



RQi™ Master Practitioner course

Overview

- The RQi™ Master Practitioner course is a 3-day programme (including homework) for qualified RQi™ Practitioners. This course will give you the knowledge and skills to ...
 - 1) deliver a series of resilience & wellbeing workshops (designed by Kirros) and
 - 2) use the RQi Team Report™ to design group sessions for teams
- You'll gain access to 20 mini modules which serve as building blocks for group workshops. The mini-modules (see pages 4 - 7) map to one or more of the Six Elements of Resilience
- All the group workshop materials have been developed by Kirros using research from positive psychology, health psychology, and neuroscience. We also use techniques from recognised experts in personal development such as Stephen R. Covey and Daniel Levitin
- The materials include course guides, presentations with trainer notes, and course workbooks



Last updated 11 February 2025

Course delivery

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

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

During the first three sessions, the facilitators will deliver a selection of workshop modules, so you experience the content first hand. During the fourth session, you will work with a series of real-life RQi™ Team Reports (from corporate clients) to practice workshop design and coaching for teams, based on RQi data.

There is also a reading list with a mix of mandatory and optional articles.

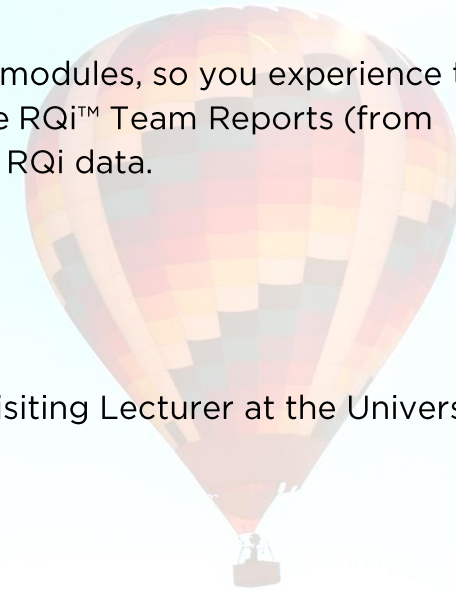
Facilitators

This course is delivered by Matthew Critchlow, Managing Director of Kirros and Visiting Lecturer at the University of Westminster.

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.

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



Resilience and Wellbeing Workshop Modules

The following tables provide a list of 20 workshop modules designed for either remote or in-person delivery.

These modules provide the building blocks for the design of group sessions based on participant needs and interests. Each module links to one or more of the **Six Elements of Resilience**.

The exercises have been developed by Kirros based on research from positive psychology, health psychology, neuroscience, and behavioural science (see references below). Other exercises come from books published by respected consultants such as Stephen R Covey and Daniel Levitin.

The modules are divided into three categories:

1. **Reflective Exercises (RE)** – these are short, self-study exercises for use during a workshop or as homework.
2. **Mini modules (SM)** – these are short workshop sessions which can be combined with other mini modules to make a half-day or full-day course.
3. **Half-half day workshop (HW)** – modules designed as a ready-made half-day course.

Six Elements of Resilience



Group Workshop Modules

Element	Module <i>(associated sub-scales in parenthesis)</i>	Main Sources
Purpose & Fulfilment	1. Finding Flow Moments (<i>Work Engagement and General Engagement</i>). SM	[1] <i>Flow Part 1</i> (2008) by Mihaly Csikszentmihalyi.
	2. Job Satisfaction and Job Crafting (<i>Work Engagement</i>). SM	<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 & Purpose</i>). RE	[2] What is Job Crafting and Why Does It Matter? by Berg et al. 2007 .
	4. Celebrate Your Strengths <ul style="list-style-type: none"> • With VIA-IS and/or Strengthscope® Inventories • Otherwise described as strengths-based development (<i>Engagement and Meaning & Purpose</i>). HW	[3] Personal Values Exercise developed by Kirros. [4] <i>Authentic Happiness</i> by Martin Seligman, 2003). Chapter 8: <i>Renewing Strength & Virtue</i> and Chapter 9: <i>Your Signature Strengths</i> . VIA-IS Survey online and the Strengthscope® profile; see: https://www.strengthscope.com
	5. Goal Setting for Success (<i>Engagement and Perseverance</i>). HW	[5] Goal setting techniques developed by Kirros

Group Workshop Modules

Positive Mindset	6. Stephen Covey's Sphere of Concern (<i>Personal Control</i>). SM	[6] <i>7 Habits of Highly Successful People</i> by Stephen Covey – Habit no.3 <i>First Things First</i> , pp 81 – 88.
	7. Best Possible Selves Exercise (<i>Optimism</i>). RE	[7] Best Possible Selves exercise from the work of Sonja Lyubomirsky and Laura King. In <i>The How of Happiness</i> (2008) by S. Lyubomirsky, pp 102-108.
	8. Cultivating Self-Compassion. RE	[8] Exercises from Kristen Neff: https://self-compassion.org/category/exercises/#exercises
Supportive Relationships	9. Board of Directors exercise (<i>Supportive Relationships</i>). RE	[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>). SM	<i>Flourish</i> (2011) by Martin Seligman. Chapter 3: Section III: <i>Active, Constructive Responding</i> , pp48 – 51.
Managing Problems	11. Effective Time Management – includes planning and prioritisation with the Eisenhower Matrix and Daniel Levitin's tips based on neuroscience (<i>Planning and Taking Action</i>). HW	[11] <i>7 Habits of Highly Successful People</i> by Stephen Covey – Habit no.3 <i>First Things First</i> . Pp 149 – 156.
	12. Problem-solving techniques (<i>Planning</i>). SM	<i>The Organized Mind</i> (2015) by Daniel Levitin.
	13. Assertive Communication – incl. how to say “no”. SM	[12] 7-Step Problem-Solving Technique developed by Kirros.

Group Workshop Modules

Managing Emotions	<p>14. Attributional Style and Positive Self-Talk (<i>Positive Reframing and Positive Mindset</i>). SM</p>	<p>[14] <i>Learned Optimism</i> (2006) by Martin Seligman.</p>
	<p>15. Negativity Bias & Positive Reframing - includes: The Frame Game, Three Blessings Exercise, Gratitude Journaling (<i>Optimism and Positive Reframing</i>). SM</p>	<p>[15] <i>Thinking Fast and Slow</i> (2013) by Daniel Kahneman). Chapter 28: <i>Bad Events</i>. The Frame Game exercise developed by Kirros. <i>The How of Happiness</i> by Sonja Lyubomirsky. Chapter 4: <i>Practicing Gratitude and Positive Thinking</i>.</p>
	<p>16. Emotional Intelligence incl. the ABCD model of emotion regulation (<i>Positive Reframing and Positive Mindset</i>). HW</p>	<p>[16] <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.</p>

Group Workshop Modules

Managing Physiology	17. An Introduction to stress physiology – including the Chimp Brain model and stress management techniques (<i>Physical Practices</i>). SM	[17] <i>The Chimp Paradox</i> (2012) by Professor Steve Peters.
	18. Energy management (<i>Physical Practices</i>). SM	[18] <i>The Off Switch</i> (2015) by Professor Mark Cropley.
	19. Introduction to mindfulness (<i>Physical Practices</i>). SM	[19] <i>Mindfulness An Introduction</i> (2013), by Naik, Harris and Forthun. <i>Full Catastrophe Living</i> (1990) by Jon Kabat-Zinn.
	20. Better sleep (<i>Physical Practices</i>). SM	[20] <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.