



**flowprofiler®**

**the flowprofiler®**

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 eqflow® questionnaire and provides you with a summary of this individual's emotional and social Intelligence.

As the questionnaire is a self-report measure, the results reflect the individual's self-perception of their behaviours in comparison to the 18 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

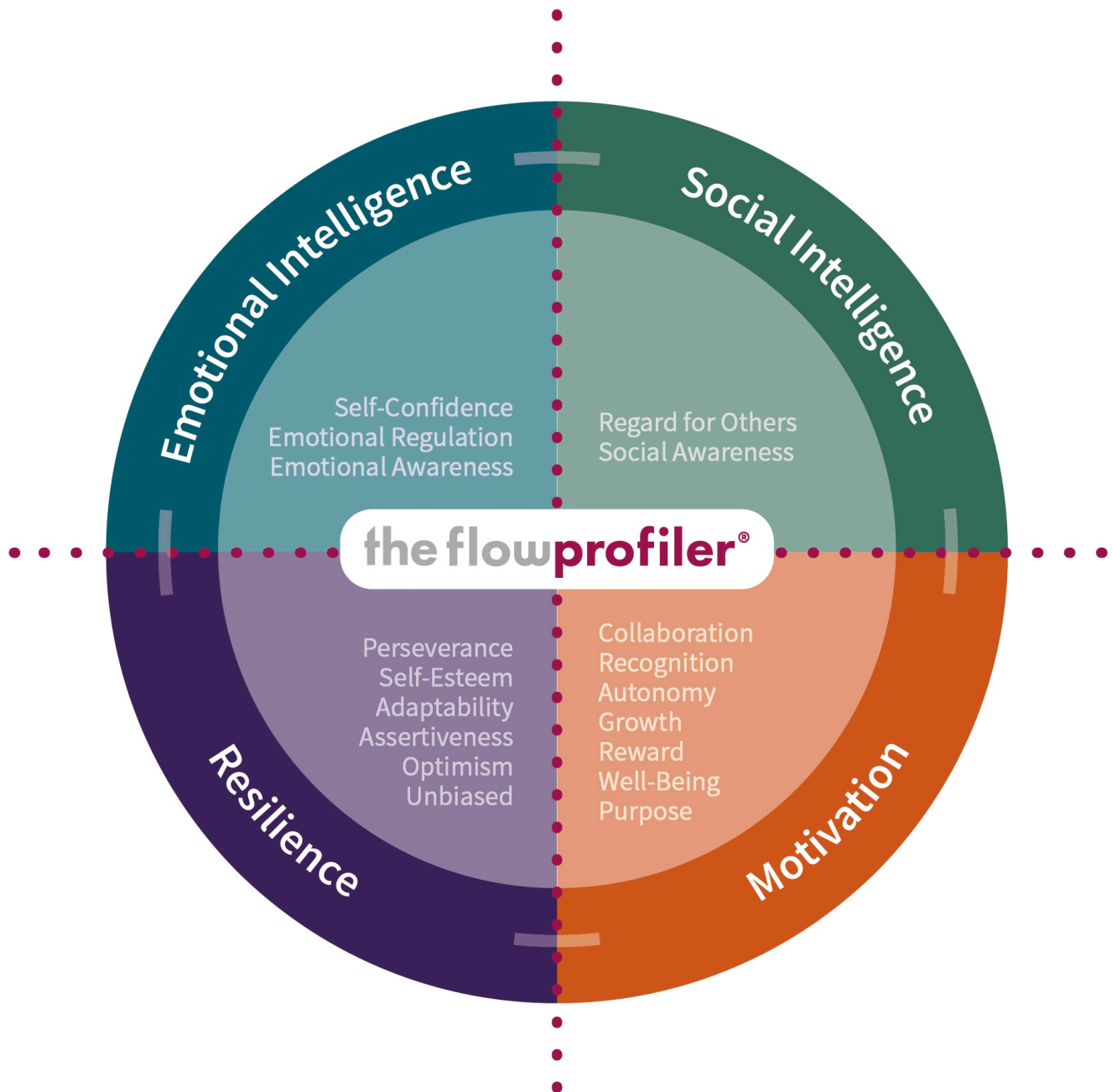
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- The use of this report is limited to those people who have received specialist briefing in its use and interpretation.
- Information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in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

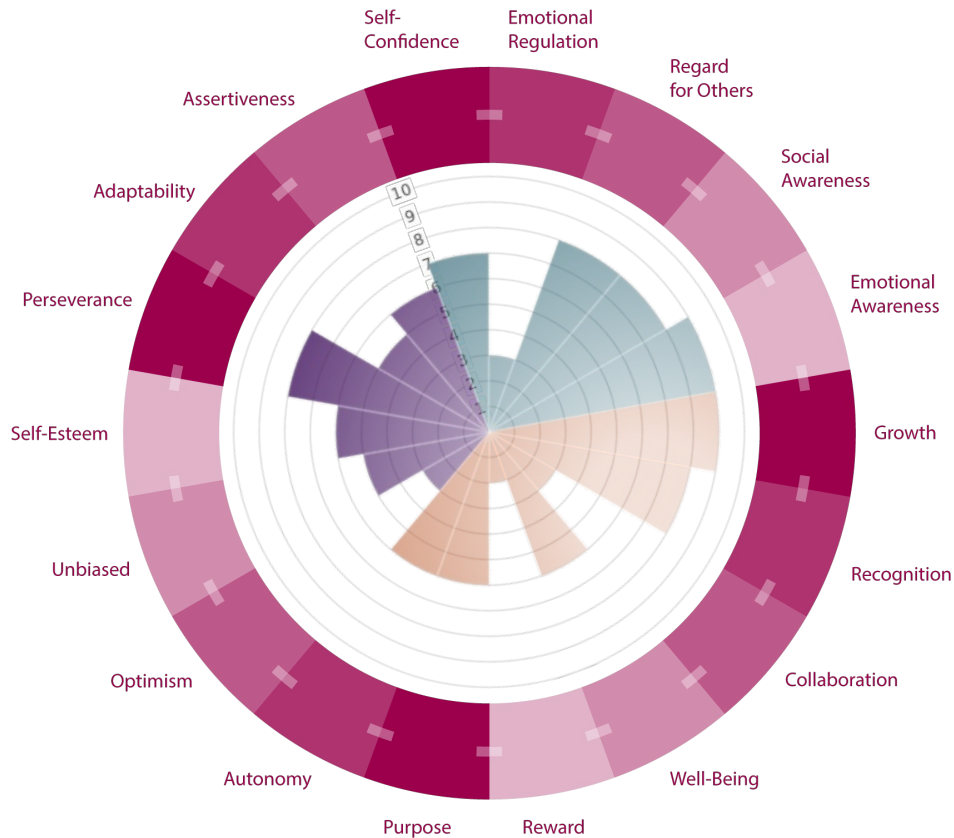
# About the flowprofiler®

- ✓ Measures emotional and social intelligence, resilience and motivation across 18 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).





The chart shows your results from your flowprofiler<sup>®</sup> questionnaire. These are your day-to-day flowprofiler<sup>®</sup> dimensions.



- These results are based on the individual's responses to the flowprofiler<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

9



## 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 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 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: Emotional Regulation

3



## 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?



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?

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

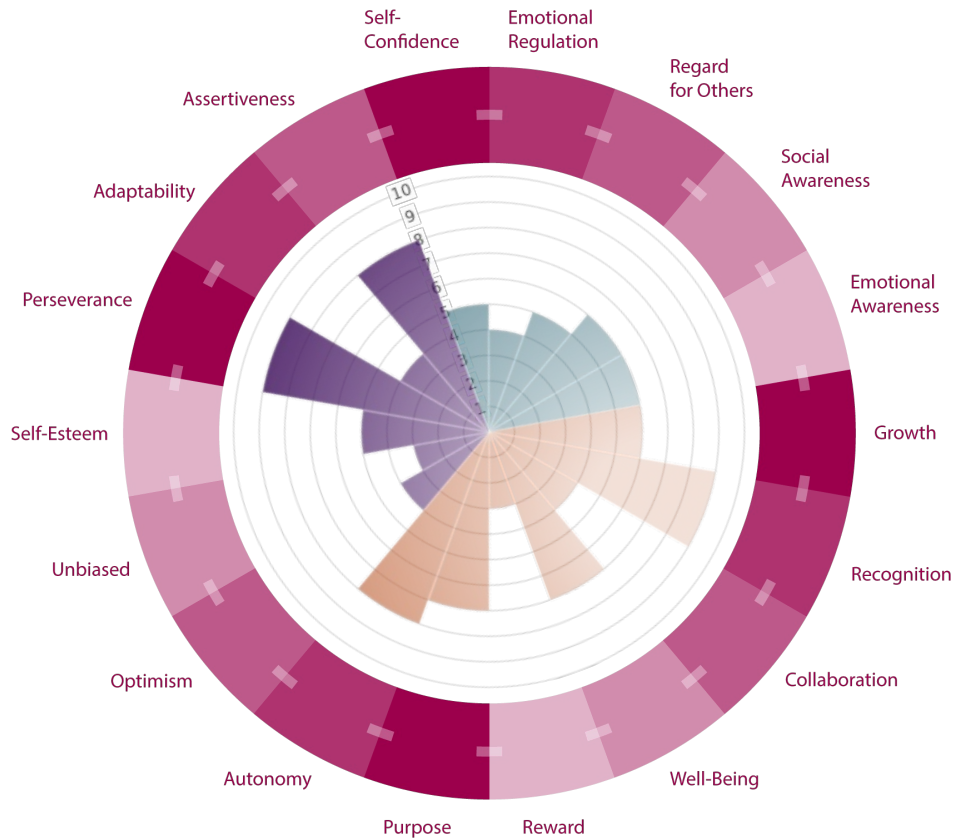
Become fazed by new possibilities and ideas

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?

The chart shows your results from your flowprofiler® questionnaire. These are your under pressure flowprofiler® dimensions.



- These results are based on the individual's responses to the flowprofiler® 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

6



## 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 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 top scoring dimension: Perseverance

9



## 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:

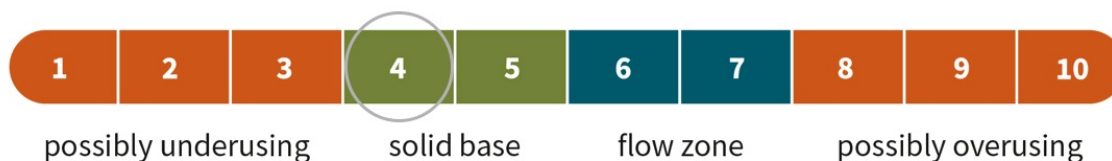
Easily able to bounce back from negative situations, they are able to endure difficult challenges and complex change. They persist through obstacles that appear to be immovable when others would normally give up, showing commitment to goals at all costs. As a result, they may not be able to identify 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: Emotional Regulation

4



## 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

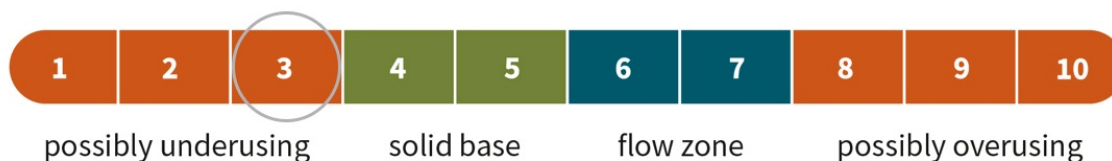
May respond immediately without thinking

## 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?

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?

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
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



## 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

## 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.
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.
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.
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	Adaptability	Unbiased	Optimism
Day to Day	8	6	6	5	5	3
Under Pressure	9	8	5	4	3	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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