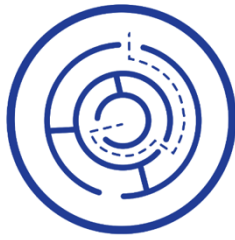


WHAT MAKES SOMEONE 'HARDY'?



CHALLENGE

is seeing change and novelty as exciting and as an opportunity for you to learn and grow.



CONTROL

is having a sense of self-efficacy and the belief that you can influence outcomes in your life.



COMMITMENT

is being engaged and seeing most parts of your life as interesting and meaningful.

Hardy people tend to look for situations that help them to grow develop. They tend to like new experiences and enjoy the **challenge** of learning or trying something new.

Hardy people also like to believe that they have a degree of **control** over their lives, and whilst they fully accept that life will throw surprises at them, they believe they have the mental and emotional tools and resources to work through and overcome obstacles, or take advantage of opportunities.

Hardy people tend to have a strong sense of **commitment** to their lives. They are engaged and strongly self-motivated. They look for the learning in all situations, and see life's experiences as lessons.

It's these three essential elements – Challenge, Control, and Commitment, that are measured in an exciting and ground-breaking new assessment tool known as the **Hardiness Resilience Gauge**.

WHAT'S IN THE HRG™ REPORT? Individuals are provided with a Total Hardiness score, as well as a score for each of the Challenge, Control, and Commitment subscales.

WHY DOES HARDINESS MATTER AT THE WORKPLACE?

While the factors that cause stress vary, there are some common organizational conditions that many people experience which create stress. Some of the those are:

- Poor relationships with their immediate supervisor and/or co-workers.
- Ambiguity related to the work itself or the specific expectations.
- Lack of clarity around the value of the work being performed, or how the work fits into or contributes to the bigger picture.
- Volume of work, insufficient resources, a lack of training, or poor-quality work of colleagues.

HARDY INDIVIDUALS

- Are less likely to experience stress.
- Have more adaptive coping skills.
- Display flexibility and adaptability in most situations.
- Have more life satisfaction, personal growth, engagement, and happiness.
- Perform better when faced with stress.
- Are more effective leaders.

HARDY EMPLOYEES

- Are more satisfied with their jobs.
- Experience less professional burnout.
- Take fewer days off due to stress-related illnesses.
- Have a strong sense of meaning and pride in their work.
- Are more dedicated to their work.
- Have better relationships with coworkers.
- Are more engaged.

HOW DOES HRG™ HELP LEADERS?

Leaders who cultivate characteristics of hardiness within their organizations have teams that are better able to adapt to stress and adversity, less likely to suffer from burnout and are more resilient to change.

HARDY LEADERS are effective leaders. Leaders who are higher in hardiness are more likely to take on a leadership style in which they motivate, support, and set clear expectations for their team members. Hardy leaders are able to perform effectively in stressful situations and are more likely to facilitate a sense of cohesion within their teams. Leaders are in the unique position of being able to influence the thoughts, feelings, and behaviours of people within their teams.

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The HRG™ provides leaders with a language, and understanding of the factors impacting hardiness. The Hardiness concept helps in three ways:

1. By understanding more about their own hardiness, the leader can identify personal development strategies and increase their own resilience, which impacts their leadership effectiveness.
2. Increased knowledge of hardiness can help leaders support team members in developing strategies for addressing difficult and stressful situations.
3. Understanding the factors that create stress for team members, leaders can examine their work environments to determine what factors could be contributing to stress, and address them through changes in process or communication.



**BUILD HARDY,
MORE RESILIENT
LEADERS & TEAMS**

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KANDIDATA
ASIA
Measuring and Developing EQ

READY TO GET CERTIFIED?

Certification in the Hardiness Resilience Gauge (HRG™) assessment means you can administer and debrief the HRG™ with individuals/leaders in one-on-one coaching settings, or work with groups of leaders and individuals conducting interactive workshops. The certification will prepare you to be successful in both situations, and includes detailed information and scripts that guide you through the process.

WHAT DOES CERTIFICATION INCLUDE?

- Access to the Hardiness Resilience Gauge online platform to administer the HRG™ and have access to resources related to Hardiness and Resilience.
- An online curriculum that enables you to do your entire certification from the comfort of your home or office
- The ability to take the assessment yourself and get feedback from a qualified coach
- Facilitator guide & slides that enable you to run your own workshop

HOW DOES THE CERTIFICATION PROCESS WORK?

- Self-paced e-learning pre-work (approximately 40 minutes)
- One hour 1-1 online coaching call (Optional: 1.5 hours group session)

WHAT IS THE COST?

The cost is **S\$ 1,800.00** for a 1-1 certification, inclusive of the above.

If you have a group of colleagues or friends, you may wish to do a group certification. The cost is **S\$ 1,350.00** per person for a group of minimum 6 pax.

ABOUT THE COURSE FACILITATOR



Maria Amerstorfer has been working as a trainer, coach and facilitator in Singapore since 1997. She has a Masters in Human Resource Management and is a certified Management Consultant. In 2001 she was trained as an Executive Coach. She is also a certified Life Skills Coach and Behavioural Consultant. In 2002 she was certified to use the EQ-i – an instrument to measure & develop Emotional Intelligence. Resilience and Emotional Intelligence are closely linked as EQ contributes to one's resilience. Maria has conducted many resilience-building programs on an individual and group level since 2013.

Contact admin@kandidataasia.com to schedule your certification.



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