



**flowprofiler®**

**eqflow®**

Management Report for Sample Name

Sample Company | 8th April 2019

## The spirit of flowprofiler®

We believe everyone deserves a chance to develop personal excellence in the workplace. This is why we developed the flowprofiler family of assessments, coaching and training workshops.

This report provides you with a summary of your emotional intelligence and social intelligence at work. The report shows your highest and lowest scoring dimensions both day-to-day and when under pressure.

As the questionnaire is a self-report measure, the results reflect the individual's self-perception of their behaviours in comparison to the 5 dimensions, both when things are going well at work and when they are under pressure.

Through awareness, training/coaching and a positive support network these abilities can be developed.

Everyone can achieve personal excellence in the workplace.

Designed for use by:



Coaches



Managers



Mentors



Trainers



Practitioners

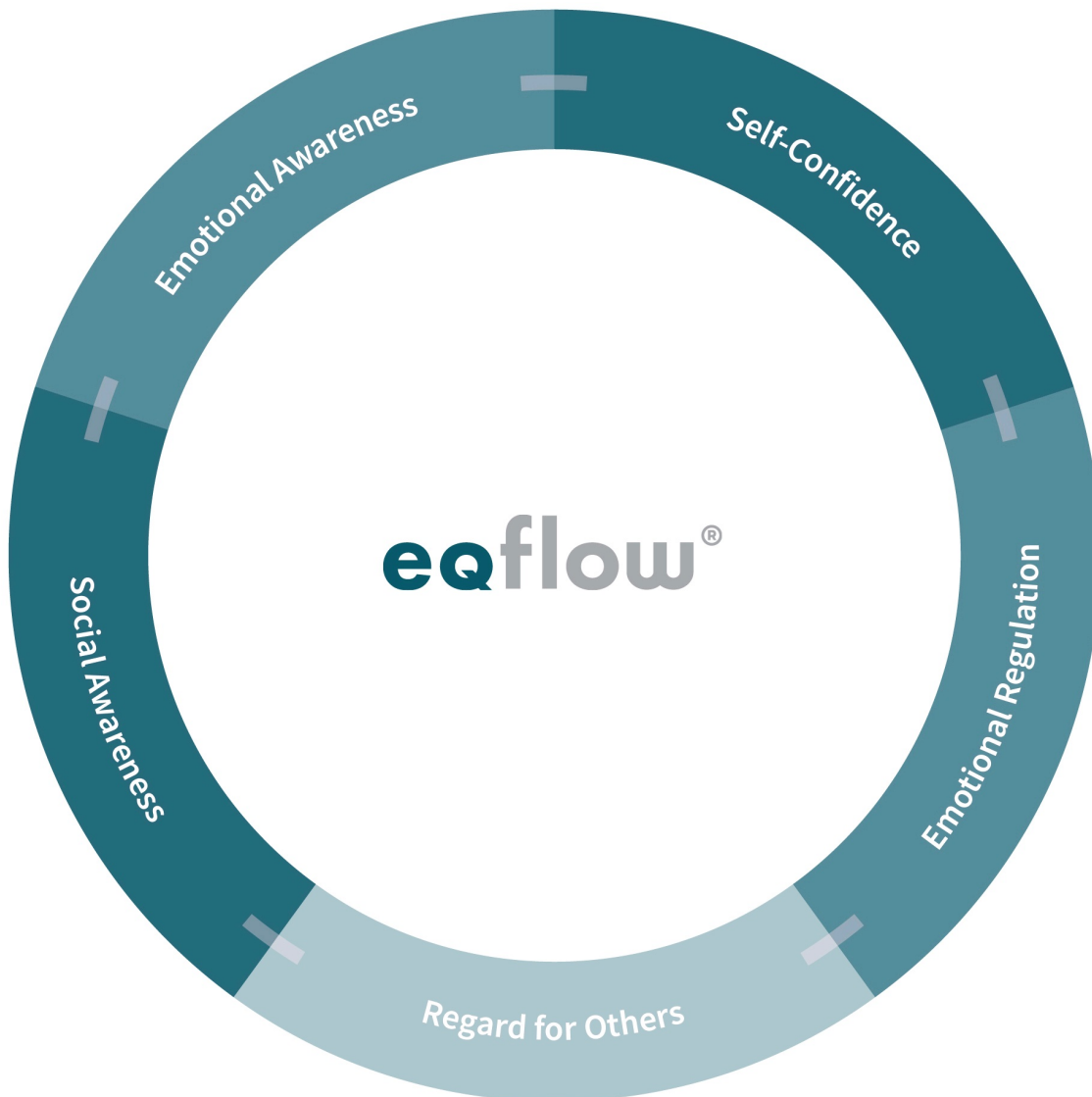
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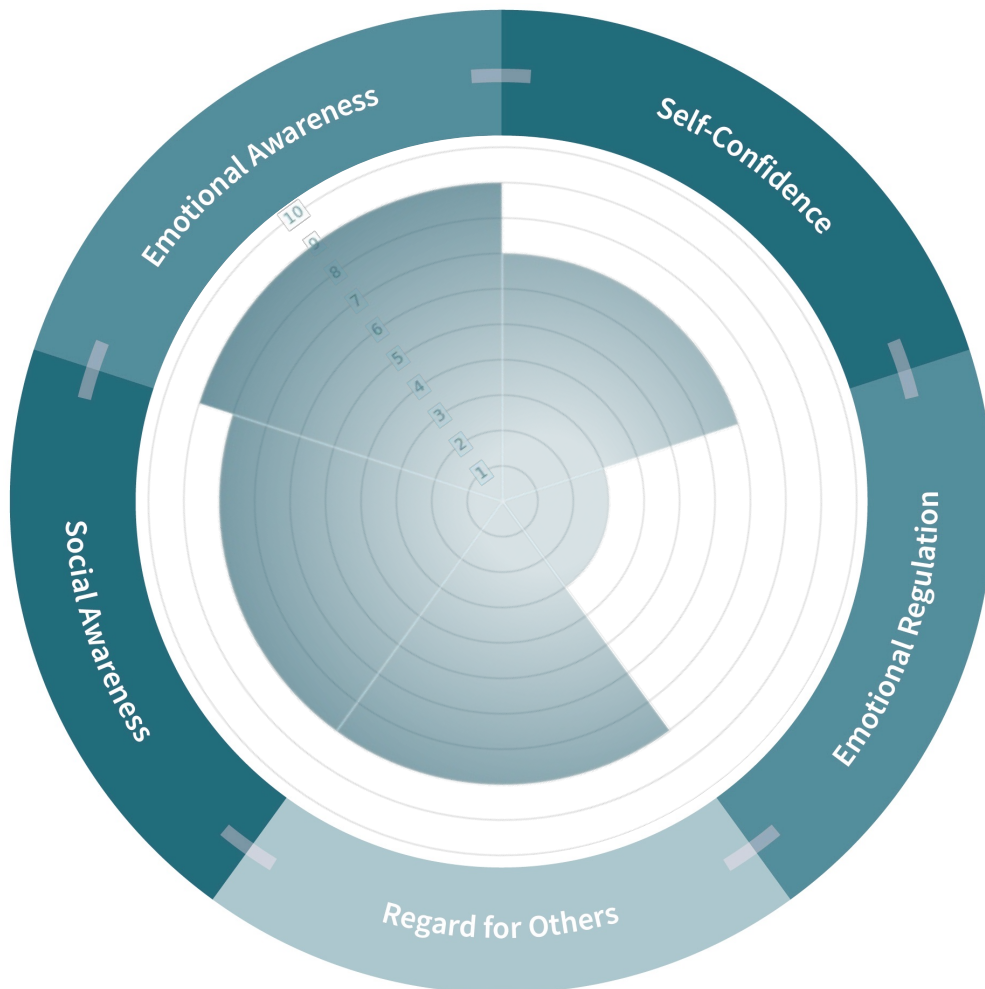
- The use of this report is limited to those people who have received specialist briefing in its use and interpretation.
- Information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.
- The information contained within this report is likely to remain valid for 12 to 18 months, depending upon circumstances.

# About **eqflow**<sup>®</sup>

- ✓ Measures emotional and social intelligence across 5 dimensions.
- ✓ Measures how you use these traits day-to-day and when under pressure.
- ✓ The dimensions are mostly state based. They can change over time.
- ✓ These dimensions are abilities and can be developed (with some exceptions).



## day-to-day eqflow<sup>®</sup> dimensions



- These results are based on the individual's responses to the eqflow<sup>®</sup> questionnaire.
- Each of the dimensions is graphically represented on a 1 to 10 scale.
- The results are rated, compared and ranked against a group of global managers and professionals.
- Scores of 1 and 10 are extreme scores achieved by only 1% of the comparison group, while scores of 5 and 6 are typical of the comparison group.

Their top scoring dimension: Emotional Awareness

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## Potential Assets:

Reflective and intuitive, they are in touch with their emotions. They understand how they are feeling and how this can impact their performance; maintaining a moment-by-moment consciousness of their thoughts, feelings, body language and surrounding physical environment. They are able to discern between different feelings and label them appropriately. They use this emotional information to guide their thinking and actions. They seek opportunities to develop and learn more about themselves, positively acting upon any constructive feedback received.

## Typically they:

Connect with and understand their emotions

Are mindful of themselves and how they may react

Are approachable in their body language and conversation

Are reflective and intuitive

## Development Considerations:

Highly in touch with their emotions, feelings and thoughts, they understand how different situations make them feel and the impact that they can have on their ability to succeed. They have a deep awareness of those around them and therefore they can spend time considering how their actions affect them. This innate curiosity to reflect on the past may result in them over dissecting their reactions to situations and ruminating over what they have said to others. They can therefore unconsciously attribute a situation or another person's behaviour to themselves, rather than thinking about other underlying causes or drivers. To manage: They would benefit from reconciling their thoughts to be more practical and pragmatic about situations.

### Probe question:

You like to understand how your actions impact others. Can you describe a time when you attributed a colleague's response to yourself, without considering other factors?

Their lowest scoring dimension: Emotional Regulation

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## Development Considerations:

Believing that people should show their true feelings and emotions in all situations, they display honesty in the actions that they take and often impulsively act on the emotions that they are feeling. As a result of this, their actions are likely to change dependent on the situation, which could come across as inconsistent to others. As they are unlikely to spend time connecting with their emotions they may struggle to manage them in stressful situations, which may have a negative impact on their performance. To develop: They would benefit from taking time to notice the changes in their mood, emotions and bodily sensations during stressful periods, which may help them regulate them more effectively.

## Typically they:

Find it difficult to control their emotions

Take a critical approach and see the down side of everything

Struggle to control and regulate their behaviour

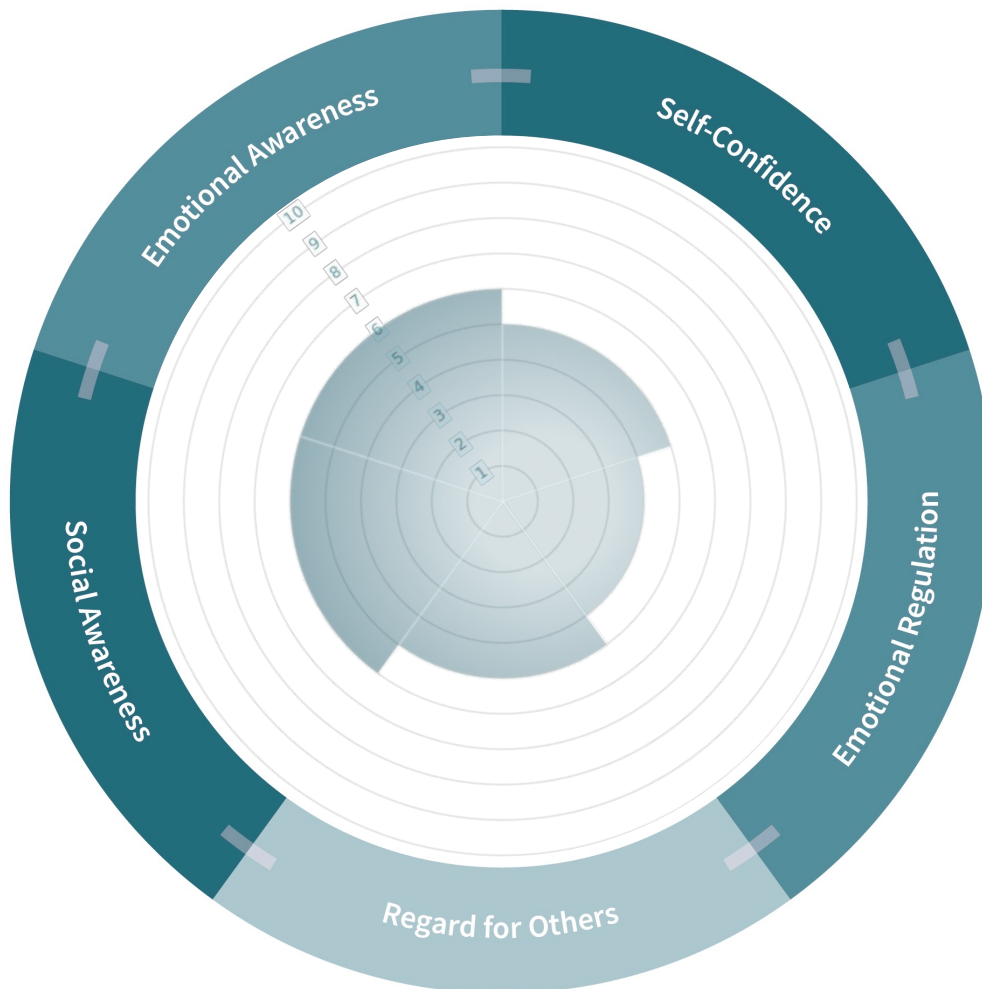
Respond immediately without thinking

## Probe question:

You consider how you feel when making decisions. Describe a time when have you made a decision which was driven by an emotional reaction?



## under pressure eqflow<sup>®</sup> dimensions



- These results are based on the individual's responses to the eqflow<sup>®</sup> questionnaire.
- Each of the dimensions is graphically represented on a 1 to 10 scale.
- The results are rated, compared and ranked against a group of global managers and professionals.
- Scores of 1 and 10 are extreme scores achieved by only 1% of the comparison group, while scores of 5 and 6 are typical of the comparison group.



Their top scoring dimension: Emotional Awareness

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## Potential Assets:

Reflective and intuitive, they are in touch with their emotions. They understand how they are feeling and how this can impact their performance; maintaining a moment-by-moment consciousness of their thoughts, feelings, body language and surrounding physical environment. They are able to discern between different feelings and label them appropriately. They use this emotional information to guide their thinking and actions. They seek opportunities to develop and learn more about themselves, positively acting upon any constructive feedback received.

## Typically they:

Can connect with and understand their emotions

Are mindful of themselves and how they may react

Are approachable in their body language and conversation

Are reflective and intuitive

## Development Considerations:

In touch with their emotions, feelings and thoughts, they understand how different situations make them feel and the impact that they can have on their ability to succeed. They have a deep awareness of those around them and therefore they can spend time considering how their actions affect them. This innate curiosity to reflect on the past may result in them over dissecting their reactions to situations and ruminating over what they have said to others. They can therefore unconsciously attribute a situation or another person's behaviour to themselves, rather than thinking about other underlying causes or drivers. To maintain: They could benefit from reconciling their thoughts to be more practical and pragmatic about situations.

### Probe question:

You like to understand how your actions impact others. Can you describe a time when you attributed a colleague's response to yourself, without considering other factors?

Their lowest scoring dimension: Emotional Regulation

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## Development Considerations:

Believing that people should show their true feelings and emotions in all situations, they tend to display honesty in the actions that they take and can act impulsively on the emotions that they are feeling. As a result of this, their actions are likely to change dependent on the situation, which could come across as inconsistent to others. As they are unlikely to spend time connecting with their emotions they may struggle to manage them in stressful situations, which may have a negative impact on their performance. To activate: They could benefit from taking time to notice the changes in their mood, emotions and bodily sensations during stressful periods, which may help them regulate them more effectively.

## Typically they:

May find it difficult to control their emotions

May take a critical approach and see the down side of everything

May struggle to control and regulate their behaviour

May respond immediately without thinking

## Probe question:

You consider how you feel when making decisions. Describe a time when have you made a decision which was driven by an emotional reaction?

## Appendix: dimensions, definitions and scores:

Dimension	Definition
Emotional Awareness	These people are reflective and intuitive, they are in touch with their emotions and understand how they are feeling and the impact this can have on their performance. They maintain a moment-by-moment consciousness of their thoughts, feelings, body language and environment.
Regard for Others	Expressing belief and confidence in others, these people are accepting and understanding, believing that people will make their very best effort to complete a task or project. They actively look for opportunities to support others in their work and personal lives.
Social Awareness	Aware of the feelings, behaviours and emotions of others, these people identify and pick up on emotional signals to build and test hypotheses about other people. They are observant and interested in other people and what they need from them.
Self-Confidence	These people are self-assured, have a high level of belief in themselves and their ability in both positive and negative situations. They are unfazed by challenges and are certain about who they are and the value they bring to a team.
Emotional Regulation	These people take time to manage and control their emotions, they are able to regulate their behaviour by identifying how they are feeling about a particular event or situation. They demonstrate consistent emotional responses during difficult times.

## Scores for Sample Name

	Emotional Awareness	Regard for Others	Social Awareness	Self-Confidence	Emotional Regulation
Day to Day	9	8	8	7	3
Under Pressure	6	5	6	5	4

## Development conversations:

Is their behaviour proportional to the situation they are in at work?

You have a good foundation to build-on, what are your thoughts around this dimension?

What could you do more of in the future?

How could you strengthen this dimension?

Have you had a chance to review your feedback? What did you think?

What actions or strategies have you identified to manage this strong behaviour?

How can you ensure that this dimension doesn't become stressful or overstretched?



possibly underusing

solid base

flow zone

possibly overusing



Have you had a chance to review your feedback? What did you think?

Have you previously used this dimension well? What did you do?

Could you do more of this in the future?

You are in the flow zone. Do you recognise this? If so, what do you value?

What did you do to get in the zone?

How are you going to maintain this?

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family