



flowprofiler®

motivationflow®

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 motivation 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 7 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

Contents

About motivationflow®	3
Your motivationflow® profile: day-to-day	4
Your dimensions: top scoring day-to-day	5
Your dimensions: low scoring day-to-day	6
Your motivationflow® profile: under pressure	7
Your dimensions: top scoring under pressure	8
Your dimensions: low scoring under pressure	9
Appendix: summary of your dimensions and scores	10
The eqflow scale	14

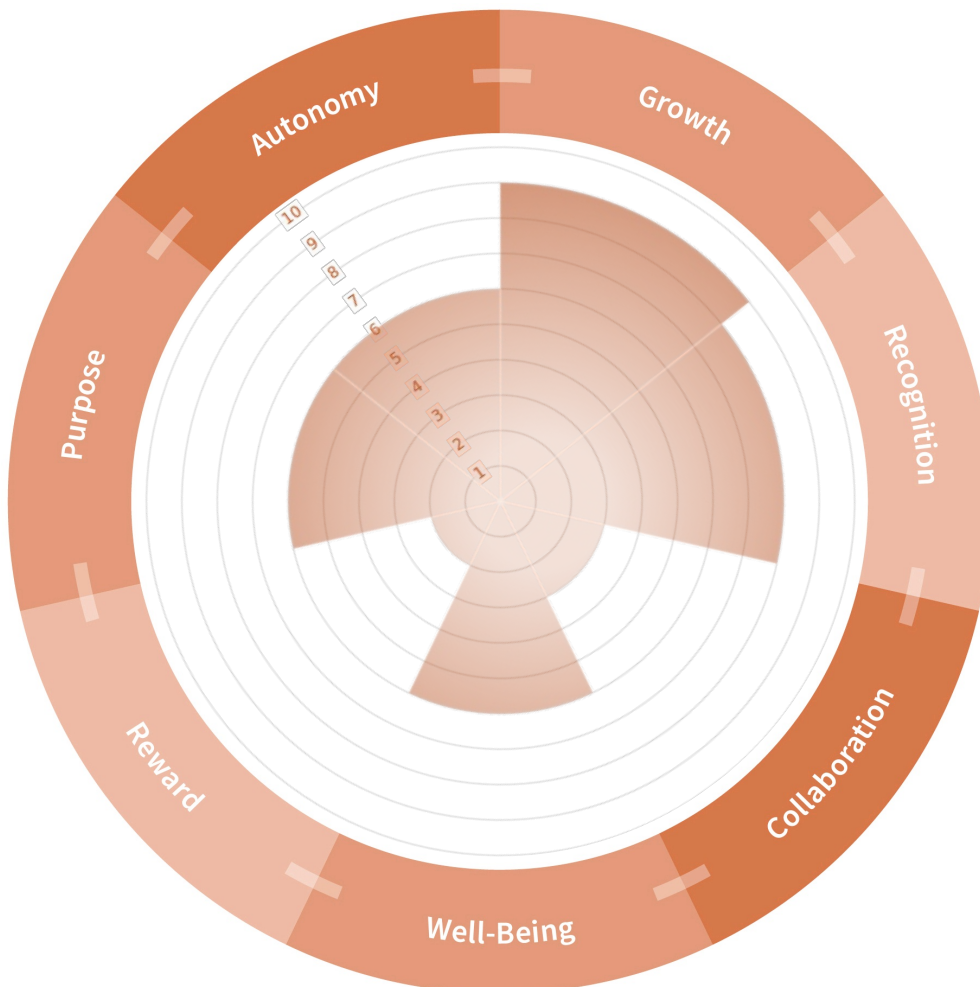
- The use of this report is limited to those people who have received specialist briefing in its use and interpretation.
- Information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.
- The information contained within this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

About **motivationflow**[®]

- ✓ Measures motivation across 7 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 motivationflow® dimensions



- These results are based on the individual's responses to the motivationflow® 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: Growth

9



Potential Assets:

By actively seeking new opportunities to grow and develop, they are motivated by being stretched and challenged. They look for opportunities for learning and development, and actively sign-up to courses or events to challenge their thinking. They actively spend time seeking activities that will challenge them and will help them to develop new skills and techniques to aid them in the future. They learn from high performing colleagues and seek guidance from these individuals to understand what they need to develop in order to progress and grow.

Typically they:

Focus on their personal development

Actively seek opportunities for growth

Enjoy being challenged

Benchmark themselves against high performers

Development Considerations:

Extremely invested in their personal development, they actively seek new opportunities to grow and develop. They are driven by an underlying desire to achieve ambitious career aspirations and progress up the business hierarchy. As a result of this, they may have a tendency to commit themselves to any opportunity that is available to them, without first evaluating whether it is aligned to their aspirations, or those of the business. There is a risk that they may focus on their development over the requirements of their day to day role, which could put unnecessary strain on their colleagues. To manage: They may benefit from being more selective in the development opportunities that they undertake. Identifying key development areas may help them in determining the opportunities that are most relevant.

Probe question:

You invest in your personal development and continued growth. Can you describe a time when your focus on development distracted you from immediate deadlines?

Their lowest scoring dimension: Reward

2



Development Considerations:

Motivated by a sense of achievement, they are uninterested in any financial rewards that their performance will bring, preferring to concentrate on the task itself and how it can be delivered successfully. As a result of this, they are unlikely to become involved in friendly competition that workplace incentives may bring, as they can be overly focused on supporting others with their work. This lack of drive to achieve financial rewards may also mean that they struggle to identify work that is most profitable for the business, and they can spend large amounts of time on work that may not generate income. To develop: They would benefit from thinking through how activities could enhance the financial success of the business before deciding to pursue them.

Typically they:

Focus on perfection over practicality

Spend excessive time on tasks which see little reward

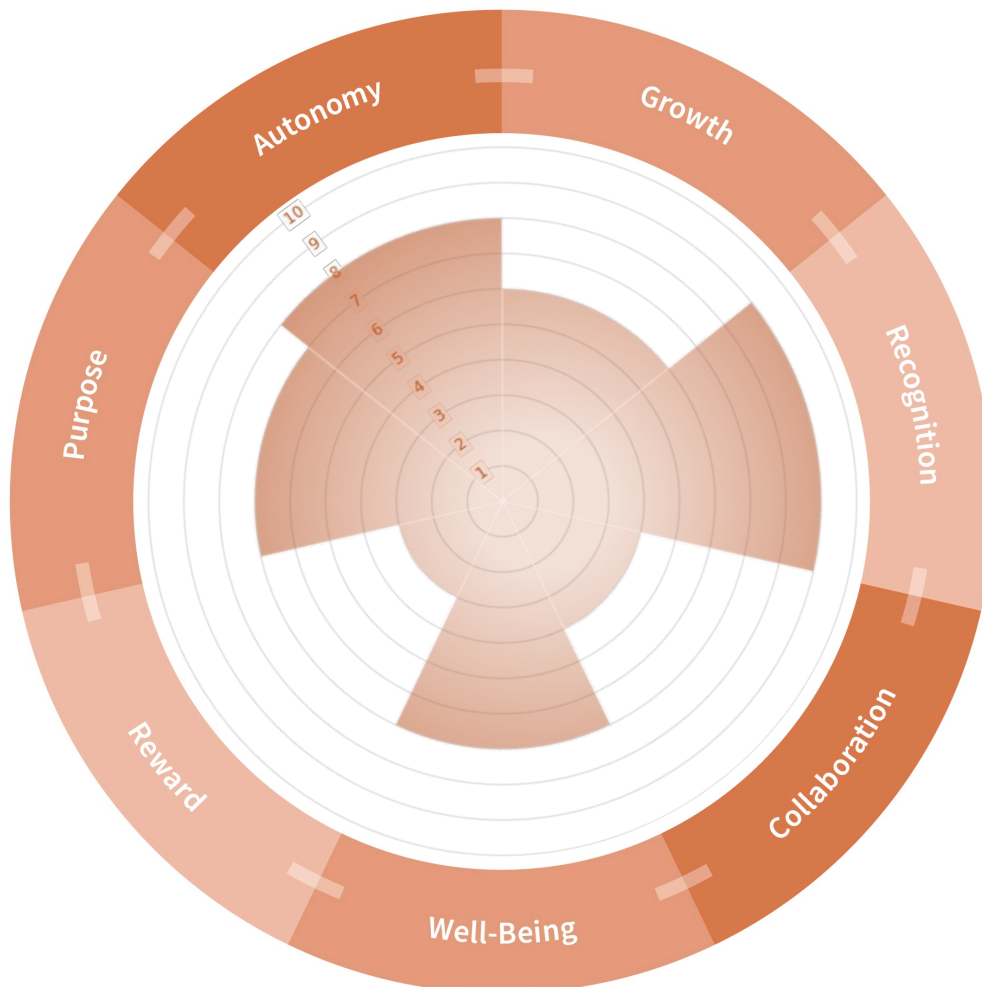
Set themselves targets which do not align to business objectives

Are unable to shift their focus to new priorities

Probe question:

You value the sense of accomplishment having completed a task. When has this resulted in you wasting time perfecting a task at the expense of deadlines?

under pressure motivationflow[®] dimensions



- These results are based on the individual's responses to the motivationflow[®] 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: Recognition

9



Potential Assets:

Driven by a sense of achievement, they are hard working and committed. They consistently deliver high quality work which is driven by their motivation to be appreciated by their colleagues and to receive positive feedback and praise. They gain satisfaction from being respected by their peers as a professional and seek for their contributions to be appreciated by the business. Personally motivated by recognition, they actively spend time praising others as they do not want their efforts or the efforts of the team to go unnoticed.

Typically they:

Recognise the performance of others

Openly praise high quality work

Are driven by a sense of achievement

Respond positively to praise and appreciation

Development Considerations:

Highly motivated by praise and recognition, they are driven by a sense of achievement. They want to be appreciated by their colleagues and spend time ensuring that positive feedback and praise is promoted at work. As a result of them focusing predominantly on the positive feedback that they receive, they may struggle to process and take on board any constructive feedback provided by others. This could result in them not implementing crucial feedback which may help them in being more successful in their role. To manage: It would benefit them to take time seeking both positive and constructive feedback from their colleagues in order to gain a better perspective of their capabilities.

Probe question:

You are driven by achievement, praise and recognition. Can you think of a time when have you struggled to take on board more constructive feedback you have received?

Their lowest scoring dimension: Reward

3



Development Considerations:

Motivated by a sense of achievement, they are uninterested in any financial rewards that their performance will bring, preferring to concentrate on the task itself and how it can be delivered successfully. As a result of this, they are unlikely to become involved in friendly competition that workplace incentives may bring, as they can be overly focused on supporting others with their work. This lack of drive to achieve financial rewards may also mean that they struggle to identify work that is most profitable for the business, and they can spend large amounts of time on work that may not generate income. To develop: They would benefit from thinking through how activities could enhance the financial success of the business before deciding to pursue them.

Typically they:

Focus on perfection over practicality

Spend excessive time on tasks which see little reward

Set themselves targets which do not align to business objectives

Are unable to shift their focus to new priorities

Probe question:

You value the sense of accomplishment having completed a task. When has this resulted in you wasting time perfecting a task at the expense of deadlines?

Appendix: dimensions, definitions and scores:

Dimension	Definition
Growth	By actively seeking new opportunities to grow and develop, these people are motivated by being stretched and challenged. They look for opportunities for learning and development, and actively sign-up to courses or events to challenge their thinking.
Recognition	These people are driven by a sense of achievement, They are hard working and committed. They enjoy being respected as a professional and like their contributions to be appreciated and understood. They do not want their efforts or the efforts of the team to go unnoticed.
Autonomy	Having a preference to retain personal control, these people prefer to influence how they structure their work and day. They like to make their own decisions about what to do rather than being influenced by someone else or being told what to do.
Purpose	Motivated by meaning and purpose, these people gain satisfaction from directly impacting the performance of a business. They care about making a difference, seeking to understand how their work relates to the goals and purpose of the business.
Well-Being	Motivated by personal well-being, these people aim to achieve a positive and healthy balance in their personal and work life. They seek roles that allow them the flexibility to work from home or be active at work in order to have the lifestyle that they would like.
Collaboration	These people place importance on being part of a group or team, they gain their energy from focusing on having close relationships with their work colleagues. They enjoy being around their colleagues on a regular basis and actively spend time promoting group activities.
Reward	By seeking to establish personal security, these people are engaged and motivated by financial incentives. They actively seek to work in companies that have clear financial incentives as they are motivated to achieve goals that have financial reward in return.

Scores for Sample Name

	Growth	Recognition	Autonomy	Purpose	Well-Being	Collaboration	Reward
Day to Day	9	8	6	6	6	3	2
Under Pressure	6	9	8	7	7	4	3

The **motivationflow**[®] scale

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?

the flowprofiler®
eqflow®
resilienceflow®
motivationflow®
flowprofiler.com



the
flowprofiler®
family