



## Raising Your AQ (Adversity Quotient)

**CATEGORY:** Crisis Management, Change Management

**WHO SHOULD PARTICIPATE:** All staff

**METHODOLOGY:** Lecture, discussion, outdoor activities, in-class activities, self-evaluation, presentations

**LANGUAGE:** Chinese, English or bilingual

**DURATION:** ½ - 1 Day

**OBJECTIVE** To improve the way participants respond to adverse situations such as failure, conflict and sudden change

### Program Overview

#### Improving yours and others' capacity to respond resourcefully to adversity

- Understanding what is adversity and how most people respond
- Learning about AQ theory
- Taking a self-evaluation to score your current AQ
- Strategies to raise your Aq
- Helping others to raise their AQ

### Key Benefits

Participants will be able to improve the quality of their response in difficult situations and take positive action to solve challenges

Higher organizational AQ has a direct relationship to

- Staff turnover
- Individual productivity
- Absenteeism or sick days
- Quality of interpersonal communication
- Employee motivation



## **SAMPLE TOPICS/CONTENT**

- Facing Adversity: What is AQ
- What's Your AQ Score?
- What Your Results Mean
- Video Clip: Life is Beautiful
- L.E.A.D. Strategies for Raising AQ
- Helping Build a High AQ Team
- Case Study in Adversity
- Outdoor challenge
- Debrief
- Future actions & commitments