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SQI has been Successfully Used in...

• IMPROVING HIRING PROCESS

- ✓ PLACING the RIGHT PEOPLE in the RIGHT JOB
- ✓ DIFFERENTIATING TOP PERFORMER from the average performer
- ✓ KNOWING what it takes to RETAIN RIGHT TALENTS

• DEVELOPING SELF EFFECTIVENESS

- ✓ BREAKING limiting beliefs about SELF, OTHERS & the ENVIRONMENT they are in
- ✓ LEVERAGING on latent potential, identity energy to experience breakthroughs and repeat successes
- ✓ STRENGTHENING adversity endurance & emotional robustness
- ✓ SHARPENING focus to give best performance in team settings

• MANAGING TEAM EXCELLENCE

- ✓ UNDERSTANDING & ALIGNING of individual and team working styles
- ✓ IMPROVING efficiency in intra-team & inter-team communications
- ✓ ENHANCING confidence in conflict management and negotiation
- ✓ IMPROVING output quality & speed of delivery
- ✓ INCREASING innovative solutions that directly impact business performance

• CREATING LEADERSHIP EXCELLENCE

- ✓ BUILDING a culture of continuous learning and improvement
- ✓ BRINGING out the BEST in leaders through COACHING & MENTORING
- ✓ ENSURING organizational effectiveness through better execution of change in people, processes & strategies
- ✓ ALIGNING & CASCADING of Vision, Mission & Core Values

About Success Quotient Intelligence

SQI (Success Quotient Intelligence) is a comprehensive human capital developmental tool that gathers & processes critical information about individuals & groups of people working together, transforming it into actionable intelligence that will uplift, energize and help them remove their blockages to succeed.

It draws out the best in people by helping them:

- ✓ Discover their latent potential, identity energy & strengths
- ✓ Acquire focus & clarity in overcoming self-limiting beliefs
- ✓ Manage adversity, emotions & improve team synergy
- ✓ Achieve tangible breakthroughs & remove barriers to success
- ✓ Obtain concrete & measurable results at both personal & organizational levels

Our Clients Say...

"The Accuracy of the SQI System Report far exceeded my expectations"

"I had come across a number of profiling tools over the years as a HR and L&D professional. I must say that SQI is amazingly accurate and it deserves the right to stand in the league of established tools"

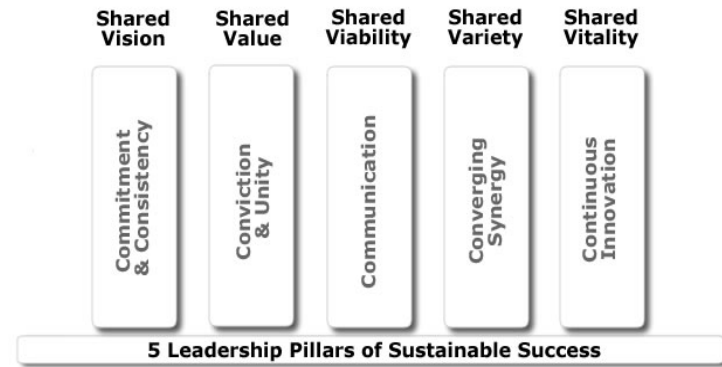
"The SQI workshop is the best personal investment I made – the experience is simply awesome: you've got to experience it to know!"

SQI for Organization

Organization Effectiveness involves directing all activities toward shaping the corporate identity, living out the corporate values, sustaining employees' commitment, bonding teams and enhancing competency and innovative capabilities.

The challenge therefore is the ability to operationalize these values of commitments and competencies into specific, observable and measurable behaviors.

- **Shared Vision** - Involves getting teams members to share current understanding & buy-in of the company's Vision, Mission & Core Values
- **Shared Value** - Involves creating core character values and a organization culture essential for sound prudent business operations
- **Shared Viability** - Involves aligning participants working styles and enabling them to apply, practice effective interpersonal communication and conflict management skills to resolve new challenges in a team setting
- **Share Variety** - Involves aligning individual's expectations and managing the working relationship cohesively in a positive manner through effective C.L.E.A.R. communications
- **Shared Vitality** - Involves reviewing participants working styles alignment and sharing their experience in putting their interpersonal communication skills and conflict management skills



| Corporate Value: | Actual Score | Need Change Mgt (1-2.5) | Fit with Coaching (3) | Matching (3.5-4) | Highly Matching (4.5-6) |
|--------------------------|--------------|-------------------------|-----------------------|------------------|-------------------------|
| Courage | | | | | |
| Assertiveness (4) | 4 | → | | | |
| Risk Inclinations (3) | 2.5 | → | | | |
| Directness (2) | 4 | → | | | |
| Expressiveness (2) | 3.5 | → | | | |
| Openness (2) | 4.5 | → | | | |
| Weighted Total Score (%) | 91% | | | | |

Definition of Courage
We dare to always do what is right, stand by our convictions, confront our shortcomings, be different when necessary, and lead.



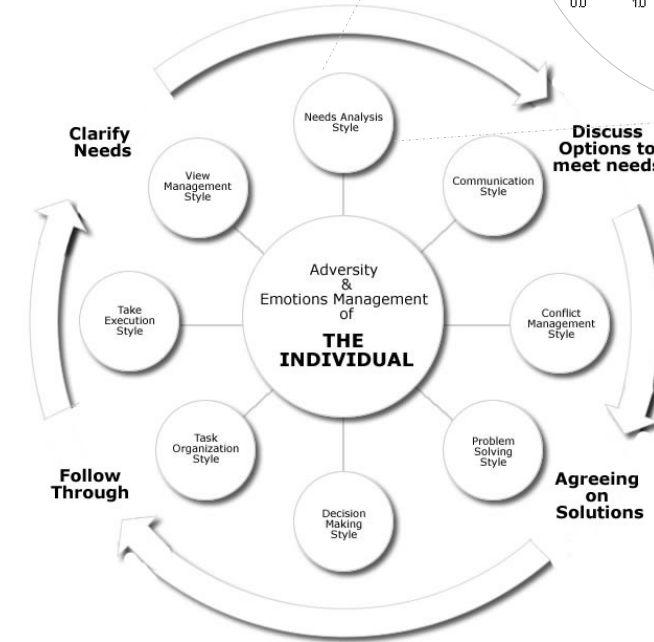
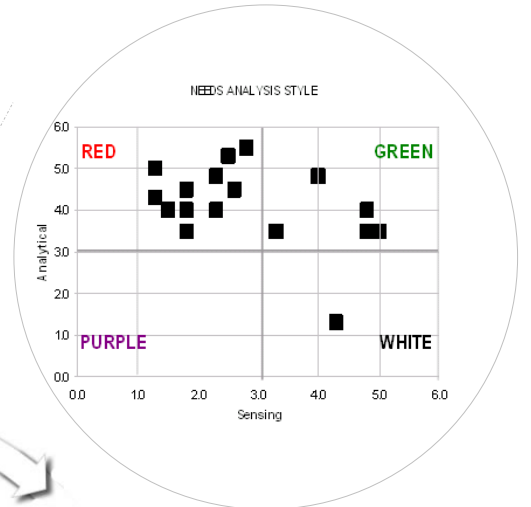
SQI for Team

SQI Team management solution is about re-setting and **aligning team members' expectations** of one another within the team.

We review the 8 essential styles of work in any team setting. Team members will then be able to synergize and work together more effectively and efficiently.

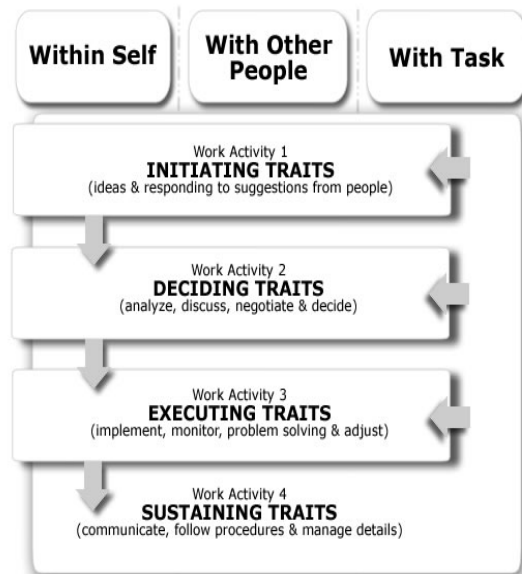
These 8 essential styles of work are:

- Needs Analysis
- View Management
- Communication
- Conflict Management
- Problem Solving
- Decision Making
- Task Organizing
- Task Execution



SQI Principles & Methodology

The SQI methodology grouped 30 different combinations into four major work activities, namely: initiating; deciding; executing and sustaining activities. The combinations of traits in each work activity are further organized into 3 dimensions, namely: Within Self (beliefs, values, principles and emotions); With Other People (behaviors toward people) and With Task (behaviors in handling a task).



SQI is created using...

Choice/Performance Model

The Theory is consistent with Dr. John Maxwell's 21 Indispensable Qualities of a Leader that is based on his years of research. He observed that "Talent is a gift but attitude and character is a choice and actions. The model states that individuals will perform more effectively on the job when they:

- have a strong interest in their work that matches their personal values or beliefs
- see that a major part of the required activities are clear and do-able
- are in a work environment that matches their personal values or beliefs

Optimal Balance Principle

Optimal Balance principle focuses on the synergistic output produced by the right combination and an optimal balance between complementary or contrasting positive traits.

SQI for Individuals

On-line Questionnaire

Reports

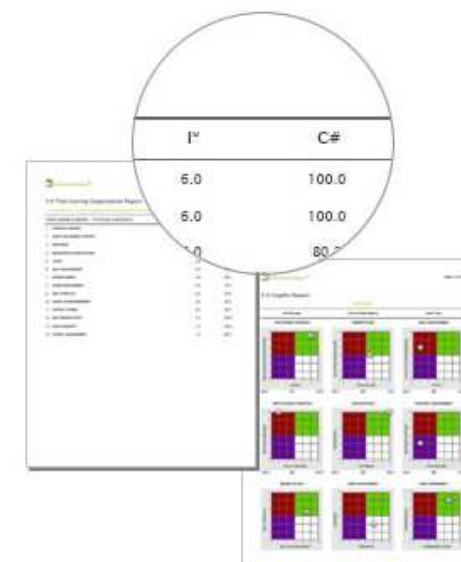
1 to 1 Interpretation

"I*" Intensity Score:

Measurement of the strength of which a particular trait is being displayed

"C#" Situational Score:

Measurement of the frequency of which a particular trait is being displayed in different situation



- Traits Overview
- Interpretation Summary
- Typical Roles Suitability
- Traits Scoring Organization
- Graphs
- Belief Interpretation
- Character Value
- Summary
- Recommendations

8 Development Dimensions

- Emotional
- Interpersonal
- Directional
- Follow-Through
- Problem Solving
- Decision-Making
- Output Quality
- Communication

The **1-to-1 session with a Certified SQI consultant** aims at engaging and encouraging individuals take accountability for making positive progress toward change.

From the session, individuals will gain self awareness in terms of **behavioral preferences resulting from their belief systems.**

They will also be given specific and actionable solutions on their blind spots and ways to leverage on their existing positive beliefs to achieve an optimal balance to excel.