

The Athena Quotient – *the wisdom factor*

The ultimate success of an individual or organization greatly depends on the strength of *wisdom, or judgment*, as it is applied to decision-making. From small everyday tactical decisions to global strategic decisions, **good judgment** is the key ingredient to success.

The Athena Quotient (AQ) provides **real, quantifiable** insight into judgment and decision-making capacities. No other assessment tool available today provides such a unique perspective into measuring judgment.

The AQ can help organizations in critical areas such as:

- Hiring/Workforce Selection
- Leadership Development
- Promotion and Succession planning
- Risk Management
- Mentoring programs
- Reduce Turnover / loss of Key Employees
- Top-performer “cloning”
- Job fit
- Long-term, Strategic Planning

The AQ measures judgment in over fifty indicators including:

- Decision making *Ability* and *Style*
- Work Ethic, Reliability, and Trainability
- Ability to accurately Follow Directions
- Focus and Concentration
- Morale and Positive Attitude
- Resiliency / Judgment under *Stress*
- Ability to deal with change
- Trustworthiness
- Assertiveness / Conflict Avoidance
- Insight and Noticing Sensitivity

The AQ is:

A measurable, quantifiable assessment of a person’s value system
and **capacity for good judgment**

Our judgment defines who we are. Our judgment provides the *lens* through which we view the world, formulate choices, and make decisions. Our judgment evolves throughout our life and manifests in the way we assess and evaluate; the way we size up situations; the way we solve problems; and ultimately in the way we navigate our course of action. Our judgment is influenced by every event, experience, education, and person who touches our lives.

Mission and Value statements often reflect ideas and principles such as *honor, integrity, quality, and fiscal responsibility*. The AQ allows an organization to quantify and measure the degree to which these value statements are being realized by their employees. That which can be measured can be monitored, and subsequently, improved.

The AQ is NOT:

- **An IQ / rational intelligence profile.** Some people score exceptionally well on an IQ test and are extremely book smart, yet have little common sense, wisdom, or savvy within the workplace.
- **An emotional balance profile.** The AQ is not designed, nor intended to measure the presence of psychological dysfunction. The AQ however, will give critical information about the impact of stress on judgment.
- **A personality inventory / test.** The *overwhelming* majority of profiling tools used today are personality profiles. These types of assessment tools suggest that certain personality types or character traits will result in certain kinds of competency (or lack thereof). In fact, people are able to overcome very real personality traits and perform their work in an excellent fashion. Personality profiles are simply *not* a sufficient predictor of performance.

The Key Equation for Best Outcomes

Best Quality Outcomes =

(Competent Skill Sets + Competent Processes + Good Information) x Good Judgment

All quality conscious organizations strive to ensure their personnel possess the best skills, processes, and information in order to perform their job and achieve desired outcomes. The factor of **Good Judgment** will greatly enhance the chance for success. Unfortunately, **Poor Judgment** will enhance the chance for less than optimal performance, or even failure.

The AQ is not a generic profiling tool. The qualities of successful employees and the capacity for good judgment *in their local environment* are measured and numerically applied to their unique industry and culture. The tool is easy to use, usually takes no more than fifteen minutes to complete.

*We observe an event or situation and make an evaluation in terms of our experiences, training, knowledge, education, beliefs, and values. Then using our judgment, we respond. How we respond greatly determines the outcomes achieved in life. The Athena Quotient, the only tool of its kind in the world, allows us to quantify, measure, and improve the capacity for **good judgment** – the judgment that determines the course of our life and the very quality of our existence.*