



*Outfit Yourself With Tools To Create The Success You Desire In
Health, Relationships, Life & Work*

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Questions & comments regarding this experience may be sent to Carmen Moar at carmmoar@gmail.com or Darren Duguay at Darren.D@EFitAcademy.ca



Listening Power

Listening is akin to love as one of the most precious gifts you can give to another. If we are to survive and develop as human beings in a positive way, we need to be heard, understood, accepted and responded to by others as the unique individuals we each are.

From Achieving Personal Success by Warren Redman

<i>Step</i>	<i>Action</i>
1	Set a contract for listening to take place
2	Focus on what's important right now
3	Ask Emotional Fitness® clarification questions
4	Summarize the essence on a postage stamp
5	What does the speaker want to do? What is the speaker's action plan?

Emotional Fitness® is a Registered Trademark & Is The Intellectual Property Of The Emotional Fitness Institute



History & Background

What does your history & background look like regarding being listened to?

What does your history & background look like regarding being heard?

What does your history & background look like connecting and listening to your own innate wisdom & experience?

The Role Of Our Indigenous Peoples



What role do you feel our indigenous peoples have played when it comes to being listened to & being heard?

What does your story look like?



Medicine Wheel

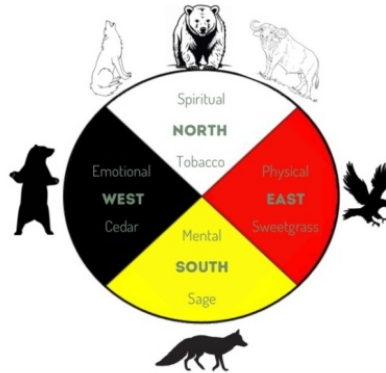


Photo Credit: Phabien Doiron, Mess To Mentor

Give a value to each of your following four quotients. If you are unsure what a score means, decide on the meaning that makes sense to you. Score each question on a scale 0 – 20.

1	How Physically Fit do I feel I am?	<input type="text"/>	
2	How Emotionally Fit do I feel I am?	<input type="text"/>	<input type="text"/>

		<input type="text"/>	<input type="text"/>
3	How Mentally Fit do I feel I am?	<input type="text"/>	
4	How Spiritually Fit do I feel I am?.....	<input type="text"/>	<input type="text"/>

		<input type="text"/>	<input type="text"/>

How balanced am I with my physical & emotional scores? How balanced am I with my mental & spiritual scores? What does your story look like?



The Iceberg



What does your internal iceberg look like? What does your internal iceberg feel like? What's my story?



The Vision/Mission/Core Values

Vision

"A World That Listens and Is Heard"

Mission

The mission of the Emotional Fitness® Academy is to educate people through Emotional Fitness® tools in order to use their own innate wisdom and experience while facilitating continued growth & development with tools to create success desired in health, relationships, life & work.

Core Values

Creation, Dedication, Engagement, Excellence, Family, Integrity, Trust

As your “Centre of Excellence” in experiential education and training, we offer:

- *1-on-1 personal & professional sessions*
- *Customized workshops and masterclasses*
- *New programs like the 15-hour *Fundamentally Me “7 Pillars of Self”**
- *Extensive programs like the 122-hour *Emotional Fitness® Training Program**
- *Business Development & Support*

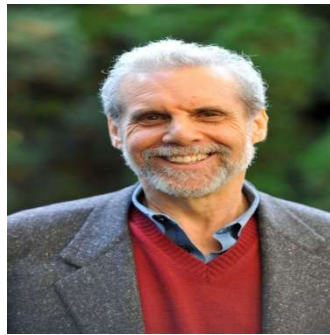
Naturopath Coverage Available!!!!

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EQ (Emotional Quotient) Emotional Intelligence & Emotional Fitness®



EI and E-Fitness: The Difference

Reference:

Emotional Fitness Coaching

“How to develop a positive and productive workplace for leaders, managers and coaches”

Warren Redman

Emotional Fitness has its roots in some of the great teachers and psychotherapists of the 20th century. Men like Carl Rogers, Eric Berne and Fritz Perls. Most significantly, it was the theory and practice of Human Social Functioning, created by Eugene Heimler in the 1960s and 1970s, that inspired the development of Emotional Fitness.

Before the turn of this century, Emotional Intelligence started to make its mark, just at the same time that Emotional Fitness was being developed. The two came from totally different sources. The only similarity was in the use of the word ‘emotional’. Few at the time wanted to touch the ‘E’ word – certainly in the workplace. Daniel Goleman made Emotional Intelligence popular with his book of that title in 1996. Goleman hadn’t coined the term; it had been in circulation by psychologists for 30 years; but he certainly put it on the map, arguing that non-cognitive ‘intelligence’ was as important as, if not more important than, intellectual intelligence for people who wanted to be successful in any kind of leadership positions. He produced a set of five basic emotional competencies under the headings of self awareness, self-regulation, motivation, empathy and social skills. Another psychologist, Reuven Bar-On, also developed a theory of emotional–social intelligence; with five similar factors that

measured someone’s emotional abilities. He calls the first intrapersonal, or self awareness and self-expression, for example one’s self-regard and level of assertiveness. The second is



interpersonal, which is more to do with social awareness, such as having empathy. Third is stress management, or emotional management and control. The next is adapt ability, which he also calls change management, such as the ability to problem solve. Finally there is what he describes as general mood, or self-motivation, such as having optimism. If you completed an EQ-i questionnaire, it was probably Bar-On's.

So what's the difference between this EQ and E-Fitness? Emotional Intelligence is essentially a set of questions designed to establish the competencies of an individual based on the criteria established over the years by psychologists trying to understand and explain what in our brains other than our cognitive intelligence causes us to act in certain ways. That's the Emotional Intelligence Quotient, or EQ. Emotional Fitness or E-Fitness is a set of tools that help us to handle our lives in a more positive and healthier way.

Additional Background to Emotional Fitness®

Reference: Emotional Fitness® Coach Manual as provided by Emotional Fitness® Institute Incorporated

Emotional Fitness®, originally referred to as Inner Balancing®, was developed by Warren Redman in Great Britain from 1984 out of his work, primarily with the Tavistock Institute of Human Relations, and with Holocaust Survivor Professor Eugene Heimler at the Heimler Institute in London, England.

Heimler's discipline of Human Social Functioning was founded on the premise that each person needs a healthy balance between satisfaction and frustration in order to function in society. Redman used the teachings of Heimler and integrated them with the work of other therapeutic teachings, namely those of Carl Rogers, Fritz Perls and Eric Berne, as well as with his own experience of working with groups and organizations over a period of 20 years.

Emotional Fitness® has as its core belief that people have their own answers to their own questions, and that in order for them to attain Emotional Fitness they need to be listened to and to hear themselves. The processes of Emotional Fitness® are described in Warren Redman's books, *Achieving Personal Success*, *The 9 Steps to Emotional Fitness*, *Recipes for Inner Peace* and *Emotional Fitness Coaching*.



Emotional Fitness® consists of nine distinct and inter-related processes; Listening Power, Learning from Experience, the Lifescale, Time Capsule, Group Dialogue, Storytelling, Dreamtime, the Mirror and Connections. These processes are taught through the Emotional Fitness Institute and used by Emotional Fitness® Instructors (EFIs) who are licensed to teach Emotional Fitness® through the Institute or through their own business under license from the Institute.

The original Emotional Fitness® Institute was founded in Calgary in January 1996 as the Centre for Inner Balancing, although the concept had its roots in England some years before. The initial activity of the Centre was a regular, free Monday evening group meeting where people had the opportunity to be listened to, and to experience some of the processes of Emotional Fitness® in learning to listen to others. The Monday evening sessions were the main “shop window” of the Centre.

Early plans were to work with a group of interested people, designated Associates, who would make a regular contribution to the Centre in return for personal development courses. As the initial group of twelve people went through its first six-month personal development training, it became clear that more training was needed by those wishing to learn the skills of Emotional Fitness® to apply to their own work, and also that more people wished to become involved. Within two years, a fifth group was starting its personal development training. There were 27 Associates, six of whom had received their license to practice Emotional Fitness®, a consulting arm (The Listening Group), a counselling practice had been set up, and the Centre was ready for its next phase of development.

By 2001, a new corporate development and wellness package had been created and was being offered to small organizations through a new team under the title of HighWays. Emotional Fitness® Instructor training and coaching was offered to those who have completed the Emotional Fitness® course. In 2003, the book *The 9 Steps to Emotional Fitness*, by Warren Redman was published and won the 2004 Counselling Book Award.

The Centre changed its name to the Emotional Fitness® Institute in January 2007. Warren Redman relocated to New Brunswick in 2009, and new people became involved. After further development, and a number of adjustments, the Emotional Fitness® Institute held its space while other trained affiliates launched businesses such as Emotional Fitness® Centre and Alternative Options Coaching. Between 2020-2022, an effort was made to re-ignite the flame under its original name of Emotional Fitness® Institute. Emotional Fitness® Institute became an incorporated entity January 2022. Presently, licensed coaches and instructors are providing services within their own businesses under the support of the Emotional Fitness® Institute Incorporated.



“The 9 Steps To Emotional Fitness”

Are you engaging your own innate wisdom & experience to generate your plan, a plan that best works for you and your team?

A summary of the essence of the 9 Steps To Emotional Fitness:

Listening Power... Learn to listen to yourself and others more powerfully, create better relationships and become more fulfilled through learning the five stages of Listening Power.

Learning From Experience... Review your own experiences, discover what you learned, understand what you need to learn, develop new opportunities for continuous learning and create better experiences for yourself.

Lifescape... Use a scale of ten questions to find out more clearly what satisfies and what frustrates you in your life. Discover how to achieve greater levels of Emotional Fitness.

Time Capsule... Make the connection between your present life patterns and previous experiences. Learn to change old behaviours and beliefs that no longer work for you.

Group Dialogue... Practice this 7-stage process to help people listen in a group setting and facilitate individual learning in groups. Discover the power and synergy of group intelligence focused on concerns relevant to each person.

Storytelling... Create and learn from the stories of your own life. Listen to and learn about yourself through the stories of others.

Dreamtime... Make personal sense of your dreams through a step-by-step process of visiting the realm of personal symbolism.

The Mirror... Learn how to acknowledge yourself. Take a peek into your soul; take time to let it in and to accept yourself as you are.

Connections... Use your personal symbols to help make connections at deeper levels. Learn how we are related to our own symbolism and myth.

Based on the book [The 9 Steps To Emotional Fitness A Tool-Kit For Life In The 21st Century](#) written by Warren Redman, Founder of Emotional Fitness®

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Emotional Fitness Coaching For Leaders, Managers, Coaches ***How To Develop A Positive And Productive Workplace***

Here Are 5 Tools Waiting For You:

Power Listening – helping you to achieve:

- Greater understanding of the effect of listening on the well-being and productivity of employees;
- High-level skill in listening to others;
- More clarity in how to achieve your goals as a leader;
- Clearer understanding of your personal attributes and concerns;
- A plan to integrate what you have learned in order to bring about positive change.

Learning From Experience/Learning is Earning – helping you to:

- Draw out your and others' strengths from personal experience;
- Learn how to change past bad experiences into new successful behaviour;
- Build up a portfolio of positive attributes;
- Gain greater self-confidence and esteem.

Group Dialogue – teaching you how to:

- Bring out the best talent in your team;
- Facilitate meetings that are productive and creative;
- Develop a culture of listening, learning and positive action.

Based on the book Emotional Fitness Coaching “How To Develop A Positive And Productive Workplace For Leaders Managers & Coaches”, written by Warren Redman Founder of Emotional Fitness

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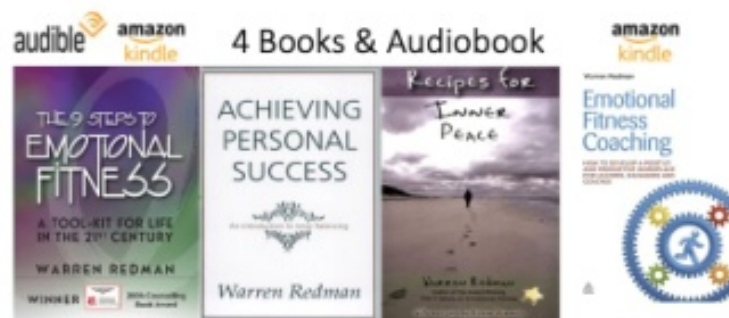


Workscale – enabling you to:

- Understand your level of inner balance;
- Recognize how you can use your satisfactions more effectively;
- Transform your frustrations into positive, creative action;
- Provide a developmental tool to use as a coach.

Storytelling – providing you with:

- A dynamic, fun way to draw out valuable personal insights;
- A tool to encourage personal accountability;
- A communication process to generate new understanding between people.





Interventions

What does your story look like with respect to facilitating intervention during a conversation or listening session?

Ethics of Emotional Fitness®

<https://www.youtube.com/watch?v=UTf3jZxM-v0>

What do clarification questions, summary of the essence, action plan, implications look like for you?

Leave Aside Any Personal Agenda

In Emotional Fitness®, it is very important to understand and have the ability to 'leave aside any personal agenda' that may prevent effective listening from occurring.

There are two factors that prevent listening:

- *The first is the listener getting in the way*
- *The second is the absence of a helpful structure*



Listening Power helps with the structure

Abstaining from 'getting in the way' is dealt with by going through one's own personal processes and having ongoing support for those processes. This is the reason why anyone using Emotional Fitness as a Practitioner goes through the Emotional Fitness training course with an Instructor. It is also why any Emotional Fitness Practitioner is also expected to maintain regular professional support for their practice through coaching, masterclasses, peer sessions.

What does your story look like regarding "Leaving Aside My Personal Agenda"?

Our Responsibility For Ourselves Rather Than For Others Being Aware Of Our Own Needs

What does your story look like?



Unlock Your Potential with the Emotional Fitness Academy

The Emotional Fitness Academy facilitates experiential education equipping you with the tools to be empowered to achieve clarity, balance, and growth. Our innovative approach equips you with proven tools to navigate challenges while unlocking lasting, meaningful change.

We offer a range of transformative programs tailored to personal and professional growth including *one-on-one experiential education and training*, *masterclasses*, *Fundamentally Me: 7 Pillars of Self* (a program derived from the original 7 sacred directions and teachings of our indigenous peoples), and the 122-hour *Emotional Fitness® Training Program* for personal development or certification. Our customized workshops are tailored to *enhance leadership and strengthen organizational culture*.

With flexible personalized support and *naturopath coverage available*, we meet the unique needs of every client. Partner with the Emotional Fitness Academy today to discover your untapped potential and be equipped with tools to drive impactful, sustainable positive change in your personal and professional life!

EFitAcademy.ca

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Personal Learning Contract

Things I would like to improve or change at this time personally & professionally:

Am I prepared and ready to commit to these improvements & changes? If so, please sign in the box below:

What does your time and financial commitment look like?