

TESTIMONIALS FROM PEOPLE WHO HAVE ATTENDED AN EI PROGRAMME

"A powerful self awareness program which uncovers the pathways to open and constructive communication. The principles taught during this workshop have had a hugely positive impact on my professional and personal relationships. Go with an open mind, be ready for loads of good laughs and you will no doubt leave with a sense of deep and insightful growth"

- Gillian Berry, Compensation and Benefits Manager (Safmarine)

"The interpersonal intelligence course has by far been one of the most insightful courses I have attended even amongst all the training I have been exposed to thus far as a psychologist. If it is approached with an open attitude focused on self-learning and self-awareness, it has the capacity and potential to unfold many "aha" moments about the importance of your behaviour and the behaviour of others in establishing strong interpersonal relationships in all areas of your life. This course is a definite must in your development as a leader."

- Varsha Morar, Learning and Development Manager: OD (PPC Cement)

"Been on a lot of emotional intelligence courses, but really found this one exceptional. I learnt a lot about myself, and walked away with very practical tools to use in my business and personal life. Justine's approach is very refreshing and fun, but very authentic and trustworthy. I have recommended this course to my colleagues, and arranged training sessions with Justine for my entire team."

- Helen du Toit, Head: Audit and Forensic Services (Santam)

"I definitely benefited a lot from the course. I realized that what I am doing was not necessarily wrong. It gave me confidence in what I am doing, how I managed my department. I also learned how to handle my shortfalls of trying a better way to handle conflict situations in an orderly manner, not to get worked up. It takes time to master this but at least I have some method I can work from. In short, by doing this course I learned that I am not out of the ordinary in the way I handle things and it gave me a lot of confidence."

- Brunhilde Luyt, Quality Control Manager (Graham Beck Wines)

"I personally found the course extremely informative and the knowledge gained over the 4 days has proved to be life altering, both on a personal and business level! It was incredibly well presented and the content covered made it very easy to be attentive the entire time - I came back every day feeling inspired and wanting to learn more. The course has provided me with a far greater understanding of the way in which I behave and interact with those around me and has taught me what I need to change and adapt in order to improve and enhance my relationships at work, home and in my social life. Thank you for your wonderful & inspiring energy."

- Tracey Pickup, Regional Human Resources Manager (Mount Nelson Hotel)

"Jy word gestroop van enige pretensie en "jy ware mens, ware gevoelens" word ontbloot. Ek was uitgeput, gedaan na 'n week maar hoogs tevrede met my nuwe vaardighede om konflik op die " regte manier te ontloot" net.....sonder enige nagevolge. My tekortkominge en hoe om dit te hanteer is "hoogs" professioneel hanteer en ek het selfvoldaan uitgestap toe ek beseef hoe waardevol en beteknisvol ander dink ek is. Ek beveel die kursus definitief aan Maar dus nie vir sissies nie."

- Annatjie Kotze, Team Leader – Air Exports (Sarcor Panalpina)

"Definitely the most valuable learning experience of my life. The circle steps is the best way to quickly and effectively deal with difficult people. The role play during the programme gives you the confidence to use these steps in real situations. It was amazing to see how even when acting during the role play, people end up in adult ego status. Absolutely GREAT!"

- Lin Bester, HRM – Federal Gaming (Executive Decisions)

"Psychology at Work's *Interpersonal Intelligence Programme* is by far the most "usable", straightforward, authentic and fun programme of this type in the industry. Justine creates a safe space for all the participants while using her astonishing ability to zone in – with empathy and great honesty - on the core issues. The tools which are shared are simple yet powerful. The most significant value of this programme is not only the interpersonal value, but also the life-changing intrapersonal implications. This programme is a definite "must have" for anybody who values personal development!"

- Demyan Rossouw, Cognitive Behavioural Coach (*DragonMuse Coaching*)

"For me, getting a better understanding of how you are perceived by other people and getting some basic methods to assess other personalities and how to handle them is in my view extremely valuable / crucial for anyone in a management position. This programme helped me with this without being overly intrusive or harmful to my ego."

- Adam Lagerstedt, Advisor to the Permanent Secretary (Ministry of Health, Zambia)

"Well, it's been almost 5 months since attending your workshop, and I must say the results are phenomenal!! My behaviour "style" has changed dramatically, and all of my staff have remarked on it (and experienced it!!) And I must say that a lot of it is filtering through the ranks and rubbing off on the staff, with the result that my staff are now more resilient and mature in **their** behaviour! I can recommend this course to everyone (and have done so!)"

- Cedric Batchelor, Chartered Accountant (Eric Salomon & Co)

"The Interpersonal Intelligence Programme is a personal learning experience. For anyone who would like to know them self better, it is a must."

- Leon Hoffmann (Santam)

"Interpersonal Intelligence bridges the gap between emotional intelligence and social intelligence - creating the space where awareness and self-knowledge can be employed to harness relationships that positively influence growth on both intra and interpersonal levels. Justine's wit adds to the informal and trusting atmosphere within which our group shared serious stuff. A great place to learn that by only using your left brain, half of your personality, creativity and all the components that add to a balanced, powerful you is missing."

- Heloise Avenant (Blue Print Health)

"I found the IIP challenging but also tremendously rewarding. The way the Interpersonal Intelligence Programme was facilitated I felt safe to be vulnerable and grow. Thank you for providing me with more insight into my behaviour and how it affects all my interactions."

- Jaco van der Merwe, Regional Training Consultant (ABSA)

"The interpersonal intelligence programme really opened my eyes and mind to a whole new life! It was the best four days I've spent in many years. I learned to understand and change my own behaviour and I now feel equipped to successfully manage relationships at work and in my personal life. I am extremely excited about practising what I've learned and picking the fruits thereof! Thank you, Justine and Demyan! You changed my life!"

- Janine Langenhoven, Financial Manager (Propagating Plants CC)

TESTIMONIAL FROM THE SOUTH AFRICAN NATIONAL BIODIVERSITY INSTITUTE (SANBI)



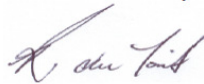
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To whom it may concern

Psychology at Work facilitated an 'Interpersonal Intelligence Programme' for SANBI managers in November 2008.

Justine Jackson-Fraser facilitated the workshops in a very approachable manner, making it easy for participants to gain maximum benefit. It was an empowering experience for delegates and SANBI benefited from the outcome.

Yours sincerely



René du Toit
Deputy Director: Training & Development
South African National Biodiversity Institute
Private Bag X7
Claremont
7735
Telephone 021.799 8800