



TEACHING RELATIONAL WISDOM® IN SECULAR AND GOVERNMENT SETTINGS FREQUENTLY ASKED QUESTIONS

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The following questions apply to all secular settings, such as for-profit businesses, as well as all government venues, including local, state and federal government offices, military bases, police and fire departments, state colleges and universities and public-school systems, to name a few.

How do you define “emotional intelligence?”

Daniel Goleman, author of the bestselling book, [Emotional Intelligence](#), defines emotional intelligence (aka, “EI” or “EQ”) as “the ability to identify, assess and control one's own emotions, the emotion of others and that of groups.”

How do you define “relational wisdom”?

Relational wisdom (aka, “RW”) is an enhanced form of emotional intelligence that may be defined as “the ability to discern emotions, interests and abilities in yourself and others, to interpret this information in the light of your personal values, and to use these insights to manage your responses and relationships constructively” ([more details here](#)).

What is the purpose or goal of RW360’s training in relational wisdom?

RW360’s training is designed to help individuals build healthy relationships and develop skills that reduce conflict, strengthen families, promote civil dialogue, enhance the ability to find common ground on divisive issues and improve organizational productivity and career advancement.

Why has RW360 developed both secular and faith-based training materials?

RW360 was initially established to serve the Christian community by developing training resources to equip Christians to build relationships and resolve conflict in ways that are consistent with their faith. These resources are now being used across the denominational spectrum in over sixty countries.

As we observed the increasing polarization of American society, the decline of civil dialogue, the breakdown of families, the increase of litigation and the growing prison population in our country, we realized that the core principles of relational wisdom could be of value to all people regardless of their worldview or faith. Therefore, we developed a parallel secular training program that we refer to as “values-based relational wisdom,” which contains no religious or sectarian language and is compatible with all worldviews and faiths (e.g., [Overview of PACE Program](#); [Exploring Relational Wisdom Study Guide](#)).

What are the core values taught in both versions of your training?

The core values promoted in both versions of our training include love, kindness, self-control, compassion, empathy, respect, justice and forgiveness, all of which are summarized in “the Golden Rule,” (“treat others the way you want others to treat you”), which is [universal to all major worldviews and faiths](#).

What is the difference between “values-based” and “faith-based” training?

RW360’s faith-based material is designed for people who identify as Christian and shows how they can live out principles that are central to their faith. Our values-based material covers the same core values and neurological content on emotional intelligence but contains no religious language and instead contains lessons designed to help people clarify their own personal value system by exploring [six major worldviews](#) and choosing which worldview they will follow as they practice emotional intelligence.

How do you define “worldview”?

A worldview is a way of looking at the world and understanding our place in it. It is our perspective on reality and seeks to answer three questions: (1) Where do we come from and why are we here? (2) What has gone wrong with the world? (3) What can we do to make it better? As Chuck Colson wrote, “Our choices are shaped by what we believe is real and true, right and wrong. Our choices are shaped by our worldview.”

Does values-based training promote Christianity over other worldviews and faiths?

No. RW360 treats all worldviews and faiths with equal respect and does not advocate one worldview or faith over others. Our values-based materials provide links to [six major worldviews](#): theism (Islam, Judaism and Christianity), pantheism, polytheism, naturalism, humanism and post-modernism. Our training encourages students to study this information for themselves, to do further web research on their own and to then *choose for themselves which worldview and value system they will embrace*. Rather than write our own summaries of these worldviews, RW360 points students to materials written by independent experts in describing various worldviews and faiths.

How Do You Avoid Confusing People with Two Different Training Paradigms?

To begin with, we have two entirely separate sets of training materials. The materials in our values-based training contain no religious or sectarian phrases. In addition, RW360 maintains two entirely separate websites so that the content for our values-based training is contained on an entirely secular website, [rw360values.org](#), and the content for our faith-based training is contained on its own separate website, [rw360.org](#).

Why do you refer to relational wisdom as “enhanced emotional intelligence”?

RW360’s training resources contain much of the same fundamental neurological and behavioral information that is contained in the most respected resources on emotional intelligence, including Dan Goleman’s best-selling book, [Emotional Intelligence](#), and

[TalentSmart](#), the world's leading corporate trainer. RW360's materials go beyond other programs in one important way, however. To magnify the positive impact of emotional intelligence and reduce its [potential for being misused](#), RW360 provides an enhanced form of training by encouraging individuals to integrate the skills of emotional intelligence with their own personal value systems, which can provide an altruistic moral compass and motivation for growth.

Does your training attempt to compel people to adopt any specific values?

No. Although we show non-religious video clips that demonstrate values Americans have traditionally embraced, such as love, kindness, self-control, compassion, empathy, respect, justice and forgiveness (values that are often summarized in the "Golden Rule," which is [common to all worldviews](#)), we do not tell students what values they should embrace. Instead, our training helps people clarify their own personal values by (1) independently examining [six common worldviews](#) and their related value systems, (2) identifying their own admirable role models and heroes and (3) embracing the values that they believe have brought them the most success, fulfillment and happiness in life (see [Exploring Relational Wisdom, Lessons 4 and 6](#)).

What types of videos do you include in your training?

Our online training course uses video clips from popular non-religious Hollywood films to illustrate key relational concepts (see [Pursuit of Happiness](#), [Cinderella Man](#), [Spanglish](#)).

We also use short videos produced by the CBS Program, *On the Road with Steve Hartman*, and similar organizations to illustrate the life-changing impact of exercising emotional intelligence altruistically: [Olivet Eagles](#), [Gainesville Tornados](#), [Kindness to Autistic Child](#), [Teen Helps Blind Man](#), [Teen Repays Father's Debt](#), [Teacher Adopts Ailing Student](#), [Single Dad Adopts 5 Siblings](#), [School Surprises Bus Driver](#), [Social Worker Adopts Troubled Boy](#), [Second Chance Through Forgiveness](#), [Cab Driver Donates Kidney](#) (180+ more here!).

What are the proven benefits of this type of training?

Numerous studies show that improved emotional intelligence can strengthen relationships, improve family stability and enhance job performance and career advancement. EI has also been proven to improve the resilience of healthcare professionals, public servants, police officers, first responders and military personnel and their families.

- [Relational Wisdom Strengthens Both Families and Businesses](#)
- [Emotional Intelligence in the Workplace - Supporting Articles](#)
- [Emotional Intelligence for Teachers - Supporting Articles](#)
- [Emotional Intelligence for Public Servants - Supporting Articles](#)
- [Emotional Intelligence for Attorneys - Supporting Articles](#)
- [Emotional Intelligence for Nurses - Supporting Articles](#)
- [Emotional Intelligence for Law Enforcement - Supporting Articles](#)
- [Emotional Intelligence for the Military - Supporting Articles](#)

Can relational wisdom training provide any financial savings?

Yes. Emotional intelligence training has been proven to provide substantial financial benefits. As one major study concluded, “When companies invest in the physical and relational wellness of their workers, returns on investment can range between \$1.50 and \$6.85 for every dollar spent on these types of programs.” [Marriage and Family Wellness: Corporate America’s Business?](#) The proven financial benefits of emotional intelligence are so significant that corporations and government agencies around the world are expected to spend over **eight billion dollars** on EI training in 2026.

TalentSmartEQ, the leading corporate trainer in emotional intelligence, has found that “people with high EQ’s make more money – an average of \$29,000 more per year than people with low EQs. The link between EQ and earnings is so direct that every point increase in EQ adds \$1,300 to an annual salary.” ([Emotional Intelligence 2.0](#), pages 19-22).

Another study showed that when teens learn relational skills that divert them from a path of violence and crime, the state saves \$214,620 per person per year from what it would have otherwise paid for confinement in prison (see [The Cost of Youth Incarceration](#)).

Can teenagers and college students experience similar benefits?

Yes. Multiple studies show that emotional intelligence training can prepare teens and college students for the challenges of life, improve their academic performance and reduce relational problems, violence and suicidal ideation.

- [Emotional Intelligence for Teens – Supporting Articles](#)
- [Emotional Intelligence for College and Beyond – Supporting Articles](#)

Realizing that emotional intelligence makes employees more productive and businesses more profitable, [many corporations now emphasize EI in their recruiting processes](#). As a result, high school and college students who earn a “*Certificate in Enhanced Emotional Intelligence*” for their resumes will be more attractive to colleges and employers and have an advantage when competing for scholarships and dream jobs.

Are there other ways RW360’s training helps teenagers?

Yes! As they move from adolescence to adulthood, teens face what is often referred to as a “[coming-of-age](#)” challenge where they must choose the values that guide their lives. This experience is illustrated in countless “coming of age” stories, including *Oliver Twist*, *Tom Sawyer*, *Little Women*, *Red Badge of Courage*, *A Tree Grows in Brooklyn*, *Old Yeller*, *To Kill a Mockingbird*, *Where the Red Fern Grows*, *Anne of Green Gables*, *Karate Kid* and *Harry Potter*.



Because of its unique emphasis on helping people figure out their personal value systems in an independent, deliberate and systematic way, relational wisdom training can greatly assist teens as they navigate their own personal coming-of-age experience.

There is another reason why this training is especially helpful for teens.

Various parts of the human brain mature at different times. The limbic system, where emotions and spontaneous actions are triggered, matures between ages 10 and 13. The mesolimbic system, also known as the reward center of the brain, undergoes extensive change during adolescence, which results in higher dopamine levels. The prefrontal cortex, which is responsible for decision-making, self-control and relating choices to consequences, is not fully developed until the mid to late 20s (more details [here](#)).

As a result of this uneven brain development, teens often struggle with intense emotions and impulse control, which makes them susceptible to thrill-seeking behaviors, and, in some cases, to violent outbursts, substance misuse and sexual misconduct.

Relational wisdom training is specifically designed to help students anticipate the consequences of their choices and develop better impulse control, which can spare teens from many harmful decisions they might otherwise make during adolescence.

How does emotional intelligence help to reduce conflict?

[Multiple studies](#) show that your ability to resolve conflict is strongly influenced by your emotional intelligence. Most conflicts are triggered or inflamed by emotions. Even when people sincerely believe they are acting in logical and reasonable ways, they are usually driven by emotions far more than they realize. Thus, emotions often act as an “invisible puppeteer” during conflict, causing us to say and do things we would not do if we were acting in a completely rational manner.

As people grow in emotional intelligence, they are better able to identify and manage their own emotions, which will prevent them from saying and doing things that would aggravate a conflict. Improved EI also enables us to read other people’s emotions and engage them in ways that promote understanding and reasonable problem-solving (see [Emotional Intelligence and Conflict Resolution](#)).

Are there formal assessments that measure the effectiveness of RW360’s training?

Not yet. RW360 is developing an assessment like other emotional intelligence assessments that will enable students to evaluate their relational wisdom skills and track their improvements. In the meantime, the value and quality of our training is attested to by how steadily it is expanding into many segments of our society. Our values-based training has been approved for professional continuing education for lawyers, nurses and public-school teachers in multiple states. It has been used and commended by members of the U.S. Congress and by leaders in diverse business fields (see [Representative Endorsements](#)). After years of pilot testing and evaluations, it has been

approved for the U.S. Army's *Building Strong and Resilient Teams Program* and the U.S. Air Force's *Strong Bonds Program* (see [EI in the Military](#)).

Who wrote RW360's training resources?

Ken Sande has led the development of RW360's training resources. Ken is an engineer, lawyer, mediator and globally recognized author and trainer on conflict resolution and emotional intelligence. He has 40+ years of experience in these fields, and his books have sold over 700,000 copies in 20 languages. Ken has served on the Alternative Dispute Resolution Committee of the Montana Bar Association and has been certified as a Professional Engineer, a Certified Emotional Intelligence Instructor with [TalentSmartEQ](#) and as a Certified RW Instructor, Coach and Conciliator with RW360.

Is it legal for secular businesses to offer RW360's training to their employees?

Yes. Since RW360's values-based resources treat all worldviews and faiths with equal respect and do not advocate one worldview or faith over others, these resources fully comply with the [Guidelines on Religious Discrimination of U.S. Equal Employment Opportunity Commission \(EEOC\)](#). Employers who offer RW360's online training to employees as professional development training typically allow employees the freedom to choose for themselves whether to use RW360's values-based or faith-based training.

In what secular venues have RW360's resources been taught?

RW360 instructors have taught relational wisdom to the Montana State Legislature, to U.S. Congressmen and their staffs, at the Pentagon and on military bases, to law firms, law schools and Bar associations, to faculty and students at Montana State University, the University of Montana and Florida State University, to city councils and police departments, in jails and prisons, and to a wide array of businesses around the U.S. (see [Representative Endorsements](#)). Our resources are used nationwide for continuing education credit for lawyers, teachers, nurses and other professionals.

Is RW360's training available to employees' families?

Yes. The skills taught through our training may be practiced at home as well as in the workplace, and the benefits of this training are greatly magnified when entire families study this material together (see [Relational Wisdom Strengthens Both Families and Businesses](#)). Therefore, when employers purchase training for their employees, their online access codes may also be used by the employees' spouses, significant others and older children. Happy home lives contribute to productive work lives and vice versa.

How has RW360's training been used in schools?

RW360's training has been used by teachers and students in private schools and home-schools for over a decade. The Montana Office of Public Instruction (OPI) approved RW360's training for continuing education credit for public school teachers in 2019 to equip them to address these types of [challenging relational scenarios](#).

In February 2025, the Superintendent of Billings Public Schools (BPS) learned of RW360's training and reached out to us to arrange several pilot test seminars to assess the potential benefit of making our training available throughout this district.

An initial assessment by BPS leaders found that our training aligns with the district's [Future Ready Program](#), which is designed to strengthen six student attributes (critical thinking, academic readiness, social/emotional well-being, character development and engaged productive citizens) and open doors for students to [explore future careers](#). Further pilot testing is now underway to explore ways that our values-based training can be offered more widely to both teachers and students.

Is it legal for government agencies, including public schools, to offer RW360's training to their employees or students?

Yes. Since RW360's values-based resources treat all worldviews and faiths with equal respect and do not advocate one worldview or faith over others, these resources fully comply with federal and state laws, including the U.S. Supreme Court's recent major rulings in [Kennedy v. Bremerton](#) (2022) and [Mahmoud v. Taylor](#) (2025), which provide the latest guidance on how to balance the U.S. Constitution's Free Exercise, Establishment and Free Speech clauses.

The bottom line of these and similar decisions is that government bodies may not coerce individuals to embrace or practice a particular religion, nor may they coerce individuals to conceal, abandon or refrain from practicing their own personal religious beliefs or values in appropriate ways. In other words, people should have the freedom to choose for themselves what worldview, faith and values they and their children will live by. RW360's training is specifically designed to provide this kind of freedom of choice.

Have people objected to the use of RW360 training in public schools?

A few people have argued that since our organization offers training to Christians, we are automatically disqualified from serving public schools. RW360 believes that such a claim is clearly discriminatory. Just because we serve the Christian community through an entirely separate website and an entirely separate set of resources, there is no legal basis whatsoever to disqualify us from serving secular, government-supported venues using entirely separate, non-religious materials. No court would support a government body telling vendors, "In order to serve our agency, you must stop serving Christian bodies." Our separate training programs fully comply with laws on the separation of church and state, as evidenced by the fact that we have been providing values-based training to U.S. Congressional staff and military personnel for years, in full compliance with all federal laws and court decisions and without a single complaint in those venues.

The educational value and religious neutrality of our values-based training is further demonstrated by [statements from six professionals who have completed this training and support its use in public schools](#).

What is the cost of relational wisdom training?

Introductory seminars are offered without charge, and attendees are given free scholarships to our [online course in relational wisdom](#) (normally \$49 per person) so they can fully evaluate this training. Employers may obtain group discount codes to make this professional development training available to their entire workforce and their families ([click here for details](#)). If the costs to train public school employees, students and families exceed a district's available funding, RW360 will work with the district to cover the shortfall through increased scholarships or donations raised within the community.

What are some ways this training could be offered within a public school system?

As mentioned above, RW360 is currently collaborating with the Billings Public School system to explore the potential benefits of our training. The next phase of this process is likely to involve offering our [online course in relational wisdom](#) widely for professional development and continuing education training to more administrators, teachers and counselors so they can assist the district in further assessing these resources.

If teacher assessments further validate our training, we could then begin to brainstorm ways that the training might be made available to students in the school system. One possibility would be to work together to adapt our values-based resources for use with middle school and high school students who wish to improve their relational skills.

Another possible avenue of use could involve identifying students who show an aptitude for relational wisdom and peacemaking and then training them as "peer mediators" who help other students resolve conflict. These types of programs have [proven to be of great value in public schools](#).

Schools could see further benefits by inviting retired teachers, counselors, nurses, chaplains and police officers to be trained as volunteer "[student life coaches](#)" to help students deepen their emotional intelligence, overcome relational challenges and carry these skills into their college and work lives.

To improve the relational modeling that goes on in students' homes, schools could also offer annual assemblies to introduce students' parents to these concepts and give them the opportunity to pursue online training so they can set an example for practicing relational wisdom in their homes and experience the [benefits of applying these skills in their marriages and work lives](#). RW360 will provide school districts with special scholarship codes they can offer to parents to allow them to access this training for a nominal fee.

RW360 would be honored to explore any of these avenues to bring the benefits of our training to as many teachers, students and families as possible in our community.

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