



Resilience Quotient Inventory™

The Resilience Quotient Inventory (RQi™) is a psychometric tool that provides a detailed measure of resilience for individuals and teams. It measures beliefs, behaviours and environmental factors that enable people to cope effectively with stress and bounce back from adversity. Users complete a secure online questionnaire and receive a personalised report in which their own scores are compared to a large sample population. The report highlights strengths and potential development areas and offers tailored recommendations for building even greater resilience.

This document explains how to complete the RQi questionnaire. There are also answers to commonly asked questions about psychometric tests in general and the RQi.

How do I complete the RQi profile?

- We set-up an account for you in our portal (www.thisisthrive.com).
- You will receive an email with your username and password.
- When you first login you will arrive at your Control Panel. You can change your password whenever you wish in 'My Profile'.
- In the Control Panel, click on **RQi Questionnaire** to start the questionnaire.
- Please read the general conditions and privacy statement before proceeding to the questionnaire.
- The questions take about 15 min to complete.

NOTE: Sometimes the email with login instructions is identified as spam. Therefore, please check your junk inbox if the message is not received. We recommend using one of the following internet browsers to complete the questionnaire: Firefox, Chrome, Safari or Microsoft Edge. Internet Explorer (IE) is not recommended as older versions of IE are no longer maintained by Microsoft and the questionnaire may not load properly.

We recommend you answer the questions at a steady pace. You will get the best results if you answer the questionnaire spontaneously and objectively. Your results will be held securely and confidentially by Thrive Training Ltd who own and manage the RQi. Your nominated trainer or coach is the only other person who will see your results.

Frequently Asked Questions (FAQs)

Is the RQi a test?

Products like the RQi are sometimes referred to as psychometric tests. However, 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 how you compare 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 high pressure. The thinking behind it is that if you are more self-aware and using strategies that are effective, you will be better able to cope with the unexpected and be more productive during tough times. 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 will learn in your Resilience Quotient Report:

- What resilience is
- How it's measured
- Your RQ strengths
- Areas you can develop and techniques for strengthening your resilience

The results of the RQi are displayed across Six Elements as indicated below:



RQi Fact Check

- The RQi was tested on over 1,500 people in the UK (incl. Scotland and NI)
- The RQi was launched in Sept 2016
- Approx. 2,500 people have completed the RQi as of May 2019
- The RQi has been used by senior management teams in leading organisations such as Microsoft, RBS, Tarmac, The Home Office, Imperial College London and the UK Law Society.

More queries?

If you have any queries about the RQi or the coaching process, please send your questions to: helpdesk@thisisthrive.com.