

C Learning Agility

Mark Example

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Learning Agility - What Moves You Forward?

Employees who are successful in an uncertain and turbulent world have the ability to deal with change and learn from it. They develop themselves in a way that suits them and is well attuned to their environment. This is called Learning Agility.

What Is Learning Agility?

Learning agility is the ability to adjust your behaviour based on experience. It indicates how someone reacts to new or unexpected situations. People with high scores on learning agility adjust their behaviour quicker and more effectively than people with lower scores. Thus, high scorers are able to maximise what they can learn from different experiences. In addition to constantly seeking new challenges, they learn from feedback, recognise patterns, and look to other people for inspiration or support.

Why Is Learning Agility Important?

Learning Agility measures how quickly someone adapts to new situations. This also implies mastering skills that are maybe not relevant now but could become so in the future. Companies notice how the market is evolving. Job requirements change every few years. It could be that some jobs will no longer exist or involve other activities. Therefore, companies need to know whether employees could adapt to such changes. The purpose of Q1000 Learning Agility is to help with this. According to research, agile people make great assets in fast changing industries because they are skilled in navigating uncertainty. They are lifelong learners who thrive in complex jobs. Thus, finding and retaining those people gives companies a competitive advantage.

How Is Learning Agility Measured?

Learning Agility is divided in four types: Change, Mental, People, and Results Agility. In addition to those, we also measure Self-awareness, which plays a role in each agility type. To make statements about these aspects, we rely on personality and motivation scores. While personality indicates what people CAN do, motivation shows what they WANT to do. If a 360-feedback is also available, we take this as an indication of what people DO in practice.



Results Agility

People with Results Agility learn with a purpose. They strive for success and will master any information that has practical utility. Even when put under pressure, they stay focused on their goals.



Mental Agility

People with Mental Agility want to understand things in detail. They are analytical thinkers who like using their knowledge in practice.



People Agility

People with People Agility enjoy learning from others. They value feedback and often seek input from colleagues when trying to solve a problem.



Change Agility

People with Change Agility learn by doing. They seek out diverse activities and get energy from experimenting with new things.



Self-awareness

Self-aware people have a good understanding of their strengths and weaknesses. They are open to all kinds of feedback and reflect on their own development.

Scores explanation

You - or your feedback providers - have evaluated a number of statements for each Learning Agility aspect. Based on this, an overall judgement has been calculated. Below you can see the overall scores for each Learning Agility and your overall total score. The score indicates how applicable the Learning Agility aspect is to you, as seen through the eyes of the feedback provider.

Meaning of the scores

The overall scores range from 1 to 9.

- A low score, like 1 or 2, is called **Less strong**.
- A score of 3 is called **Moderate**.
- A score of 4, 5, or 6 is called **Average**.
- A score of 7, 8 or 9 is called **Strong**.

On the following pages, you will see an overview for each Agility, where you can also see the exact answers per feedback provider. If they have provided any comments, you can also find them there.

An overview of the possible answers:

1. No opinion
2. Strongly disagree
3. Disagree
4. Neutral
5. Agree
6. Strongly agree

The most frequently given judgement is highlighted. It is also possible that the feedback provider could not give an assessment (1). If you did not receive any feedback, the overall judgement is based on your own assessment.

Legend



Mark Example



Melinda the Manager

Overview



Results Agility

Learning by wanting to achieve results, maintaining focus under pressure, finding results important and using them as input to learn from, striving for success to get better.

Legend

-  Mark Example
-  Melinda the Manager



	1	2	3	4	5	6
Looks for a solution when the goal threatens not to be achieved.						 
Stays calm under pressure.						 
Remains focused on the goal when circumstances or working methods change.						 
In the event of changes, looks for ways to contribute to them.						

People Agility

Learning from and with others, needing to seek out and involve others, being open to the knowledge of different people, relying on the input of others.

Legend

-  Mark Example
-  Melinda the Manager



	1	2	3	4	5	6
Interacts easily with people from different backgrounds.						
Delves into the values and norms of others.				 		
Is interested in the opinion of others.				 		
Looks to others for ideas.			 			

Mental Agility

Learning by understanding, wanting to know how things work, passion for analysis, applying conceptual knowledge.

Legend

-  Mark Example
-  Melinda the Manager



	1	2	3	4	5	6
Examines a problem before reaching a conclusion.					A	
Recognises the causes of events.					A	
Sees the connection between different events or actions.					A	
Sees opportunities where others don't.					A	

Change Agility

Learning by doing, seeking out new experiences and getting energy from unfamiliar tasks, experimenting and trying things out.

Legend

-  Mark Example
-  Melinda the Manager



	1	2	3	4	5	6
Constantly picks up something new, keeps going.						
Looks at new things and changes with a fresh look, without being tied to the existing way of working.						
In case of change, looks for the opportunities and possibilities that the new situation offers.					 	
Keeps going in the face of setbacks.						

Self-awareness

Knowing own strengths and weaknesses, being critical of own performance and actions. Wanting to know what others think about a certain subject and how others view their performance. Regularly thinking about how they can do things better, strong willingness to learn. Self-awareness plays a special role in Learning Agility: a high score strengthens the other Learning Agility elements and a low score limits them.

Legend

 Mark Example  Melinda the Manager



	1	2	3	4	5	6
Can take criticism.						
Asks for feedback to learn from.			 			
Has a realistic view of own strengths and weaknesses.						
Is self-critical.				 		

Tips

The data in this report is based on the answers provided by you and/or your feedback providers. This serves as a mirror for you. You can use the questions below to get started with this feedback. You can answer the questions per Learning Agility aspect.

- Does your own view of this Learning Agility aspect match that of (most) feedback providers? Think in categories (less strong or strong? Is it a strength or not a strength of yours?). Maybe you are on the low or high side compared to the feedback providers? What do you think that means?
- Do the feedback providers value approximately the same aspects of this Learning Agility aspect as you do, or completely different ones? What are notable differences? Can you use this information?
- Are there aspects that you would like to strengthen based on the feedback you received from others? If so, what concrete possibilities do you see for this?
- What is your conclusion: does your strength really lie in this Learning Agility aspect, or do you belong to the 'average group' who have sufficient of this quality for most situations?
- Perhaps you conclude that you sometimes have limitations in this area or experience obstacles? If so, what are they and how can you deal with them? Do you see opportunities to compensate for this with your distinct qualities?
- Do you see opportunities to grow (even) more in this Learning Agility aspect and really thrive? If so, how will you do that?

Remarks

What is your strongest quality?

Mark Example

I have a very practical approach; If something needs to be done, I do it and I finish it. I always try to make things less complicated.

Melinda the Manager

Mark works hard and is a valued member of my team. He is particularly practical, which is often very refreshing!

What can you do less or differently?

Mark Example

I sometimes forget to ask for feedback. I should be more aware and open to it.

Melinda the Manager

Mark isn't the sort of person who likes to work in close collaboration. He could benefit from listening more often to the good ideas of others. Mark also could ask for feedback more, sometime he seems to avoid it. That's a shame, because he then misses an opportunity to develop himself.