



Quality of Interaction

Qi Index

Human Insight

Information and pricing



humaninsight

Quality of interaction

Qi Index – enhancing quality of interaction for business performance

Qi is a relational approach to enhancing an organisation's ability to adapt to threats and opportunities. It is based on research that shows that organisations characterized by people who think differently and contribute fully are best placed to adapt.

The Qi survey© analyses the dominant emotions, behaviours and cultural traits in your organisation in comparison to those associated with high perceived adaptability. You are presented with an analysis indicating the specific relational behaviours needed to enhance your organisation's adaptability by strengthening:

1. The degree of psychological safety – people feel able to be and express themselves.
2. The extent of inclusion – difference to own perspectives and the perspective of others are actively sought out.

The Qi survey can be used with any size group wishing to better understand and enhance their patterns of interaction. Qi is an action-orientated tool, designed to support and enhance:

- Approaches to strategy execution
- Board development and team coaching
- Leadership development
- Organisation wide transformation programs
- Level 3 leadership coaching (for leaders who are responsible for creating an environment in which others can lead well)

Qi is currently being used by a variety of organisations looking to strengthen their performance and enhance adaptability.

- Global Retail
- Information Technology
- High-tech
- Government
- Life Style / Creative Industries

Qi can be used independently or easily combined with other Human Insight tools to deepen awareness and create a route map for change.

Qi within the Human Insight Ecosystem

Qi fits within the Human Insight ecosystem, bringing with it simplicity, intuitive resonance and some great client stories. It can easily combine with AEM-Cube and ACT-Cube to strengthen the learning about the impact of human interaction on collaboration and performance. Equally, it can be used as a standalone tool for strategy execution, team/organisational development and 'culture change'.

Report generation

For each organisation that completes Qi the following will be available as an automated standard report:

- A report overview of the 4 box grid and the overall position in relation to adaptability
- A summary of the dominant emotions, behaviours and cultural traits identified
- A breakdown of specific areas of focus e.g. critical interactions that support building psychological safety and cultivate a culture of inclusion.

Other support may include

- Webinars on the application of Qi dimensions including Cognitive Diversity, Psychological Safety and Inclusion
- Execution planning (based on specific results and client context)
- Level 3 leadership coaching
- Re survey of the Qi to measure improvement

To support getting Qi up and running as part of the Human Insight suite:

Alison and David have designed and created a 1-day Qi accreditation training. It includes understanding the tool, deploying the tool, analysing the results and mobilizing the client to enhance adaptability.

Research Underpinning

The Qi approach has been designed to be simple, straightforward and widely accessible. The research and thinking underpinning the Qi tool has been published by Harvard Business Review and is actively applied with client organisations seeking to enhance their performance spanning industries.

The Qi research draws on psychology, philosophy and anthropology. The published findings result from a normed database of over 100 organisations, across 25 industries and 20 countries worldwide.

Pricing

Below you will find an overview of the prices that apply to the assessment.

| Description | Number of items | Price per questionnaire (€, \$, £, \$A) |
|-------------|-------------------|---|
| Qi | 1 – 99 items | 15 |
| | 100 – 499 items | 10 |
| | 500 – items | 7,50 |

| Description | Quantity | Price per questionnaire (€, \$, £, \$A) |
|---|------------|---|
| Project management | Per hour | 75 |
| Organisation analyses | Per report | 250 |
| Facilitation and accompaniment from David Lewis and Alison Reynolds | Per day | 3.000 |
| Qi Accreditation training | 1 day | 750 |

Additional information

Human Insight Support includes all technical support, as well as assistance with interpretation of reports, integration in workshops and possible sales and acquisition issues.

For more information, go to www.human-insight.com

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