



RQi™ Practitioner Course

Join us for an engaging 2-day session led by Organisational Psychologist, Nicole Providas, and Mindfulness and Resilience coach, Michelle Smorfitt, on 8th & 9th of May 2025.

**LEARN HOW THE RQi™ WAS DESIGNED AND TESTED,
AND HOW TO USE THE REPORT IN ONE-ON-ONE COACHING SESSIONS.**

THE RESILIENCE QUOTIENT INVENTORY™ (RQi™)

The RQi™ is the best-studied and most comprehensive resilience psychometric in the world. It measures beliefs, behaviours and environmental factors that are proven to protect people against stress and burnout. The RQi™ is used in one-on-one coaching, group workshops and team programmes to build resilience and boost performance in the workplace. The RQi™ is trusted by some of the world's most successful organisations, including Microsoft, Johnson & Johnson and BAE Systems.

PARTNERS IN SPREADING THE RQi™



The RQi™
resilience
psychometric.



The RQi™ was
developed by
Kirros Consulting.



Shine is the official
distributors of the
RQi™ in Africa.

RAISE YOUR RESILIENCE

RQI™ PRACTITIONER COURSE

You'll learn how the RQi™ was designed and tested, and how to use the report in one-on-one coaching sessions.

WHO SHOULD ATTEND THIS COURSE?

To attend the RQi™ Practitioner course you must have at least one of the following:

- Significant coaching experience in a professional context (either as an independent consultant or internal performance coach)
- A recognised coaching qualification, for example, a course accredited by the International Coach Federation

WHY BECOME A QUALIFIED RQI™ PRACTITIONER?

- 1** Use the best-tested resilience psychometric on the market
- 2** Grow your business with a product trusted by some of the world's biggest companies
- 3** Gain access to a wealth of coaching tools and techniques from positive psychology
- 4** Attend free networking events and resilience masterclasses

FACILITATORS



NICOLE

Nicole Providas Scholtz is a registered organisational Psychologist with expertise in custom process design and facilitation, leadership development, and the use of psychometric assessments within the talent lifecycle.



MICHELLE

Michelle Claire Smorfitt is a mindfulness and resilience coach who has experience in HR consulting, strategy, and well-being interventions in the private sector, as well as working with marginalized groups in the NGO/NPO field.

AS A QUALIFIED PRACTITIONER, USE THE RQI™ WITH:

Individuals/ Frontline Staff

To help promote resilience, wellbeing and high performance.

Senior Executives

To enable leaders to better manage high pressure, major change and crisis situations.

Teams

To help teams manage periods of rapid change, high pressure and uncertainty.

Future Leaders

To identify and develop the senior leaders of the future.

LEARNING OUTCOMES

- Describe the main factors that impact resilience and well-being in the workplace
- Explain how the RQi™ was designed and tested
- Describe what high and low scores on the RQi™ sub-scales mean in behavioural terms
- Undertake one-to-one coaching sessions with the RQi™



COURSE DETAILS

Date: 8th and 9th of May 2025

Time: Full day

Venue: Johannesburg, TBC

Cost R12,000 (excl. VAT), R4,200 (interns only)

Those who successfully complete the RQi™ Practitioner course can purchase RQi™ Reports from Shine for use in one-on-one coaching sessions with their clients (According to the Terms and Conditions of an RQi™ Practitioner).

Includes: all support materials, a customisable area on the RQi™ portal to administer questionnaires and distribute reports to clients. Participants are given three free RQi™ reports to use for marketing purposes.

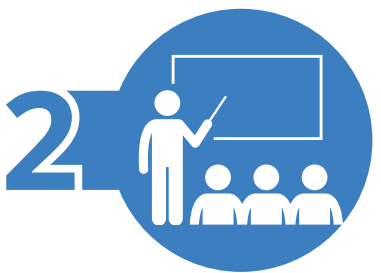
Bookings: www.shine.global/events

RQi™ PRACTITIONER COURSE OUTLINE



Preparation/E-Learning

Before the group workshops, participants are required to complete two e-learning modules and the RQi™ questionnaire. Distance learning is delivered through the RQi™ portal.



Group Workshop

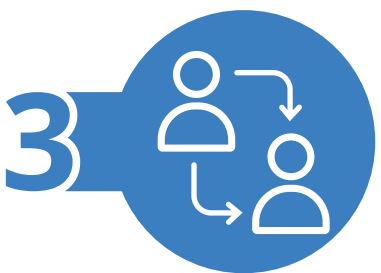
During the workshops, delegates learn about the behavioural consequences of high and low scores on different RQi™ sub-scales and how to coach individuals using an RQi™ Report.

Day 1

- Models of stress and resilience
- High and low scores on the RQi™ sub-scales: What do they mean in practice?
- Interpreting different RQi™ reports: What do certain score combinations suggest?
- Working with clients

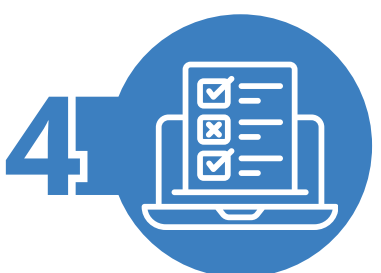
Day 2

- Core coaching skills
- Coaching clients with the RQi™, with case studies and video examples
- Practice coaching in pairs
- How to use the RQi™ portal



Practice Coaching

After the group workshop, participants undertake three coaching sessions (in their own time) with practice clients who have completed an RQi™. This can be with friends, family or colleagues. A self-reflective learning log is completed after each session.



Online Assessment

The final stage involves completion of an online multiple-choice exam. The assessment is designed to test your knowledge of the RQi and the client coaching process. The pass mark is 75%.

ADVANCE YOUR TRAINING

RQi™ Practitioners have the option to continue their training to become Master Practitioners. RQi™ Master Practitioners are qualified to deliver our group workshops and organisational consultancy using the RQi Team Report™.

This includes training, ongoing support, access to workshop materials, and 12 free RQi™ profiles.

Sign up to our [mailing_list](#) to get notified of our upcoming RQi™ Master Practitioner Training or visit [Kirros \(Events\)](#) for upcoming courses.



CONTACT DETAILS

For more information and technical queries about the RQi, please contact:

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KIRROS

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Bookings: www.shine.global/events