

Mental Fitness Through Positive Intelligence (PQ)

Empowering Organizations with
Resilient, High-Performing Teams



by Bhavani Jois



What is Mental Fitness through Positive Intelligence?

Mental fitness is your mind's ability to handle challenges with clarity, resilience, and a positive mindset rather than stress and negativity.

It is measured by your **PQ (Positive Intelligence Quotient)**, which indicates how often your mind serves you rather than sabotages you.

Organizations that build mentally fit teams experience:

- **Higher Employee Engagement** – Energized teams with greater adaptability.
- **Improved Collaboration** – Stronger trust, better teamwork, and reduced conflicts.
- **Sustained Productivity & Focus** – Less stress, fewer distractions, and clearer thinking.



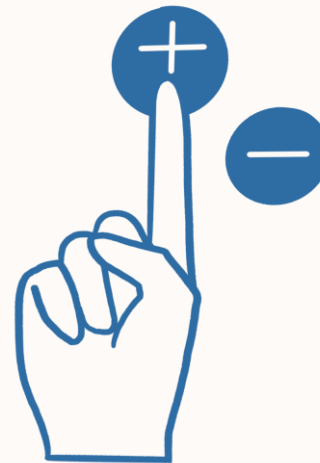
The Three Core Aspects of Mental Fitness

Mental fitness is built through **three key mental muscles** that determine how we react to everyday challenges. Strengthening these mental muscles allows employees to **navigate stress, uncertainty, and workplace conflicts with resilience, clarity, and innovation.**



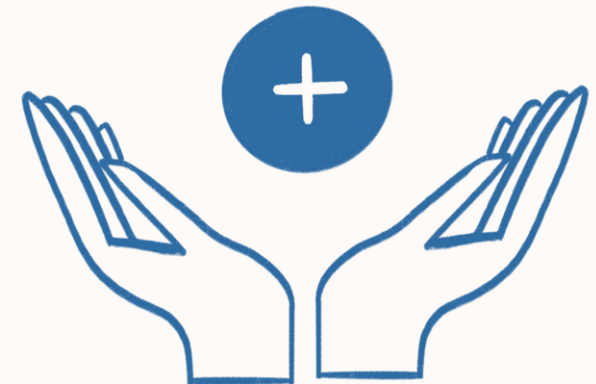
1 Saboteur Interceptor Muscle

Identifying & Disrupting
Negative Thought Patterns



2 Self-Command Muscle

Mindfully Shifting from
Reaction to Response



3 Sage Muscle

Responding with Empathy,
Innovation, Curiosity, Clarity
and Decisive Action

Why Mental Fitness Matters for Your Organization?

Boost Employee Resilience & Well-being

Employees manage stress and avoid burnout.

Enhance Team Collaboration

Foster a psychologically safe environment for teamwork.

Improve Decision-Making & Innovation

Employees approach challenges with clarity and creativity.

Increase Productivity & Engagement

Employees stay motivated and proactive.

Strengthen Leadership Effectiveness

Leaders inspire, coach, and drive organizational success.

Positive Intelligence Boosts Performance and Well-Being Among Participants*

98 %

Experience EQ growth

85 %

Increase happiness

91 %

Manage stress better

90 %

Use mental and emotional energy more effectively

92 %

Are better at teamwork and collaboration

84 %

Are better at conflict management

**Based on survey results from cohort of >2000 Positive Intelligence Program participants after seven weeks of mental fitness training*

Detailing the Programs



Introductory Webinar (2-hours)

Awareness of mental
fitness & how thoughts
shape workplace
behavior.



Full-Day Workshop

Deep dive into PQ,
identifying saboteurs &
strengthening mental
agility.



Annual PQ App- Based Program

Daily & weekly mental
fitness training for long-
term change.



One-to-One Coaching

Personalized
development for leaders
& key employees.



Two-Hour Introductory Webinar: Foundations of Mental Fitness

Overview: A high-impact session introducing the PQ framework, helping employees recognize how they can control their responses to challenges and develop a more positive mindset at work.

🧠 Key Takeaways:

- Understand the science of mental fitness and how it impacts workplace performance.
- Recognize personal and team saboteurs that limit productivity.
- Learn simple techniques to shift from stress to resilience in daily work life.
- Discover how a positive mindset enhances collaboration & decision-making.



📌 Participant Experience & Deliverables:

- Highly interactive virtual session with real-time exercises & discussions.
- Practical PQ Awareness Handout for reflection and workplace application.

Full-Day Workshop: Strengthening Mental Fitness for Workplace Excellence

Overview: A deep-dive immersive experience where employees and leaders explore their saboteurs, the five SAGE powers, and build self-command to stay calm, clear, and focused in any situation.

🧠 Key Takeaways:

- Personalized PQ Saboteur Assessment to identify thought patterns.
- In-depth understanding of the Five SAGE Powers (Empathize, Explore, Innovate, Navigate, Activate).
- Mastering the Self-Command Muscle to shift from stress to focus.
- Practical strategies to apply mental fitness in workplace challenges.



📌 Participant Experience & Deliverables:

- Interactive, case-study-driven learning experience with peer discussions.
- Personalized PQ Report with actionable insights.
- Mental Fitness Workbook & Practical Application Guide for daily use.
- Follow-up support for sustained implementation.

Annual Mental Fitness Program: PQ App-Based Habit Building

Overview: A year-long transformation journey using the PQ app to help employees build new mental habits and reinforce workplace resilience over time.

🧠 Key Takeaways:

- 7-Week Foundational PQ Program to establish positive neural pathways.
- Daily 2-minute PQ exercises to create lasting mindset shifts.
- Weekly coaching videos to reinforce learnings.
- Structured peer learning to maintain motivation and accountability.
- Long-term organizational impact through sustained training.



📌 Participant Experience & Deliverables:

- Access to the PQ App (iOS, Android, Desktop) for structured mental fitness training.
- Weekly progress tracking & accountability measures.
- Guided practices to integrate into daily work habits.
- Scalable for entire teams and organizations.

One-to-One Coaching: Personalized Mental Fitness for Leaders & Teams

Overview: Tailored coaching using PQ methodologies to help leaders, managers, and high-potential employees navigate stress, career growth, and team challenges with a mentally fit mindset.

🧠 Key Takeaways:

- Develop self-awareness & emotional intelligence to manage leadership challenges.
- Overcome limiting beliefs & workplace stress triggers with customized strategies.
- Strengthen resilience & adaptability in high-pressure environments.
- Embed PQ principles to lead effectively and drive business impact.



📌 Participant Experience & Deliverables:

- One-to-one coaching sessions tailored to leadership goals.
- Application of PQ strategies to personal and professional challenges.
- Confidential space for growth, resilience, and transformation.
- Personalized action plans for sustained development.

Bhavani Jois

- Seasoned internal audit & risk leader
- Executive & Leadership Coach
- Speaker
- Power skills trainer
- Facilitator
- Mental Fitness Coach
- Blogger



Bhavani is a respected leader in the field of internal audit with over 24 years of experience. She has played a key role in driving transformation in internal audit through automation, analytics and elevating the position of the internal audit team as value adding business partners.

She recently pivoted from a full-time corporate life to a part time role as co-head and has embarked on her journey as an Executive and Leadership Coach and Trainer with a vision to partner with audit leaders, teams and individuals on their individual and collective journey to personal and professional fulfilment through coaching and mental fitness.

She is a regular speaker on the interpersonal and human aspects of internal audit and risk management as well as technical topics pertaining to the profession. In addition, leveraging her experience as an NLP Practitioner,

she also speaks on topics of resilience, self-management and leadership that have been tailored to address the increasing psychological challenges faced by professionals operating in today's disruptive business landscape.

She is a proud mother of five children with and feels privileged to raise & nurture children of very diverse personalities. She is further blessed with the title of grandma to a five-year-old. She is also a passionate dog-mum to five crazy and loving dogs.

My certifications











Call to Action & Contact Information

🚀 Let's Build a Mentally Fit Organization—Together.

📢 Empower your workforce, drive engagement, and create lasting resilience with our PQ programs.

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📺 1:1 call ⌚ 30 mins

Mental Fitness Discovery Call

Checkout my offerings and book a slot at
-> topmate.io/bhavanijois

