



Resilience Quotient Inventory™

The Resilience Quotient Inventory (RQi) is a unique questionnaire and profiling tool that provides people with personalised feedback on their ability to cope with high pressure, change and adversity. Respondents complete a secure on-line questionnaire and then receive a personalised report in which their individual scores (based on how they answered the questionnaire) are compared to a sample population in the UK. The report highlights positive strategies that the user already applies and offers new skills and techniques to help build even greater resilience in the future.

How do I complete the RQi profile?

It's a simple process:

- We send you an email with a link to a secure webpage
- First you will see our privacy statement and general terms
- Once you have agreed to the terms you can proceed to the questionnaire (about 125 questions) which takes around 15 - 20 minutes
- We recommend you complete the questionnaire in one sitting
- Once you've completed the questions, we generate your report

Your results will be held securely and confidentially by Thrive Training Ltd who own and manage the RQi. You will receive your report via email within three days of completing the questionnaire. Please contact your Thrive representative (or email training@thisisthrive.com) to discuss options for one-to-one feedback with a qualified RQi Coach

The rest of this document answers some frequently asked questions about the RQi.

Frequently asked Questions (FAQs)

Is the RQi a test?

The RQi is not a test in the conventional sense; there are no right or wrong answers. The concept of getting top marks, as you might do in a test, is not relevant here. The report is designed to help raise self-awareness. Your answers are compared to a sample population so you can see where your relative strengths lie compared to others. Everyone has different ways of managing pressure and change; some of the strategies we use are effective and others might benefit from some development work; that's what the report will show.

What do I do with the results?

Your RQi Report is for you. The results provide a lot of insight so you can review and maybe change how you respond to pressure, change and set-backs. The thinking behind it is that if you are more self-aware and using strategies that are effective, you'll be better able to cope with the unexpected and more productive during tough times. You'll then be in an even better position to meet the demands of work and life. There are no predefined goals for this process so you are free to focus on whatever areas you wish.

Will any information be shared with anyone else apart from my Coach?

No. Your personal RQi report is exactly that; it's yours and remains private to you. Your appointed RQi Coach is the only person who will see your report and all the information is treated in strict confidence.

Just a few of the things you'll learn in your Resilience Quotient Report:

- What Resilience is
- How it's measured
- What you can do to develop your RQ skills
- How it can help support your success in the future
- What your strengths are
- Areas you can develop and what resources you can use

The results of the RQi are displayed across 7 Dimensions as indicated below:



If you have any queries about the RQi or the coaching process you can send an email to training@thisisthrive.com.

Appendix: Confidentiality guidelines for coaching

In normal circumstances, one-to-one sessions with a Thrive Coach (which includes all sessions with the RQi and other psychometrics) are confidential and our coaches adhere fully to the Thrive Coaching Code of Conduct which is based very closely on the International Coach Federation (ICF) Code of Ethics. Obviously, there have to be certain exceptions: if you disclose a clear intention to endanger yourself or others, or if we are required to do so by law, then confidentiality may have to be broken (as outlined in the ICF Code of Ethics). Even in these cases, the coach would advise you before any confidentiality is broken.