



Vital Signs Certification

Measure and Improve the Drivers of Organizational Performance

Get certified in three powerful assessments: Vital Signs are statistically validated measures that capture key information about the people side of performance. Built on a model with solid business logic as well as sound science, the tools connect people's perceptions and attitudes with hard business outcomes in an actionable, practical framework.

"Vital Signs is a great addition to your toolbox to help you drive performance in your organization."

Roberto Vizcaino, Corporate L & D Director, Viceroy Hotels & Resorts

VSC Vital Signs
CERTIFICATION

ICF
International Coach Federation
Business Partner

 **sixseconds**
THE EMOTIONAL INTELLIGENCE NETWORK

“A magnificent program that provides real insight whilst giving access to state of the art tools that can truly make a difference to people, teams and organizations.”

Ian Broom, Managing Director, BDC International Ltd

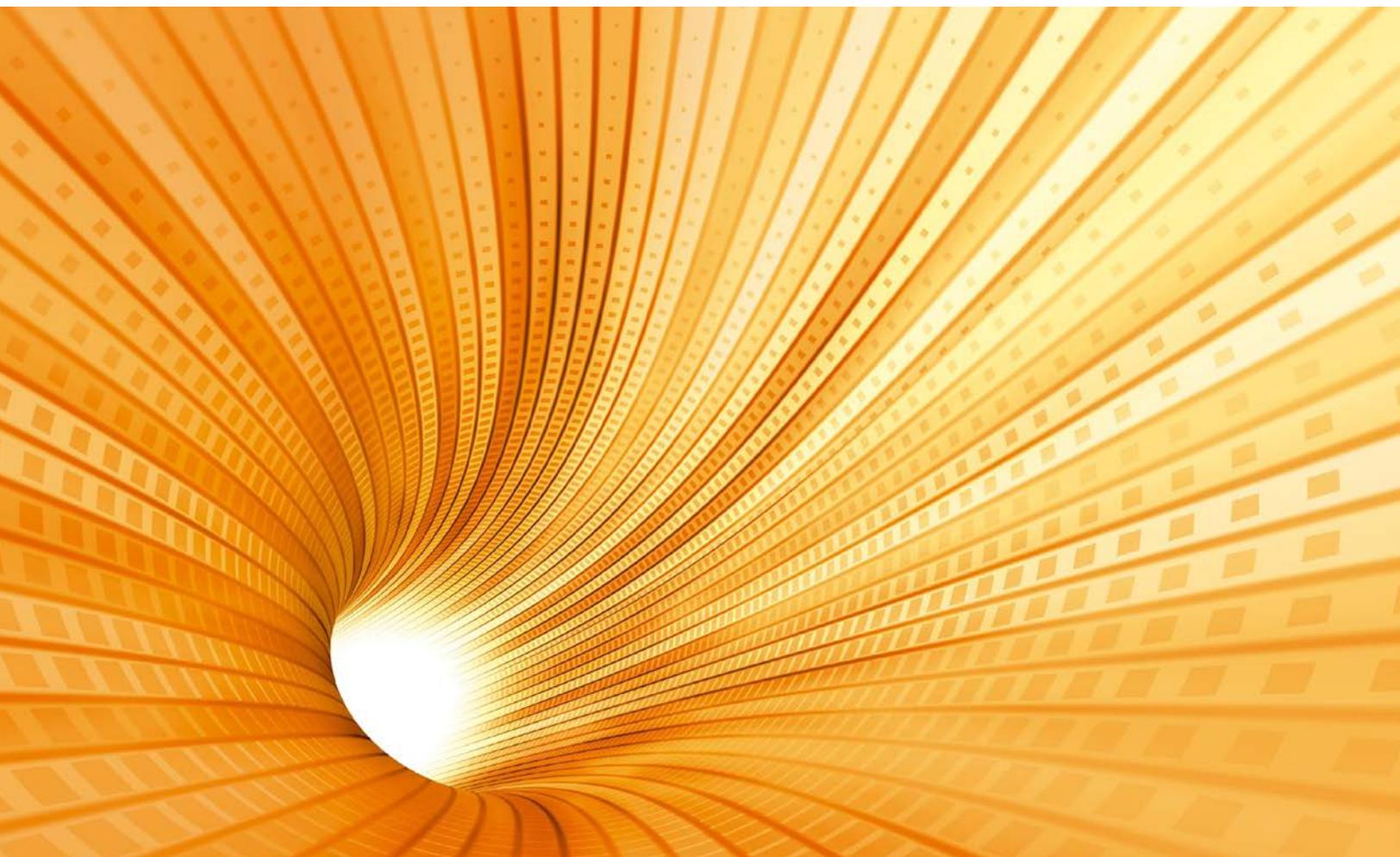
Certification Benefits

Join Unlocking EQ, then earn your VS Certification to plan, administer, interpret the suite of Vital Signs tools for individuals, teams, and organizations. 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.

70% of organizational change efforts fail, primarily due to the people-side. How do you develop the insight to stay in the 30%?

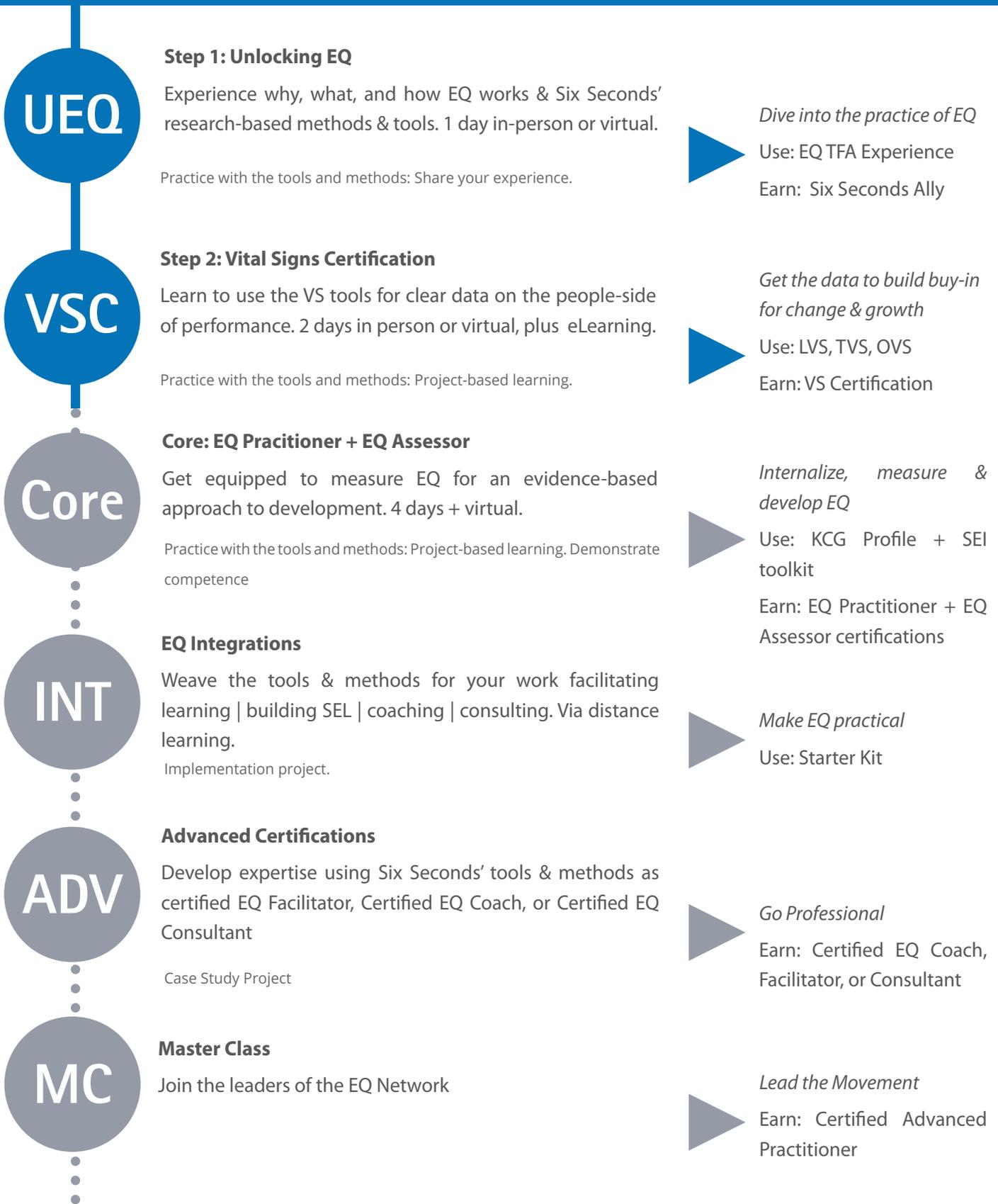
Built on Six Seconds' action learning process of engage, activate, and reflect, the VS certification course emphasizes hands-on experience through the use of practice assessments, coached debriefs, and business case analysis. Add the VS model and assessments to your toolkit and bring a new level of expertise to your clients or organization.



"Probably the best training course I have ever attended in 25 years of business."

James Dewar, Director, RMD Kwikform

Certification Pathway



“Excellent ‘hands-on’, experimental course to improve your EQ and that of people you impact. Must-do workshop for all leaders as the journey begins from the top.”

Sarojini Rao, Principal, Indus Int’l School, Bangalore, India

Part 1: Unlocking EQ

This is the only course of its kind – ideal for people seeking to incorporate emotional intelligence (EQ) into their work and life.

Immerse yourself in Six Seconds’ unique approach to create value with emotional intelligence and see how this method works for you.

In this course you will...

- Develop a clear “case” for emotional intelligence.
- Explore the Six Seconds Model, a process framework for making emotional intelligence practical.
- Review some of the latest research on the brain, emotions, and performance.
- Clarify your vision and define key goals for your own EQ development.
- Learn to use the Think Feel Act Cards to introduce EQ and to use EQ to solve specific challenges. Your TFA Cards are a gift to take home to practice & share EQ.

Emotional intelligence is the ability to use emotions effectively, and it’s the foundation for life success... and one of the World Economic Forum’s top skills for the 21st Century. This course builds your capacity to develop this core capacity.

Unlocking EQ is the first step in all of Six Seconds’ powerful range of certification courses. See 6sec.org/cert



The Six Seconds Model of EQ-into-Action begins with three important pursuits:
Become more aware (noticing what you do) - Know Yourself.

Act more intentionally (doing what you mean) - Choose Yourself.

Be more purposeful (doing it for a reason) - Give Yourself.

This model is both simple and substantive. It’s easy to learn, practical, and action-oriented providing a process framework for putting the science of emotional intelligence into practice.

There are eight learnable, measurable competencies that make the model even more practical; these are covered in the EQ Practitioner course.

“The OVS report stands out as one of the best pieces of consulting I’ve seen in 30 years as an executive – they identified the root causes of our issues in a way that built consensus and motivation for change.”

George McCown, Managing Partner, McCown De Leeuw & Co., Inc.

Part 2: Vital Signs Certification

You’ll learn to speak to the robust Vital Signs Model — a compelling way to understand and discuss what it means to create performance. Then, as you work with the VS tools, you’ll bring your consulting and learning expertise to bear to solve the challenges and measurably improve performance.

For EQ practitioners, the VS tools create a “bridge” to speak about people-performance in a business-normal language, and then to bring in EQ as a solution to create change in these human dynamics.

Get certified to use these invaluable tools to build “vital organizations” and leadership that focuses on what matters most.

In this program you will learn to administer, interpret, and utilize the three Vital Signs tools:

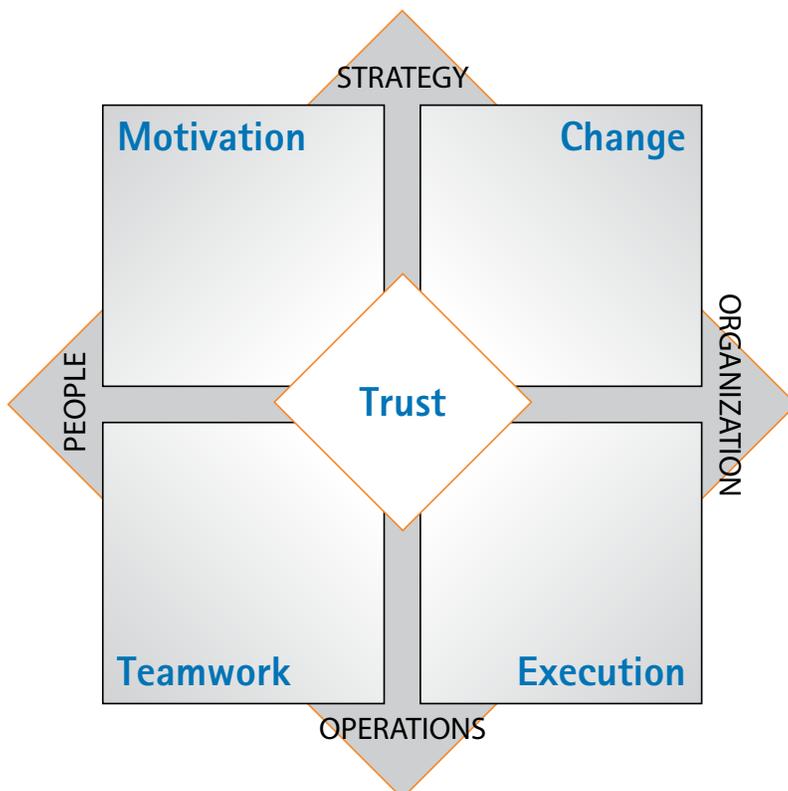
LVS: Leadership Vital Signs — feedback on an individual leader’s ability to create a context for performance.

TVS: Team Vital Signs — assessment of “team-ness” and the capacity to achieve.

OVS: Organizational Vital Signs — assessment of organizational climate and key performance outcomes.

The tools address the five factors that shape climate, with trust at the center:

- **Motivation** is the source of energy to overcome challenges, pursue a goal, or maintain commitment.
- **Change** is the readiness to innovate and adapt to succeed in a continuously evolving situation.
- **Teamwork** is collaborating to pursue a goal; it requires a sense of shared purpose and belonging.
- **Execution** is the ability to achieve strategic results by implementing effective tactics.
- **Trust** is a feeling of confidence, faith, and surety that engenders a willingness to risk and facilitates success in the other climate factors.



Vital Signs is a suite of scientifically validated measurement tools to improve effectiveness for individual leaders, teams, and across whole organizations. The consistent model creates a framework for understanding people-performance.

About the Vital Signs Tools

The Vital Signs toolkit consists of rigorous tools to measure the drivers of organizational effectiveness. Recognizing that performance comes from a dynamic blend of the individual, team, and organization, the tools measure the same key drivers at each level, with dedicated outcomes for specificity and power.

OVS ORGANIZATIONAL VITAL SIGNS

Measure key indicators of organizational climate across the enterprise.

Outcomes: Retention, Productivity, Customer Focus, Future Success



TVS TEAM VITAL SIGNS

Identify opportunities and obstacles for optimal group performance.

Outcomes: Satisfaction, Results, Agility, Sustainability



LVS LEADERSHIP VITAL SIGNS

Insight on leadership impact and effectiveness.

Outcomes: Influence, Efficacy, Design, Direction



For education, the VS suite also includes a free classroom climate assessment, and a version of OVS tailored for K12 schools – to measure the elements of a great place to learn. Education Vital Signs certification is available online.

“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

Registration

Apply to register: 6sec.org/reg

Course schedule: 6sec.org/events

VS **in-person classes** are 2 days + online & project work to practice and put the tools into action.

Fees: Unlocking EQ: US\$395 + VS: US\$1795

Discounts: Register for both together and save 10%, plus register and pay 30 days ahead for a 10% discount. A limited number of seats available at additional discount if booked and paid 60 days ahead. Contact us!

Accredited by the International Coach Federation.
Earn 27.75 CCEs + 12 Six Seconds ACE Units

Virtual/Online Class

Includes 3-4 hours of virtual-online classes, 3-4 hours of coaching, and around 20 hours of self-paced study & project work to practice and put the tools into action.

Fees: Unlocking EQ: \$195 + VS: \$1395

Certification requirements

To complete the certification process, participants must complete online pre-course and post-course work, attend the full program, demonstrate competence with the methods and tools, and follow the terms of certification – please see: 6sec.org/certlicense

Please note the annual renewal requirements, including 12 ACE units. For details on renewal, see 6sec.org/kb/ace

Want to talk about it?



Contact for in-person in N. America:

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Contact for virtual/online:

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"It is the very best course I have attended. It addresses the 'how' of doing the theory. Trainer was very engaging using great learning tools throughout."

Rasha El Gamal, Chief HR Officer, DMG, Egypt

About Six Seconds

Six Seconds is a global community practicing and sharing learnable, measurable, scientific EQ skills for a world brimming with insight, connection and purpose.

Research shows the practice of emotional intelligence increases effectiveness, wellbeing, relationships and quality of life. So, our vision is a billion people practicing the skills of emotional intelligence worldwide.

Founded in 1997, Six Seconds is the first and largest organization 100% dedicated to the development of emotional intelligence. Six Seconds researches and disseminates best practices to create value with emotional intelligence. In our certification training, coaches, educators, and leaders learn these proven methods and tools, translating current science into effective practice.

We have offices and representatives in over 25 nations and our community reaches 157 countries. Our clients include large entities such as HSBC, FedEx, the US Navy, Emaar, Lenovo, as well as schools and community organizations, and individuals around the globe. From schools where children love to learn, to corporations where people thrive, to programs rebuilding lives, Six Seconds' solutions are life-changing – and empower people to take ownership of a positive future.

Businesses, government agencies, nonprofits, schools, and community organizations choose Six Seconds' tools and methods because of the global relevance, strong scientific basis, and practical application.



We think the world will be a better place with one billion people practicing the skills of emotional intelligence.

Learn more:
www.6seconds.org/about

"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

