire the ability
	<i>Interpersonal Confidence</i> – I can influence others – I can stand my ground if needed.

### How can we assess Mental Strength?

We are also able to assess mental strength in terms of these components in individuals and groups through a unique 48 item high quality psychometric measure. It is normative which enables users to assess mental toughness before and after an event such as a training & development or coaching programme.

### Can we develop Mental Strength?

We can. We can either help someone change their mental strength or we can show someone how to adopt the behaviours that a mentally strong person would adopt. Either way many of the benefits of developing mental strength can be achieved. I have a suite of interventions which suits all applications.

In summary, it means that we now have:

- The ability to define and describe an important aspect of our personality - Mental Toughness
- A concept which is accessible to everyone and which helps to explain performance, wellbeing and behaviour
- The first psychometric measure which measures an individual's Mental Strength – it is valid & reliable.
- A Mental Strength Development programme which delivers measurable results.

The result is a complete package which has valuable applications in the social, health, educational and occupational worlds. It applies to every aspect of developing and maintaining human capital.

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