

DOUG STRYCHARCZYK

CEO, AQR INTERNATIONAL

Doug is the CEO of AQR International – Founded in 1989, AQR is now recognised as one of the most innovative (and fast-growing) test publishers in the world working in more than 80 countries.

AQR established its reputation initially as a leader in Team Building and leadership development. His work has been featured on BBC Television where Professor John Adair described the material as “highly effective”.

In recent years, Doug has worked with Professor Peter Clough to define mental toughness and to create the world’s leading measure of mental toughness. Doug is now recognised as a leading authority on the application of mental toughness to the worlds of work, educations, sport as well as social applications.

Areas of Expertise:

- Development of Psychometric Tests and Development Programmes – Working with Professor Peter Clough, AQR is at the forefront of test and HR product development worldwide, particularly, in developing tests that are focused on performance, well being and behaviour.
- With Professor Clough, Doug has played a key role in developing several unique and valuable measures – MTPlus, the mental toughness questionnaire; CARRUS, the employability measure and ILM72 the world’s first integrated leadership measure (mapping to all major leadership models).
- Senior Management/Leadership Development - to promote culture change and performance improvement. AQR has developed remarkable expertise in leadership development and in coach/mentor development.
- Development of Young People and the Education Sector – now working in the education sector at SE, FE and HE to develop programmes and approaches which attend to student wellbeing/satisfaction, employability, performance and transition.

Publications

- Clough, P., Earle, K., & Strycharczyk, D. (2008). Developing resilience through coaching: MTQ48.
- Clough, P., & Strycharczyk, D. (2012). Developing mental toughness: improving performance, wellbeing and positive behaviour in others. Kogan Page Publishers.
- Clough, P., & Strycharczyk, D. (2015). Developing mental toughness: Coaching strategies to improve performance, resilience and wellbeing. Kogan Page Publishers.
- Clough, P., & Strycharczyk, D. (2018). Mental toughness and its role in the development of young people. In Coaching in Education (pp. 75-91). Routledge.
- Perry, J. L., Strycharczyk, D., Dagnall, N., Denovan, A., Papageorgiou, K. A., & Clough, P. J. (2021). Dimensionality of the Mental Toughness Questionnaire (MTQ48). Frontiers in Psychology, 3014.
- Strycharczyk, D., & Bosworth, C. (2016). Developing Employability and Enterprise: Coaching Strategies for Success in the Workplace. Kogan Page Publishers.
- Strycharczyk, D., & Clough, P. (2018). Developing mental toughness in young people: Approaches to achievement, well-being, employability, and positive behaviour. Routledge.
- Strycharczyk, D., & Elvin, C. (2014). Developing resilient organizations: How to create an adaptive, high-performance and engaged organization. Kogan Page Publishers.



Qualifications

Doug holds a first-class honours degree in Economics. He is working on a PhD which will take the Mental Toughness model and measure to the next level. This work will involve examining the neuroscience behind mental toughness.

Conferences and Presentations

Doug has spoken at over 100 major conferences in the past 10 years including:

- 2012 - Kansas University Centre for Research on Learning - 7th Annual Coaching Conference
- 2014 - Australian Psychological Association - 4th Intl. Congress on Coaching Psychology
- 2016 & 2017 – Association of Education and Learning Providers (UK) - annual conference
- 2017 - Kozminski University, Poland - Coaching Conference
- 2017 - Manchester Metropolitan University - Education Partnership Conference Sept 2017 Coachowisko, Warsaw <http://www.coachowisko.org/program.pdf>
- Dec 2017 - Kongres Psychiatria Mediaforum Conference – Poland
- March 2018 – Wall Street Journal, HR 2.0 Conference, Romania
- March 2018 - Psychometrics Forum, Neuroscience, Coaching and Mental Toughness
- May 2018 - The Association of Business Mentors Conference
- June 2018 - OBODA Dental Profession Kongres Warsaw
- Jul 2018 - EMCC International Mentoring, Coaching and Supervision Research Conference
- Oct 2018 - Queens University Belfast Symposium
- March 2019 Welsh Annual Coaching Conference
- April 2019 EMCC International annual mentoring, coaching and supervision conference (Dublin)
- Oct 2020 – Mental Toughness, University of South Wales
- Feb 2021 IPPEd High Speaker Series, Denmark & Australia
- May 2021 Annual Apprenticeship Conference UK
- June 2021 Girls Schools Association Annual Head Teacher Conference, UK
- July 2021 Association of Sales Professional UK
- July 2021 Economic Times HR Conference, India

He has delivered around 100 webinars and podcasts in the past two years

