



MEET AQR / THE PEOPLE BEHIND THE WORK

10 Things You Might Not Know About Us

A little about the experiences, habits and stories that have shaped Jo and Anthony, in work and beyond.





MEET JO / CO-FOUNDER

Joanne Taylor

Five things you might
not know about me



A little more about Jo.

01 I'm a lifelong learner, despite not particularly enjoying school.

I didn't go to college first time around, but I've more than made up for it since. I've completed practitioner and master practitioner training in Mental Toughness and NLP, qualified in coaching and psychometrics, gained a foundation degree in Business Management, and I'm now working towards my Master's in Business Psychology. I genuinely believe you're never too old to learn, or to change direction.

02 My relationship with AQR goes back a long way.

I've worked with AQR International for more than 16 years. It's also where Anthony and I first met, over 11 years ago. So when we talk about our AQR partnership, there's a lot more behind it than psychometrics and assessment tools. There are years of relationships, conversations and shared experience too.

03 My dog is definitely my daemon.

If you've read His Dark Materials or watched The Golden Compass, you'll understand. He's my little sidekick, follows me everywhere and is genuinely my best friend.

04 Christmas is serious business in our house.

I absolutely love it. My favourite Christmas tree is now 14 years old, making it one of my longest-surviving relationships. Every year it comes back out, regardless of what anyone else thinks.

05 My name is on a fishing trophy.

My Dad and I used to fish together when I was younger, and we still have our fishing days now. These days, though, I much prefer spectating with a coffee to actually holding a rod.

THE HUMAN BIT

Lifelong learning, a faithful sidekick, Christmas traditions and a fishing trophy: the experiences that sit behind the professional biography.



MEET ANTHONY / CO-FOUNDER

Anthony Taylor

Five things you might
not know about me



A little more about Anthony.

01 I've done stand-up comedy, voluntarily.

My wife bought me a stand-up comedy experience for Christmas, which eventually resulted in me performing live at Manchester's Frog & Bucket in front of more than 200 people. I survived. They mostly survived too.

02 I lived in the Caribbean and wrote the book on it. Sort of.

I spent part of my life living in Turks & Caicos and co-authored a tourist guide to the islands. It remains one of the more unusual chapters of my career.

03 Boarding school probably shaped more of my thinking about teams than I realised.

I went to Stonyhurst, something my family claims I mention once or twice. Living, studying and playing sport alongside people from very different backgrounds taught me a lot about getting along with others, belonging to something bigger than yourself, and what happens when a group really does, or doesn't, work as a team.

04 I am the dishwasher police. Apparently.

I believe there is a right way to stack a dishwasher. Everything has its place. Jo loads ours 'like a raccoon on crack', so maintaining standards has fallen to me. It's a responsibility I take far more seriously than I probably should.

05 I like turning ideas into something people can actually use.

I've authored or co-authored Tips from the Top and Mental Toughness Metaphors. The common thread is something that still matters to me in our work today: taking useful thinking and making it practical, memorable and applicable in the real world.

THE HUMAN BIT

Stand-up comedy, Caribbean guidebooks and strong views on dishwasher architecture: not everything that shapes how we work appears on a CV.



AQR CONSULTING / TEAM PERFORMANCE

We know something about teams.
Because we are one.

Find the friction. Focus on what matters. Measure the difference.