



**raise your resilience**

# **RQi<sup>TM</sup> Master Practitioner course**

designed by **kirros.**

# RQi™ Master Practitioner course



## Overview

- The RQi™ Master Practitioner course is a 4-day programme for qualified RQi™ Practitioners who want to develop their skills further.
- On this course you'll learn how to deliver our resilience and wellbeing workshop materials and use the RQi Team Report™ to assess needs and design group sessions for teams.
- You'll gain access to 19 mini modules to use as building blocks for group sessions. The mini-modules (see pages 4 – 7) map to one or more of the Six Elements of Resilience and have been developed by Kirros using research from positive psychology, health psychology, and neuroscience.
- The materials include presentations, trainer notes, and course workbooks.



Last updated 24 August 2023

## Course delivery

There are four sessions to attend to complete the RQi™ Master Practitioner course:

- 3 x 3-hour online sessions
- Two-day workshop in-person

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 team workshops. 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 and Jennifer Duckworth, RQi Master Practitioner, Executive Coach, former HR Leader and Director of Babel Projects.

## Fees & terms

The standard fee for the RQi™ Master Partitioner 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 Modules

Element	Module <i>(associated sub-scales in parenthesis)</i>	Main Sources
<b>Purpose &amp; Fulfilment</b>	1. Finding Flow Moments ( <i>Work Engagement and General Engagement</i> )	[1] <i>Flow Part 1</i> (2008) by Mihaly Csikszentmihalyi.
	2. Job Satisfaction and Job Crafting ( <i>Work Engagement</i> )	<i>Authentic Happiness</i> (2004) by Martin Seligman: Chapter 7: <i>Happiness in the Present</i> , pp 113 – 121.
	3. Personal Values Exercise ( <i>Meaning &amp; Purpose</i> )	[2] What is Job Crafting and Why Does It Matter? by Berg <i>et al.</i> 2007.
	4. Celebrate Your Strengths – with VIA-IS and Strengthscope® Inventories ( <i>Engagement and Meaning &amp; Purpose</i> )	[3] <a href="#">Personal Values Exercise</a> developed by Kirros.
	5. Goal Setting for Success ( <i>Engagement and Perseverance</i> )	[4] <i>Authentic Happiness</i> by Martin Seligman, 2003). Chapter 8: <i>Renewing Strength &amp; Virtue</i> and Chapter 9: <i>Your Signature Strengths</i> . <a href="#">VIA-IS Survey online</a> and the Strengthscope® profile; see: <a href="https://www.strengthscope.com">https://www.strengthscope.com</a>
<b>Positive Mindset</b>	6. Stephen Covey's Sphere of Concern ( <i>Personal Control</i> )	[5] <a href="#">Goal setting techniques</a> developed by Kirros
	7. Best Possible Selves Exercise ( <i>Optimism</i> )	[6] <i>7 Habits of Highly Successful People</i> by Stephen Covey – Habit no.3 <i>First Things First</i> , pp 81 – 88.
	8. Cultivating Self-Compassion	[7] <a href="#">Best Possible Selves exercise</a> from the work of Sonja Lyubomirsky and Laura King. In <i>The How of Happiness</i> (2008) by S. Lyubomirsky, pp 102-108. [8] Exercises from Kristen Neff: <a href="https://self-compassion.org/category/exercises/#exercises">https://self-compassion.org/category/exercises/#exercises</a>

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<b>Supportive Relationships</b>	9. Board of Directors exercise ( <i>Supportive Relationships</i> )	[9] Exercise developed by Kirros [10] <i>Why Can't We Be Good</i> by Jacob Needleman.
	10. Active Listening & Active, Constructive Responding ( <i>Belonging</i> )	<i>Flourish</i> (2011) by Martin Seligman. Chapter 3: Section III: <i>Active, Constructive Responding</i> , pp48 – 51.
<b>Managing Problems</b>	11. Task and Time Management – includes planning and prioritisation with the Eisenhower Matrix and Daniel Levitin's tips based on neuroscience ( <i>Planning and Taking Action</i> )	[11] <i>7 Habits of Highly Successful People</i> by Stephen Covey – Habit no.3 <i>First Things First</i> . Pp 149 – 156. <i>The Organized Mind</i> (2015) by Daniel Levitin.
	12. Problem-solving techniques ( <i>Planning</i> )	[12] <a href="#">7-Step Problem-Solving Technique</a> developed by Kirros.

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<b>Managing Emotions</b>	<b>13.</b> Attributional Style and Positive Self-Talk ( <i>Positive Reframing and Positive Mindset</i> )	[13] <i>Learned Optimism</i> (2006) by Martin Seligman.
	<b>14.</b> Negativity Bias & Positive Reframing – includes: The Frame Game, Three Blessings Exercise, Gratitude Journaling ( <i>Optimism and Positive Reframing</i> )	[14] <i>Thinking Fast and Slow</i> (2013) by Daniel Kahneman). Chapter 28: <i>Bad Events</i> . The Frame Game exercise developed by Kirros.
	<b>15.</b> Emotional Intelligence and the ABCD model of emotion regulation ( <i>Positive Reframing and Positive Mindset</i> )	<i>The How of Happiness</i> by Sonja Lyubomirsky. Chapter 4: <i>Practicing Gratitude and Positive Thinking</i> . [15] <i>Authentic Happiness</i> (2003) by Martin Seligman. Chapter 6: <i>Optimism about the Future</i> , pages 93 – 100. <i>The EQ Edge: Emotional Intelligence and Your Success</i> (2011) by Steven Stein and Howard Book p33 – 50.

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<b>Managing Physiology</b>	<b>16.</b> An Introduction to stress physiology – including the Chimp Brain model and stress management techniques ( <i>Physical Practices</i> )	[16] <i>The Chimp Paradox</i> (2012) by Prof Steve Peters. <i>Chapters</i> 1 and 2.
	<b>17.</b> Energy management ( <i>Physical Practices</i> )	[17] <i>The Off Switch</i> (2015) by Professor Mark Cropley.
	<b>18.</b> Introduction to mindfulness ( <i>Physical Practices</i> )	[18] <i>Mindfulness An Introduction</i> (2013), by Naik, Harris and Forthun.
	<b>19.</b> Better sleep ( <i>Physical Practices</i> )	<i>Full Catastrophe Living</i> (1990) by Jon Kabat-Zinn. [19] <i>Improving Sleep – A guide to a good night's rest</i> . Harvard Medical School Special Medical Report (2015). Pages 5 – 9 and 16 – 19.

