



babel projects ltd
for workplaces that work better



Resilience Quotient Inventory™

The Resilience Quotient Inventory (RQi™) is an evidence-based, psychometric tool that provides a detailed measure of resilience for individuals and teams. It measures beliefs, behaviours and environmental factors proven through research to enable people to cope effectively with stress and bounce back from adversity.

Users complete a secure online questionnaire and receive a personalised report in which their own scores are compared to a large sample population. The report highlights strengths and potential development areas and offers tailored recommendations for building even greater resilience.

This document answers some commonly asked questions about psychometric tests in general and the RQi.

Frequently Asked Questions

Is the RQi a test?

Products like the RQi are sometimes referred to as psychometric tests. However, the RQi is not a test in the conventional sense; there are no right or wrong answers. The concept of getting top marks, as you might do in a test, is not relevant here. The report is designed to help raise self-awareness. Your answers are compared to a sample population, so you can see how you compare to others. Everyone has different ways of managing pressure and change. Some of the strategies we use are effective and others might benefit from some development work; that's what your report will highlight and explain to you.

What will the results show me?

Just a few of the things you will learn in your Resilience Quotient Report:

- What resilience is
- How it's measured
- Your RQ strengths
- Areas you can develop and techniques for strengthening your resilience

The results of the RQi are displayed across Six Elements as indicated below:



babel projects ltd

for workplaces that work better



RQi Fact Check

- The RQi was tested on over 1,500 people in the UK (incl. Scotland and NI)
- The RQi was launched in Sept 2016
- Approx. 7,000 people have completed the RQi as of May 2022.
- The RQi has been used by senior management teams in leading organisations such as Microsoft, RBS, Tarmac, The Home Office, and Imperial College London.

What do I do with the results?

Your RQi Report is for you. The results provide a lot of insight to allow you to review and maybe change how you respond to high pressure. The thinking behind it is that if you are more self-aware and using strategies that are effective, you will be better able to cope with the unexpected and be more productive during tough times. Your coach / trainer will talk you through your report and help you interpret it and reflect upon the findings. They can also support you in goal-setting and action-planning. There are no predefined goals for this process, though, so you are free to focus on whatever areas you wish.

Will any information be shared with anyone else?

No. Your personal RQi Report is exactly that; it's yours and remains private to you. Your results will be held securely and confidentially by Kirros Consulting Ltd who own and manage the RQi. Your nominated trainer or coach is the only other person who will see your results and all the information is treated in strict confidence.

More queries?

If you have any queries about the RQi or our resilience coaching or training, please send your questions to: jennifer@babelprojects.co.uk