



**flowprofiler®**

**resilienceflow®**

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 was generated using information from the motivationflow® questionnaire and provides you with a summary of this individual's personal resilience in the workplace.

As the questionnaire is a self-report measure, the results reflect the individual's self-perception of their behaviours in comparison to the 6 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

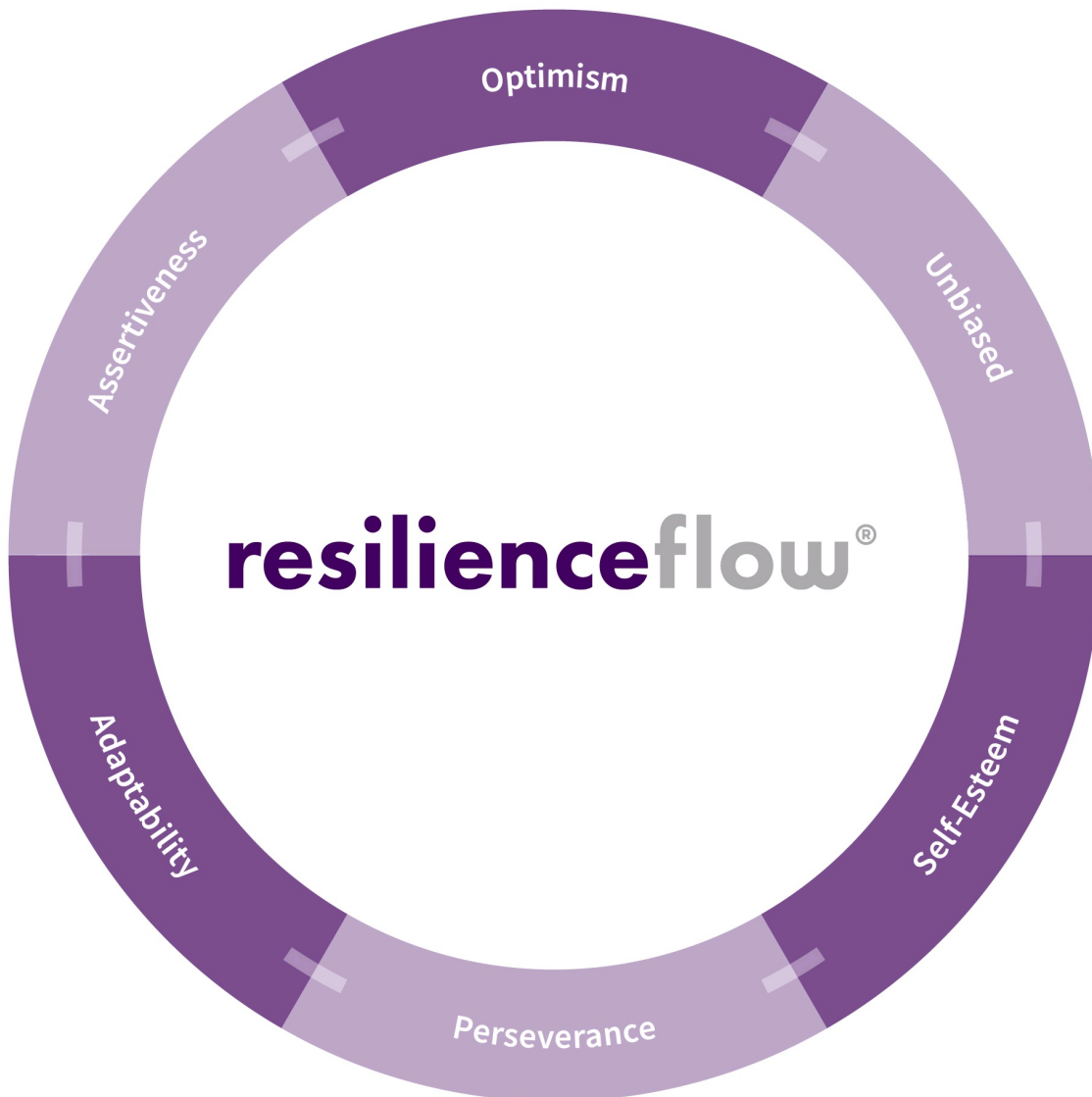
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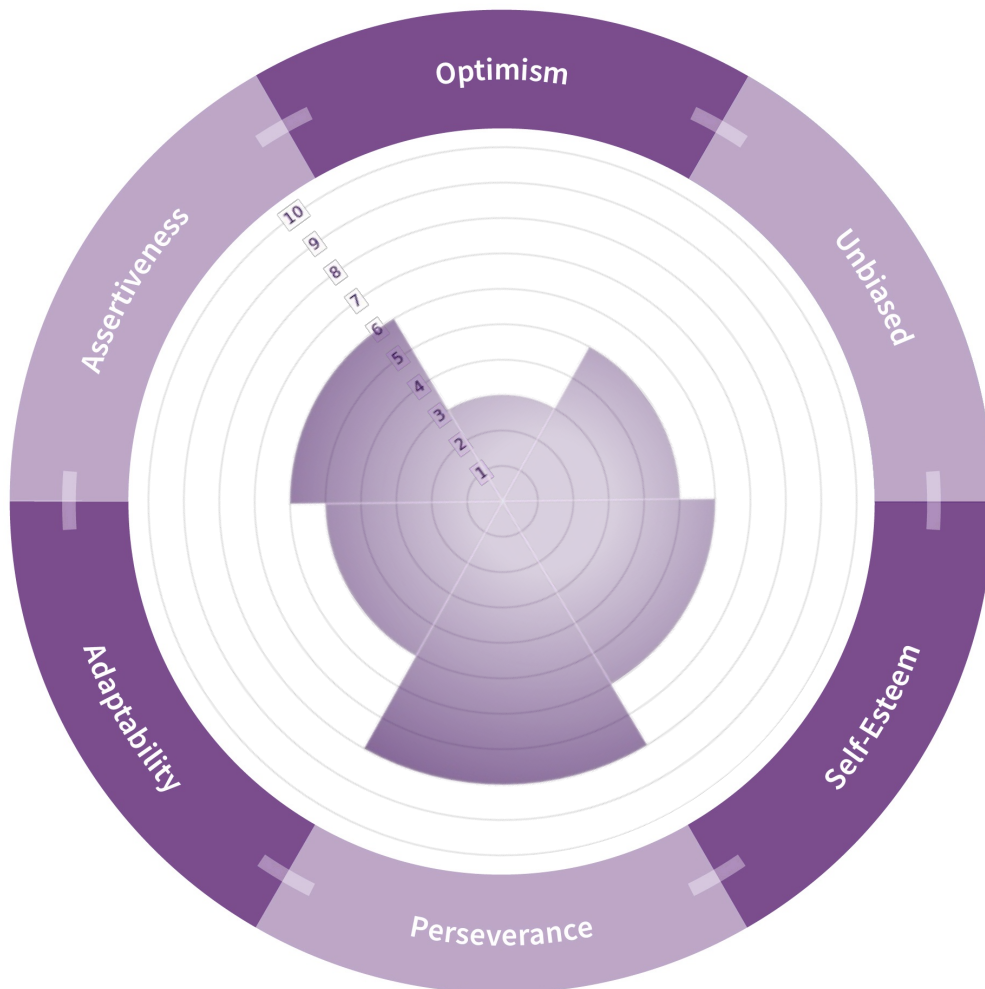
- The use of this report is limited to those people who have received specialist briefing in its use and interpretation.
- Information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place.
- The information contained within this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

# About **resilienceflow**<sup>®</sup>

- ✓ Measures resilience across 6 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 resilienceflow<sup>®</sup> dimensions



- These results are based on the individual's responses to the resilienceflow<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: Perseverance

8



## Potential Assets:

Easily able to bounce back from negative situations, they are able to endure difficult challenges and complex change. They are able to endure difficulty, ambiguity and large amounts of change. They persist through obstacles that appear to be immovable when others would normally give up, showing commitment to succeed at all costs. They understand that in some situations they are not able to control all of the facts and take steps to deal with what is directly in front of them in a step by step matter of fact way.

## Typically they:

Persist during difficult periods

Bounce back from challenging situations

Deal with what is in front of them

Thrive during change and ambiguity

## Development Considerations:

Easily able to bounce back from negative situations, they are able to endure difficult challenges and complex change. They persist through obstacles that appear to be immovable when others would normally give up, showing commitment to goals at all costs. As a result, they may not be able to identify when goals may be unrealistic or unattainable and therefore could waste time and energy on unachievable tasks. To manage: They would benefit from reflecting on the goals that they set themselves on a regular basis, this may help them in identifying when their goals may need to be adjusted to a more achievable level if required.

### Probe question:

You set yourself goals which encourage high performance at work. When have you set yourself goals which you were not able to achieve?

Their lowest scoring dimension: Optimism

3



## Development Considerations:

Realistic in their thought patterns, they remain practical and pragmatic when considering their ability to fulfil their goals. They prefer to take on opportunities that are within their comfort zone and will therefore not stretch themselves to what they perceive as beyond their capabilities. Their tendency to be critical about their capabilities means that they can turn down activities that may be within their reach as they can become fazed by new possibilities and ideas. To develop: They would benefit from identifying the activities they particularly succeed in and enjoy, this will help them to become more confident and optimistic in their abilities.

## Typically they:

Struggle to find enjoyment in their work

Focus on the negatives of a situation

Become fazed by new possibilities and ideas

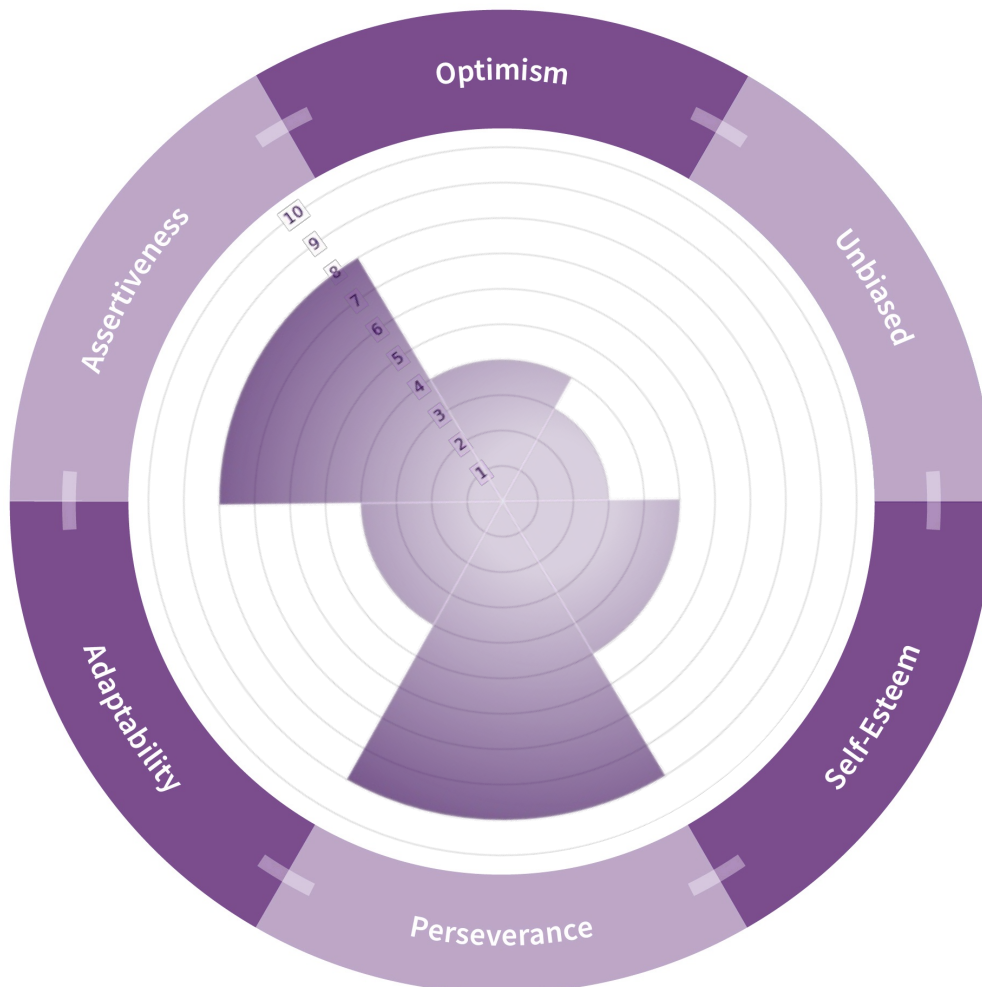
Avoid tackling problems

## Probe question:

You do not underestimate challenges that you face. When has your overly pragmatic approach stopped you from pursuing a challenge?



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



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Their top scoring dimension: Perseverance

9



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### Probe question:

You set yourself goals which encourage high performance at work. When have you set yourself goals which you were not able to achieve?

Their lowest scoring dimension: Unbiased

3



## Development Considerations:

Committed and invested in problems that impact them, they spend time thinking through situations in order to understand them better and find a solution. As a result, they can struggle to separate their emotions from their decisions and behaviours, which may mean that they can dwell on situations and overthink the underlying causes of events. Their tendency to constantly go over past events in their mind means that they may therefore find it difficult to disconnect from the problem. To develop: They would benefit from taking time to participate in activities which allow them to spend time away from the problem in order to maintain an objective approach.

## Typically they:

Jump to irrational conclusions

May become easily flustered

Struggle to separate their emotions from decisions

Dwell on the situation

## Probe question:

Many of the decisions you make are emotionally driven. When has this impacted your ability to make an objective decision?

## Appendix: dimensions, definitions and scores:

Dimension	Definition
Perseverance	Easily able to bounce back from negative situations, these people are able to endure difficult challenges and change. They persist through obstacles that appear to be unmovable when others would normally give up, showing commitment to succeed at all costs.
Assertiveness	These people are certain in their actions, they clearly articulate their strong opinions and views to others. They are able to take control and lead conversations with others through their powerful presence, this presence allows them to effectively engage with others.
Self-Esteem	With a high regard for their own self-worth, these people understand their place in the world. In social interactions, they feel comfortable speaking highly of themselves, focusing on the aspects that they perceive to be their best qualities.
Unbiased	These people are calm in their reactions, they are able to easily disconnect themselves from situations by emotionally removing them self to reflect on the most suitable response to the situation. This separation allows them to solve issues more effectively.
Adaptability	These people adjust to new circumstances naturally, viewing change as a way to make improvements to the current way of doing things. They are open to alternative routes to success and constantly seek colleagues views to test their assumptions.
Optimism	Remaining positive in all circumstances, the people have a tendency to look on the 'brighter side' of a situation, which assists the in dealing with adversity or stress. They remain upbeat and engaged even when things are not going their way.

## Scores for Sample Name

	Perseverance	Assertiveness	Self-Esteem	Unbiased	Adaptability	Optimism
Day to Day	8	6	6	5	5	3
Under Pressure	9	8	5	3	4	4

# The **resilienceflow**<sup>®</sup> 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?

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eqflow®  
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motivationflow®  
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the  
flowprofiler®  
family