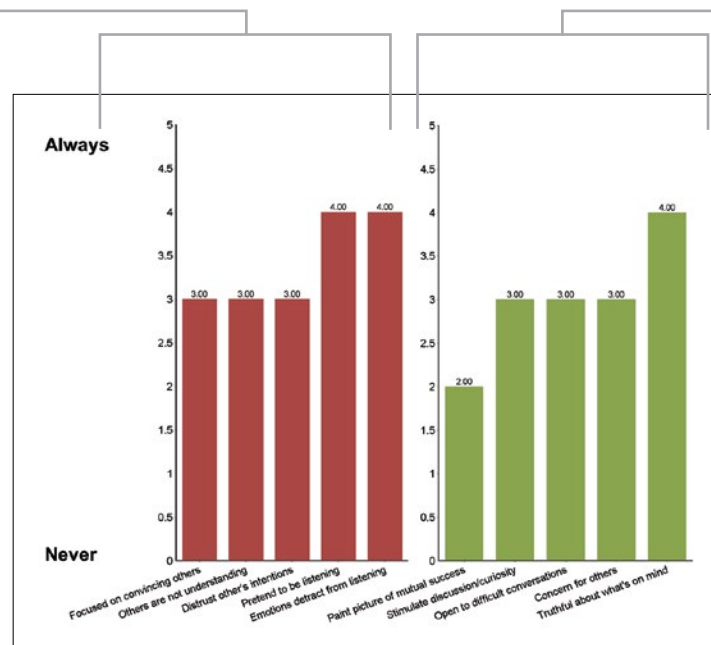


C-IQ Catalyst Tool Conversational Intelligence®

The Conversational (C-IQ) Catalyst is a fascinating, easy to use tool that has incredibly insightful results. Individuals and teams can use this “quick study” tool to see the patterns of conversational impact and engagement that we exercise as we interact with others. This tool works with thousands of people in an organization and provides a cultural imprint of how people at work engage with each other.

C-IQ Catalyst Tool provides informative results:

The red bars represent Cortisol producing conversational behaviors. When we are in conversations, we almost always activate both Oxytocin and Cortisol, and it's the balance between the two that gets translated into our patterns of behavior when we are in conversations.



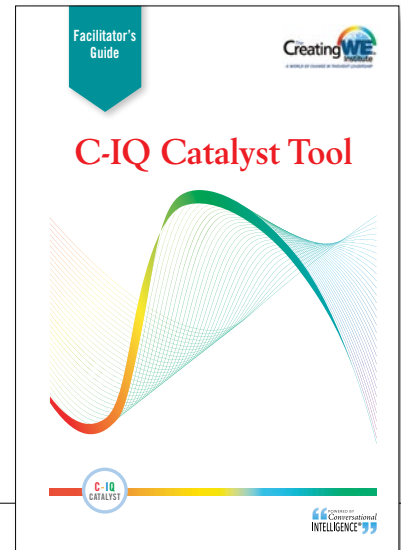
The green bars represent Oxytocin producing conversational behaviors that we use everyday as we engage with others. Oxytocin, which is both a neurotransmitter and a hormone, opens us up to more and better conversations.

The C-IQ Catalyst Tool takes 5 minutes to complete and gives us a profile of our engagement patterns with others. We can take the C-IQ Catalyst Tool relative to many different people we communicate with. Each profile reveals our “interaction dynamics” relative to the people we identify as we use the tool.

Once people understand the mechanism of co-regulating production of oxytocin and cortisol, they can easily identify the patterns that help them build healthy relationships.

What do we learn from the C-IQ Catalyst Tool?

The C-IQ Catalyst Tool provides a fingerprint of behaviors that open up or close down conversations and relationships with others. Exploring these patterns with a coach provides insight into the level of comfort related to speaking up with people, asking questions, having difficult conversations, showing concerns for others and painting pictures of mutual success. Learn how some of these behaviors unknowingly undermine conversational success with others, and produce Cortisol at levels that can close down trust and engagement.



There are three ways to use the tool:

1

Self Assessment:

Each person can take the assessment to gauge the quality of the conversations they are having with others.

2

360 Assessment:

An individual can use the C-IQ Catalyst Tool as a 360. This would mean selecting people such as a boss, peers, direct reports and others to assess their level of Conversational Intelligence. This will provide a clearer picture of how the person is impacting others at work.

3

Team Assessment:

The Team C-IQ Catalyst Tool provides a profile of a team's level of C-IQ awareness. This Tool can be used to help a team develop higher levels of C-IQ at work.

Contact your C-IQ Certified Coach to learn about the C-IQ Catalyst Tool.



People who use and practice the C-IQ Catalyst learn the feedback process quickly and easily, and provide insights to each other that feels to the receiver as caring, courage and candor.