

## Connection Between Agility and Job Performance

To evaluate the importance and workplace value of agility skills, TRACOM conducted a study involving more than 400 people. This research compares people who have been profiled using TRACOM's Adaptive Mindset for Agility® Profile. People with low (undeveloped) agility skills are compared to people with high (developed) agility skills to see how agility skills relate to other common workplace skills. The percentage indicated is the difference between the high group average and the low group average for each agility question.

For example, a question asked raters to evaluate if learners are “seen by others as an initiator of change.” This study demonstrates the benefits of agility training on performance aspects in the workplace.

RATER RESEARCH QUESTION	IMPROVEMENT High vs. Low
Sees beyond normal patterns, processes and conversations to identify opportunities	22%
Makes high-quality decisions in the face of uncertainty	17%
Views failure as an important learning opportunity	22%
Seen by others as an initiator of change	35%
Is viewed by others as entrepreneurial	35%
Anticipates trends and future challenges/opportunities	24%
Seen as go-to person for innovation	33%
Is motivated to support new initiatives	24%