



## Vital Signs Toolkit

**VS 1:1 Certification via Distance Learning**

**VS 1:1 = powerful + in-depth + convenient**

**Learn to assess the drivers of organizational performance from your desk.**



## Vital Signs Toolkit

### Measure what matters.

The VS toolkit includes validated assessments to measure the key drivers of organizational performance at three levels:

#### **LVS Leadership Vital Signs:**

Gain insight on leadership effectiveness.

**Measures drivers + leadership outcomes:**

*Influence, Efficacy, Design, Direction*



#### **TVS Team Vital Signs:**

Identify opportunities and obstacles for optimal group performance.

**Measures drivers + team outcomes:**

*Satisfaction, Results, Agility, Sustainability*



#### **OVS Organizational Vital Signs:**

Measure key indicators of organizational climate across the enterprise.

**Measures drivers + org outcomes:**

*Retention, Productivity, Customer Focus, Future Success*



**For more about the tools and the VS Model: [www.6seconds.org/tools/vs](http://www.6seconds.org/tools/vs)**

The Vital Signs tools equip you with powerful data to:

- ✦ Create a strategy that works with and through your people.
- ✦ Quantify the people-side of the organization.
- ✦ Accurately assess the effectiveness of development initiatives.
- ✦ Identify needs and opportunities for training, communication, and development.
- ✦ Focus and build buy-in for change efforts.

## VS 1:1 Certification

## Learn to assess the drivers of organizational performance – at your convenience.

The Vital Signs model blends solid business logic with emotional intelligence insights and serves as a “bridge” so organizational leaders can clearly see the importance of the people-side of performance.

The Vital Signs toolkit includes validated assessments to measure what matters, the key drivers of performance at the leadership, team, and organizational levels.

The course includes interactive classes, individual coaching sessions, and self-paced study:

- Virtual classroom sessions: 3 hours
- 1:1 coaching: 3-4 hours
- Projects: 18-22 hours

The course has three phases (detail on next page):

1. Engage: Learn the model and background
2. Activate: Use the tool
3. Reflect: Synthesize learning, integrate VS into your practice, plan next steps

Upon completion, you will earn Vital Signs Certification, receive your certificate, and be designated as “active” in our online network directory of certified affiliates.

*"Vital Signs is an exciting tool that gets to the core of leadership, team and organizational performance. Plus, I truly appreciate the opportunity to have this course available virtually."*  
Angelina Arciero, Leadership Coach, Canada



Accredited by the International Coach Federation. Earn 27.75 CCEs.

## Registration

**To register, please go to [www.6seconds.org/reg](http://www.6seconds.org/reg)**

The registration fee is AED5,500 per person

Registration also includes: the book *INSIDE CHANGE: Transforming Your Organization with Emotional Intelligence*, the Vital Signs User Manual and Consultant Guides, Certified Intranet Account, Tools Intranet Account, and credits for a practice TVS and two practice LVSS.

**For more information, contact Paul Stillman, Ph.D., Director of Organizational Vitality, at [paul.stillman@6seconds.org](mailto:paul.stillman@6seconds.org)**

For registration help, contact Imran Mulla at [Imran.mulla@6seconds.org](mailto:Imran.mulla@6seconds.org)

## VS 1:1 Course Outline

<b>Engage - Prepare</b>
<b>Register for the course; packet of materials mailed</b>
<b>Vital Signs Orientation, Vital Signs Model, and Personal Engagement</b>
<b>Read and watch: case studies, Vital Signs user manual, instructional videos</b>
<b>Live Class #1: Orientation to course and Vital Signs model</b>
<b>Set up and take the LVS 360 assessment</b>
<b>Coaching Call #1: Debrief your LVS 360</b>
<b>Activate - Dive In</b>
<b>Vital Signs in Depth, Administration, Interpretation, and Practice</b>
<b>Read and watch: case studies, sample reports, LVS and TVS consultant's guides, videos on managing Vital Sign tools and psychometrics</b>
<b>Live Class #2: Administering and Interpreting the Vital Signs tools</b>
<b>Set up LVS 360 for client</b>
<b>Coaching Call #2: Prepare to debrief LVS 360</b>
<b>Debrief LVS 360 with client</b>
<b>Set up TVS with client</b>
<b>Coaching call #3: Prepare to debrief TVS</b>
<b>Debrief TVS with client</b>
<b>Overview of OVS with debrief of sample report</b>
<b>Reflect - Wrap up</b>
<b>Vital Signs Applications, Vital Signs and Change, and Course Completion</b>
<b>Read and watch: case studies, promotional materials, change video</b>
<b>Live Class #3: Facilitating and Delivering Vital Signs</b>
<b>Coaching Call #4: Vital Signs project proposal presentation and final check in</b>

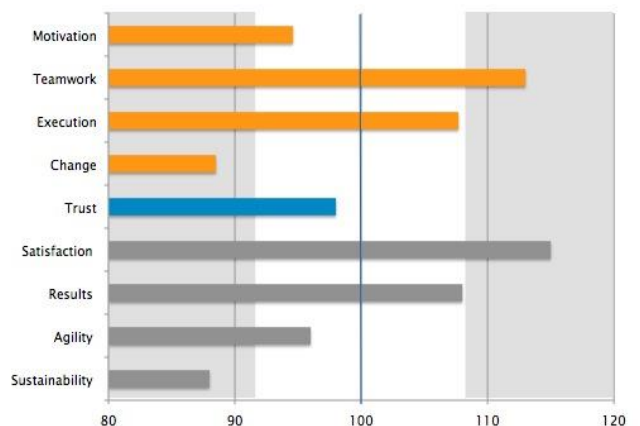
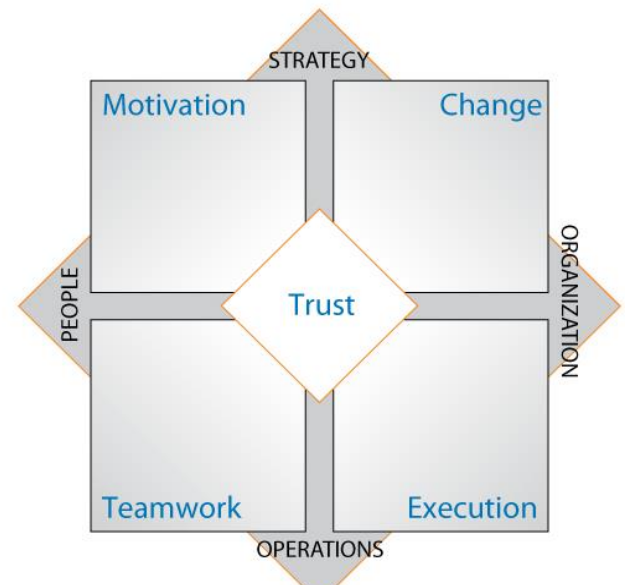
## The Vital Signs Model

### Driving Performance.

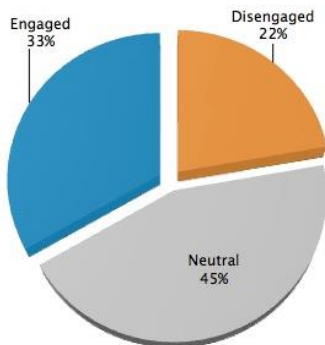
The Vital Signs Model is a practical framework that focuses on the drivers of performance. The model blends solid business logic with emotional intelligence insights and serves as a “bridge” so organizational leaders can clearly see the importance of the people-side of performance.

Vital Signs Certification equips you to use four powerful assessments, all based on this model:

1. Leadership Vital Signs Self
2. Leadership Vital Signs 360
3. Team Vital Signs
4. Organizational Vital Signs



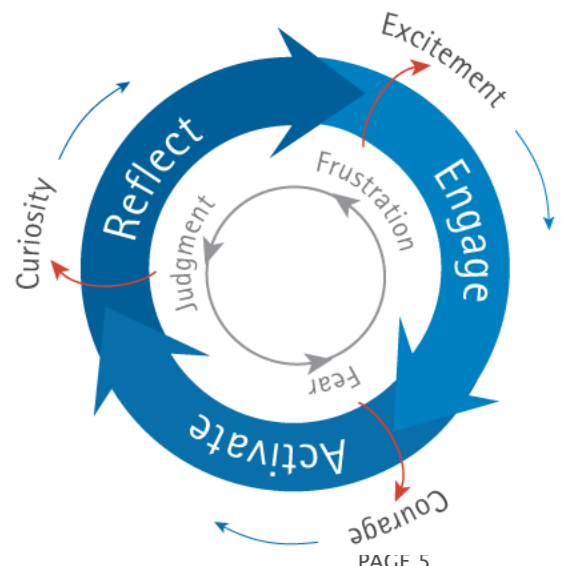
### Engagement and Its Drivers



The TVS and OVS tools also measure vitality (the driver of employee engagement) – and the model offers a practical way for leaders to understand what creates this essential ingredient of performance.

### The Change MAP

The course includes orientation to Six Seconds’ remarkable change process – a framework for moving individuals, teams, and organizations forward.





## Six Seconds for Positive Change

Six Seconds is a global network of change makers committed to supporting 1 billion people to practice the skills of emotional intelligence. The world leader in practical applications of EQ, Six Seconds supports the largest network of practitioners, plus representatives in 25 countries and certified practitioners in over 75 nations. Six Seconds offers transformational learning and development programs, scientifically validated assessments, and effective consulting processes to increase the people-side of performance -- all grounded in current neuroscience.

Six Seconds' experts apply the science of emotional intelligence to improve almost every aspect of human endeavour. From schools where children love to learn, to corporations where people thrive, to prevention programs saving lives, Six Seconds' solutions are life-changing – and empower people to take ownership of a positive future.



"This course brought me deeply in touch with my emotions and inspired me to be a catalyst for change in the world. Thank you, Six Seconds!"

- Heather Kantor, CFO

