

TOUCH OF CLASS ASSESSMENTS AND ONLINE- COACHING FREQUENTLY ASKED QUESTIONS

AVAILABLE ASSESSMENTS: EVOKING EXCELLENCE IN OTHERS

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2. Family Excellence
3. Occupational Excellence
4. Financial Excellence
5. Team excellence
6. Organisational Excellence
7. Spiritual Excellence

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See examples

1	Beliefs	https://forms.gle/B7z8TbmwwrbdP6hh9
1	Brain Preferences	https://forms.gle/vHG2cE6FY5h3F52MA
1	Emotional Wellness: Part 1	https://forms.gle/qhVkrCwDkwt6bxEb6
1	Emotional Wellness: Part 2	https://forms.gle/zQ9UfRWRcp1kk84J8
1	Emotional Wellness: Part 3	https://forms.gle/HzJYugiXcA2D2eQo8
1	Emotional Wellness: Part 4	https://forms.gle/LNXMSu7qr6XKtem6A
1	Emotional Wellness: Part 5	https://forms.gle/WMbuGSpXL2nykQa26
1	Emotional Wellness: Part 6	https://forms.gle/X5h55fWsrWSyUGXDA
1	Energy	https://forms.gle/12TRhc6rgToL5JmN9
1	Getting to the Root of Insecurities	https://forms.gle/YvjA6DFAVy8L2Qiy6
1	I know My Design EQ - Section 1	https://forms.gle/LTsps7g12P9QdBRA6

1	I know My Design EQ - Section 2	https://forms.gle/DFpSqQPWwAEe3ckV6
1	I know My Design EQ - Section 3	https://forms.gle/CYMWHwwvPjff2b6T9
1	I know My Design EQ - Section 4	https://forms.gle/Rsor4JNjubVNAzRC6
1	I know My Design EQ - Section 5	https://forms.gle/jsrYzmGXhMtFxFN6m6
1	I know My Design EQ - Section 6	https://forms.gle/6JvBcbgafpsY3yts8
1	I know My Design EQ - Section 7	https://forms.gle/WV8gKBjrGfqvBnKL8
1	Learning Styles	https://forms.gle/9pNomedpNQinhHCv8
1	Virtues	https://forms.gle/7bhahDAPpbd6kxqB6
1	Wellness Part 1: Recent Life Events	https://forms.gle/Fnn2xdFFx9bQfxxV6
1	Wellness Part 2: Control of Life	https://forms.gle/mQryoqZq2rToVkgT8
1	Wellness Part 3: Health Habits & Personal Preferences	https://forms.gle/Kvue7W2AMG3kksMi6
1	Wellness Part 6: Heart Diseases	https://forms.gle/muwX16qSMrbHet3i9
2	Married for Life Part 1	https://forms.gle/GbiKSPibLqv4fqBy5
2	Married for Life Part 2	https://forms.gle/txceRL3xXgWVqMrd6
2	Married for Life Part 3	https://forms.gle/p2M2Km1SvakTjt9A8
2	Parenting for Life Part 1	https://forms.gle/9h3DdeEBz5EsM8qn8
2	Parenting for Life Part 2	https://forms.gle/trhyU5cuiXYhSABu7
2	Pathways Part 1	https://forms.gle/z21sCC36kQrN4ZU99
2	Pathways Part 2	https://forms.gle/SSc2iDKo2YNPYjif7
2	Pre-Marital: Part 1	https://forms.gle/LrULbrRm7XnDndHs5
2	Pre-Marital: Part 2	https://forms.gle/rNjB3YrtQSm1dkqn8
3	EQ Heartbeat	https://forms.gle/tjc8u2QpqSLdMsFJ9
3	Strengths	https://forms.gle/khnAkDvyJ9iD1C1PA
3	Stumbling Blocks	https://forms.gle/TYqSTa9uhj23qEq89
3	Wellness Part 4: Describe Your Job	https://forms.gle/Jdc8ZX3Gzj1WPxns6
3	Wellness Part 5: Attitudes & Feelings About Your Job	https://forms.gle/EZme8eyA24u43VXEA
3	Your Happiness Indicator	https://forms.gle/V6h4KomQSpyARh9X6
3	Conflict Assessment	https://forms.gle/jjDd4bDNG7uo9Mby5
3	Half Time	https://forms.gle/wxV9i1WoySL15GFN6
3	Job Satisfaction	https://forms.gle/iDCC7rfmi2vzKQPbA

3	Quality of Life	https://forms.gle/vaGSL6uPj59Vtnba9
3	The One Thing	https://forms.gle/vUVE2Ye3m7ksFiYE8
4	Money and Marriage Part 1: Our Marriage Relationship	https://forms.gle/3wsy4eq4puh7vMxQ6
4	Money and Marriage Part 2: Common Challenges	https://forms.gle/8GE8kCbgTXNpZt91A
4	Money and Marriage Part 3: Income and Expenditure	https://forms.gle/kwYL7wAhV6W3xaFG9
4	Money and Marriage Part 4: Common Problems	https://forms.gle/KwTpgGFho88XdaaA7
4	Money and Marriage Part 5: Creating the Future	https://forms.gle/icyFmchsSNbQJ3S96
5	Wellness Part 7: Relationships	https://forms.gle/SifidJobPQ6KLCWD7
5	C5 - Character in Your Team	https://forms.gle/JVC3MTQEdZ47KSGVA
5	Caring vs Critical Spirit	https://forms.gle/nU5uFJiR4oXVBUAPA
5	Moral Intelligence	https://forms.gle/WoxVBxLK4p4eUQZW7
5	People Risks Part 1	https://forms.gle/tc9jotBEsQK1Trtj7
5	People Risks Part 2	https://forms.gle/xkhRwU7GSBKStz9u6
5	People Risks Part 3	https://forms.gle/yva9hP15kzPh6XVU8
5	Real-Time Fine-Tuning assessment	https://forms.gle/TGFE4iLaH5cqebqa7
5	Team Roles	https://forms.gle/8DpeYCrVbUSKpxcq6
5	The Vision of a Leader	https://forms.gle/4zQi42v4RVh6zMVq7
5	Trust Assessment	https://forms.gle/A4fLmKEJPzrmNySF6
5	Engagement Gaps- Assessment	https://forms.gle/f5UdJse3BS8ouCkt8
5	Forming, Storming, Norming, Performing	https://forms.gle/KssmXDzZdfKMPxYp9
5	The Golden Rule	https://forms.gle/Lqg7RVni8ekQDisu8
6	Business Unit Efficiency	https://forms.gle/qPiceYmuqHE3JAfH9
6	Employee Relations	https://forms.gle/MvqZsXhi3wEh9ETTh9
6	Energy Givers: Part 1	https://forms.gle/b5p9G66QDobSrF438
6	Energy Givers: Part 2	https://forms.gle/RuWsQ7mRWj2q2jv1A
6	EQ Leadership	https://forms.gle/b85uUZ36n3Ny7dyZ6
6	I Know My Design Character - Dependable Helper	https://forms.gle/t3UQDqu1FmBfjEvK9

6	I Know My Design Character - Harmonious Mediator	https://forms.gle/jCy879Fi2k3qsBr97
6	I Know My Design Character - Optimistic Analyzer	https://forms.gle/9mC7yv1LwHEo3YaF6
6	I Know My Design Character - Resourceful Provider	https://forms.gle/mu3JfuLYhjsmb2P67
6	I Know My Design Character - Responsible Finisher	https://forms.gle/CizZct8u72M1qaMA7
6	I Know My Design Character - Visionary Dreamer	https://forms.gle/rYzqE8gZ2EDJjwWFA
6	I Know My Design Character - Wise Coach	https://forms.gle/anS22ZCXkG3jFyqe7
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6	Organisational Effectiveness	https://forms.gle/RGsfgv1o7sSNF6pM6
6	Performance Appraisal	https://forms.gle/GSFrVikqHM5tWy8a6
6	Problem Solving	https://forms.gle/QB7BubcJrsCopEjdA
6	Reputation Management	https://forms.gle/odfGaKt1FYikq1WW8
6	World of Winning: Current Status	https://forms.gle/2eASdMRHd3QL1x8E7
6	World of Winning: Preferred Status	https://forms.gle/eWwSbmJWUKBBE24f9
6	Customer Care	https://forms.gle/AwDSVvm3KXdMoUkc7
6	Customer Service Plus	https://forms.gle/d4Rm2cfh2qbiU39D7
7	Business God's Way	https://forms.gle/swhQ7em6YLaa1XiJ8
7	Character Transformation by the Book: Part 1	https://forms.gle/x5ng7gruuoX6mUj26
7	Character Transformation by the Book: Part 2	https://forms.gle/1jPXXcfKKednNXMB6
7	Character Transformation by the Book: Part 3	https://forms.gle/9pgQWwF8j2GvALB9A
7	Character Transformation by the Book: Part 4	https://forms.gle/7tKiY2f4vpuziymm7
7	Five Levels of Spiritual Growth	https://forms.gle/WyLomVBta73cNvVA6
7	Practices	https://forms.gle/Me2zmmfEFQc6jC3B6

7	Seismic Shift: From Awareness to Effectiveness	https://forms.gle/1UEKJbjPoxdyvr8T6
7	Seismic Shift: The Root of the Issue	https://forms.gle/tfCo3mfhhjZcLhcg8
7	Spiritual Health	https://forms.gle/FbpF1tRbF2tNgep76
7	Ware Man: Self Evaluering	https://forms.gle/mFSzSvwSShwQXHP37

**BE A REFORMER AND STAND OUT WHERE YOU ARE
WE CREATE AND OFFER A WIDE RANGE OF RICH, EVIDENCE-
BASED, POSITIVE ASSESSMENTS AND RESOURCES
THAT YOU CAN ACTUALLY USE IN YOUR DAILY PRACTICE WITH
YOUR COACHING CLIENTS**

**POWERFUL INSIGHTS: REASSESS, REDISCOVER, REVISIT,
REFLECT, REFRESH, REDIRECT, REDEFINE, REALIGN,
RECONSTRUCT, RECOMMIT.**

**BONUS: INCOME POTENTIAL
WHEN TRAINED A FACILITATOR. NOT ONLY WILL YOU HAVE THE
OPPORTUNITY TO SECURE PEOPLE IN A VERY UNIQUE WAY,
BUT AT THE SAME TIME, EARN AN INCOME FOR THE SERVICE
YOU PROVIDE**

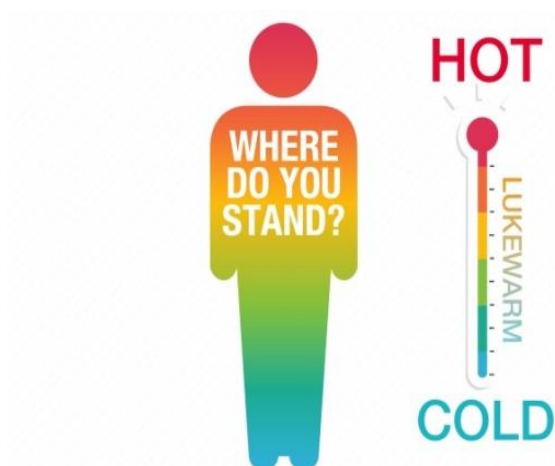
1. What are these assessments all about?

Let me give you an example: The Married for Life assessment provides couples with an assessment to assist them in maximising their marriage potential. This assessment will ask you questions in a step-by-step format to gauge where you are in your marriage relationship.

It was developed on solid training material presented worldwide. The assessment can help you with the following:

- Increasing the satisfaction and motivation in your marriage.
- Discovering and releasing the full potential in your marriage.
- Discovering the dynamics of your marriage relationship as well as identifying gaps.
- Maximising each individual's roles and strengths in the marriage.

You have to fill up your car and service it from time to time in order for it to perform optimally. In the same way marriages and couples have to be enabled to achieve their full performance. So, whether you have been married a few weeks or a few decades, this assessment has been specifically designed to help you learn where the greatest strengths and growth opportunities are in your marriage, as well as provide practical first steps to make your marriage great!



2. What is Pre- Marital Preparation all about?

Relationships generate a complex range of questions and no manual, no program; no counsellor has the answer to every question. What you will find in this assessment are Kingdom principles, that when applied, answer those eternal questions.

This assessment will take you from the only life you know of, the single life, and prepare you for marriage. This won't be a "feel good" assessment where couples just sit back and soak up the material. Instead, it's an exciting, interactive, revealing time between couples that are going through the exact same things at the exact same time. Participants need to be engaged or seriously considering engagement. This assessment will ask you questions in a step-by-step format to gauge where you are in your relationship. It was developed on solid training material presented worldwide.



3. What is Parenting Enrichment All About?

Parenting Enrichment provides couples with an assessment to assist them in maximising their parenting potential. This assessment will ask you questions in a step-by-step format to gauge where you are in

your parenting relationship. It was developed on solid training material presented worldwide.

The assessment can help you with the following:

- Increasing the satisfaction and motivation in your parenting.
- Discovering and releasing the full potential in your parenting.
- Discovering the dynamics of your parenting relationship as well as identifying gaps.
- Maximising each individual's roles and strengths as parents.



4. What is my EQ all About?

The assessment tool and report were developed based on solid principles and designed to describe profiles based on the

following dimensions.

- **Character** (Getting EQ BASICS right from the start): LOVE, EMPATHY, COMPASSION, IDENTITY, EMOTIONAL RESILIENCE,
- **Credibility** (Understanding and engage with the fundamental EQ issues): SELF-REGARD, PROBLEM SOLVING, EMOTIONAL ENGAGEMENT
- **Competence** (Developing deliverable EQ solutions): ASSERTIVENESS, SELF-MANAGEMENT
- **Connection** (connecting to make EQ things happen): SELF- CONTROL EMOTIONAL SEASON, MEANING, INVOLVEMENT
- **Communication** (Making sure all the EQ solutions stick): COMMUNICATION, DESIRES

- **Charisma** (Measuring the impact and change of EQ): AFFIRMATION, EMOTIONAL WELLNESS
- **Consistency** (Sustaining and maintaining EQ in style): STRESS, EMOTIONAL SECURITY, QUALITY OF LIFE.

5. What is my CHARACTER all about?

The assessment tool and report were developed based on solid principles and designed to describe profiles based on the following dimensions.



A **VISIONARY** is committed to growth and wants organisation to grow. Looks beyond the causes of problems and develops precise solutions for success. Creativity, Wisdom, Discernment, Discretion, Enthusiasm, Faith, Benevolence.

- **WISE COACH (TEACHER)** Imparts wisdom, maturity and skill to others; validates direction; and ensures completeness. Dependability, Diligence, Honour, Patience, Security, Self-control, Thoroughness
- **RESPONSIBLE FINISHER (ORGANIZER)** An ORGANISER sees the final results in his mind's eye and directs the necessary resources to reach goals successful. Decisiveness, Determination, Humility, Initiative, Loyalty, Orderliness, Responsibility
- **Optimistic Analyzer (Idealist)** Seeks excellence in thought, word and deed; sees problems when they arise and speaks the truth with boldness. Boldness, Forgiveness, Obedience, Persuasiveness, Sincerity, Truthfulness, Virtue.
- **HARMONIOUS MEDIATOR**. A MEDIATOR is caring and loyal; analysing the benefits and problems of a given direction. Attentiveness, Compassion, Deference, Gentleness, Justice, Meekness, Sensitivity.
- **Dependable Helper (Server)** A SERVER sees and meets others' needs, helps them to reach their goals and give their time and energy. Alertness, Availability, Endurance, Flexibility, Generosity, Hospitality, Joyfulness

- **RESOURCEFUL PROVIDER.** Is resourceful, prudent and thrifty, constantly ensuring the best use of all available resources. Cautiousness, Contentment, Gratefulness, Punctuality, Resourcefulness, Thriftiness, Tolerance

6. What is MONEY AND MARRIAGE all about?



The assessment tool and report were developed based on solid principles and designed to describe profiles based on the following dimensions

Basics and Financial World View, Conflict Handling, Marriage Relationship, Financial Decision-Making Style, Communication Principles, Personality and Understanding Each Other, Financial Unity, Planning, Managing and Goal Setting, Your Financial Lifestyle, Character and Beliefs, Participation and Financial Commitment, Relational Truths, Savings, Debt and Investing, Financial Impact and Wisdom.



7. Why all these assessments: Simply to help you with the following.

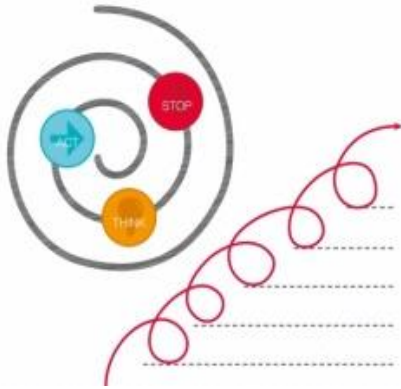
Discovering and identifying the specific dynamics and design of their marriage, emotional intelligence, finances, parenting and personal lives. Understanding the dynamics of every person is a crucial factor in managing various relationships effectively. One of the key discoveries of

Marriage Enrichment is that, unless there is a clear understanding in the mind of each person of their roles in the marriage, it is inevitable that misallocation and mismanagement in the marriage will occur. The Report of Marriage Enrichment will give you the necessary information to maximise your relationship for the benefit of both parties.

With the Comparison Report we enable couples to gain an understanding of the unique differences between them and/or resolve conflict. The report will help you enhance and improve your relationship. It will empower you to generate acceptance, create agreement, unity and cooperation within your marriage. You will be able to avert misunderstandings and discord. The unique profile can be studied in order to make wise changes. You will also be

able to discover strategic gaps in the composition of your marriage and implement the necessary changes.

The results:



husband and wife.

- Help couples to work on real issues.
- Determine areas for development.
- Increase marriage satisfaction and unity.
- Align expectations between

8. How to become involved with these Assessments?

You have three options:

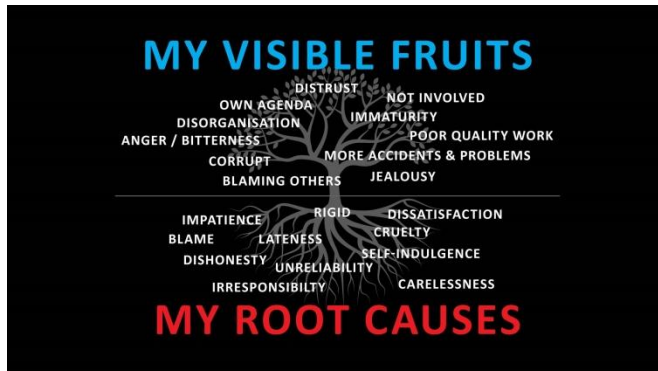
- Do an assessment as an individual or couple and enjoy the benefit of discovering more about your design and how to maximise your strengths and abilities in your marriage.
- Become a Group Leader by training other couples as well as taking them through the assessment and thereby obtaining the ability to apply the assessment tool. The application will enable you to communicate with your clients, allow them to do assessments in their own location and compile reports. As a Marriage Group Facilitator, you will be able to compile the different reports.
- Become a Master Facilitator.

9. What is the history behind all these assessments?

Let me give you an example: In 2001 we developed the first paper married enrichment assessment and shortly after that we developed the excel assessment, which was in use till 2013.

10. Who have developed and compiled these questionnaires?

Mario Denton, an Industrial Psychologist, executive coach, facilitator and business consultant. He holds an MBA, MeCon as well as a PhD degree and has a passion for people. He has lectured at different universities across the world on People Management and Leadership as well as the elective Emotional Intelligence. He has devoted his career to people and complex



and perpetual change. He uses his strong academic and corporate background and his uniquely effective coaching style to help people tap into their inner being to utilise their strengths and expand their skills. He has been a study leader of 160 MBA research projects.

Mario says: In December 2001 at our holiday house at Pringle Bay, I was reflecting on the need for an assessment to help people to be more proactive and do an assessment of their marriage long before the wheels come off, as well as an assessment for sustainability. Being very familiar with the Married for Life course, I started drawing up a list of questions on the Friday afternoon, completing it on the Saturday. I have told my wife many times about the anointing I experienced at the time. We typed the questions, printed 1 000 copies and started testing them. The results were amazing.

11. What makes these assessments so unique?

It is our vision to help people be far more proactive and aware of their strengths and development areas, as well as give advice on solid kingdom principles. Although there are other assessments, few if any approach personal challenges from such an intensive, integrative and solid perspective.



mid-range scores for all the factors.

Assessment: Most other assessments describe only numerical marriage success without always having solid training material and application afterwards.

- The assessment provides descriptions of high, low and

- Comparison report: Most assessments leave it up to the user to compare profiles of two people and interpret similarities and differences. These assessments provide both graphical and written feedback with direct comparisons of strengths and struggles of the different factors.

12. What makes the pre-marital report so unique?

The pre-marital assessment tool and report was developed based on biblical principles and designed to describe profiles based on the following 8 dimensions.



- One becomes before two ... Getting to know yourself
 - Family ties
 - Exciting memory lane
 - Whole in One
 - Destined as one
 - Intimacy: God's wedding present
- The home teams
 - Making it real

13. What makes the Marriage enrichment report so unique?

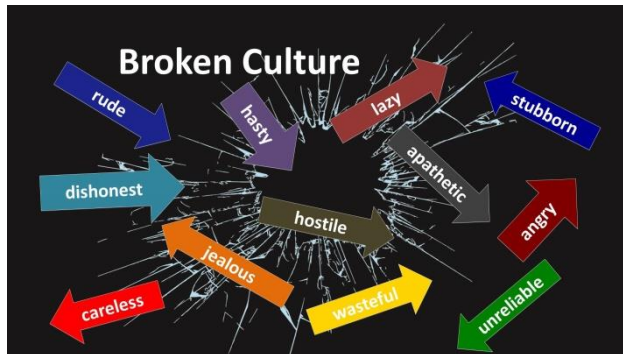
Marriage Enrichment tool and report was developed based on kingdom principles and designed to describe profiles based on the following 13 dimensions.

- Covenant or Contract Relationship
- One-flesh Relationship
- Roles and the Power of Synergism
- The Laws of Sowing and Reaping
- Forgiveness
- Faith and Vision
- Spiritual Intimacy and the Power of Prayer
- Agreement
- Flowing together
- Physical Intimacy
- Spiritual Warfare

- Life Patterns and Transformation
- The Power of One

14. What makes the Parenting report so unique?

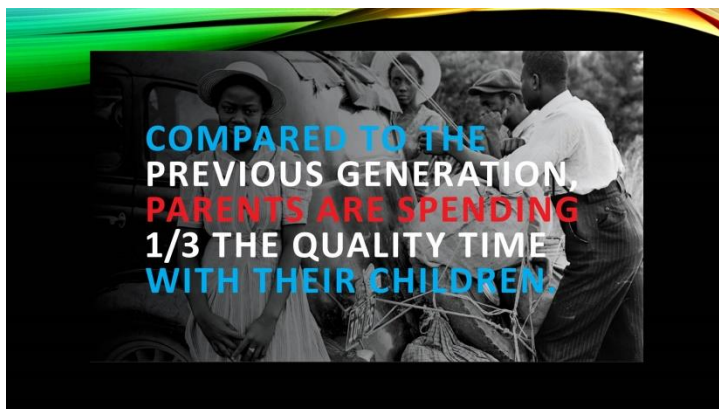
Parenting Enrichment tool and report was developed based on biblical principles and designed



to describe profiles based on the following 9 dimensions.

- Discipline
- Teaching
- Release
- Destiny
- In the beginning
- IT takes two
- Treasuring
- Investing
- Training

15. How does these assessments compare with other well- developed assessments?



There are similarities but we are never in competition with each other. Although there is a place for quick fixes, standalone and event approaches to marriage enrichment, we believe in rather addressing these issues in a small-group format.

Marriage Enrichment is based on years of application of the material worldwide. We have completed around 1 500 paper assessments and given feedback before and after each course over the years. This material therefore has a very long history of use and thousands of people



are well trained in the course. We are also committed to doing rigorous and extensive ongoing psychometric development and further validation studies. People who are familiar with the course are impressed with the information and accuracy of the course content.

16. How long does it take to complete these assessments?

The assessment itself takes on average 20- 35 minutes to complete. Just like with medical check-ups, we believe an assessment should be done again from time to time.

17. How to use these Assessments?

This instrument is similar to a 5-point Likert system of evaluation and allows you to focus on your current challenges right now. In order to use the information, several key concepts need to be understood.

- We all go through different seasons in our life and have certain differences in personality and thus are motivated by different circumstances, opportunities and environments.
- These differences in motivation enable us to do some things better than others.
- Different does not mean wrong; therefore, we should accept and respect those whose personalities are not like ours. It is not our role to change others.
- All profiles/people have strengths and weaknesses. Profiles should not be used as excuses to ignore bad habits or character flaws.
- By understanding our marriage challenges and personalities, as well as how others differ, we are equipped to better manage our own lives and work more effectively with others.

18. With all the other training and books, why did you come up with these Assessments?

Mario and his wife, Mariene, noted that during the many years they have been counselling and coaching families on their marriage excellence, they frequently observed couples who do not experience fulfilment in their marriages and also saw the devastating impact of divorce. It concerned them greatly that so many couples divorce and were not aware of their strengths and development areas and therefore were not experiencing fulfilment and enrichment in their marriage. This resulted in their vision for what is now Marriage Enrichment (R). Additional applications were later developed for pre-marital couples, as well as for parenting.

19. How many people have done these assessments and do it really work?

Let me give you an example: It is not possible to give an exact number as the free sample assessment has been available on excel and about a 1 500 paper copies have been released.

As the family goes, so goes the nation. As the nation goes, so goes the world. Our assessment and training will help prevent families from falling apart.

Over the past ten years we have used these assessments before and after the 12-week course and have personally experienced a significant impact on the results.

20. How much do these assessments cost?

The assessment is comprehensive and currently provides different feedback categories. It also provides in-depth analysis for two-person comparisons. We also realise that simply doing the assessment today is not enough. What sets successful people apart is the way in which they make the action plan part of their life and aligning it with the desired outcomes. The key problem today is not the lack of thinking, but rather the challenge of executing the action plan.

Each assessment cost R 150 but the facilitator will determine the cost of the assessments and charge fees based on experience (No cap on Consultation Fees). But what are marital problems really costing our families? Do you know what a series of sessions with a professional psychologist will cost to try to fix problems in your marriage?

So, what is the urgent and sincere plea? Do the assessment and renew your vows on your wedding anniversary.

21. When is it the right time to do these assessments?

Now. It is amazing that we have courses for any kind of training. People often want to escape doing an assessment. Don't! Do the reality check now. Leaving it can cause more

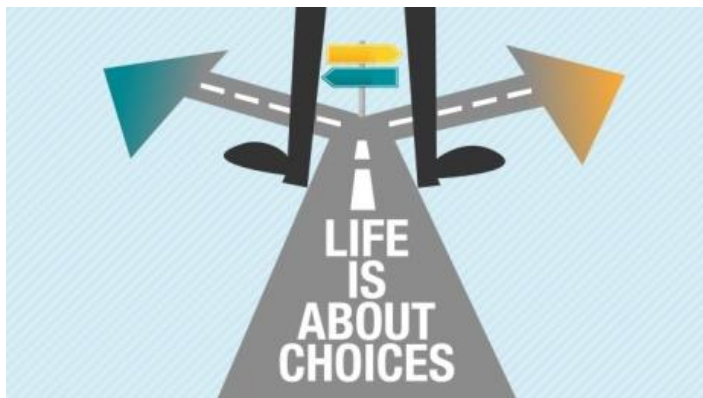


the outcome.

pain and damage and can be a real disengagement factor. Getting married and parenting are often not accompanied by additional training. Yet there is perhaps no more challenging undertaking than to invest one's life in your marriage partner and children. An entire destiny hinges on

22. One more time: Do you really believe in pre-marital, marital, Emotional intelligence and character, parenting and all these other assessments?

Absolutely yes. When two become one, it should be for a lifetime. Assessments and training can help in making a difference in the years to come. Research in different countries has shown that dysfunctional family life is the biggest problem, with fatherlessness at the centre of the problem. What would happen if a captain of a 747 Airbus leaves Cape Town International to fly to New York and the compass and GPS are out by one degree? Where do you think he or she would land? It would be an absolute disaster.



23. How valid are these assessments?

Validity is a unitary concept. It is the degree to which all the accumulated evidence supports the intended interpretation of the scores for the proposed purpose. Accumulated

evidence can come from many places. Often marriage training involves cognitive reconstruction and looking at the past. With this future-based assessment and coaching we believe the solutions are valid, solid, process based, real life and inside out.

24. How reliable are these assessments?

Would you allow a doctor to prescribe expensive medicine without doing a detailed diagnosis and evaluation? The answer is NO. We believe in having reliable information and getting to

the root issues and challenges. Marriages go through different seasons and stages like the dream phase, disappointment, discouragement, distance, disconnect, discord and emotional divorce phases. Do the assessment. It is not too late. Please be proactive.

Reliability estimates provide an index of how precise and error-free a tool is in measuring the desired constructs. To achieve this aim, specific steps were taken to ensure reliability:

- Negatively phrased and key items were avoided.
- Questionnaire instructions were standardised.
- Questions were balanced in blocks of ten to standardise the numbers of comparisons across different dimensions.
- Items were written and reviewed against clear criteria.

25. What is the research history behind these assessments?



Briefly, the assessment was developed over an eight-year period using standard psychometric principles and testing several hundred people. The assessment is not based on or derived from existing instruments but was developed from the course material using the different factors as clusters.

26. In what settings do you recommend using these assessments?

The Marriage Enrichment Assessment version is designed to give couples the tools to improve themselves in the marriage. Understanding the personalities, strengths and struggles, and the many aspects of how couples operate individually and with each other people is valuable for anyone in a marriage situation. This knowledge enables you to maximise the enrichment and engagement of couples by understanding their roles, environment and communication. It is definitely not a nice-to-do and a waste of time. Real-time, fine-tuning sessions with a serious success agreement and goals afterwards will ensure sustainability.

27. Do I need to be a coaching expert or couple to interpret these assessments?

Yes and no. The couple is just there to assist you and helps as a sounding board. They have been specifically trained in the process. Marriage enrichment assessments are used in a variety of contexts where feedback forms an integral part of the process.

28. Do I need to be certified to use these assessments?

Yes. Various support materials are available to help you understand the analysis and you do need to be certified in the use of these assessments. The benefits of being trained include:

- a better understanding of the behavioural analysis of the profile
- thorough insight into the theory and background of marriage analysis
- directions for administering the system profile
- A guide to the interpretation of the system profile.

29. Can I become a reseller of these assessments?

Yes, please contact us for more information. We are looking for partners to assist us. If you are interested in an effective way to earn additional income, then consider becoming a partner. As a partner you'll have a great opportunity to promote and sell assessments directly.

30. Can I load these assessments on to my computer or server?

No. These assessments are completely online and cannot be loaded on to personal computers for proprietary reasons. Do people have to log into a website to use these assessments?

Yes. Marriage Enrichment is entirely online and accessible from anywhere in the world. A person can log into Marriage Enrichment using the worldwide web. As an individual you will be given a unique log-in and password to do your assessment.

31. It is not too late now to do these assessments?

It is never too late. Sit down and consider my advice: Take your marriage relationship seriously and be humble enough to do the marriage service. Honest communication cannot be treated as an option. It needs to be a requirement. Have a teachable mind-set! Unresolved issues can become a time bomb. You therefore have to resolve them.

32. The problem in my marriage is on the other side.



It is amazing how often I hear this response. Many people think they don't have a problem or simply deny it. Measure things on a 369-degree basis and ask whether what you do is right, fair and just. But this requires a lifestyle we are sometimes unwilling to adopt or a sacrifice we are unwilling to make.

Boeing 747 pilots have to take a simulation test before they can renew their licences every year, but in our marriages, we manage our relationships from one year to another without doing a marriage simulation annually. Change starts with you. So, fix the problem, resolve the real issues - and start with yourself.

33. Now that I have done the pre-marital assessment, do you think I should do a pre-marital course also

Yes, in this course you will learn the following:

- Why marriage won't solve your problems.
- The ramification of $1 \times 1 = 1$.
- Why you won't be able to change him or her.
- How your relationship with Dad and Mom is going to affect your marriage.
- How your partner's relationship with Dad and Mom is going to affect your marriage.
- Why you need your parent's blessing.
- Why it really does matter if you have loved and lost.
- How many people will you be sleeping with?
- Why many people have divorced several times before they ever marry.
- What is the difference between a covenant and a contract?
- Is "till death do us part" really possible.
- Seriously for better or for worse.
- What is the most intimate thing you can do together?
- What's the big deal about being a virgin?
- Can sexual purity be regained?
- What is your mission in life?
- How to fulfil your destiny together.

- Issues you may not have considered before now.

34. Any other symptoms that will indicate to me that I need to do the Marriage Enrichment Assessment?



- You sometimes wonder whether there is something missing in your marriage.
- You feel lonely even when you are together.
- You act negatively towards each other or are not emotionally connected.
- You lash out and hurt each other verbally.
- You are feeling dissatisfied with your marriage.
- You have a conflict over differences.
- Problems drive you apart.
- You wish you could change things in each other.
- There is a lack of tenderness and sexual intimacy.
- You often misunderstand and misinterpret each other.
- You have reasons to be dissatisfied with your marriage.
- You have difficulty in expressing your needs to each other.
- You are emotionally attached to someone else.
- You feel you are at war and feel and act like strangers.
- There is little excitement about being married to each other.
- You have no hope that your marriage can be better.

If this is the case, please do the assessment.

35. Any other symptoms that will indicate to me that I need to do the Parenting Enrichment Assessment?

- You sometimes wonder whether there is something missing in your parenting.
- You feel lonely as a parent.
- You act negatively as parents or are not emotionally connected.
- You lash out and hurt each other verbally as parents.
- You are feeling dissatisfied with your parenting.
- You have a conflict over differences.
- Problems drive you apart.
- You wish you could change things as parents.
- You have reasons to be dissatisfied with your parenting.

- You have difficulty in expressing your needs to your children.
- You feel you are at war.
- There is little excitement about parenting any more.
- You have no hope that your parenting can be better.

36. Online training or eight to Twelve weeks seems like a long time. Do you offer any shorter courses for marriages?

Yes, contact us for details.



37. How do we know we would benefit from these assessments and further training?

Every married couple can benefit from a Married for Life class. Whether your marriage is near divorce, struggling or

doing great, God has something for you. Every marriage has challenges, some small and some very serious. If you have found your marriage to be stressful, having little or no communication, or maybe experiencing challenges to intimacy, there is hope. Married for Life addresses these and many other issues that affect marriages in today's society. Not only will you receive help for areas of challenge, but you will also discover the unity, power and purpose God designed for marriage.

38. Are there different options for attending training?

There are three ways to attend a class.

1. A home class in which a maximum of 7 couples meets in a Coach's home in your area.
2. An all internet class in which couples meet through a Video Conferencing Program. One of the exciting things about the internet groups is that you will meet couples from other countries.
3. The third type of class is a combination of some couples meeting in the Coach's home and others joining by internet.



39. How can we become a Coaching Couple by doing some of these assessments and training?

There are thousands of coaches around the world seeing God use them to strengthen marriages in their countries and in their

languages. God equips the called He doesn't always call the equipped. 2=1 coach come from many denominations which encompass many churches. We are an Army of couples that the Lord is raising to see His plan come to pass in couple's lives. Our coaches have come from many different backgrounds and circumstances. Some have had very serious trouble in their marriage and have seen God heal them and have gone on to see others healed because of this willingness to share with them. Others have always had good marriages and can impart that blessing to others. If you are feeling the call of God to minister to marriages we can help.

40. Who is 2=1?

They are a network of couples in over 90 nations teaching and coaching other couples. Their goal is to help equip marriages and families to fulfil God's purpose for their lives. They do this by bringing biblical principles to marriages and families all over the world using our small group courses: "Married for Life", "Parents for Life" and "One for Life". Christian principles for successful relationships are presented in a way that can be easily applied within any family.

Ministering to families around the world.....in 90 countries and 40 languages.

2=1 uses the most effective venues for ministry - the living rooms of the world. With an incredible worldwide network of leaders, you can tap into our powerful in-home courses anywhere from Argentina to Zimbabwe.

The coaching couples of 2=1 have discovered God's power for their own marriage and family and are eager to help others discover it as well. Through their open and honest sharing about their own journey, each coaching couple models God's unfolding plan as He works in their lives. Coaching couples help other couples to discover God's plan for their lives and how to live it out.



Vision and Mission

Marriage Ministries International works with the local church to heal and strengthen marriages. It is our firm belief that every couple has an assignment from the Lord and it is our desire to help build up and equip them for

the work of their ministry as a one-flesh team. We believe when the homes are strong, the churches are strong. The scriptural principles shared weekly in a Married for Life group teach couples how to walk in the fullness of their one-flesh relationship, enabling them to become a powerhouse Christian home, ministering salvation, healing and deliverance in the name of Jesus. Our Mission is to help couples establish their homes as powerful lighthouses in their neighbourhoods, reaching out to those around in the storms of life. Our goal is to have a strong powerhouse founded on Jesus Christ on every block of every city and town!



41. By the way, what is your mission Statement Mario?

Simply, am trusting God to use my **coaching and assessment skills** to equip leaders in Africa in the areas of Character, family and marketplace

42. What will be our role with these online assessments?

- To man the central database
- Do further statistical analysis
- To Publish research findings
- To give you 48 hours turnaround on any assessment that you have done

- We can even forward you the excel file if you do an assessment and want to look at group results
- To assist you with any small changes or even additional questions that you want to bring into the assessment

43. Now let's be practical how will it work?

- You inform us that you want to buy some assessments codes
- You can decide which assessments that you want to do
- Please forward an email to us
- Payment is needed before any assessments results will be released

44. Is there any agreement that I have to sign?

Just a simple agreement about the way we will work together as a team and dealing with any difficulties if something may happen.

45. What is your coaching style?

We specialize in five areas of excellence. I fully understand the importance of early intervention and symptoms when a person is experiencing behavioural, attention, social, or emotional problems. That is why we offers a wide selection of quality assessments specifically designed for use within the coaching framework and online teaching. They are available in a range of formats including rating scales and performance assessments, which can be administered online. This range of tools measure and manage talent and are ideal for use in coaching, organization and leadership development, selection, and succession planning.

Our large selection of assessments covers a wide spectrum and aid in the identification and treatment management process across the lifespan. We are through these assessments helping to improve the quality of life for individuals and communities whoever needs this the most in the workplace, our assessments help to inform hiring decisions, develop staff, and improve organization and team dynamics.

46. Why does People Management assessments make so much sense today?

- *Cost saving* - Cut out printing time, courier documents, follow ups
- *Real-time access* - Respondents input their own data, and it is automatically stored electronically. Analysis thus becomes easier and can be streamlined, and is available immediately

- *Remote employees* - If the employee is sitting on another continent or in the office next door, it remains the same
- *Improved data integrity* - By making questions required, limiting options the quality of data is much better and remove those few ones where HR needs to go and follow up on incomplete feedback
- *Less time* - Rapid deployment and return times are possible with online surveys that cannot be attained by traditional methods. If you have bad contact information for some respondents, you'll know it almost right after you've sent out your surveys
- *Convenience for respondents* - They can answer questions on their schedule, at their pace, and can even start a survey at one time, stop, and complete it later

47. What make your range of assessments so attractive?

- *Interpretation and recommendation of data* - We can help you to analyse the data, the trends, the effect of interventions and present it to the various stakeholders
- *Flexibility* - Do you want to use our standard templates or would you prefer us to help develop a model that is appropriate for your business or we can use your current models and just put in online for you
- *Anonymity* - By having Assessment4Impact as your partner we can provide the anonymity that many times is needed to get to the real feel answer
- *Secure data* - No forms lying around. All our data are stored securely
- *Professional support partners* - We are HR people first, there to help you. Assessment4Impact is managed and developed by one of SA's foremost Industrial Psychologist

48. What solutions can you offer through the people management assessments?

- *Employee Satisfaction* - The secret to a happier, more productive workforce. Use online surveys to identify which levers make employees happy and unhappy, and act on feedback to boost levels of satisfaction. The cost of recruitment, selecting and training new employees are massive. Cut down on those cost
- *360 Degree Feedback and other performance appraisal schemes* - Evaluate employees based on feedback from supervisors, peers, and subordinates. This type of feedback is focused on employee assessment from multiple perspectives. We can also offer various other solutions like a normal rating scale to custom developed for your business
- *Training and Development* - What courses, continuing education, or otherwise, do your employees need to meet their objectives? What do employees think of your company's

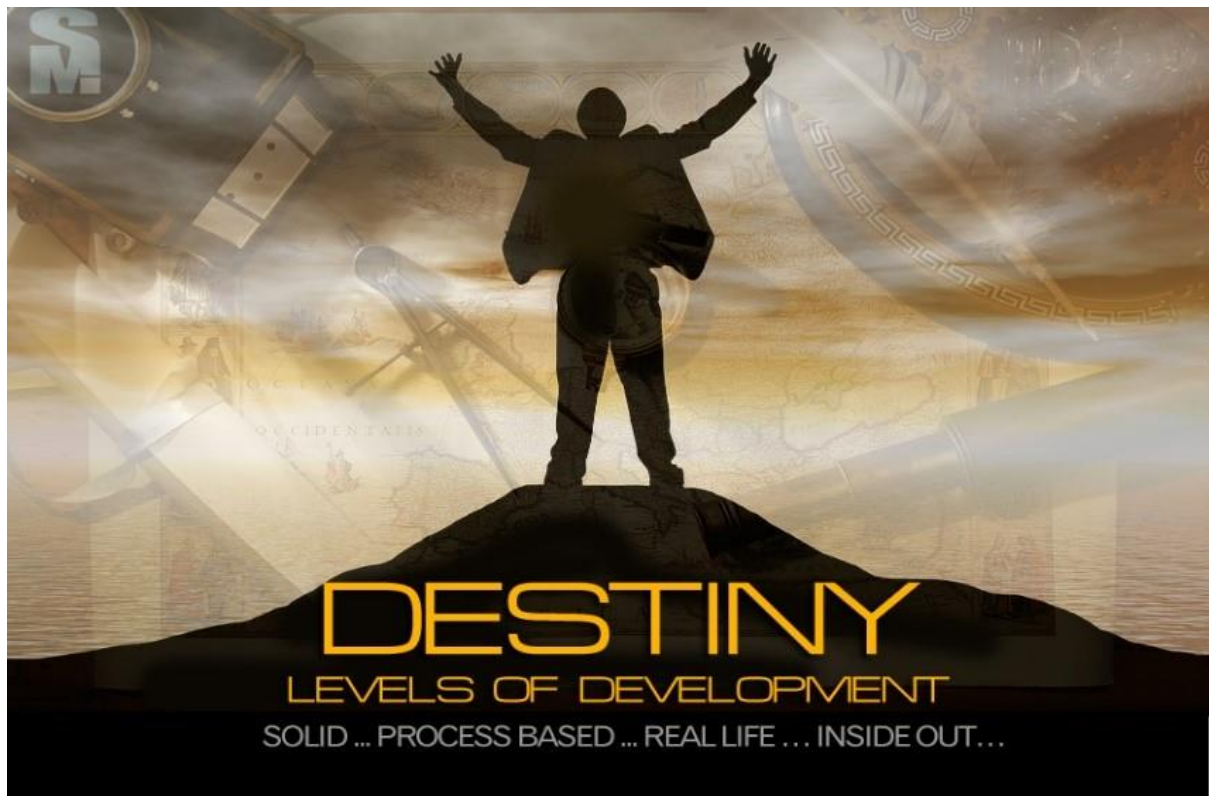
job training and development program? How was the training provider on the courses that was recently offered?

- *Employee Surveys* - Communicate with employees on a regular basis. What do they find lacking in an ideal working environment? Would they like to be able work remotely? Get opinions on office politics and gauge the morale of the entire organization
- *Job satisfaction* - Do employees find their jobs and responsibilities to be rewarding? Do they feel challenged and do they still enjoy coming into the office every day? Is there another role that might allow for more fulfilment or better learning potential?
- *Employee Satisfaction with Company* - How would employees rate your company and the work environment? Do employees feel stressed out by deadlines? Are employees happy with the direction of the company? Do employees feel engaged with their job and the company? Is there an adequate work life balance?
- *Exit Interviews* - Are there any insights from departing workers that might help improve the on-boarding experience and overall employee satisfaction for future efforts?

49. Lastly, explain to me your different levels of coaching

We have split up our continuous professional development and coaching in four phases as we called them - Bronze, Silver, Gold and Platinum.

What are the benefits of this approach?



- No time and travel costs to a venue – resources, webinars and other training tools are available via the web.
- There are no geographical location constraints – you can connect to us anywhere in the world.
- A great number of resources such as e-books, video training, podcasts and articles are available.
- Online interaction – sharing in heartfelt and powerful discussions. This allows you to receive a regular flow of information on the latest trends in people management, sharing of your own ideas with the network, an online source of information, advice and counselling support centre access.
- Receive the latest updates – stay up to date with the latest developments, news, articles.



"If you do not change direction, you may end up where you are heading."

Lao Tzu

This approach enables you to deal with various personal or business-related issues as well as your personal journey to significance. We provide the latest cutting-edge development tools such as articles, research articles, video-based training, podcasts, assessments and online coaching to optimize your potential. These will accelerate your progress by providing greater focus and awareness of choice.



What will you do today, this week, this month, this year to actively grow?

Are you truly being stretched in the way you do things now? If your answer is “Yes”, does your life reflect the results of this growth? It is time to go deeper and really invest in ourselves to actively enhance the significant self we dream of being.

If you carefully consider and ask those who are experienced, you will discover for yourself that by becoming part of **Destiny Levels of Development** you are purposefully crafting your destiny and through this touch the lives of those around you.

Through this you will have the opportunity and tools to gain valuable wisdom and knowledge. As a sport coach helps his players realize and attain their full potential on the playing field, so do we coach individuals to develop their skills and strategies to move towards significance.

“Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit.”

My role will be to provide you with value-added and sound solutions. As psychologist and business consultant over many years, you can also use the Medical aid option as we are fully registered with the SA Health Council.

Our options are as follows:

OPTION 1: BRONZE – NO COST INVOLVED

Here you will get additional support material and PowerPoint slides as well as podcasts to help you to start with your action plan. Please do the reading, reflect on the learning and start applying these wisdom thoughts.

OPTION 2: SILVER - PAY ACCORDING TO WHAT YOU CAN AFFORD

Here we are moving on to the next level of going deeper and this will entail a once off coaching session, sharing of your burning issues plus lots of additional information. You can pay us according to what you can afford. This option also includes further assessments to guide you through the action plan in the coaching session as well as releasing the relevant eBooks on your topics.



OPTION 3: GOLD - ONLINE COURSE PLUS THREE COACHING SESSIONS. COST FOR THIS OPTION IS DEPENDENT ON THE ONLINE COURSE OPTION CHOSEN.

In this phase we suggest that you do the online course related to the issues that we have discussed and do all the assignments. As an added bonus, we are including three free coaching sessions. The cost can be either be covered over two instalments or specific payment plan can be negotiated on. You will also get 30% discount on any of our further online courses. All of the benefits highlighted in the first two options are included in the Gold option as well as WhatsApp availability.

OPTION 4: PLATINUM - BECOME A MULTIPLIER

This option is reserved for those who would like to be trained as a facilitator. The Platinum option enables you to resell and apply the learning as well as help us with multiplication. You become one of our affiliate marketers and will get 45% discount on all our online courses. This enables you to charge the client based on what will be reasonable. You will also receive ongoing coaching sessions and support through the year, access to use the various online assessments and courses, as well as further access to the PowerPoint slides.

An what about asking for feedback from the client afterwards

1	How focused was the facilitator on the overall objective of the topic	
2	How well did you relate understand the facilitation of the topic	
3	To what extent were you able to relate the material and discussions to your needs	
4	How far did the facilitator connect with you beyond the coaching session	
5	How effective did the facilitator enable you to learn in any virtual platform were used	
6	How well were you able to follow the facilitator; s communication for example tone, speed, accent enunciation	
7	How effectively were your time managed	

8	To what extent did the facilitator demonstrate passion to the topic and impact you personally	
9	How well are you equipped through the session to apply what you have learnt (for e.g. evangelize effectively)	
10	To what extent has this topic increased your confidence in preparing others for..... e.g. evangelism	
	Positive comments: Be specific	
	Comments for Growth: be specific	

CLOSING COMMENTS

Remember

- Our **vision** is to **release** and to **optimise** the human potential in people through our different options.
- Our **passion** is to share our wisdom and we have an extraordinary commitment to people.
- Our **unyielding focus** is developing People Management online course material that really adds value.
- Our **service** is professional.
- Our **success** is earning your **esteem**.



Which option do you prefer? Drop me a note so that we can start with the process.

Make learning a lifelong journey.

50. Any other questions?

We thank you for the opportunity to be of service. If you have any questions regarding any aspect of this assessment, please contact us and we will gladly assist you.



Stay blessed and stay in Contact and become involved. We are waiting to hear from you.

Stay blessed. Dr Mario Denton

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