

**COGNOMIE**

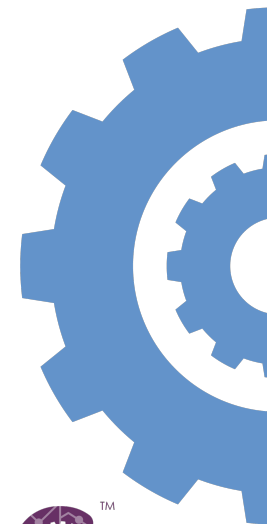
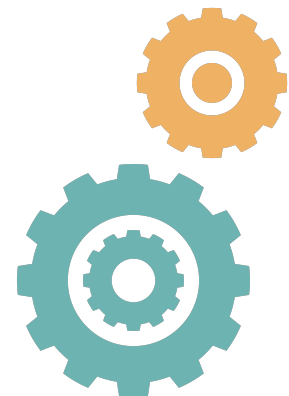


**GLOBAL  
INITIATIVE**  
AGAINST TRANSNATIONAL  
ORGANIZED CRIME



The Cognomie Online Coaching Programme  
*Introductory Briefing*


*for* MENTAL FITNESS    *for* PERFORMANCE  
*for* ALL



**COGNOMIE**

# Cognomie Coaching Programme



- © Introduction to Cognomie
  - © The benefits of coaching for Mental Fitness
  - © The Cognomie Process
  - © Getting the most from your coaching and development programme
  - © Next steps and Q&A
- 

# Introduction to Cognomie Coaching



Leading online provider of **Virtual (Mental Fitness) Coaching** (extensive experience across the NHS)



You have access to a Mental Fitness questionnaire (the Cognosis) and use the report (confidentially) to support the conversations with your coach



Supported by a community of accredited coaches – the right coach will be matched to **your** preferences, to help **you** to work with any aspect of development that is **important to you** right now



The coaching will support your **personal development** and will enable you to sustain and embed the learning



Our online platform will guide and support you **every step of the way**



Access to online resources (videos, podcasts, checklists and articles) to help you sustain the reflection and learning and embed the shifts you are seeking to make



# The benefits of coaching for Mental Fitness



With time pressure and heavy workload it can be difficult to find space and time to reflect and think



We are offering the opportunity for you to access a programme of online Mental Fitness coaching with a professionally qualified coach, at times that suit you.




One thing that all forms of coaching should have in common is that its focus is moving you forward in a certain direction. A skilled coach uses a combination of observation, questioning, listening and feedback to create a conversation rich in insight.



# The benefits of coaching for Mental Fitness



Previous programme coaching topics have included:

- managing work-life balance
  - working through change
  - dealing with difficult conversations
  - building trust and working with teams
  - developing resilience and managing stress
  - time management
  - managing complexity
  - understanding your strengths
  - identifying your leadership style
  - developing greater confidence and gravitas
- 

# Organisational Effectiveness and Individual Performance

## Wellbeing

## Mental Health

## Cognomie Mental

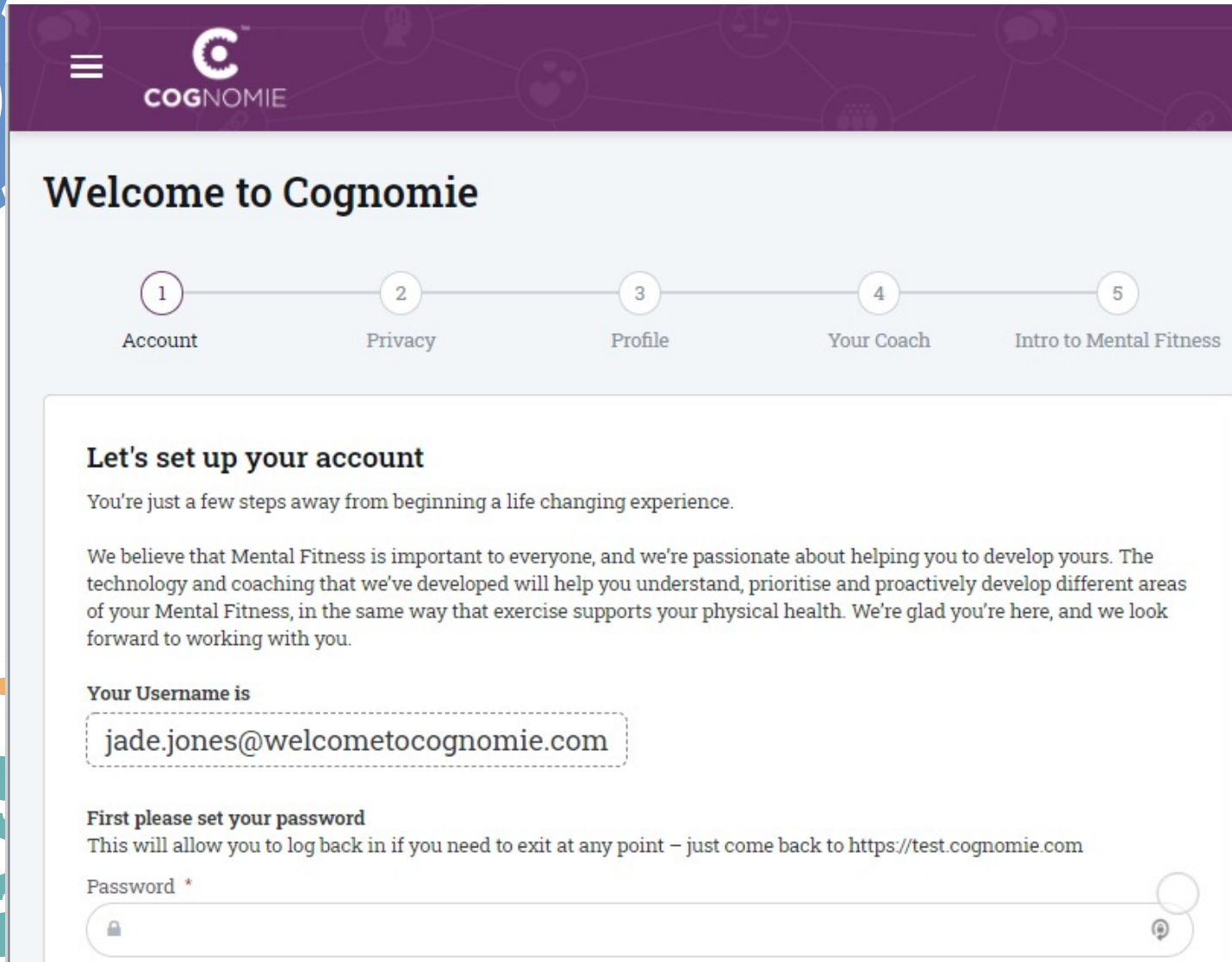
## Fitness

Motivation  
Relationships  
Confidence  
Communication  
Physical Health  
Sleep  
Happiness  
Resilience  
Work-Life Balance  
Optimism  
Anxiety  
Stress





# Welcome!



The screenshot shows the Cognomie welcome page. At the top is a purple header with the Cognomie logo and a hamburger menu icon. Below the header is a navigation bar with five steps: 1. Account, 2. Privacy, 3. Profile, 4. Your Coach, and 5. Intro to Mental Fitness. The main content area is titled 'Let's set up your account' and includes a welcome message, a paragraph about mental fitness, and a form for setting up an account. The form shows the username 'jade.jones@welcometocognomie.com' and a password field with a lock icon and a 'Show/Hide' button.

**COGNOMIE**

## Welcome to Cognomie

- 1 Account
- 2 Privacy
- 3 Profile
- 4 Your Coach
- 5 Intro to Mental Fitness

### Let's set up your account

You're just a few steps away from beginning a life changing experience.

We believe that Mental Fitness is important to everyone, and we're passionate about helping you to develop yours. The technology and coaching that we've developed will help you understand, prioritise and proactively develop different areas of your Mental Fitness, in the same way that exercise supports your physical health. We're glad you're here, and we look forward to working with you.

Your Username is

jade.jones@welcometocognomie.com

First please set your password

This will allow you to log back in if you need to exit at any point – just come back to <https://test.cognomie.com>

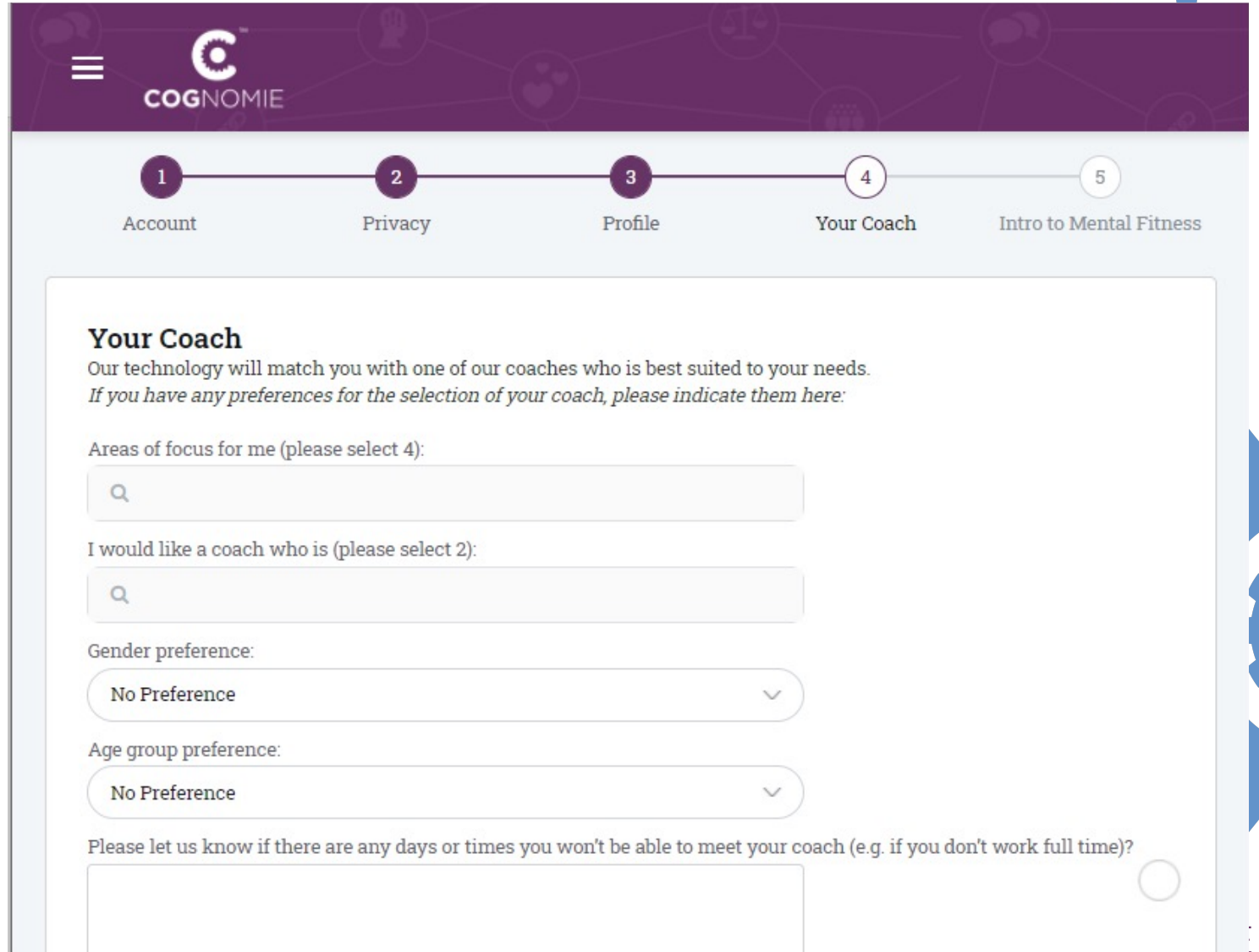
Password \*

- You will receive a personalised welcome link to join the platform.
- Click the link to set your own password and then step through a simple onboarding process.



# Matching to a Coach

- A key step is helping us understand your priorities for coaching – please give us as much detail as possible.
- Our platform will then match you with the right coach from our community.



The screenshot shows the 'Your Coach' section of the COGNOMIE platform. At the top, there is a purple header with the COGNOMIE logo and a navigation bar with five steps: 1 Account, 2 Privacy, 3 Profile, 4 Your Coach (highlighted), and 5 Intro to Mental Fitness. Below the navigation bar, the 'Your Coach' section contains the following text and form elements:

**Your Coach**  
Our technology will match you with one of our coaches who is best suited to your needs.  
*If you have any preferences for the selection of your coach, please indicate them here:*

Areas of focus for me (please select 4):

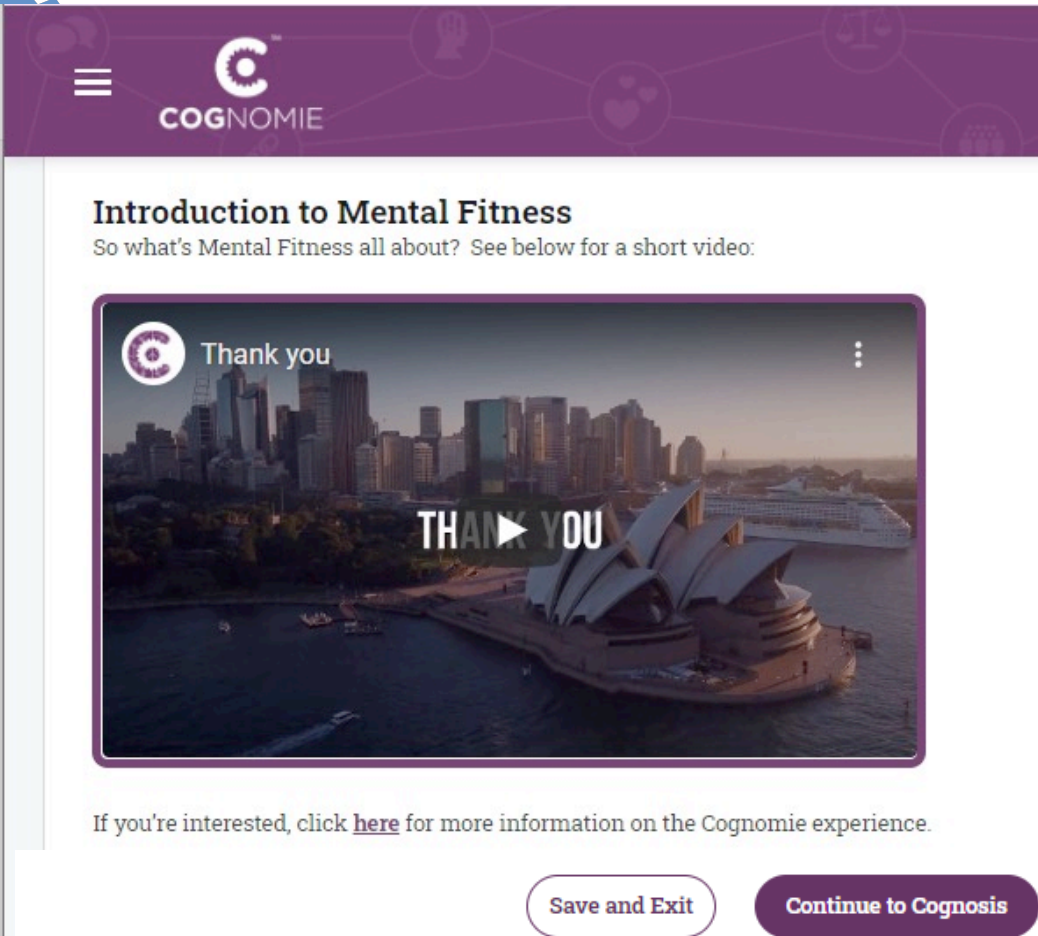
I would like a coach who is (please select 2):

Gender preference:

Age group preference:

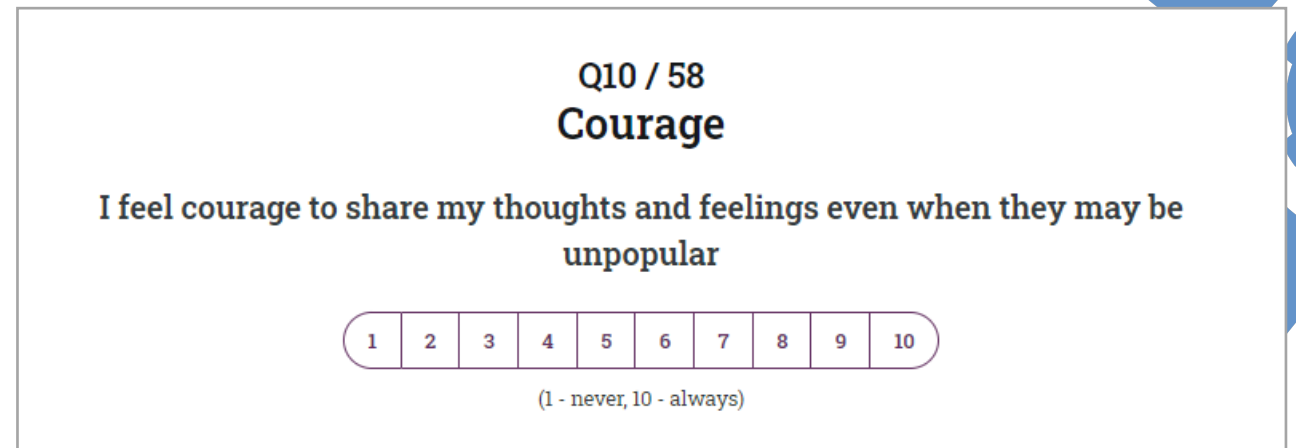
Please let us know if there are any days or times you won't be able to meet your coach (e.g. if you don't work full time)?

# Complete the Cognosis



The screenshot shows the Cognomie website interface. At the top is a purple header with the Cognomie logo and a hamburger menu icon. Below the header is the section 'Introduction to Mental Fitness' with a subtext 'So what's Mental Fitness all about? See below for a short video:'. A video player is embedded, showing a cityscape with the text 'Thank you' and 'THANK YOU' overlaid. Below the video player is a link 'here' for more information. At the bottom of the interface are two buttons: 'Save and Exit' and 'Continue to Cognosis'.

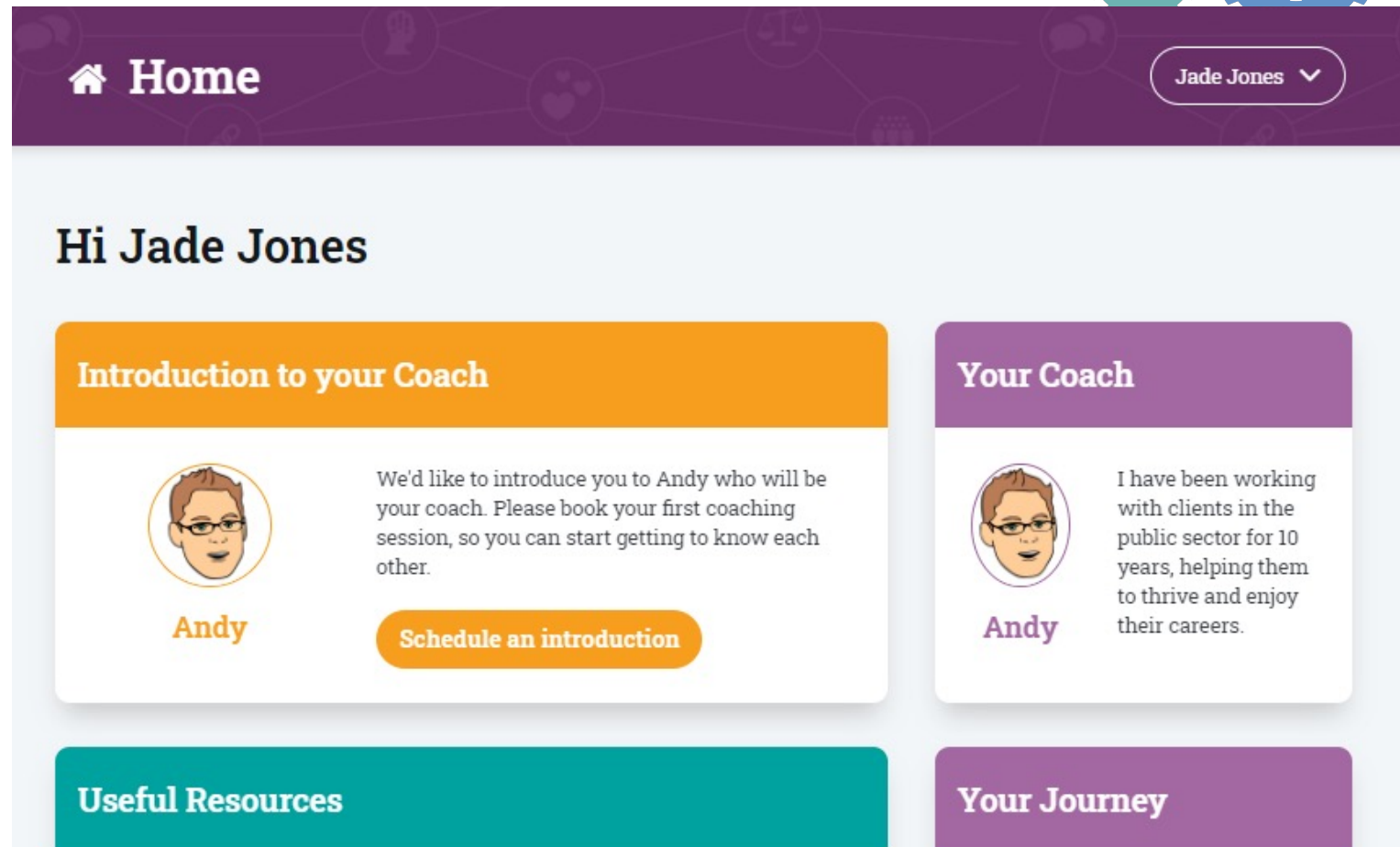
- We have developed Cognosis as an online tool to help you to identify areas of strength and focus in developing your Mental Fitness
- A series of questions on topics ranging from Positivity, Passion to Perspective and Courage to Work/Life balance
- Results shared to work through with your Coach



The screenshot shows a question card from the Cognomie tool. At the top, it says 'Q10 / 58' and 'Courage'. The question text is 'I feel courage to share my thoughts and feelings even when they may be unpopular'. Below the question is a horizontal scale with 10 numbered boxes. Below the scale is the text '(1 - never, 10 - always)'. The Cognomie logo is visible in the bottom right corner.

# Your Cognomie Dashboard

- Once you have been matched with a Coach, you will be introduced and can schedule a time to meet with them.
- The platform will then guide you through the rest of the programme – prompting you with the next step to take on your journey.




The screenshot shows the Cognomie dashboard for user Jade Jones. The top navigation bar is purple with a home icon and the text 'Home'. On the right, the user's name 'Jade Jones' is displayed with a dropdown arrow. Below the navigation bar, the main content area is light grey. It starts with a large heading 'Hi Jade Jones'. There are four main sections: 1. 'Introduction to your Coach' (orange header) featuring a profile card for Andy with a 'Schedule an introduction' button. 2. 'Your Coach' (purple header) featuring the same profile card for Andy with a bio: 'I have been working with clients in the public sector for 10 years, helping them to thrive and enjoy their careers.' 3. 'Useful Resources' (teal header). 4. 'Your Journey' (purple header).

To log back in at any point, just browse to

<https://app.cognomie.com>

# Cognomie Mental Fitness Profile

Personal and Confidential Report generated on request




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ONLINE COACHING  
for PERFORMANCE for MENTAL FITNESS for ALL

## COGNOSIS MENTAL FITNESS REPORT

PRIVATE AND CONFIDENTIAL

Name: Henri Stevenson  
Organisation (if relevant): Education  
Male/Female: Male Age Range: 41-50 Date completed: xx/xx/19



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ONLINE COACHING  
for PERFORMANCE for MENTAL FITNESS for ALL

### What is Mental Fitness

Mental Fitness is the capacity and ability to improve your performance through taking control of your state of psychological and emotional wellbeing.

Mental Fitness is generated through the ability to identify and manage your internal capacities such as focus, attention, presence, perspective, confidence, the ability to appreciate strengths, positivity, determination and to achieve balance.

Secondly, Mental Fitness enables an individual to engage productively with their environment (whether work and home), to manage relationships positively, communicate well, to feel fulfilled, motivated and optimistic.

A combination of all of these factors result in foundations of resourcefulness across the different skills and competencies important in a business setting. These include the ability to maintain a healthy sleep pattern, work-life balance and personal confidence and to communicate effectively and manage through uncertainty.

Developing a greater awareness of our mental fitness results in the development of a sense of wellbeing and happiness, valuable to each individual and invaluable to an organisation looking to sustain and improve business performance.

### How can a Mental Fitness Coach help?

Your Mental Fitness Coach will facilitate your understanding of your Mental Fitness Quotient (a measure of your overall Mental Fitness), what is contributing to this (positively and negatively) and will help you develop skills and approaches to make the improvements you are looking to make. They will also help you explore the specifics of your Foundations of Mental Fitness and help you to develop strategies to sustain your strengths and to make the improvements you want to make in the future.

It is important to remember that your Mental Fitness profile is derived from your self-perception and it can be valuable to therefore also request feedback from those around you to see how your perception is similar and different to people you interact with.

### Introduction to the MFQ (Mental Fitness Quotient)

Your Mental Fitness score is made up of three elements:



**Myself** - your internal view of yourself and your ability to manage your thoughts and feelings positively and proactively.

**Environment** - how you engage with your environment, how you manage your relationships and communication and how you gain motivation and a sense of achievement at work.

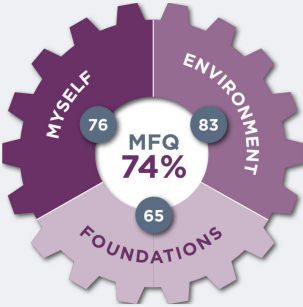
**Foundations** - the foundation elements are aspects of your mental fitness that you may wish to develop further as improvements in these areas will positively contribute to your overall levels of happiness.

### Overall MFQ score (%)

Your overall MFQ % shows you how mentally fit you are overall in comparison to the rest of the relevant population.



## COGNOSIS MENTAL FITNESS REPORT



### Your overall scores and what they mean;

If you scored 1-25 in any of the areas this suggests that you are in the lower range compared to the population

A score of 26-50 is in the lower-middle range compared to the population

A score of 51-75 is in the upper middle range

And 76-100 is in the high range compared to the population

Henri, your self-perception generated scores as follows;

**Myself - 76%**

**Environment - 83%**

**Foundations - 65%**

**Overall MFQ = 74%**

Your Mental Fitness Coach will help to facilitate your understanding of the scores and the implications for further development of your Mental Fitness. Your more detailed results are captured in the pages to follow.



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# Foundations of Mental Fitness

Stress

Anxiety

Confidence

Sleep

Work/life balance

Happiness

Relationships

Motivation

Personal Impact

Resilience

Physical Health

Communication



# Getting the most from your coaching experience

1

Provide as much detail as possible in your 'profile' so we can match you with the best coach for you

2

Think about your 'coaching goals' – and draw on feedback from others (360 degree) as well as your own perception (and it's ok not know what your goals are yet!)

3

Include in your profile the days/ times that will work best for you

4

Protect the time and space for the coaching sessions so you can be present

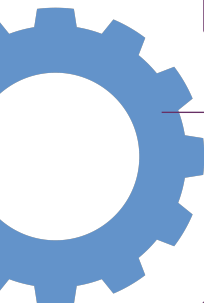
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Ensure you are delivering on your personal commitments at the end of each coaching session



# Blended Cognomie Programme

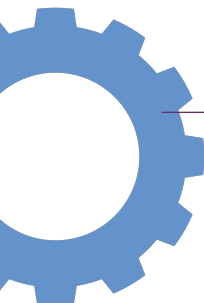
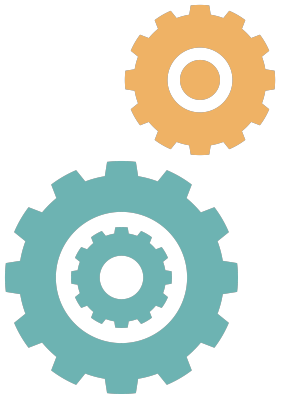
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- In addition to the 1:1 coaching you also have access to workshops
  - Workshops tailored to the areas of development you identify through your Mental Fitness survey and coaching conversations
  - Access to digital resource centre – to support sustained insight and development tools



# Getting the most from your coaching experience



- 
- © What experience do you have of coaching?
  - © What do you plan to gain from your coaching experience?
  - © What qualities/ skills are you looking for in the coach that you are matched with?
- 

# Next Steps and Q&A



- © Email will be sent to you with log in to complete the Cognosis Mental Fitness questionnaire (here as well for reference: [click here for the Mental Fitness questionnaire](#))
- © Next step is to onboard to the platform and complete profile
- © Confidential Mental Fitness report is generated and shared with you by your coach
- © Perfectly matched with coach, the coach will contact you
- © Schedule 6 online coaching sessions to fit for you
- © Any issues communicate directly to Cognomie ([kate.hesk@cognomie.com](mailto:kate.hesk@cognomie.com) or [support@cognomie.com](mailto:support@cognomie.com))

