# Agile leadership and flowprofiler®

flowprofiler® provides a measure of the observable behaviours that an agile leader should display. In this article we explore the core competencies of an agile leader, identify which flowprofiler® dimensions support development and the key attributes of flowprofiler® that make it unique.

## What are the core competencies of an agile leader?

- ✓ A growth mindset.
- ✓ Collaboration.
- ✓ Commitment and,
- ✓ Quality thinking skills.

### A growth mindset
Leaders with a growth mindset are open to learning, demonstrate a 'can do' attitude and learn from feedback. They are accountable and have a commitment to personal excellence in the workplace.

### Collaboration
A collaborative leader works effectively with groups and seeks the input of others. They are able to give feedback effectively and communicate well. They adopt a coaching style when working with people in contrast to a 'telling' or directive style. They understand that the collective intelligence of the group is better than any one individual.

### Commitment
An Agile leader demonstrates commitment to the role they are in. They find purpose and meaning in the work that they are doing, and they use this as a source of engagement.

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### Quality thinker
Quality thinkers are creative and can work through an innovation process. They have effective problem-solving skills and make great process engineers. They balance their decision making in such a way that their approach results in effective and critical thinking.

# Agile leadership and flowprofiler®

**flowprofiler® dimensions that directly support agile leadership**

There are 15 flowprofiler® dimensions that directly support the development of an agile leader:

**Growth**
A leader displaying a good level of growth enjoys challenge. They make time for professional development and benchmark themselves against high performers.

**Purpose**
An agile leader is driven by purpose and seeks feedback, they monitor their performance and want to make a difference. They are engaged by the purpose and meaning they derive from their role.

**Optimism**
Optimistic people maintain a positive outlook. They believe problems can be solved. They are upbeat under pressure and are excited by possibilities.

*"If you can dream it, you can do it."*
*– Walt Disney*

**Perseverance**
Leaders who persevere are able to bounce back and thrive during periods of uncertainty. They are persistent and deal with what is in front of them.

*"It does not matter how slowly you go as long as you do not stop." - Confucius*

**Unbiased**
Agile leaders are unbiased in their decision making. They are objective, rational and calm when considering problems. They are able to separate their emotions when making decisions.

# Agile leadership and flowprofiler®

### Emotional Awareness
Emotional awareness is a key attribute of leadership. Leaders who are emotionally aware understand their thoughts and feelings. They are mindful of their own reactions and are reflective, approachable and intuitive.

### Emotional Regulation
An agile leader is able to regulate their emotions. They respond appropriately and are composed under pressure. They are emotionally consistent and think before they react.

### Regard for Others
A leader with a high regard for others trusts, values and appreciates their colleagues. They show confidence in others and are supportive and kind.

### Social Awareness
An agile leader is observant and attentive. They are considerate of others and are able to read and identify mood changes in their colleagues.

### Self-Confidence
Leaders who are self-confident contribute and add value without concern. They are typically unfazed by challenges and know they have the resources to draw on to face uncertainty.

*"Talent wins games, but teamwork and intelligence win championships." – Michael Jordan*

### Collaboration
Collaboration is a core competence of agile leaders. Those who are driven by collaboration enjoy working with others and have a strong sense of belonging. They promote group activities and look for opportunities to network. These leaders value the input of those around them.

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### Self-Esteem

Agile leaders have a sense of internal self-worth. They know their own strengths and have clear purpose in the work that they do. They will speak positively about themselves.

### Autonomy

Autonomous leaders feel empowered and are able to make their own decisions. They are self-sufficient and recognise their own sense of choice. An agile leader knows when to use their autonomy and when the lean out an create space for others to contribute.

### Well-Being

An agile leader cares about their own well-being and that of the people around them. They enjoy a range of pursuits and takes time out to re-energise. They are able to self-care when required.

### Adaptability

A leader demonstrating adaptability in the workplace tests assumptions. They are able to cope with limited information and they seek the views and ideas of colleagues. They challenge work practices to achieve the best possible outcomes.

*"Intelligence is the ability to adapt and change."*
*- Stephen Hawking*

**flowprofiler®**

# Agile leadership and flowprofiler®

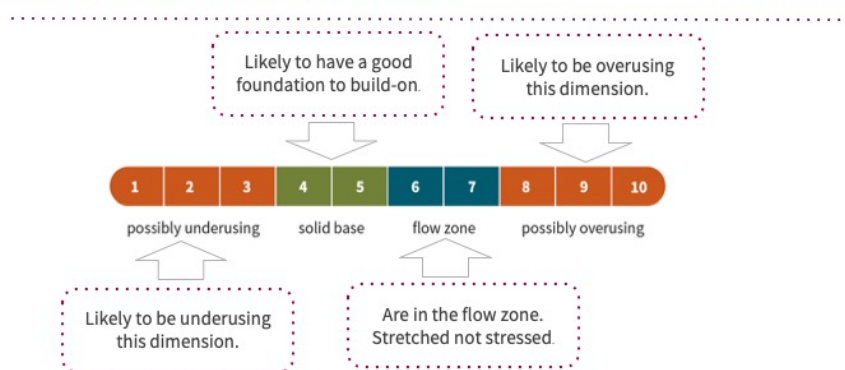| competency | attributes | flowprofiler® dimensions |
|---|---|---|
| growth mindset | ✓ open to learning<br>✓ 'can do' attitude<br>✓ personal excellence<br>✓ accountable<br>✓ learns from feedback | ✓ growth<br>✓ purpose<br>✓ optimism<br>✓ perseverance<br>✓ unbiased<br>✓ emotional awareness<br>✓ emotional regulation |
| collaboration | ✓ works with group<br>✓ gives feedback<br>✓ coaches v. tells<br>✓ communicates | ✓ regard for others<br>✓ social awareness<br>✓ collaboration<br>✓ autonomy |
| commitment | ✓ finds meaning and purpose in role<br>✓ engaged | ✓ purpose<br>✓ well-being<br>✓ growth<br>✓ optimism<br>✓ perseverance |
| quality thinker | ✓ creative<br>✓ problem solver<br>✓ process engineer<br>✓ innovative | ✓ adaptability<br>✓ collaboration<br>✓ perseverance<br>✓ optimism<br>✓ unbiased |

# Agile leadership and flowprofiler®

Key attributes that make flowprofiler® unique

flowprofiler® is unique because of:

✓ What we measure: We are the only psychometric assessment on the market that brings motivation, resilience, emotional and social intelligence to the one report.

✓ The 18 dimensions the flowprofiler® measures.

✓ The state based nature of these assessments: flowprofiler® uniquely measures across two states, day-today and under pressure allowing for rich comparisons. This means people can develop the observable behaviours our system reports on.

✓ Our research: The research and validation that sits behind flowprofiler® is unique. It is independent and based on the latest thinking in the field of positive psychology. We are pleased to report a Cronbach-Alpha of .82 for the reliability portion of the validation process.
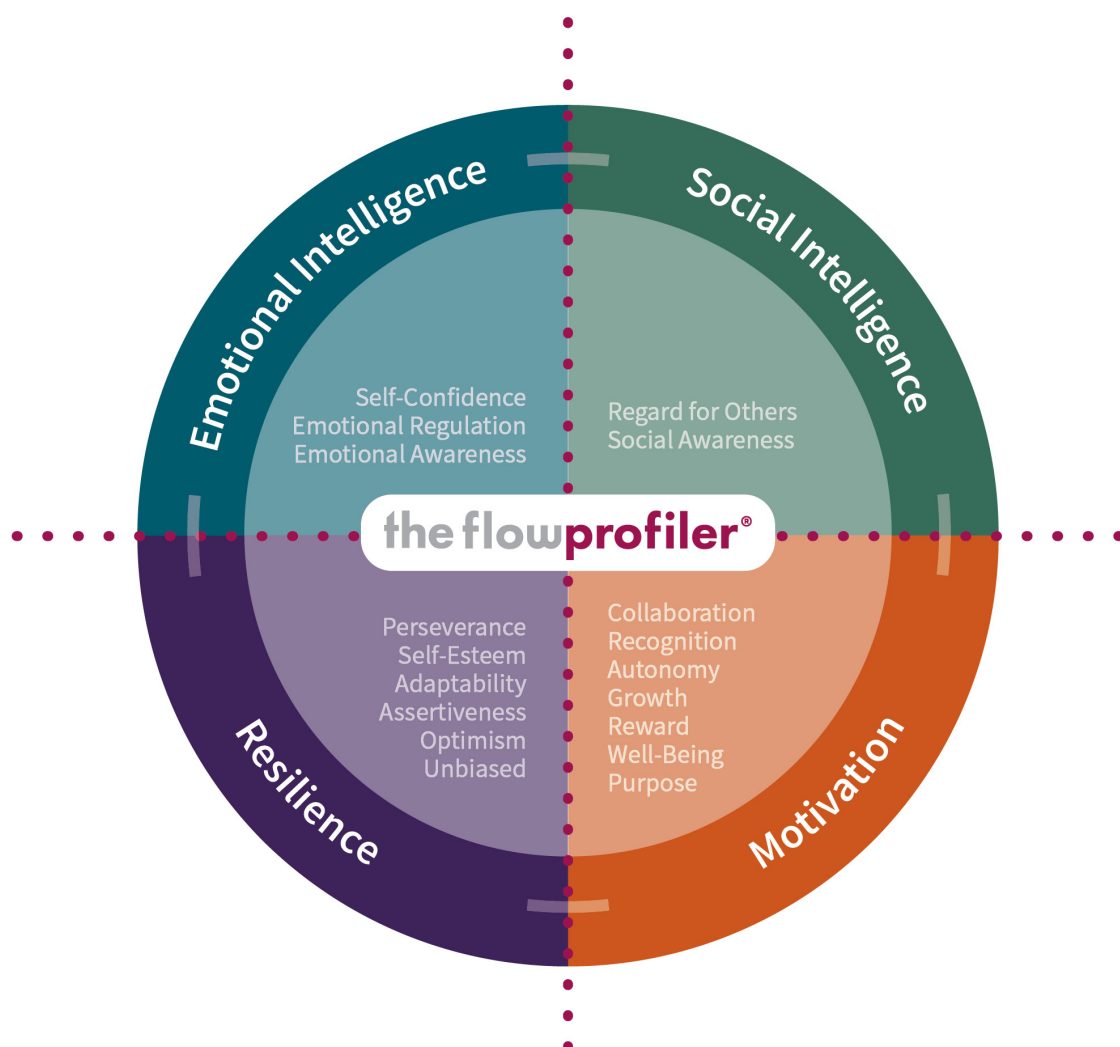
## Scale and measurement

flowprofiler®

Likely to have a good foundation to build-on.

Likely to be overusing this dimension.

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|---|---|---|---|---|---|---|---|---|---|

possibly underusing     solid base     flow zone     possibly overusing

Likely to be underusing this dimension.

Are in the flow zone. Stretched not stressed.

flowprofiler® is a great fit for developing agile leaders because of our scale of measure. We believe even the most admirable traits cans be too much of a good thing some of the time. Our scale and reporting allows users to quantify proportional behaviour based on the goals and requirements of the role. And, we treat the dimensions measured as abilities. With a few exceptions, a willing person can develop these superpowers.

# Agile leadership and flowprofiler®

The flowprofiler® family of assessments and workshops are a perfect complement for the development of agile leaders.



**Emotional Intelligence**
Self-Confidence
Emotional Regulation
Emotional Awareness

**Social Intelligence**
Regard for Others
Social Awareness

**the flowprofiler®**

**Resilience**
Perseverance
Self-Esteem
Adaptability
Assertiveness
Optimism
Unbiased

**Motivation**
Collaboration
Recognition
Autonomy
Growth
Reward
Well-Being
Purpose

The flowprofiler® is an online, normative psychometric assessment that measures 18 dimensions of motivation, resilience and social and emotional intelligence across two states. These areas underpin the competencies of an agile leader.