



Interpersonal Intelligence is one of the primary determinants of success in the work arena as well as in our personal lives. However, unlike IQ, Interpersonal Intelligence can be increased and enhanced.

INFORMATION

About the Interpersonal Intelligence Programme

- Psychology at Work's Interpersonal Intelligence Programme helps individuals, teams and organisations optimise their interpersonal style by helping individuals shift behaviour that complicates relationships and limits the attainment of their objectives.
- This process allows for behaviour shift in different contexts. In other words, if we are currently motivated to change the way we manage upwards, i.e. our boss, and it is successful, then we are likely to generalise our new skills and behaviour to other contexts, like our intimate partnerships, children, mother-in-laws, subordinates, etc.
- A cognitive behavioural methodology is employed so as to enable deep, meaningful and sustained change. To help give participants the courage to change, the facilitation style makes full use of *humour and irreverence* to enable them to appreciate their humanity!

How does the Interpersonal Intelligence Programme work?



The Interpersonal Intelligence Programme takes individuals through the following process that helps them identify and then shift their ineffective behaviours and develop new ones.

- Individuals are provided with opportunities to develop a deep understanding of behaviour styles using Psychology at Work's Diamond model of behaviour.
- They go through self-reflection and self-assessment exercises and then audit their own behaviour and decide what to shift and what to keep
- Using cognitive-behavioural principles, participants are taught how to slow their self-talk down so as to become more aware of their automatic thoughts, and to check / change their thoughts and attitudes. Keeping our own ego's in check, and managing others' egos
- With this foundation in place, and in the safety of a small group of people going through similar growth, participants learn and practice a step-by-step process they can rely on when interacting with others around sticky issues, including giving and receiving positive and negative feedback.

Who should consider participating?

The programme assists individuals who ...

- undersell themselves and want to increase their confidence in interpersonal situations
- want to limit instances of others taking them the wrong way, and misperceiving their intentions
- respond overly sensitively or defensively to criticism and would like to better manage situations by learning to process feedback rationally and respond assertively as opposed to withdrawing or becoming aggressive
- need to understand previous / recurring criticism and actually make a change that is sustainable
- feel inauthentic at times, and want to lead others authentically
- want to improve their interpersonal skills in order to better manage their relationships with their superiors, followers and peers
- want to audit their behaviour skill set and see how to enhance their current functioning for career or personal reasons
- are inclined to rescue others and want practical recipes for empowering and coaching others to take responsibility and see commitments through
- would like to improve their own communication strategy



Upcoming Interpersonal Intelligence Programmes & Costs

- The Interpersonal Intelligence programme runs over 4 consecutive days with no exception.
- In order to ensure quality, a limited number of participants are booked for each programme and therefore advanced booking is essential.
- The cost of the programme in Cape Town is R4 900 per individual (excluding VAT), and includes training material, pre-work and venue (tea and lunch) costs.

Please contact Justine (justine@psychologyatwork.co.za / 082 753 7101) for information about the programme, or to make a booking email admin1@psychologyatwork.co.za

Upcoming Programmes in 2010 & 2011 (Cape Town)

- 12.10.2010 – 15.10.2010
- 23.11.2010 – 26.11.2010
- 01/02/2011 – 04/02/2011
- 12/04/2011 – 15/04/2011
- 07/06/2011 – 10/06/2011
- 16/08/2011 – 19/08/2011
- 11/10/2011 – 14/10/2011
- 08/11/2011 – 11/11/2011