

The Happiness Quotient: The HQ Test



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The HQ Test

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The HQ Test

Understanding Happiness – A Summary

Australian researcher Dr. Leigh Kibby measures the Happiness Quotient or HQ, using several different factors which include how you think, how you act and how you manage your emotions. Dr. Kibby combines these factors into Happy Factors or 9 Happiness Habits.

The following information describes the HQ factors and the test itself appears on page 5.

Remember, the HQ and is no substitute for professional advice nor more detailed analysis.

Happiness Factors

1. Act Happy – Fake it ‘til you Make it

Behaviour has a strong tendency to govern thinking and how you feel. So to be happy, act happy. This includes smiling, laughing, sharing a joke or two anything that can help your body act happy.

2. Think Happy – As I think, therefore I am

The mind is a powerful machine and Dr. Kibby’s research found that emotions can be governed by how you think. So, his simple answer is, “think happy thinks” he jokes.

3. Feel Happy – See Happy

Looking for happiness events is also one of Dr. Kibby’s Happiness Habits. Happiness uplift “... is triggered by witnessing acts of human moral beauty or virtue. Elevation involves a warm or glowing feeling in the chest,” cites Jonathan Haidt in Prevention & Treatment. 2000 Mar Vol 3(1) 3

4. Do Happy – Make a Difference

Do something for someone, somewhere at sometime to make their life happier, says Dr. Kibby. “Even in a job like packing paper clips, if you understand how people are helped by what you do, how you make a difference to them, you will be motivated to care more about what you are doing,” Reports researcher Adam Grant in the USA journal Psychology Today.

5. Happiness Helping – Sharing and Caring

“The more we accept, acknowledge and share our emotions in a way that leads to a discussion about values, the better off we are,” says Dr. Leigh Kibby. His sharing techniques solve a riddle from internationally recognised research conducted by James Pennebaker in USA and Bernard Rimé in Belgian and the growing empirical evidence that talking about emotions improves health.

6. Happiness Reason – The Happiness Compass

“When basic needs are filled, my work indicates that the happiness of fulfilment through the combination of values and life purpose is crucial,” cites Dr. Leigh Kibby who has applied his solutions into workplace practices where he has helped find fulfilment which has produced increases in staff satisfaction from 51% to 89%.

7. Happiness – Willpower, The Happiness Magnifying Glass

Happiness is not always easy and working hard at it counts. “...grit may turn out to be at least as good a gauge of future success as talent itself the ability to persist in the face of obstacles is almost always an essential ingredient in major achievements....” says Peter Daskoch in Psychology Today Magazine (Nov/Dec 2005).

8. Happiness Resilience – Get up happy more times than you get knocked down sad
Sticking at happiness means having resilience. It also means having a certain emotional and intellectual toughness when things are not working out states Dr. Kibby. “Studies by the psychologist, Martin Seligman, have found that resilient people are happier,” comments author Jeffrey Zaslow of the NY TIMES

9. Wise Happiness – Think Global Happy, Act Local Happy

The world is a big place and no-one can fix everything. Like the old proverb cites Dr. Kibby, “Know what you can change, know what you should change, know how you can make the change and be wise enough to choose what to change and when.”

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This publication is provided on the basis that the user agrees to acknowledge Dr. Leigh Kibby as the author and creator and that is not used for commercial purposes without written agreement.

[You are welcome to share this test with others.](#)

The HQ Test

Doing the HQ

The HQ test is easy!

Pages 6-10 consist of statements to which you need to say HOW MUCH you agree within a range of possible responses from Strongly Agreeing to Strongly Disagreeing.

A Statement appears in the top left hand corner of the questionnaires, the conclusion of the statement appears in the boxes below. Read each statement completely on its own and tick the box which BEST describes your level of agreement with the complete statement.

When you complete the assessment, add up the ticks in each column and multiply by the score value of that column. For example, ticks in the **Strongly Disagree** column are worth negative 2 (this means you will subtract two points from the total score) and ticks in the **Strongly Agree** column are worth two (2) points. This scoring process will give you a total score for that aspect of the HQ. At the bottom of the questionnaire there is a place to put your scores.

Please note this is only part of the full HQ test and so is a guide only.

The HQ Test

The HQ Test

ACT Happy

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|----------------|-------|--------------------------------|----------|-------------------|
| Most of the time, I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Smile | | | | | |
| Look upwards | | | | | |
| Stand and walk with a straight back | | | | | |
| Sit with a straight back | | | | | |
| Laugh | | | | | |
| Enjoy watching people be happy | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ AH Score

THINK Happy

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| Often I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Think about happy events or things that make me feel happy | | | | | |
| Enjoy hearing happy stories from others | | | | | |
| Think life is good | | | | | |
| Think about something nice I can do | | | | | |
| Think about the nice things people did for me | | | | | |
| Concentrate on the good rather than the bad | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ TH Score

FEEL Happy – See Happy

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| Most of the time, I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Notice happy things | | | | | |
| Talk to other people about happy things I have done | | | | | |
| Talk to other people about happy things they have done | | | | | |
| Talk to other people about happy things I have seen | | | | | |
| Talk to other people about happy things they have seen | | | | | |
| Talk about things I find inspiring | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ FH Score

DO Happy

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| Regularly I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Do something to help someone else achieve a goal | | | | | |
| Do something to help someone else to feel happy | | | | | |
| Talk about how others have helped me | | | | | |
| Talk about how others have helped people I know | | | | | |
| Do something for no gain or benefit i.e. charitable work | | | | | |
| Encourage others to do something for no gain or benefit i.e. charitable work | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ DH Score

HAPPINESS HELPING

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| I regularly | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Listen to others | | | | | |
| Notice how people are feeling | | | | | |
| Listen to others without making a judgement about them | | | | | |
| Listen to others without trying to correct them | | | | | |
| Help people see the best in themselves | | | | | |
| Help people find their strengths | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ HH Score

HAPPINESS REASON

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| Most of the time, I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Act according to a set of values | | | | | |
| Use a moral code of conduct | | | | | |
| Think about what values my behaviour will enact | | | | | |
| Talk to others about values and actions | | | | | |
| Challenge unethical behaviour | | | | | |
| Challenge actions that are purely for personal benefit or gain | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ HR Score

HAPPINESS WILLPOWER

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|-----------------------|--------------|---------------------------------------|-----------------|--------------------------|
| Most of the time, when I find it hard to achieve I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Stay at a task until I finish | | | | | |
| Only stop when I have been successful | | | | | |
| Pursue alternative pathways to the same outcome | | | | | |
| DO NOT easily get frustrated | | | | | |
| Enjoy the challenge | | | | | |
| Look at how much I have achieved then plan the next step | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ HW Score

HAPPINESS RESILIENCE

| Statement | 1 | 2 | 3 | 4 | 5 |
|---|-----------------------|--------------|---------------------------------------|-----------------|--------------------------|
| Most of the time, when I find it hard to achieve I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Remain confident | | | | | |
| Am not worried | | | | | |
| Keep trying | | | | | |
| Am not bothered by the prospect of failure | | | | | |
| Laugh about what is happening | | | | | |
| Try harder | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ HRes Score

WISE HAPPINESS

| Statement | 1 | 2 | 3 | 4 | 5 |
|--|----------------|-------|--------------------------------|----------|-------------------|
| When faced by the problems I see, I.... | Strongly Agree | Agree | You neither agree nor disagree | Disagree | Strongly Disagree |
| Look at the consequences of possible consequences before acting | | | | | |
| Change what I have the power to change within myself | | | | | |
| Influence others about significant things only | | | | | |
| Ignore minor problems that do not impact on how I live | | | | | |
| Ignore minor problems that do not impact on how others live | | | | | |
| Tackle the problems one at a time rather than trying to fix everything immediately | | | | | |
| Total Number of ticks in each column | x2 = | x 1 = | | x 1 = | x 2 = |

Score : (Total of first two columns) _____
 SUBTRACT
 (Total of last two columns) _____ = _____ WH Score

The HQ Test

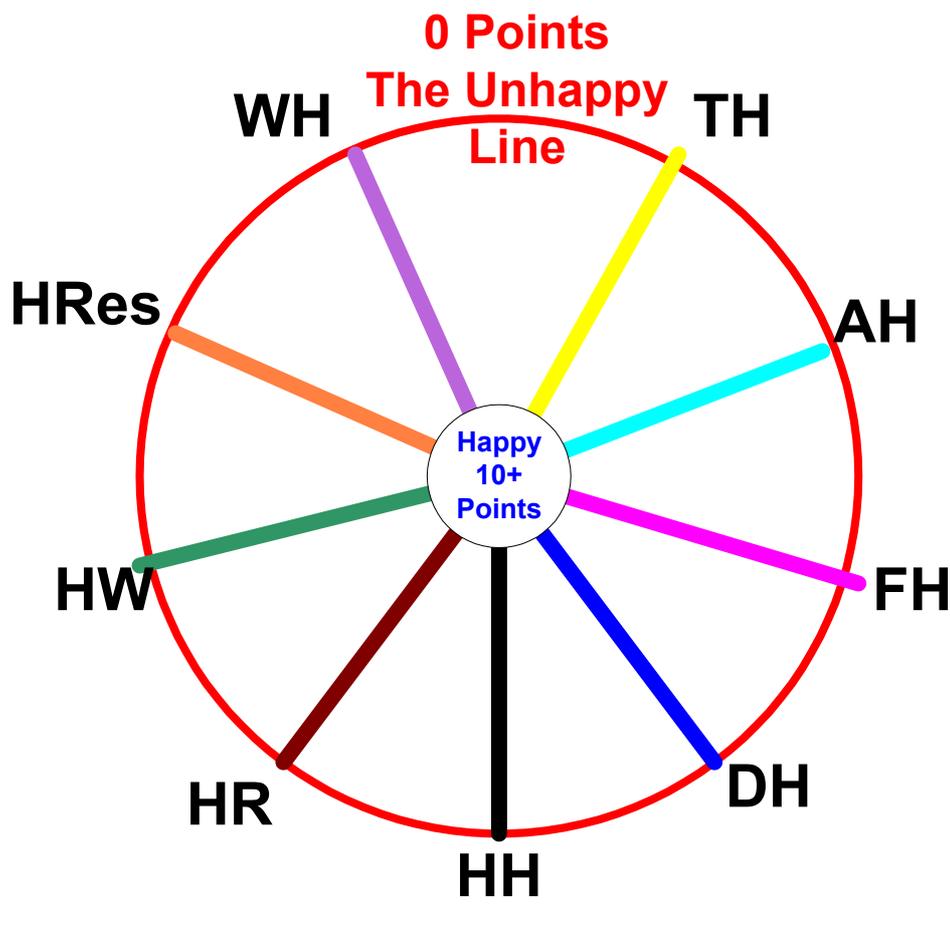
Your HQ Results

Now, put your scores from each questionnaire on the “Wheel of Life Happiness” below.

0 (nil or zero) points is the rim of the circle. 12 points is in the middle and Happiness starts at around the 10 point line i.e. the centre circle.

The scores show you where you might need to think about making changes, especially if you got any negative scores.

Remember, this is no substitute for professional advice nor more detailed analysis.



The HQ Test

Dr. Leigh

Dr. Leigh Kibby

Dr. Kibby, known as “Dr. Leigh” is one of the world’s truly innovative thought leaders in the field of leadership and development having created:

- the Noetic Leadership model
- the Sustainability Diamond (Psychology-Sociology-Ecology)
- L.E.T. (Language-Emotion-Thought) framework
- Affective-Cognitive Integration Model (the NEW Emotional Intelligence) and
- The Psychological Genome.

Dr. Leigh’s Paradigm Shift seminar has been described by senior executives as the most personally profound and professionally uplifting programs they have attended in their entire careers.

Qualifications

- PhD Thesis – School of Management 2005, Deakin University, Victoria
- Graduate Diploma in Group Work and Counselling, 1989, University of South Australia
- Bachelor of Education (double major), 1986, Deakin University, Victoria
- Diploma of Teaching, 1979, RMIT University, Victoria

Awards / Publications / Presentations

- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- Two papers titled “Servant-leadership” and “Noetic Leadership” presented at the 2003 British Academy of Management Conference.
- Presented two papers titled “Servant-leadership Skills” and “Noetic Leadership Skills” at the 2004 Gallup Leadership Institute Conference.
- Co-author of “Intelligent Emotions Management” for the internationally released book “Key Issues in Organisational Communication”.