



# **AQ FOUNDATION CERTIFICATION COURSE**

## **The #1 Skill for Future Success - Adaptability Intelligence (AQ) Why? Because:**

- Society will see more change in the next 10 years than we've had in the last 100!
- 40% of jobs today will no longer exist in the next 10 years time.
- 375 million people may need to switch occupations and learn new skills.

People need help adapting to change. Be part of the solution by becoming certified in the first validated, interactive chatbot AQ Assessment that measures the fascinating and complex interplay between a person's ABILITY, CHARACTER, and ENVIRONMENT during times of rapid change. It's not enough to have IQ or EQ. For individual and organizational success, we must adapt and build AQ muscle!

**BLENDED ADULT LEARNING PROGRAM  
LIVE ZOOM SESSIONS  
MEET YOUR COHORT NOVEMBER 12 - 9:30-11:00 ET  
TRAINING NOVEMBER 19 & 21- 9:30-1:00 ET  
SELF-PACED ONLINE MODULES  
8 HOURS (PRE, DURING & POST TRAINING)  
\$1970  
CLASS LIMITED TO 10 INDIVIDUALS**

## PROGRAM DETAILS

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Competitive Edge was the first to bring you computerized DISC and Motivators Assessments.

We are training partners of the first scientifically validated EQ Assessment.

And, now we are trailblazers exclusively offering certification in the most comprehensive  
**Adaptability Assessment** available - AQme.

Many talk about the elements of **Adaptability** - **grit, resilience, growth mindset, mental flexibility,**  
and so on - **AQai** measures it and provides keen insight on how to develop it!

### Who Is Certification For?

- **Employers & Team Leaders** - Who want to support their people through change and transformation
- **HR & Learning Professionals** - Who want to understand, empower and improve their change capabilities
- **Consultants & Consultancies** - Looking to add expertise and deliver more client value
- **Executive Coaches and Mentors** - Who envision a bigger future than their past, for themselves and their clients

### Course Objectives

- What is **Adaptability**
- How do we **measure AQ** and why
- Why **Adaptability** has become the **#1 Skill** Employers want, according to numerous studies from Forbes, McKinsey, LinkedIn, and others
- Understanding the **AQai Model Fundamentals and Research**
- What are the **15 Validated AQ Sub Dimensions** of Adaptability that make up the A.C.E. Model



#### AQ Ability

how and to what degree does an individual adapt?



#### AQ Character

who adapts and why?



#### AQ Environment

when someone does adapt and to what degree?

- Providing **best practices** for using the report
- How to **apply AQ Intelligence** in organizations
- Practice **interpreting the AQme report** and provide feedback to others

### What's Included?

- Digital Foundation Certification Badge and Certificate of Completion
- Assessment Portal Access with your own AQme Assessment and 2 additional reports to use during training
- Online Access to a growing library of research, articles and training resources
- 20 ICF Credits if you are a member of the International Coaching Federation



## Adaptability Intelligence Certification Enhances:



Well-being



Teamwork



Decision  
Making



Talent  
Management



Productivity



**Krista S. Sheets**  
**Competitive Edge | Paragon Resources**  
**President**

Krista provides objective, expert insight that helps organizations make wiser decisions on how to align the unique talents of its people to business goals. She does this through interactive and impactful certification training programs on understanding the HOW and WHY of behavior using the *DISC and Motivators Models*, helping leaders assess and develop *Emotional Intelligence*, and increasing the well-being of individuals and organizations through *Adaptability Intelligence*.

Krista grew up in New Jersey, and graduated from Boston University in three years with a Bachelor of Science in Business Administration. After college she worked in her family's business for several years where she realized she wanted to learn more about effectively leading others. This desire for personal growth led to years of training in the area of Human Capital Management where she has earned certifications in DISC, Motivators, EQ, and AQ. Adding to her train-the-trainer expertise, in 2022 she became the first Certified Delivery Partner for AQai. She currently resides in Atlanta, Georgia. Krista believes you must live life with passion and everything else will take care of itself! *"When we spend our lives doing what we were meant to do, everything else just seems to fall into place."* Her goal is to help people uncover their true talents so they can achieve personal success, happiness, and fulfillment.



**Drew Bird**  
**The EQ Development Group**  
**Founder & Principal**

For more than 20 years, Drew has helped coaches and consultants to develop their skills, expand their practices, and work more effectively with their clients. He is a Certified Delivery Partner Instructor for the AQai with Competitive Edge, and has used both the AQme and AQTeam tools with a variety of clients ranging from healthcare, tech start-ups, post-secondary education, engineering, and finance. His practical knowledge, combined with a deep understanding of organizational dynamics, allows him to bring a real-world perspective to the world of adaptability. In addition to working with AQ, he is a certifying trainer for the EQ-I 2.0 & EQ360 assessments, as well as the Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT), the Hardiness Resilience Gauge, the Risk Type Compass, and the Pearman Personality Integrator. He is also certified in the Hogan Assessment suite, and is a certified MBTI Practitioner. He holds an MSc in Organisational Psychology from the University of London, England, and an MA in Leadership from Royal Roads University in Victoria, BC, Canada. Drew has a passion for all things related to the ocean and is an avid surfer, scuba diver, and sailor.

**"It is not the strongest of the species that survives, nor the most intelligent.  
It is the one that is most adaptable to change."**

**Charles Darwin**

**AQ – a metric of adaptability**

*"Measuring the abilities, characteristics, and environmental factors which impact the successful behaviours and actions of people, and organisations to effectively respond to uncertainty, new information, or changed circumstances."*  
(Decoding AQ, 2020)

**Register TODAY!**

**770.487.6460**

**aq@CompetitiveEdgeInc.com**

**www.CompetitiveEdgeInc.com/aq**

# AQ FOUNDATION COURSE CERTIFICATION NOVEMBER 2024 COHORT REGISTRATION

**Name:**

**Title:**

**Organization:**

**Address:**

**Work Phone:**

**Cell Phone:**

**Email:**

**Referred by:**

**Individual Registration \$1970  
2 + from same organization \$1379 each**

**Credit Card**

**Please Invoice**

**Credit Card #**

**Expiration**

**Security Code**

**Registration Deadline is November 8, 2024**

**Cancellation is non-refundable. A credit will be issued with a one year expiration.**

#### Requirements & Attendance Policy

A laptop or desktop with internet capability is required for this training. The program is designed for individual participation; therefore, please do not share a computer or workspace with another person. To maximize participant learning, curiosity and active participation is mandatory in this program. Active participation includes, but is not limited to: participating during the live zoom sessions and online discussion board topics; completing the online modules and intersession work; and passing end-of-course requirements including an exam, debriefing of two individuals and submitting a workbook that demonstrates your understanding and proficiency of the AQai Model. Attendance is required during the live Zoom sessions. Your total time investment is estimated to be 18-20 hours to complete the certification program.



**Send registration to:  
aq@CompetitiveEdgeInc.com  
Fax: 770.319.0313**