



raise your resilience

RQi™ Master Practitioner course

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RQi™ Master Practitioner course

Overview

This course is for qualified RQi™ Practitioners who want to develop their skills further. On the Master Practitioner course, you'll develop the knowledge and skills to deliver our group workshops using a selection of 21 mini modules as building blocks. This provides a full suite of workshops to promote resilience and wellbeing in the workplace.

We also demonstrate how to use the RQi Team Report™ to help design group sessions for teams.

The mini-modules (pages 4 and 5) map to one or more of the RQi™ sub-scales and have been developed by Kirros based on research from positive psychology, health psychology, and neuroscience, over the last eight years.

The materials include presentations, trainer notes, and course workbooks.



Course delivery

There are four weekly sessions to attend. The first three are three hours each, delivered remotely. The final one-day workshop is run either remotely or face-to-face depending on availability of participants.

During the first three sessions, the facilitators deliver a selection of workshop modules, so you experience the content first hand. During the fourth session, you'll deliver selected materials yourself to the rest of the group, with discussion and structured feedback.

There are also remote learning exercises with the RQi Team Report™ demonstrating how to use the report to guide module selection for group workshops with teams. Lastly, there is a reading list with a mix of mandatory and optional articles.

Facilitators

This course is delivered by Matthew Critchlow, Managing Director of Kirros and Visiting Lecturer at the University of Westminster. Matthew will be accompanied by one or more RQi™ Master Practitioners on the course.

Fees & terms

The standard fee for the RQi™ Master Practitioner is £1,600 +VAT which includes the licence to use workshop materials designed by Kirros to the end of the next calendar year, after course completion. Annual renewal of the Master Practitioner licence is £250 +VAT in subsequent years.

Kirros commits to regular updates of the materials based on Practitioner feedback and new research.

Group workshop materials

Element	Module <i>(and associated sub-scales)</i>	Sources and additional learning
Purpose & Fulfilment	1. Flow (<i>Work Engagement and General Engagement</i>)	<ul style="list-style-type: none"> • <i>Authentic Happiness</i> (by Martin Seligman, 2003): <i>Renewing Strength & Virtue</i> and <i>Your Signature Strengths</i> • VIA Survey online Personal Values Exercise (optional) • Goal setting exercises developed by Kirros based on multiple sources.
	2. Job satisfaction and Job Crafting (<i>Work Engagement</i>)	
	3. Personal values exercise (<i>Meaning & Purpose</i>)	
	4. Identifying strengths with the Values In Action Inventory of character strengths (VIA-IS) (<i>Engagement and Meaning & Purpose</i>)	
	5. Goal Setting techniques (SMART and Well-Formed Outcome) (<i>Engagement and Perseverance</i>)	
Positive Mindset	6. Stephen Covey's Sphere of Concern (<i>Personal Control</i>)	<ul style="list-style-type: none"> • <i>7 Habits of Highly Successful People</i> (by Stephen Covey) - Habit no.1 Be Proactive • <i>Learned Optimism</i> (by Martin Seligman) • Best Possible Selves exercise (based on the work of Sonja Lyubomirsky and Laura King) • <i>Self-Efficacy</i> by A Bandura • <i>Self-Compassion</i> by Kristin Neff
	7. Attributional Style and positive self-talk (<i>Optimism</i>)	
	8. Best Possible Selves Exercise (<i>Optimism</i>)	

Group workshop materials

Supportive Relationships	9. Board of Directors exercise	<ul style="list-style-type: none"> • <i>Authentic Happiness</i> by Martin Seligman (2003)
	10. Active and Constructive Responding (discussion) (<i>Belonging</i>)	
Managing Problems	11. Planning and prioritisation with the Eisenhower Matrix and 12. Daniel Levitin's To-Do List Management (<i>Planning and Taking Action</i>)	<ul style="list-style-type: none"> • <i>The Organized Mind</i> (by Daniel Levitin) • <i>7 Habits of Highly Successful People</i> (by Stephen Covey) - Habit no.3 First Things First. • 7-Step Problem-Solving Technique - developed by Kirros
	13. Problem-solving techniques (<i>Planning</i>)	
Managing Emotions	14. Negativity Bias and Positive Reframing 15. The Frame Game (<i>Positive Reframing</i>)	<ul style="list-style-type: none"> • <i>Thinking Fast and Slow</i> (by Daniel Kahneman), chapter 28 Bad Events. • <i>Authentic Happiness</i> by Martin Seligman (2003); In chapter 6: <i>Optimism about the Future</i> pp 93 - 100. • The Frame Game developed by Kirros. • <i>The How of Happiness</i> (by Sonja Lyubomirsky). Chapter 4.
	16. Three Blessings Exercise Gratitude Journaling (<i>Positive Reframing</i>)	
	17. ABCD model of emotion regulation	
Managing Physiology	18. Introduction to stress physiology and The Chimp Brain (<i>Physical Practices</i>)	<ul style="list-style-type: none"> • Chapters 1 and 2 in <i>The Chimp Paradox</i> by Prof Steve Peters • Amy Cuddy video on Power Poses • <i>Mindfulness An Introduction</i> (2013), by Naik, Harris and Forthun. • Pages 5 - 9 and 16 - 19 of <i>Improving Sleep - A guide to a good night's rest</i>. Harvard Medical School Special Medical Report (2015).
	19. Stress recovery and energy management (<i>Physical Practices</i>)	
	20. Introduction to mindfulness (<i>Physical Practices</i>)	
	21. Better sleep (<i>Physical Practices</i>)	

Reading List

Burns, D. B. (2000). *Feeling Good: The New Mood Therapy* (Mass Market Paperback). New York: Avon Books. ISBN-13: 978-0380810338.

Kabat-Zinn, J. (1990). *Full Catastrophe Living*. London: Piatkus Books. ISBN 0-7499-1585-4.

Kahneman, D. (2012). *Thinking, Fast and Slow*. Penguin; 1st edition (10 May 2012). ISBN-13: 978-0141033570.

Levitin, D. (2015). *The Organized Mind: Thinking Straight in the Age of Information Overload*. Penguin; 1st edition (4 Jun. 2015)

Lyubomirsky, S. (2007). *The How of Happiness*. London: Sphere. ISBN-13: 978-1-84744-193-5.

Peters, S. (2012). *The Chimp Paradox: The Mind Management Programme to Help You Achieve Success, Confidence and Happiness*. London: Vermillion. ISBN-13: 978-0091935580.

Seligman, M. (2003). *Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfilment*. London: Nicholas Brealey Publishing. ISBN-13: 978-1-85788-329-9.

Seligman, M (2006). *Learned Optimism: How to Change Your Mind and Your Life*. Vintage Books USA; Reprint edition (1 Jan. 2006)

Seligman, M. (2011). *Flourish: A New Understand of Happiness and Wellbeing and How to Achieve Them*. London: Nicholas Brealey Publishing. ISBN-13: 978-1857885699.