# What is Qwsty?

Qwsty is better way to apply the proven science of active brain learning. Qwsty optimizes how learning content is processed, retained and used by your brain. It gives your brain time to learn, absorb and master a success-critical topic so you learn faster, more deeply and with far less effort.

# What is a Qwst Path?

Courses are sequenced in optimized learning paths based on an organizational role. This enables the learner to thrive in a current role, or prepare for success in a future role. Each path contains 14 to 20 core and elective courses. On average, it takes about six weeks to complete a course at a rate of 20-30 minutes each week. You pick the time and location of your learning, Qwsty is respectful of your schedule and individual needs.

# How do our Brains Learn Best?

The science of learning is clear that much of how we typically learn is not the best way for our brains to learn. Think of your brain as an ocean, but your short-term memory is a small water glass. As you pour water into the glass, the water quickly begins to overflow. If you keep pouring, some of the water stays in your glass and some overflows. Although some people have bigger glasses than others, they still will lose water.

The question is which water stays? Does the critical must-know water stay? Or, is it the not important water. Many learners have ended a learning event with wondering, what did I learn? How will it help me? Will I remember it when I need it? This is a direct result of the overflowing glass.

The first learning key is only pouring in the right amount of water. This means providing information in the right amount for most people. Then, moving the water from the small glass to the giant ocean of long-term memory and over-time making that water or learning content available when you need it, the way you need it, makes it useful.

Brain science says clearly, that the mastery of a topic requires five key elements,

1. Learning content is inputted in a certain way,
2. The uninterrupted application or practice of the content,
3. The opportunity to use the content over time,
4. A strong desire to master the content, and
5. Time for the brain to fully embed the content into an automatic, spontaneous and almost unconscious use.

When a learner has mastered a topic, the knowledge and skill is available automatically without thinking about it so the brain responds as a long-term habit.   
That is when learning is mastered; that is what Qwsty does!

# How is Qwsty Active?

Qwsty provides knowledge and skills in small chunks, distributed in the right way over the right length of time to optimize your brain’s learning, knowledge, recall, skill use and ultimately skill mastery.

* Once in a Qwst path, each learner (Qwster) completes a defied series of learning elements, self-assessments, goal planning, and quizzes.
* Every time a Qwster completes a Qwst element, badges and points are earned that can be turned into virtual and real rewards and prizes.
* Every time a Qwster completes a course, a badge is earned; and after earning the right number of badges, a Qwst certificate is earned. This certifies that the Qwster has mastered the core elements of the path.
* Progress can be compared to other Qwsters, since healthy competition enables even greater learning.
* Qwsty encourages progress through weekly application messages and motivational affirmations.
* Qwsty’s virtual coach monitors success and encourages more or less learning based on individual needs.
* Qwsty’s virtual coach nudges mastery, which in turn, will lead to greater personal and professional success.
* When you need to speak to a live coach, you can through both weekly and monthly virtual sessions.

# Qwsty, because all learning is a Qwst!

# What are the Qwst Paths?

There are six primary Qwst paths, each corresponding to an organizational role. Each path contains the mission -critical skills to enable success.

1. Performer or Individual contributor (I and II)
2. Supervisor
3. Manager (I and II)
4. Sales Professional (I and II)
5. Sales Manager
6. Project Manager

All jobs exist within job *families* that allow for segmentation and comparison. Each job family exists within four competency leadership bands that outline critical and very important competencies for job success.

# What is the Performer Qwst?

This Qwst creates the foundation for performers to thrive in their current position. With 12 required classes and four elective classes, the typical Qwster will complete the Qwst path in 16 months.

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| Domain | Performer | 12 Core Classes | 4 Elective Workshops (Examples) |
| Interpersonal | 1. Communication | 1. Master the Science of  Great Communication | * Listen Actively to *Really Hear* * Present Like a Pro * Assert Your Needs * Keep Your Boss Informed * Conduct Win-Win Negotiations * Master Essential Business Writing * Give Constructive Feedback |
| * Contribute to  Team Success | 1. Be a Successful Team Member 2. Value Diversity and the Contributions of Others | * Master the Foundations of Great Project Management * Make Effective Team Decisions * Build Great Relationships at Work |
| Leadership |  |  | * Transition Successfully to Management |
|  |  | * Persuade and Influence Others |
| Business /Management | * Customer Focus | 1. Deliver Great Customer Service | * Sell Through Needs and Relationships * Master the Telephone |
| * Decision Making | 1. Make Great Decisions | * Solve Everyday Problems |
| * Planning and Organizing | 1. Set Goals to Manage  Conflicting Priorities 2. Master Your Time | * Plan for Enhanced Performance (planning) |
| * Continuous Improvement | 1. Support Process Redesign (Performer) | * Six Sigma Series |
| Personal | * Adaptability | 1. Thrive on Change | * Overcome Stress |
| * Work Standards | 1. Thrive at Work | * Ask Others for Help |
| * Initiating Action | 1. Motivate Yourself | * Think Outside of the Lines |
| * Continuous Learning | 1. Take Charge of Your Career |  |
| Technical | * Technical Knowledge | As needed | As needed |

# What is the Manager Qwst?

This Qwst creates the foundation for great people management and unit performance. With 15 required and four elective classes, the typical Qwster would complete the “Certified Manager” path in 18 months. Note: Courses completed as a performer may also be applied toward certification (e.g., Decision Making) as electives.

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| Domain | Manager/Leader | 15 Core Classes | 4 Elective Workshops (Examples) |
| Interpersonal | * Communication | 1. Provide Real-Time Communication and Data 2. Give Interim Performance Feedback | * Listen Actively to *Really Hear* * Present Like a Pro * Conduct Win-Win Negotiations * Master Essential Business Writing |
| * Building Trust | 1. Maximize Employee Engagement 2. Manage a Diverse Workplace | * Confront Others Effectively * Network Yourself * Build Great Relationships at Work * Build a Great Work Unit Team |
| Leadership | * Aligning Performance for Success | 1. Master the X-Factors of Human Performance 2. Establish Performance Expectations/Standards | * Conduct an Effective Performance Conference * Identify True Performance Barriers * Correct Negative Performance Behaviors * Manage a Great Sales Team |
| * Coaching and Developing Others | 1. Coach for Enhanced Performance 2. Support Performers in Their Career | * Develop Performer Job Competencies * Resolve Employee Conflict |
| * Leading Change | 1. Manage Workplace Change | * Develop Creativity and Innovation in Others |
| * Delegating Responsibility | 1. Provide Clear Work Direction | * Map and Document Work Systems |
| Business/ Management | * Customer Focus | 1. Achieve Results Through Leadership | * Deliver Great Customer Service |
| * Decision Making | 1. Make Effective Decisions | * Solve Everyday Problems |
| * Planning and Organizing | 1. Plan for Enhanced Performance (Planning) | * Set Goals to Manage Conflicting Priorities * Master Your Time |
| * Business Acumen | 1. Develop Unit Operational Plans and Budgets |  |
| Personal | * Driving for Results | 1. Motivate Through Clear Consequences | * Persuade and Influence Others |
| Technical | * Technical Knowledge | As needed | As needed |

***What do you want to learn today?***