

# Resilience Coaching Certification

Gain accreditation and coaching certification in two unique, globally validated psychometric tools that measure critical psychological capabilities to **predict potential, identify and develop talent, create shift and enable change** in individuals, teams and organisations.

**PsyCap** 

**Resilience Index** 

measuring capabilities  
predicting potential

 **peoplewise**  
enabling change



## About the programme

**This 5 day certification is aimed at consultants, facilitators, HR business partners and coaches and will equip you with the knowledge, skills and accreditation to administer and deliver PsyCap7 and Resilience Index psychometrics and coaching interventions to varied 1-1 and group audiences internationally.**

- Learn how to measure and develop critical psychological capabilities that underpin an individual's workplace performance, interpersonal effectiveness and future success.
- Understand how to measure and develop the five factors of positive resilience that influence an individual's ability to thrive, not just survive in the workplace, particularly under periods of change, challenge or adversity.
- Develop your coaching skills and resources through proven techniques and the STAR Coaching Model, led by Dr Belinda Board a globally respected business psychologist, researcher and educator.
- Receive PsyCap7 and Resilience Index accreditation and resources to administer and coach on two unique psychometric tools

# Resilience Coaching Certification



## What you can expect

- Expert facilitation with world renowned psychologist
- Interactive & experiential approach
- Psychometrics & key skills in coaching
- Co-coaching & 1-1 feedback
- A toolbox you can use to support your coaching and development activities

## Learning outcomes

- Deepen your understanding of the core psychological capabilities that differentiate successful individuals in the workplace
- Develop your own personal capabilities, and your skills in coaching and developing others
- Develop key coaching skills and learn coaching interventions that support individuals to develop critical psychological capabilities
- Gain a greater appreciation into your own strengths and development areas

Learn about critical psychological capabilities and how to develop those to support individual and organisational success

Refine your coaching skills using the STAR Coaching Model

Gain accreditation to administer and coach on globally validated psychometrics

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## Day 1 & 2 PsyCap7

- Deep-dive into the seven critical psychological capabilities
- Practice coaching skills and techniques bespoke to the seven psychological capabilities
- Consider performance and potential in the workplace from a humanistic perspective



## Day 3 & 4 Resilience Index

- Deep-dive into the five factors of positive resilience
- Practice coaching skills and techniques bespoke to the five factors of positive resilience
- Discover the concept of collective positive resilience and how to use Resilience Index with teams



## Day 5 Assessment & accreditation

- Gain access to Enable & learn how to administer the psychometrics
- Review your coaching skills against the STAR Coaching Model
- Practical assessment to gain accreditation to administer and coach on each of the psychometrics



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## What you will receive

- For each of the PsyCap7 and Resilience Index psychometrics you will receive:
  - your own **individual profiler reports**
  - **technical guide** for understanding the underpinning research and theory
  - **support guide** for understanding and interpreting different profile configurations
  - **coaching guide** for delivering effective 1-1 coaching interventions on each psychometric, using the STAR Coaching Model
  - **formal accreditation** to administer, provide feedback and coach on each psychometric
- Access to your own administration portal on the Enable online platform, including ability to set up and administer the PsyCap7 and Resilience Index psychometrics, download reports and complete data analytics
- Continuing Professional Development (CPD) points for your attendance





## PsyCap 7

Based on extensive peer-reviewed global research and workplace validation, PsyCap7 measures seven critical psychological capabilities. These are not specific skills or knowledge, but rather the personal qualities that influence an individual's professional and personal success. PsyCap7 is underpinned by 7 core factors: Self Regard, Personal Mastery, Control, Outcome Expectations, Emotional Regulation, Ambition, and Goal Orientation, which are at the heart of predicting performance and potential.

Unlike personality, all PsyCap7 capabilities are open to development. This coaching certification programme provides consultants, coaches and organisations with an interactive learning and development experience to help their employees and coachees gain a deep understanding of their psychological capabilities, and their impact on current and future workplace performance.

The PsyCap7 Individual Development report provides a summary of an individual's scores in comparison to a normative international sample of working professionals, with capability features, workplace analysis and development recommendations that are tailored to each of the seven capability levels. On the programme, you will learn coaching skills and tools to help you work with individuals to uncover key blind spots and focus their capability development to enhance their opportunity to leverage and strengthen their workplace potential and performance.





## Resilience Index



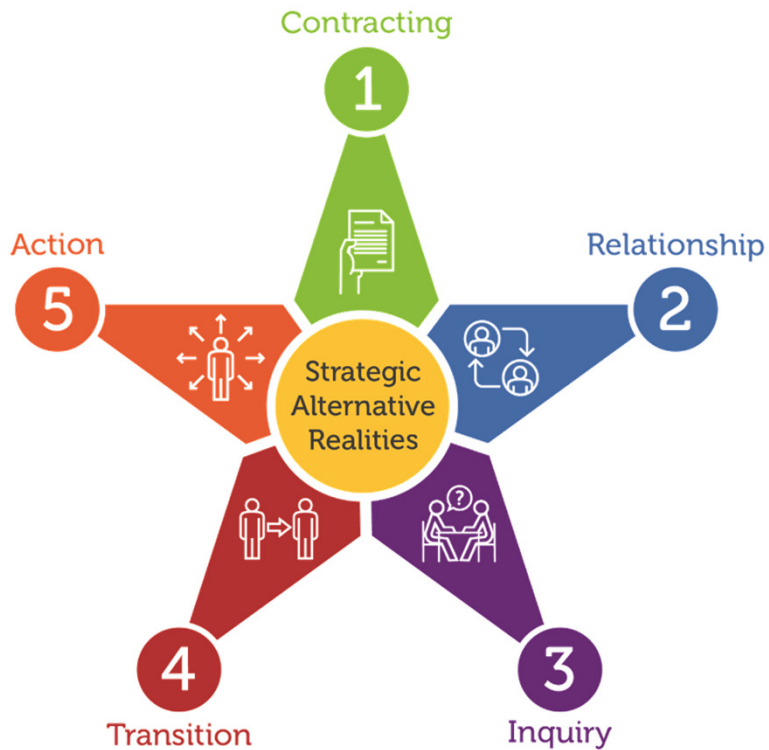
Positive resilience is a key capability that differentiates people's ability to thrive, not just survive in the workplace. It is the ability to build a strong base of positive resilience from which people can launch, sustain and grow themselves. Building on the research coming out of Stanford University, our own research has led to the development of the Resilience Index.

Resilient people are focused, tenacious and determined. They have developed highly effective ways of operating that help protect them against the negative effects of stress and pressure, allowing them to 'bounce-back' and recover from setbacks, and 'bounce-forward' from those experiences to adapt, learn and grow.

We identify five factors that comprise positive resilience: Purposefulness, Perspective, Control, Connectedness and Growth. These are the personal qualities that underpin an individual's capability to harness pressure and challenge to stimulate and drive optimal performance. We see that these factors come together to form a 'base camp' for personal and collective growth. The stronger the base camp, the higher the level of resilience. This leads to higher performance for the individual, team or organisation.

The Resilience Index has been designed and developed to assess the five key factors of positive resilience. This coaching certification programme provides the knowledge, skills and accreditation to apply the Resilience Index to assess, develop and individuals and teams.

# Resilience Coaching Certification



The PsyCap7 & Resilience Index Coaching Certification is underpinned by our STAR Coaching Model, which is mapped against the International Coaching Federation (ICF) core coaching competency standards.

On the coaching certification programme you will learn key coaching skills and receive coaching resources to enable you to deliver best practice feedback and coaching interventions on the PsyCap7 and Resilience Index psychometrics, based on the STAR Coaching Model.

STAR Coaching is about creating the right coaching conditions for identifying meaning, generating strategic alternative realities and building commitment for action. It is about providing a coaching environment that enables individuals to explore and experiment, to test limiting beliefs, and build commitment for action through identifying meaning and enhancing motivation.

The STAR Coaching Model has 5 elements – each representing the skills, techniques and methods that are essential for coaching success.

The STAR model provides a process that enables the coach to give shape and focus to their coaching. It provides a structure for self-reflection and provides an evidence based process for generating real and sustainable shift in perspective and performance.





## About peoplewise

peoplewise is one of the world's leading business psychology firms.

We partner with organisations to deliver world-class rigorous and stretching assessment and development solutions to measure and predict potential in talent populations, be they high potentials, professional services, or leaders of tomorrow.

Our world class, validated psychometrics are proven measures of key capabilities that underpin effective performance, and predict potential in talent populations.

All our psychometrics are based on extensive research to ensure that they are valid, reliable and best in class.



**Dr Belinda Board** is a globally respected business psychologist, researcher and educator.

She is an Associated Fellow of the British Psychological Society, with a doctorate in clinical psychology, postgraduate degrees in Organisational and Forensic Psychology and a Ph.D. in leadership behaviours and workplace well-being.

As a leading psychologist and executive coach to the business world, Belinda blends her deep psychological expertise with 20 years' experience of working with business leaders around the globe, to enable deep and sustainable growth of psychological capabilities that are critical for individuals and organisations to thrive and succeed.

Belinda has built up extensive experience in the design and delivery of global end-to-end talent management solutions. She is a global specialist in organisational transformation, behaviourally-anchored assessment, executive coaching, strategic thinking, cultural diversity, psychometric tool design and leadership development.

Belinda's research into leadership behaviours and workplace well-being has been published in a variety of peer-reviewed journals. She is currently engaged with the University of Surrey and Florida Atlantic University on joint research projects that are investigating workplace well-being and leadership potential respectively.

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## Registration Form: Resilience Coaching Certification

Name	Position	
Name	Position	
Name	Position	
Company		
Address		
Phone	Fax	Email
Cheque For (S\$ ) enclosed.	Date	

Make Cheques Payable To: "CEQ Asia Pte Ltd".  
33A West Coast Park, #09-39 Botannia. Singapore 127727.

To Register: Print and fax this form to 6474 1647.  
Or email: [info@eqasia.com](mailto:info@eqasia.com)



Delivered in collaboration with



### Programme Details

**Date** 3<sup>rd</sup> to 7<sup>th</sup> April 2016  
**Early bird fee** SGD 3650 (By 3<sup>rd</sup> Feb 2017)  
**Regular fee:** SGD 4050  
**Venue:** M Hotel Singapore

### Enquires & Registration

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