



**raise your resilience**

# **RQi Resilience Coaching and REBT**

designed by **kirros.**

# Topics

- Six Elements of Resilience
- RQi coaching approach
- Links with Rational Emotive Behaviour Therapy (REBT)



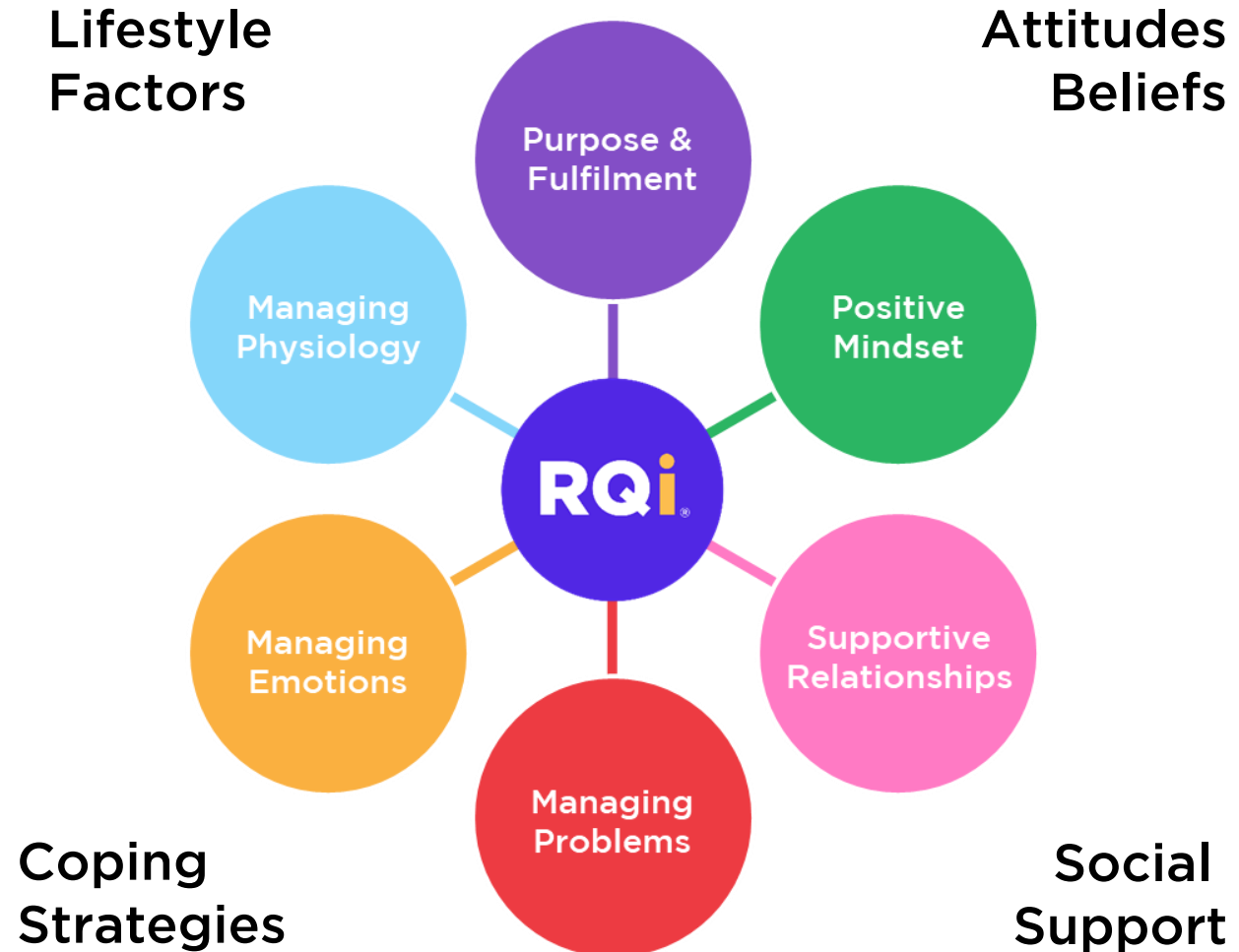
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**kirros™**

# Six Elements of Resilience

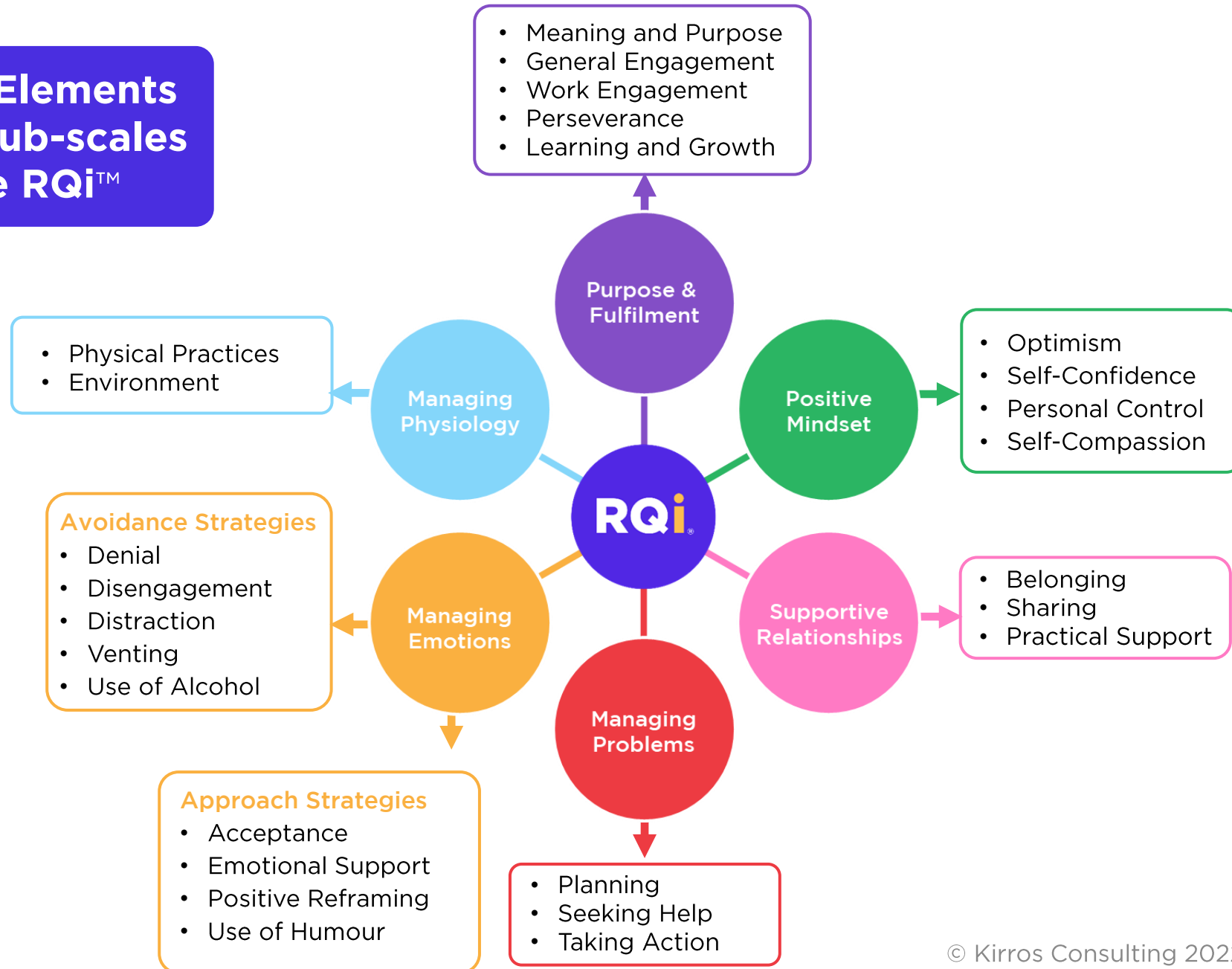
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The [RQi™ Resilience Programme](#) developed by Kirros Consulting, is based around the Six Elements of Resilience Model. The Elements are sub-divided into 26 sub-scales in the RQi™ psychometric (next slide).





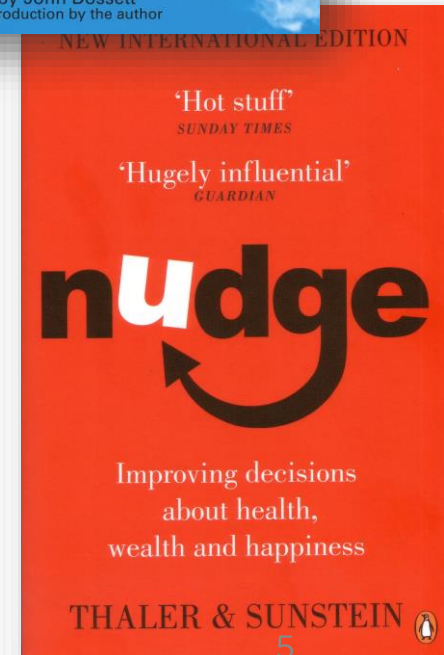
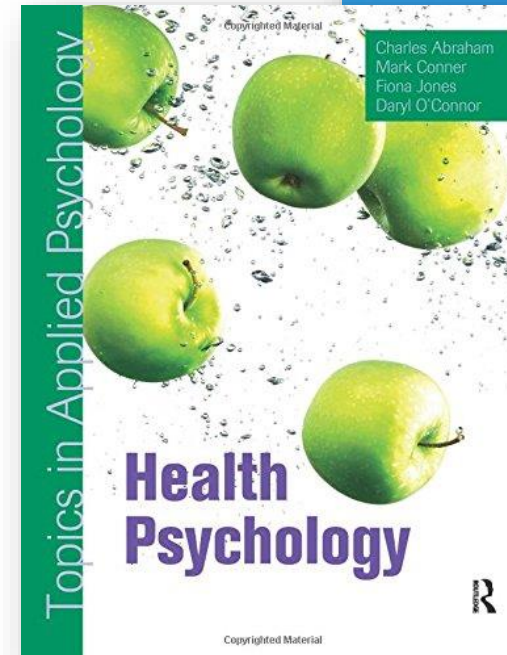
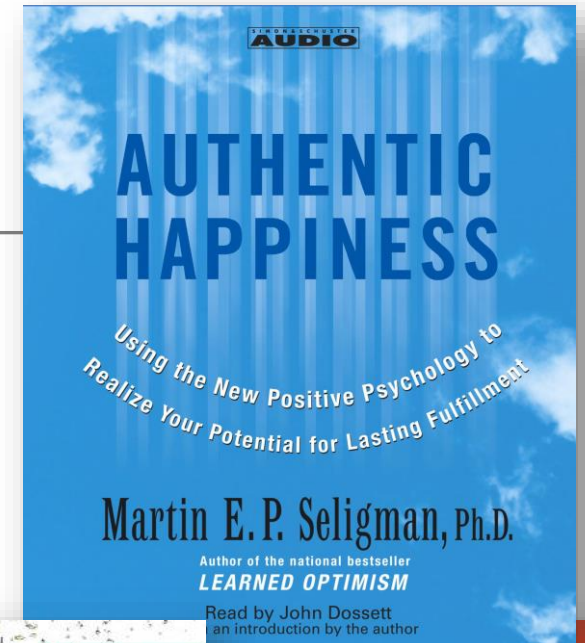
## The Six Elements and 26 Sub-scales of the RQi™



# RQi™ theoretical background

The Six Elements of Resilience Model and the RQi™ are based on:

- Positive Psychology (incl. PP2.0)
- Health Psychology
- Behavioural Science



# RQi™ coaching approach

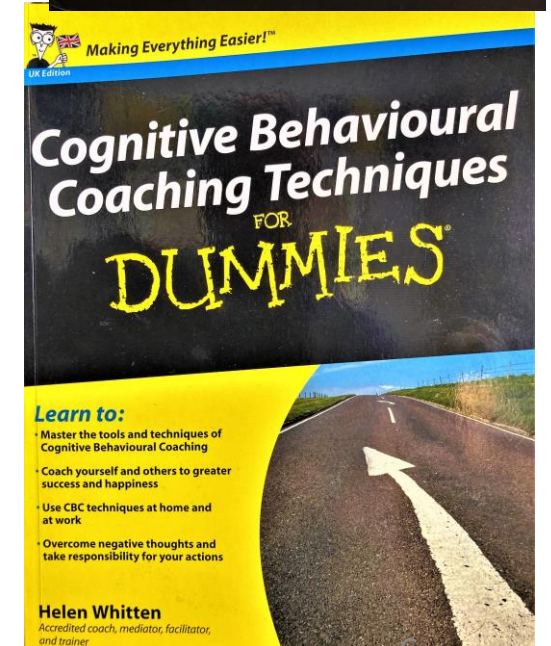
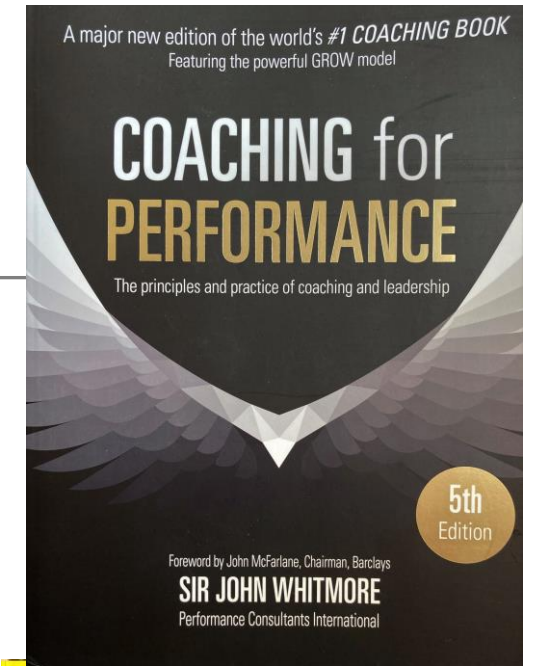
The RQi™ coaching approach is based on:

- Performance Coaching<sup>1</sup>
- Cognitive Behavioural Coaching (CBC)<sup>2</sup> and
- ICF Coaching Competencies<sup>3</sup>

1. Performance Coaching has been described in detail by Sir John Whitmore in his book of the same name, which includes application of the GROW model.

2. CBC is based on Cognitive Behavioural Therapy (CBT) techniques developed by Albert Ellis, Aaron Beck and others.

3. Available at: <https://coachingfederation.org/credentials-and-standards/core-competencies>



# REBT

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Rational Emotive Behaviour Therapy (REBT) is a form of CBT originally developed by Albert Ellis\*. REBT ...

- is action-orientated & humanistic
- focuses on the present
- addresses painful emotions, maladaptive behaviours, attitudes, and current beliefs
- teaches people how to overcome problems
- therapists work closely with clients to uncover unhealthy beliefs

\*Ellis, A. The Essence of Rational Emotive Behavior Therapy: A Comprehensive Approach to Treatment . Retrieved from: <https://www.rebt.ws/REBT%20explained.htm>

# REBT

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A key principle is REBT is: **Emotional Responsibility**. This is inspired by Stoic Philosophy.

*“Men are disturbed not by things, but by the view which they take of them”*

**Epictetus** (Stoic Philosopher)

In the context of REBT, the “views” we take of things refers to our thought processes or cognitions.



## The principle of Emotional Responsibility

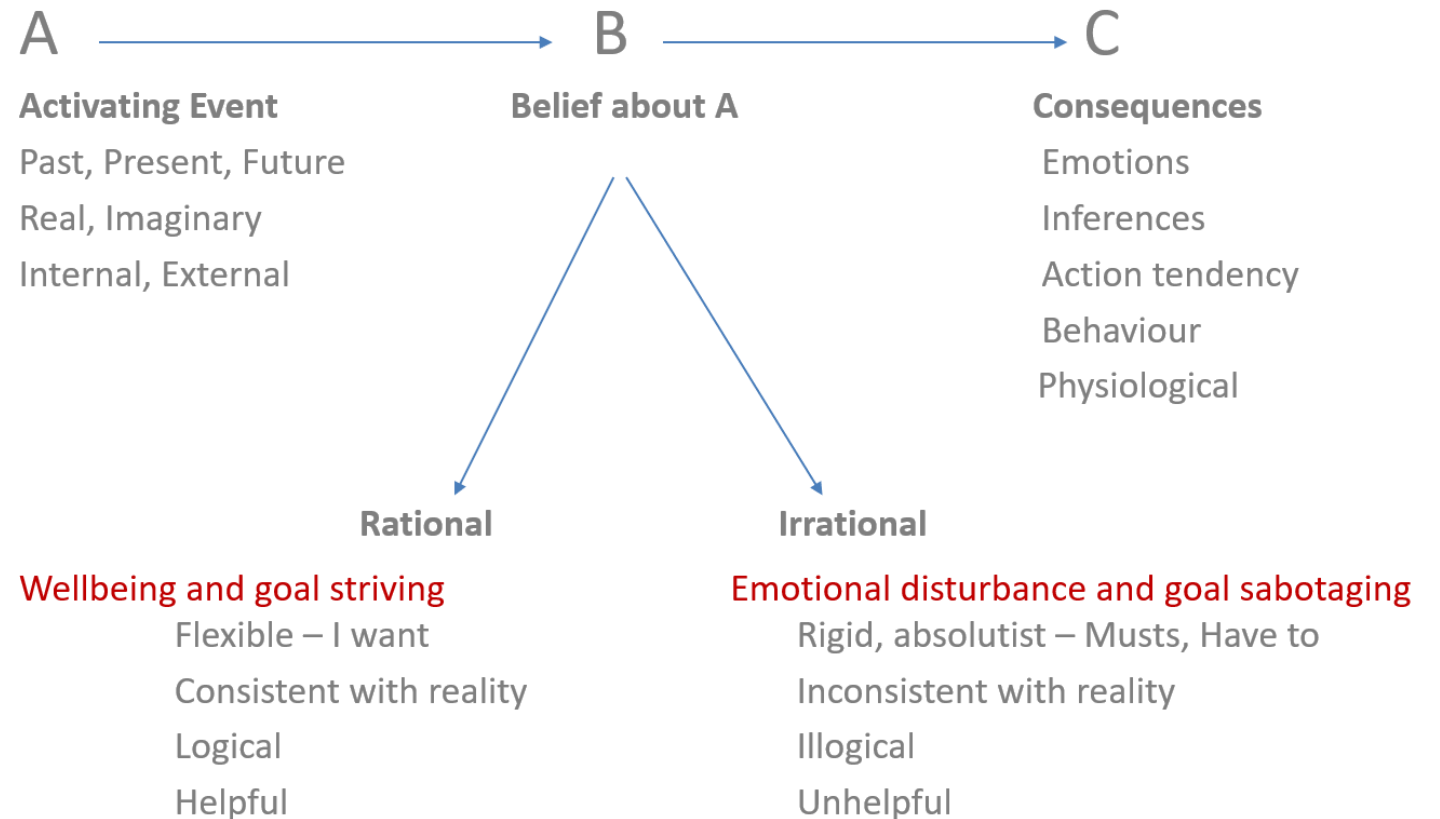
- Specifies precisely the kind of cognitions that are at the core of psychological disturbance (i.e., specific beliefs such as “I am worthless”). Not just any thought.
- It explains that specific critical non acceptance beliefs, are at the heart of our emotions

# ABC Model



Albert Ellis developed the ABC model to depict the relationship between (A) activating events, (B) beliefs (rational and irrational) and (C) emotional disturbance.

## The ABC Model



# REBT & the RQi

REBT Theory		RQi Sub-Scales
<b>Goals &amp; purpose in life</b>	“As humans we attempt to give our lives meaning and purpose ... we have self-actualisation potentialities ... we strive beyond survival to fulfilment.” <sup>1</sup>	<ul style="list-style-type: none"> <li>• Meaning &amp; Purpose</li> <li>• Learning &amp; Growth</li> </ul>
<b>Enlightened self-interest</b>	<p>“REBT’s philosophy sees an essential element of emotional health as being able to put oneself first [without guilt], whilst holding others a close second.”<sup>2</sup></p> <p>“... putting myself first does not place responsibility for my life and wellbeing into the hands of another.”<sup>3</sup></p>	<ul style="list-style-type: none"> <li>• Meaning &amp; Purpose</li> <li>• Personal Control</li> </ul>
<b>Humans are fallible</b>	“REBT teaches that to be human is to be <i>fallible</i> , and that if we are to get on in life ... we would better <i>accept</i> this reality and ... work hard to become a little less fallible.” <sup>2</sup>	<ul style="list-style-type: none"> <li>• Self-Compassion</li> <li>• Acceptance</li> </ul>

<sup>1</sup>Dryden, W. and Mytton, J. (1999). Four Approaches to Counselling and Psychotherapy. New York; Brunner-Routledge. Page 101.

<sup>2</sup>Ellis, A. The Essence of Rational Emotive Behavior Therapy: A Comprehensive Approach to Treatment . Retrieved from: <https://www.rebt.ws/REBT%20explained.htm>

<sup>3</sup>Matweychuk, W., J. (2022). Rational Emotive Behavioral Therapy as a Philosophy of Life. In: New Directions in Rational Emotive Behaviour Therapy. Ed: Windy Dryden. Oxford: Routledge.

# REBT & the RQi

REBT Theory		RQi Sub-Scales
Beliefs influence behaviours and emotions	“REBT theory holds that a person’s behaviour is largely determined by the beliefs they hold about themselves, others and the world.” <sup>1</sup>	The Positive Mindset sub-scales were chosen on the basis of their link to behavioural, emotional and health outcomes. <sup>2</sup>

**A Activating events** – internal or external

**B Beliefs** (evaluations) – rational or irrational

**C Consequences** – emotional, behavioural and cognitive

<sup>1</sup>Dryden, W. and Mytton, J. (1999). Four Approaches to Counselling and Psychotherapy. New York; Brunner-Routledge. Page 101.

<sup>2</sup>Pänkäläinen<sup>1</sup>, M., Kerola, T., Kampman, O., Kauppi, M. & Hintikka, J. (2016). Pessimism and risk of death from coronary heart disease among middle-aged and older Finns: an eleven-year follow-up study. BMC Public Health (2016) 16:1124.



# REBT & RQi coaching approach

REBT Theory		RQi coaching ...
<b>Goals</b>	Goal pursuit lies at the heart of REBT. The therapy itself has goals (e.g. to create lasting change) and clients are supported in attaining their own goals in life.	<ul style="list-style-type: none"> <li>• is goal-orientated</li> <li>• encourages the coach to assess readiness for change, i.e. is the coachee ready to start formulating goals</li> </ul>
<b>Self-acceptance</b>	“One of the goals of REBT is to encourage the client to accept themselves unconditionally” <sup>2</sup>	<ul style="list-style-type: none"> <li>• promotes Self-Compassion, and self-acceptance</li> </ul>
<b>Unconditional positive regard</b>	“The REBT practitioner is able to give clients unconditional rather than conditional positive regard because the REBT philosophy holds that no humans are to be damned for anything ...” <sup>1</sup>	<ul style="list-style-type: none"> <li>• is non-directional – the client chooses his/her goals and</li> <li>• non-judgemental – the coach doesn’t pass judgement on client goals</li> </ul>
<b>Socratic questioning</b>	“All cognitive approaches use the Socratic method to help clients and REBT is no exception. The purpose is to encourage clients to think for themselves rather than simply accept the therapists viewpoint” <sup>2</sup>	<ul style="list-style-type: none"> <li>• uses open questions, enabling the client to explore and interpret their RQi Report, choose goals and make plans to promote a sense of autonomy.</li> </ul>

<sup>1</sup> Ellis, A. The Essence of Rational Emotive Behavior Therapy: A Comprehensive Approach to Treatment . Retrieved from: <https://www.rebt.ws/REBT%20explained.htm>

<sup>2</sup>Dryden, W. and Mytton, J. (1999). Four Approaches to Counselling and Psychotherapy. New York; Brunner-Routledge. Pages 119 – 121.

# Self-Compassion

Items from the Self-Compassion scale of the RQi.

## Self-Compassion Positive

When something painful happens I try to take a balanced view of the situation.

I try to see my failings as part of the human condition.

When I'm going through a very hard time, I give myself the caring and tenderness I need.

When something upsets me I try to keep my emotions in balance.

## Self-Compassion Negative

When I fail at something important to me I become consumed by feelings of inadequacy.\*

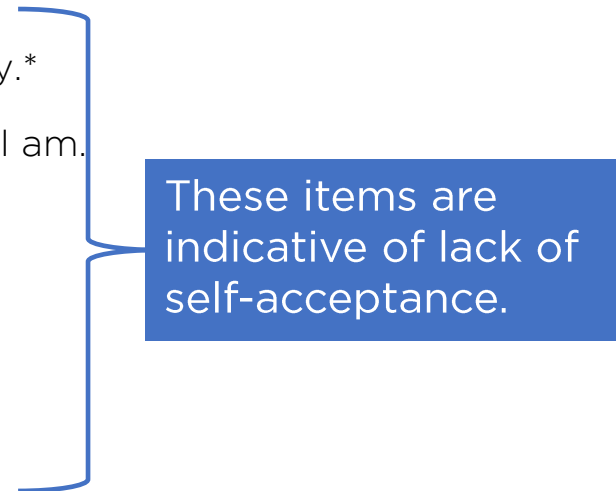
When I'm feeling down, I tend to feel that most other people are probably happier than I am.

When I fail at something that's important to me, I tend to feel alone in my failure.\*

When I'm feeling down I tend to obsess and fixate on everything that's wrong.\*

I'm disapproving and judgmental about my own flaws and inadequacies.\*

I'm intolerant and impatient towards those aspects of my personality I don't like.\*



These items are indicative of lack of self-acceptance.

# Personal Control

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Items from the Personal Control scale of the RQi.

## Personal Control

Events outside of my control determine how happy I am.\*

Sometimes I feel that I am being pushed around in life.\*

Other people's attitudes and actions determine how happy I am.\*

These items reflect a tendency to place responsibility for wellbeing into the hands of others.

# Conclusions

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The RQi™ coaching approach is partly inspired by “humanistic” approaches to counselling and therapy, including Rational Emotive Behaviour Therapy (REBT). RQi™ resilience coaching and REBT have similar aims and similar practical approaches. They are both goal-orientated one-to-one interventions that aim to equip clients with the insights and skills to manage negative emotions and promote wellbeing. Like REBT, resilience coaching is also based on the assumption that beliefs have a significant impact on our wellbeing and that emotions are largely the consequence of the views we take of events rather than the events themselves. Both REBT therapists and RQi™ resilience coaches provide non-judgemental support for people, focusing on what’s happening in the present and the goals people want to achieve for the sessions and for life in general. Clients are encouraged to take responsibility for their own personal growth and wellbeing; to accept that humans are fallible, and in the case of our coaching approach, they’re encouraged to practice the art of self-compassion. Both practices encourage clients to identify factors over which they exert some control (e.g. the views they take of situations), look at situations from different perspectives and teach problem-solving skills. That said, coaching is not therapy. RQi resilience coaching is not designed to support people to managing the symptoms of a mental health condition. Coaching is for everyone, as it teaches self-management or self-case skills for resilience and wellbeing that are applicable to all. For some, coaching may be a supplement to talking therapies.

Matthew Critchlow, May 2022.





**Resilience  
Quotient  
Inventory®**

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