



The Quantum Assessments

A ground breaking leap forward
in psychometrics, taking self-
awareness to a whole new depth
of insight.



*In a world that has become
all too accustomed to being*

'wise after the event'

we desperately need to become

'wise before the event'

David Howell



David Howell

Founder and Director
Able and Rush (People Solutions) Ltd



Over the last 30 years David has served within the police service holding a variety of leadership and training positions including:

- Central Counties Air Operations Unit – Unit Executive Officer
- National Representative (Training) for the Association of Chief Police Officers - Technical and Training
- National Police Air Service – Base Manager Air Operations, London
- National Police Air Service – Base Manager Air Operations Central Counties
- Staffordshire Police – Organisational Development Advisor
- Staffordshire Police – Business Change Manager

From training and mentoring of aircrew and police officers in high threat environments abroad to guarding President Obama during state visits. David retired from policing in 2019 to share his positive and constructive experiences along with the pitfalls of leadership within large organisations in the hope that his experiences and observations will benefit others.

Having been retired for about a month David accepted the challenge from his previous employer to lead a major digital transformation project within Staffordshire Police, this culminated in the implementation of a major record management system designed to aid better cooperation and sharing of data across different organisations.

Passionate about people, David continues to share his experience, know how as well as technical expertise in areas such as psychometrics, change leadership and aircrew resource management.



What are we all about?

Our focus at Able and Rush is to provide that missing human touch to identify the innate talents that service the functions of your business. We achieve this by assessing and uncovering previously undiscovered and unique talent potentials, providing individual in-depth insights. An instruction manual for each and every employee within your business. This allows all individuals to utilise their own unique talents and thrive within the business, as well as in their private life.

The assessments allow for talent to be fully appreciated and visualised for the individual in context of the business. In the current volatile, uncertain, complex and ambiguous conditions, with constant changing environments, psychometrics provides a highly effective platform on which to highlight and optimise that individual talent.

This unique insight provides both the business and the individual a rare opportunity to successfully transform within a proactive and resilient environment whilst providing in-depth insights into the mental impacts associated with change and how to easily address these issues internally.

In a world where mental health and wellbeing are now only beginning to be properly understood it is therefore vitally important to understand how the employee is engaged.

Using our innovative psychometrics the employee is now able to fully articulate what they are experiencing and feeling in a non-judgmental manner that is true to what they are experiencing and only seen at the subconscious level through the power of our ground breaking psychometrics.

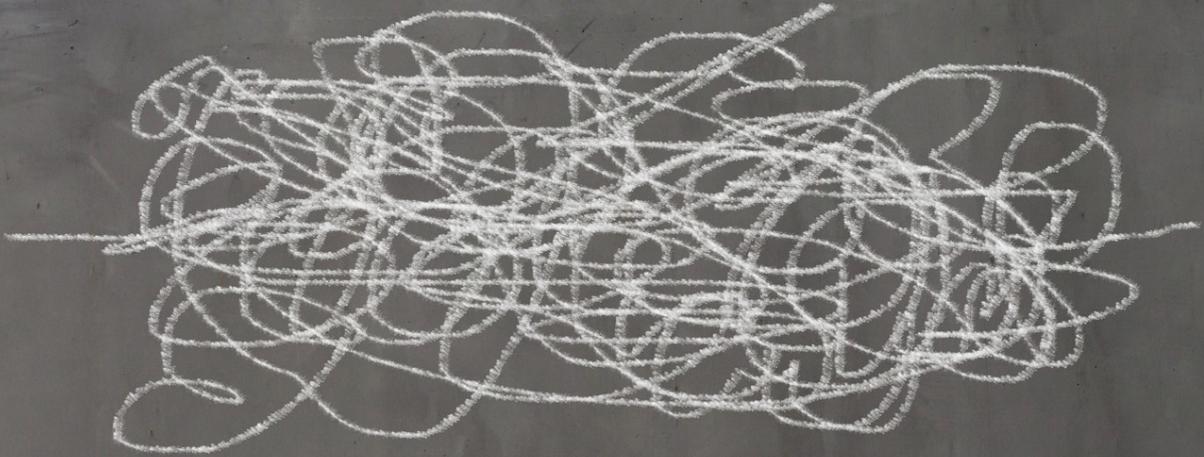
Able and Rush, along with their close partners, provide an unparalleled service in the psychometry market.



"No longer throwing darts in the dark!"



A Complex Problem but a Simple Solution



In business, complexity is seen as problems, innovation or the required transformation to adapt to the environment around it.

To solve these problems business hires what they refer to as talent, but none can actually agree on what exactly that talent is. How do we then begin to talk the same language about talent?

The business problem is how to assess those individual talents? Qualifications, skills and experience do not provide that all-important insight into an individual's talent, their potential to solve current and future problems.

What is missing however is the ability to discover and match the talent of people to solve those complexities. Our bias confirmation is inadvertently side-tracked by behaviour and traits, which is then linked to education, skills and experience.

Our ground breaking psychometrics seek to understand that individual innate potential to successfully deal and cope with the complexity of the role they either currently inhabit or ultimately aspire to, seeking to keep themselves, their loved ones, colleagues and business safe and protected, both mentally and physically from the their own greatest risk, themselves.



A question frequently asked; but one which is often misunderstood.

"How do we visualise the experience of the employee in a way that makes sense, not just to the employee, but also to others impacting on the employee in meaningful ways, in order that they can eventually become a part of the experience and becoming contributors in the solutions required to optimise the experience?"

A Novel Approach – Ask Those Most Affected

What is novel about something that has been repeated many times before? Can it really be different? How do we therefore claim to make it novel?



A question frequently asked (Cont'd)

Listening - Everybody claims to be listening and continually asks you to take your problems to them. The question is, why you would do it again when they have not been able to listen previously? Had they been able to listen and act on the messages that you articulated, we would not be in this precarious situation once again having to tell individuals to tell their story and that they will be listened to.

How to Listen - What if listening actually involved not having to make people talk and report what is foremost on the conscious mind, being able to listen to that which is not said?

What if speaking is not the answer and that a vocal response is no longer required? Is this not precisely the reason why nobody is listening or understanding the message being desperately communicated but currently going unheard?

The Right Message - Critical is understanding what the message is that is required to be heard. By removing ambiguity and giving a clear understanding the message can be equally understood by messenger and listener without distortion.

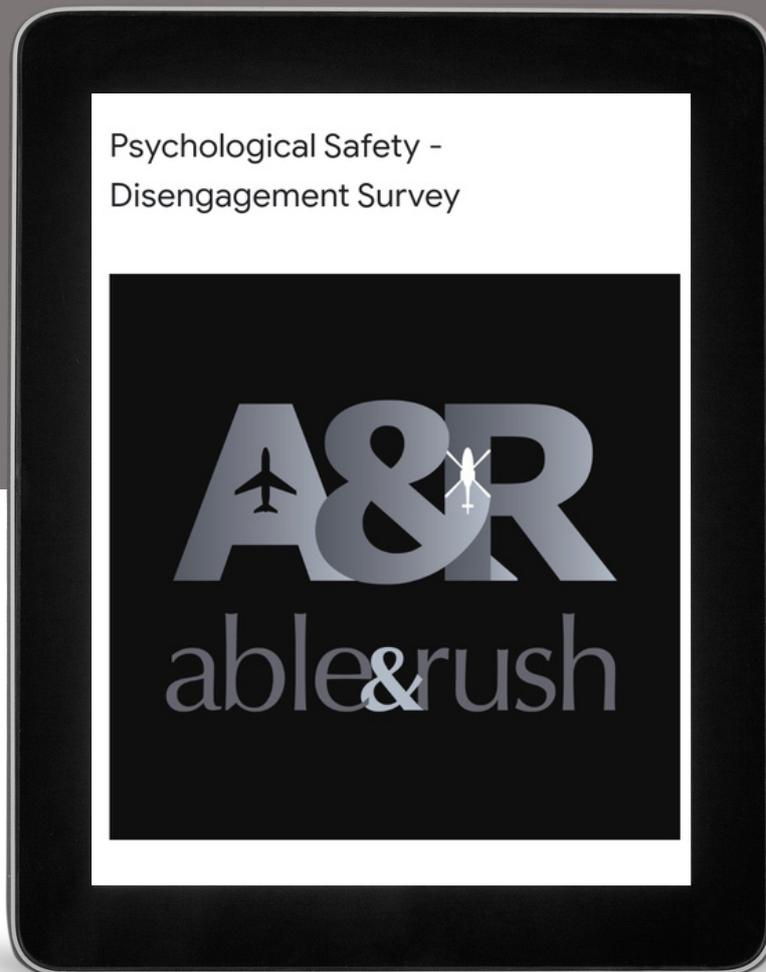
What needs to be in this message:

- What is experienced?
- What is the impact?
- What are the root causes?
- You are not alone in the experience



The Q23

Psychological Safety
-
Disengagement Survey



**Shining a light
into the darkness!**



This short assessment, comprising of just 23 focused questions, provides you and your team with two vital levels of diagnosis.

A Personal Level - this will reveal your present mental wellbeing experience by giving you an understanding of:

- How much you LOVE YOUR JOB
- How you deal with STRESS AT WORK
- How your WORK EXPERIENCES contribute towards your wellbeing

A Team Level - this reveals your present workplace experience, by giving you an understanding of:

- How much you prefer to SOLVE PROBLEMS AT WORK
- How you prefer to WORK ON YOUR TASKS
- How you prefer to ENGAGE WITH YOUR TEAM
- How you prefer to BALANCE WORKPLACE RELATIONSHIPS between your team and your tasks
- What you are likely EXPERIENCING IN THE WORKPLACE that affects your sense of wellbeing and performance

Using these critical areas of diagnosis we can then begin to understand where best to focus interventions with a new clarity, working with you in order to positively change people's workplace experiences whilst increasing engagement and individual wellbeing.



This rare glimpse and snapshot of your organisation can then be further explored via a deeper individual insight gained utilising the Quantum Assessment



The Quantum Assessment



Root cause solutions
applying
context and insight.





A brief history on the evolution of the Quantum Assessments

"This truly ground breaking assessment draws on over 20 years of senior management experience gained in mining and construction industries; comprising of operations, project development and startups of large-scale operations involving large labour forces and diversity of business verticals, which included the application of psychometrics as a management tool. From 2011, the psychometrics were incorporated into major companies with broad employee bases, representing multiple specialisations and disciplines with over 16 nationalities being represented; of whom education levels and job-scopes ranged from illiterate to executive management. The application of the psychometrics included extensive recruitment activities, ranging from formally educated to rural illiterate candidates, with in excess of 20,000 individuals assessed.

Ultimately it is about the individual and providing the right opportunities for individual to achieve that success. These experiences of success or failure are ultimately replicated in the ability of the business to achieve overall success time and time again"

Junior Schoeman - Creator of the Quantum Assessments

"Creating better performing organisations through its people, not at the cost of its people"



A Holistic Approach

The Quantum Assessment Innovative and groundbreaking!

Quantum is a term used within physics that describes minute particles' properties. The Quantum Assessment will help reframe innate talent complexity potentials and provide that vital individual insight from a unique subconscious perspective.

Only by adopting a holistic approach to the individual do we obtain true insight of potential. That insight is not verbally obtained but gained via subconscious responses from our extensive battery of diverse assessments.

These assessments include:

- Eyesight
- Stress management
- Psychomotor ability
- Cognitive agility
- Personal preferences
- Data gathering
- Leadership abilities

By carefully piecing together all of these elements we can then obtain that vital missing element, context, which then binds together the responses made by the individual.

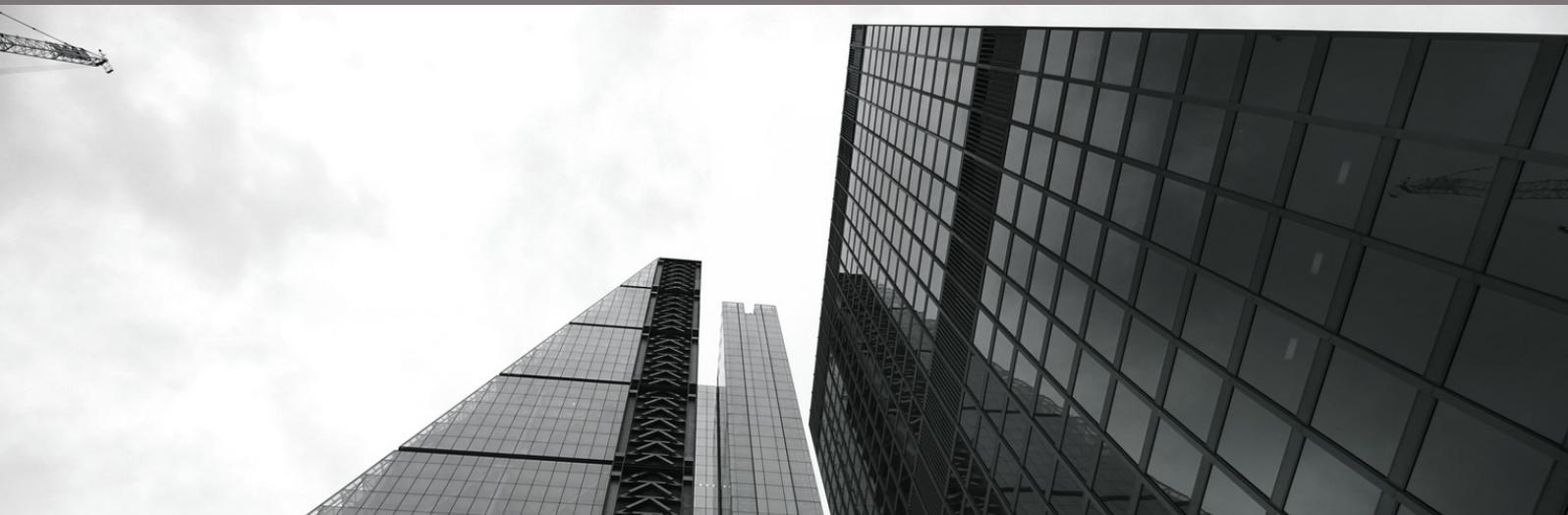
The assessment is easily adapted to encompass the critical elements of any specific job description or role profile, therefore providing you with the perfect innate talent complexity fit.

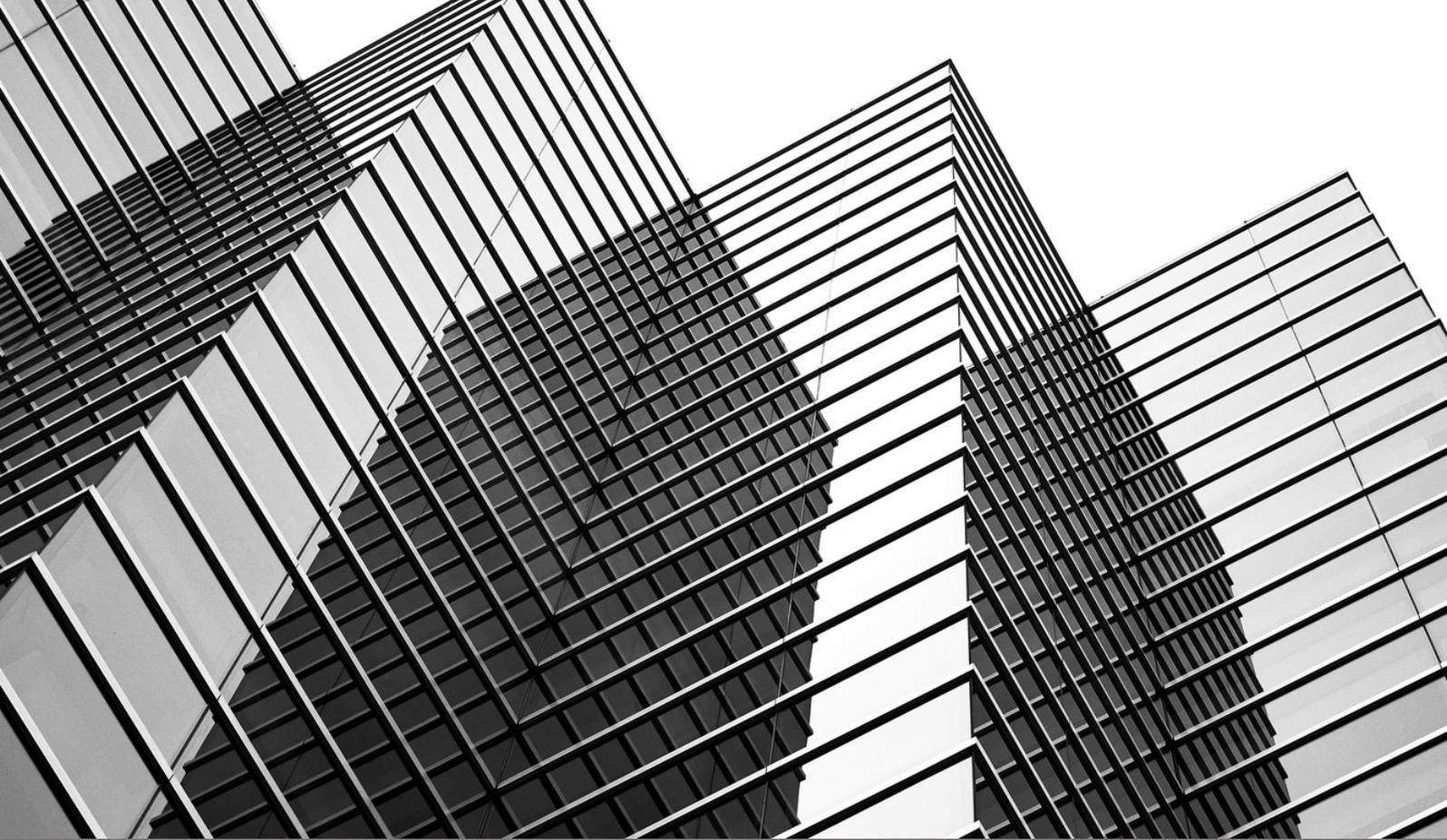
The assessment is always followed by a debrief where the data provided comes alive and the benefits can be immediately realised.



Experience benefits never ever experienced before!

- Physical and psychologically safe work environments preventing employee disengagement/ burnout
- A single innate talent risk/opportunities matrix, regardless of location
- Alignment of change process/systems/technology with people potential
- Fast access to individual's or company's pain points via pulse interventions
- Increased safety, efficiency and productivity
- Enhanced employee experience that results in enhanced customer experiences
- Customer focused products through increased innovation and creativity
- Reduced risks & operational costs with globally standardised talent insights
- Cognitive diversity, inclusion and transparency throughout the business beyond race and gender





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- Visualise talent data through proprietary database, irrespective of responsibility or profession and beyond the traditional HR / recruitment perspective
 - Incorporate talent data into daily business with a holistic view
 - Visualise the potential and risk of individuals' talent
 - Optimise job descriptions to reflect individual requirements; including physical and technical talents aligned to job complexity
 - Discover the innovators and change agents within your business across all jobs and responsibilities
 - Identify leadership potential hidden in employees beyond qualifications and skill





Immediate or Near Future Savings

- Reduced employee turnover and promotes greater mental health, resulting in fewer employee-days lost
- Greater productivity and quality with a reduction in overtime worked
- Reduced corporate and individual accident safety risks
- Reduced training cost due to optimal matching of talents with skills

Future and Ongoing Savings

- Individuals optimally matched with machine / technology in Industrial Revolution 4
- Digital and change management success when removing sources of resistance
- Greater innovation and change potential when creating right opportunities
- Early detection of high potential talent



The Future...



"The applications for the Quantum Assessments are only constrained by the boundaries of your own imagination"



*"The more you learn about your own mind,
the more you learn about other people's minds.*

You begin to appreciate other worlds, other people's life situations.

*You learn to expand your vision beyond what is just there in
your immediate situation, on the spot, so your mind is opened
that much more"*

Chogyam Trungpa Rinpoche



Come and become
part of the future

+44 7980 718872

david.howell@ableandrush.com

www.ableandrush.com

LinkedIn

