Service portfolio

Renovatio Vitalis · coaching and psychology from the Catholic faith

SAN JOSÉ, COSTA RICA · JULY 2025 · ECCEKENOO'S PSYCHOLOGY AREA

Who we are

From Eccekenoo and its psychology area, Renovatio Vitalis, we commit ourselves to improving mental health and making a real difference in the lives of many people and companies.

Our mission is to foster the mental well-being of individuals and organizations through coaching, psychotherapy and training. In every one of these processes we promote emotional, moral and spiritual intelligence from a Catholic perspective.

Our vision is to bring our programs of healing, development and integral growth to people and organizations in Costa Rica, in Latin America and in other parts of the world open to our proposals. Our services rest on the Catholic faith and on psychology as a science, which lets us offer a unique and transforming approach.

Our moral principles

- Respect for every person who deals with us.
- Hope that positive change is possible.
- Nobility in how we treat everyone.
- Optimism to see further and work hard.
- Courage to overcome difficulties and encourage others.
- Love of God and neighbor.
- Temperance in our deeds and words.
- The EME intelligences: emotional, moral and spiritual.
- Obedience to God, to live in his divine will.

What we do

Primary prevention: our aim is to keep mental illness from appearing. We firmly believe that people who cultivate emotional, moral and spiritual intelligence have stronger inner resources to improve their resilience, resolve conflict effectively, develop healthy self-esteem, think creatively and communicate assertively, among other skills. For that reason we promote training and coaching focused on developing those three intelligences from a Catholic perspective.

Secondary prevention: we offer coaching and psychology to those who ask directly for our services. Psychotherapy addresses conditions such as depressive disorders, anxiety disorders, personality disorders and pathological grief. Life coaching addresses purpose in life, reaching goals, overcoming limiting beliefs, improving self-esteem and developing transversal skills, among other needs.

The foundations of our work

The Catholic faith, moral theology and psychology as a science are the basis of the coaching, psychology and training we offer.

The health of the soul bears directly on a person's mental health. As the Fathers of the Church taught, souls fall ill when they stray from their main purpose in life, which is to know, love and serve God. Sin has damaged the human being in many ways; the good news is that Jesus came to save and heal us by his life, passion and resurrection. To follow him in imitation of Mary Most Holy is to recover health in an integral way, which means establishing in one's life a sense of love, order, purpose, coherence and balance in the divine will.

The role of psychology and coaching is to be a bridge between reason and faith: a channel that eases people's way back to integral health, which embraces the mental, physical, social and spiritual dimensions. We recognize that it is Jesus who carries out the healing and restores primary spiritual health, which is why the sacramental life has a fundamental place in treatment and training plans.

A person needs full mental health for reason to be effective and grounded in the truth; otherwise, perception of reality is steeped in cognitive distortions, and even pathological conditions, that cloud reasoning and cause clinically significant distress that unbalances emotions and disrupts life.

According to the Fathers of the Church, the gifts of the Holy Spirit do not act automatically: they must take flesh in each baptised person, who has to assimilate them through an active daily spiritual life. That requires overcoming conditions that have disturbed people mentally and emotionally and lead them to focus only on the temporal reality of this world, losing sight of the eternal spiritual reality. With God's grace, our services seek to help people live a process of healing, development and personal growth that restores a sense of transcendence over their own lives and lets them live in peace and fullness.

Our work takes seriously the contribution of Saint John Paul II's encyclical Fides et Ratio, which affirms reason's capacity to reach the truth and denounces the deviations into which various systems of thought have fallen by centring on themselves and setting aside the transcendent and spiritual reality that is the truth of Jesus Christ and, therefore, of the Most Holy Trinity. Our services keep in view the dynamic relationship between faith and reason, seeking a deep perception that helps us understand each person's reality and give the most effective personalised treatment possible.

In this project Mary Most Holy has a fundamental place: she is full of grace, possesses every virtue in perfection, and is the gentle way by which we can follow the divine Master, learn to listen to him and do what he tells us. Our services therefore promote Catholic moral intelligence, joined to emotional intelligence; together they ease the development of spiritual intelligence, which is faith and reason lived in the divine will.

How we can help: coaching or psychology processes

- Phase one, assessment: an in-depth interview applying psychometric instruments for personality, mental health and skills, and others suited to the needs detected in the first conversation; concrete, measurable therapeutic goals are set (SMART method). The results are then given back orally and explored in a further interview; with that information an analysis of the client's psychological, moral and spiritual situation is drawn up.
- Phase two, the treatment plan: its first aim is to address the distress or disturbance that unsettles emotional balance, sound reasoning or daily-life skills. Among the approaches: cognitive-behavioral therapy, systemic family therapy, acceptance and commitment therapy and dialectical behavior therapy.

- Phase three, applying the treatment plan or coaching process: an estimated minimum of ten sessions, varying with the case. Once emotionally and mentally stable, the person moves on to the next phase.
- Phase four, development: through coaching or psychoeducation, work on new skills and knowledge, including Catholic moral intelligence, studying the virtues as patterns of conduct and their benefits in daily life; an estimated average of ten sessions.
- Phase five, growth: through Catholic moral intelligence, moving towards Catholic spiritual intelligence: a loving approach to the person of Jesus Christ in the company of his Most Holy Mother, so as to know, love and serve him. The method is adapted to each person and keeps the greatest fidelity to the deposit of the Catholic faith, the Gospel and the magisterium of the Church.

Training processes in companies and social organizations

Training is a key process for developing the skills and competences of a company's people. A systemic approach seeks a deep analysis of the organization's needs and conflicts, leading to a training plan adapted to its specific requirements.

- Stage one, gathering information: documents (reports, workplace-climate surveys, statistics and manuals), interviews with staff and managers, and observation of the working environment and current processes, to draw up a SWOT analysis that clarifies the company's situation and needs.
- Stage two, the SWOT: strengths (internal capacities and resources), opportunities (external factors to be used), weaknesses (areas for improvement and internal limits) and threats (external risks).
- Stage three, the training or intervention plan: from the SWOT, a personalised plan built on the three elements Renovatio Vitalis promotes: emotional intelligence (understanding and managing one's own and others' emotions), moral intelligence (ethics and responsibility in decisions; moral principles as patterns of conduct that benefit the organization) and spiritual intelligence (a sense of purpose, transcendence and resilience through a close connection with God, from a Catholic perspective). Where a more individual accompaniment is needed, the term intervention applies, which may include coaching or psychological support.
- Stage four, delivery: timing (without disrupting operations) and form (workshops, courses, group dynamics) are agreed with management and team leaders, so that every member of staff benefits without loss of productivity.
- Stage five, follow-up: written reports on each participant's process and focus groups to discuss experiences and assess the relevance of the training.

The value of the proposal lies in its depth and its integral approach. Treating each person individually ensures a wealth of quality resources that improve the professional and personal lives of participants; this raises performance at work and contributes to general well-being, creating a healthier and more productive organization.

In conclusion: integral training that combines the emotional, moral and spiritual intelligences is a powerful tool for developing talent and cohesion in companies and social organizations. With a systematic process that ensures a deep understanding of needs, a training plan can be designed and delivered that truly makes a difference in people's lives and, in turn, in the organization's effectiveness.

The root of many conflicts

As the Fathers of the Church teach, souls fall ill when they stray from their main purpose in life, which is to know, love and serve God. Through original sin the human being lost the perfection of an intelligence made to know God, a will made to want what it knows, and a desire and love made to unite with him; the human being has forgotten its true nature, the intelligence scatters over a thousand things except God, and will, desire and love throw themselves on things and people that lead away from God. Vices take hold and bring suffering, damage integral health, limit capacities and lead to mistakes and harm to others.

Companies and organizations live the consequences of this every day: vices such as sloth and pride damage processes, breed errors, cause losses, delay deliveries and sour the working climate, among other effects.

Training plan on the EME intelligences

Its aim is to give theoretical and practical knowledge of the emotional, moral and spiritual intelligences, so as to promote new skills and behaviors that foster participants' mental and spiritual health.

The emotional-intelligence module gives concrete tools that contribute to mental health and to awareness of what needs improving or correcting; it also eases the practice of moral principles and, with it, the development of moral intelligence. The moral-intelligence module helps form an upright and coherent character, which in turn sustains the path of conversion and the development of spiritual intelligence; it gives the knowledge to recognize and understand the spiritual illnesses that harm personal, family and working life, and provides the means to change thinking, emotions and behavior through the virtues. The spiritual-intelligence module seeks to bring participants to the transforming encounter with the divine Physician, Jesus Christ, so as to live in the state of grace, that is, to recover the inner health that renews the human faculties; it applies the teaching of moral theology, the part of theology that deals with human acts in view of the supernatural end.

The outline that follows is a general base: an assessment and a SWOT are carried out beforehand to determine the organization's concrete needs. Each topic includes a practical guide, a tool for absorbing the knowledge, practicing it and achieving results, and the basis of each participant's individual coaching.

A. Emotional-intelligence module

- Emotional intelligence and self-knowledge (two talks).
- Emotional intelligence and emotional wounds.
- Emotional intelligence, stress management and resilience.
- Emotional intelligence, self-mastery and anger management.
- Emotional intelligence and assertive communication.
- Emotional intelligence and leadership.
- A powerful combination: emotional and moral intelligence.
- Learning activities: emotional self-assessment workshops, practical exercises in managing emotions and group dynamics to foster empathy.
- Expected results: better mental health among participants and greater awareness of how emotions shape the workplace.

B. Moral-intelligence module

- The power of moral intelligence (with emphasis on the four cardinal virtues: prudence, justice, fortitude and temperance).

- Theoretical and practical foundations of moral intelligence.
- Moral intelligence in the face of the vices.
- Moral intelligence and willpower.
- Moral intelligence and the development of the virtues.
- Moral intelligence and leadership.
- Moral intelligence and conflict resolution.
- Learning activities: guided reflection on moral dilemmas, group discussion of practical cases and exercises on the virtues in the workplace.
- Expected results: a stronger character and ethical sense, and professional performance grounded in sound moral principles.

C. Spiritual-intelligence module

- Mental health and spiritual intelligence.
- The combined practical power of the emotional, moral and spiritual intelligences.
- How to activate the spiritual life: prayer and the sacraments.
- Spiritual intelligence and deep emotional healing.
- The psychology of the Cross from Saint Teresa Benedicta of the Cross (Edith Stein).
- Marian spirituality from Saint Louis-Marie Grignion de Montfort.
- The Holy Spirit and the development of his gifts.
- Learning activities: introspection and meditation exercises, visualization or contemplative prayer, testimonies of faith and group discussion of today's challenges to living the faith.
- Expected results: a loving and transforming encounter with God that fosters inner health, and the integration of the spiritual life into every area of personal and professional life.

Method

Each training session lasts about three hours and fifteen minutes, with a fifteen-minute break. It combines lectures with practical exercises and group conversation, online or in person. Groups of no more than 25 to 35 people are recommended in person, and up to 80 online.

Each group receives one session a month, so that it has time to work through the learning guide and practice what it has learned. The week after the talk is the time for questions on the topic or the guide; in the third and fourth weeks each participant receives an hour of coaching to guide and advise concrete changes and improvements.

Description of the sessions: emotional-intelligence module

A.1. Emotional intelligence and self-knowledge

Self-esteem is the value a person gives themselves; it shapes how they see themselves, how secure they feel and how far they control their reactions and emotions. It is one of the pillars of emotional intelligence and of resilience, the capacity to face suffering, adapt healthily to adversity and even grow through hard circumstances. With low or unhealthy self-esteem a person does not believe themselves able to face life's problems and takes the role of victim; the consequences can be serious and limiting: lost job opportunities, broken relationships, greater suffering in a crisis. Adequate self-knowledge, healthy self-esteem, emotional intelligence and resilience can be learned and developed.

- Topics: the four dimensions of the human person for self-knowledge; the four temperaments; Erikson's eight stages of human development; the family's influence on personality; the six pillars of self-esteem; emotional intelligence and self-knowledge; resilience and self-esteem.
- Benefits: the basics of self-knowledge, self-esteem, resilience and emotional intelligence; a practical guide to know oneself and rethink attitudes (the second part of the talk works through the guide); digital books and documents; a digital certificate of participation.

A.2. Emotional intelligence and emotional wounds

Emotional pain comes at any moment and to anyone, whatever their age or condition: bereavement, dismissal, bullying at school or work, abuse, depression, thoughts of suicide, rejection, serious illness or one's own toxic thoughts. Intense pain can lead to self-harm, suicidal ideation, irritability and conflict. Each situation needs its own treatment plan, but all share one thing: emotional pain. The talk offers concrete tools to begin managing it, together with the recommendation to be accompanied by a professional.

- Topics: our reaction to suffering; the meaning we give to events (the role of beliefs); the influence of negative thoughts; mental rigidity as a source of pain (the role of attachment); relaxation techniques; the tapping technique; mental flexibility; cognitive-behavioral techniques; what the emotional, moral and spiritual intelligences bring to managing suffering.
- Benefits: knowledge of several techniques to manage emotional pain and foster healthier behavior; a guide of exercises; digital materials; a digital certificate of participation.

A.3. Emotional intelligence, stress management and resilience

Too many tasks, demands, unsolved problems, frustrated goals and painful situations raise the mountain of stress, which turns into distress, its negative form. In the midst of it all, emotions rise and fall, sometimes under control and sometimes not. We need inner tools to face daily stress in a positive way, and one of them is emotional intelligence.

- Topics: how you are living with stress, its causes and consequences; what happens in the body under stress and the link between illness and stress; what emotional intelligence offers; how to apply it to control stress and develop resilience; a personal action plan.
- Benefits: the basics of emotional intelligence applied to stress; a practical guide for daily life; digital books and documents; a digital training certificate.

A.4. Emotional intelligence, self-mastery and anger management

Outbursts of anger have serious physical, mental and spiritual consequences and damage relationships. It is worth pausing to think about the consequences each of us has lived and asking whether we want to go on like this. Simple, concrete self-control strategies can be learned; the talk draws on rational emotive therapy.

- Topics: the factors that turn a situation into a cause of anger (stress, irrational beliefs, unhealed wounds, selfishness, injustice); an online test to assess anger management; the anger curve; strategies to manage anger and rage; emotional intelligence for anger management; what moral and spiritual intelligence bring to self-control.
- Benefits: cognitive-behavioral strategies to change thinking, emotions and behavior around anger; watchfulness over triggers in order to act in time; tools to build sound, functional thoughts; learning materials; a digital certificate of participation.

A.5. Emotional intelligence and assertive communication

Communication is the basis of our relationships, and its kind largely decides the quality of our interactions and their results. The emotional factor shapes non-verbal language, which carries most of the message; managing emotions intelligently while we communicate lets us be more assertive and empathetic.

- Topics: communication styles (passive, aggressive, passive-aggressive, assertive); the features and benefits of assertive communication; preparing the inner ground; emotional intelligence in communication; mental paradigms; tools and techniques; obstacles; personal commitments to change.
- Benefits: managing one's own communication style and its consequences; developing emotional intelligence and assertive communication; transforming the paradigms that harm communication; applying strategies and techniques; drawing up a personal action plan; learning materials; a digital certificate of participation.

A.6. Emotional intelligence and leadership

A leader makes sure the organization's objectives are met and, as part of that, strategically develops the capacities of their people. That calls for influence, assertive communication, empathetic listening, management skills, team building and conflict resolution; the leader's emotions take part in each of these, so their emotional intelligence is fundamental.

- Topics: do you consider yourself a leader?; know your leadership style (test); the leader's self-esteem and emotions; leadership styles; emotional intelligence in leadership; vision; strategies to develop leadership; integrity in leadership.
- Benefits: managing and strengthening one's own leadership style; applying emotional intelligence to leadership; a wider view of oneself and one's team; cultivating integrity; digital materials; a digital certificate of participation.

A.7. A powerful combination: emotional and moral intelligence

Most of the time we move under the sway of our emotions: the decisions we take, what we do or buy, whom we spend time with, the conflicts and suffering we live. They are a powerful force worth understanding, developing, discerning and managing. Seen in isolation, emotional intelligence does not show its full potential; integrated with moral intelligence it reaches deeper and wider levels of human development.

- Topics: emotions managed with moral intelligence; anger channelled by justice and temperance; fear transformed by prudence and fortitude; sadness overcome by fortitude and generosity; boredom or apathy overcome by justice, generosity and diligence; emotions and passions present in conflict; emotions and virtues for resolving conflict.
- Benefits: deeper self-knowledge and a clearer view of how far moral intelligence has been applied to one's emotions; strategies to manage them in keeping with moral intelligence; the practical benefits of moral principles; emotional intelligence; a wider capacity to analyze the dynamics of conflict and how to resolve it.

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> *A recreation of the original portfolio (31 pages, July 2025) in Eccekenoo's format. The professional author of the document is named in the original; her name is published only with her consent.*