

# the flowprofiler® family

personal excellence at work



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# flowprofiler®





### Pioneers of flow

Professor **Mihaly Csikszentmihalyi** first coins the term 'flow' in his book *Flow*.

Professor **Martin Seligman's** book *Authentic Happiness* introduces the concept of 'meaning' in relationship to 'flow'.

### The journey of flow:

- ▶ Aspires to achieve personal excellence.
- ▶ Seeks well-being.
- ▶ Enhances self-awareness.
- ▶ Nurtures a positive mindset.
- ▶ Develops personal resilience.
- ▶ Is engaging.

### Our approach:

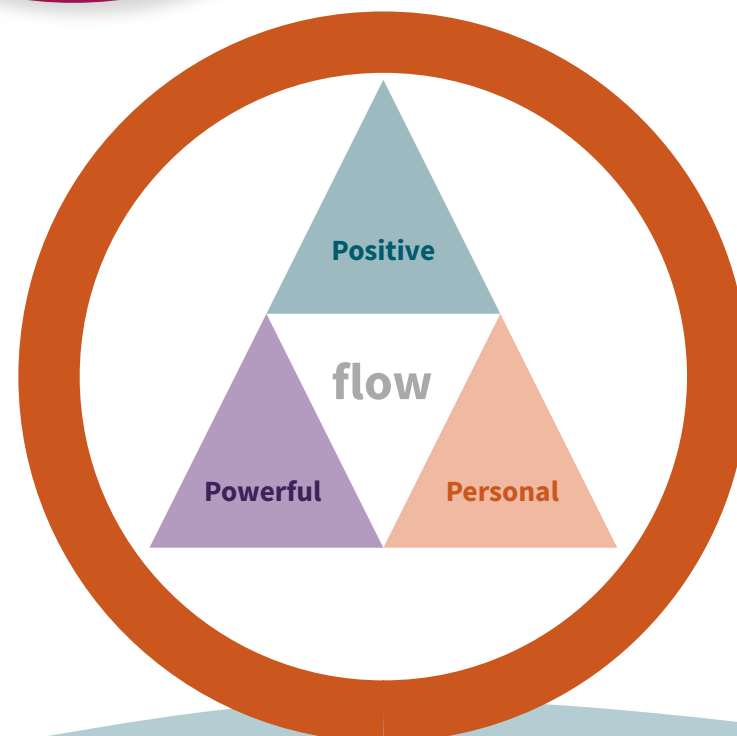
We approach emotional intelligence, social intelligence, resilience and motivation as abilities. With the flowprofiler® family of assessments, training and coaching these abilities can be developed. They can be improved. Everyone can find their personal and professional flow. Everyone can discover personal excellence.

### Flow is:

- ▶ Positive: It's aspirational. A better way to live.
- ▶ Personal: It's unique to you and your strengths.
- ▶ Powerful: Small changes = big impact.

### The developing definitions of flow:

- ▶ Finding your groove.
- ▶ In the zone.
- ▶ Stretched but not stressed.
- ▶ The experience of personal excellence.
- ▶ The ultimate state of positive engagement.



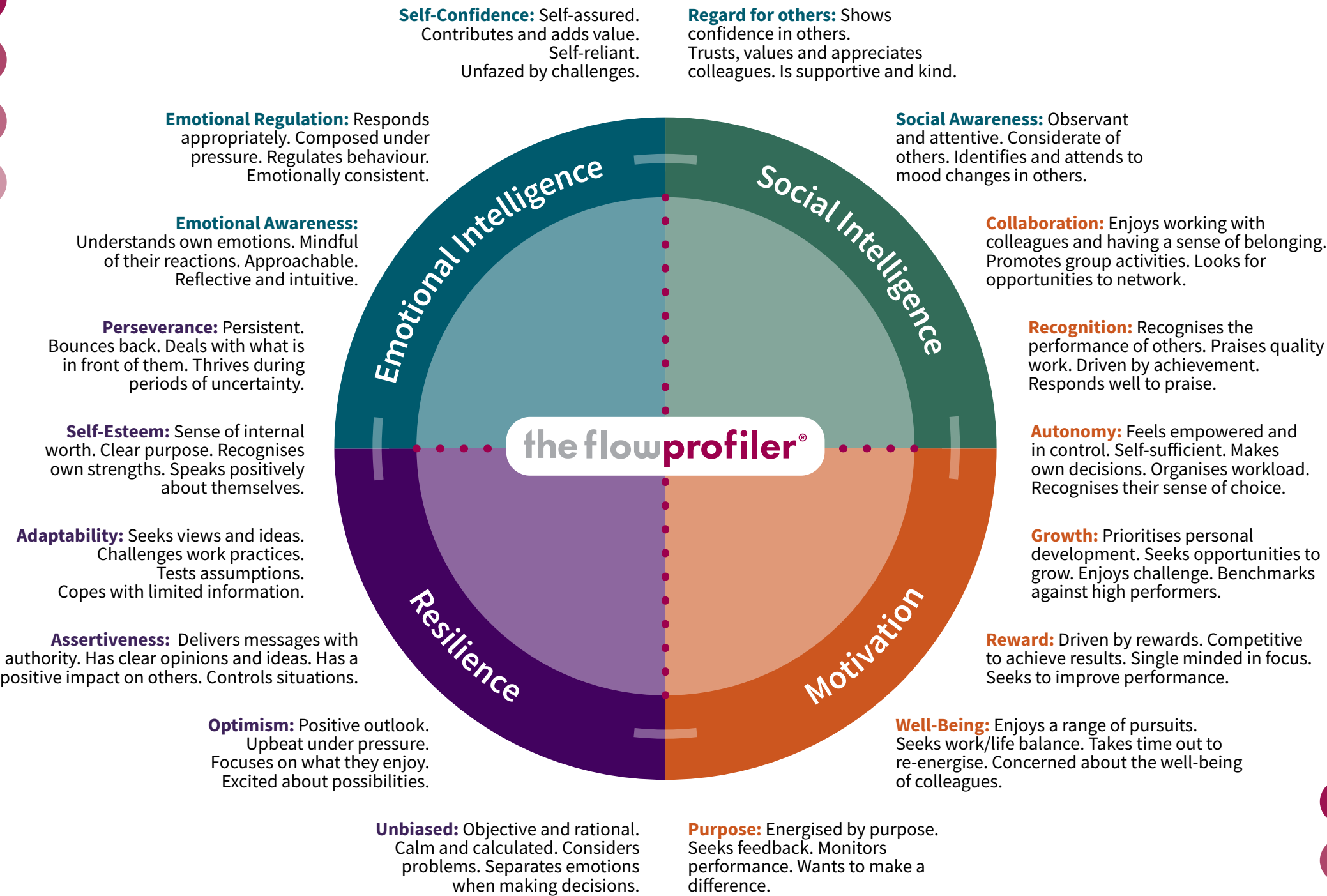


Initiative	flowprofiler®
Recruitment	Use flowprofiler® for strong job-fit, effective interviews & responsive onboarding.
Talent Management	Develop the emotional and social intelligence, resilience and motivation of your people to create stronger all round performers.
Focus on People	Create a sustainable resilient human resource plan. Develop self-aware and mature behaving employees.
Workplace Culture	Professional relationships and team working are improved through increased social intelligence, awareness and self-regulation.
Employee Well-Being	Give your people the tools and resources they need to better self-manage their personal wellness and well-being with flowprofiler®.
Organisational Resilience	A company that has a culture of organisational resilience has the tenacity to thrive, innovate and move confidently into the future. This starts with the individuals in that organisation.
Change Management	flowprofiler® encourages people to be optimistic, adaptable, self-sufficient and motivated. Essential to any change management programme.
Strong Leadership	Strong leaders are self-aware, self-regulated, able to build strong relationships in the workplace, are resilient and motivated. flowprofiler® supports the development of these behaviours.
Employee Engagement	A person must be motivated to be engaged in the workplace. Individuals need to be self-aware, accountable to themselves and take ownership for how they feel and manage situations. flowprofiler® supports these objectives.

Initiative	flowprofiler®
Targeted Development	Design your professional development offering based on the actual needs of your people. Make data-driven decisions with flowprofiler®.
Aligning Values and Behaviour	Map the flowprofiler® dimensions to determine which behaviours underpin and drive organisational values.
Inclusive Policy	Apply a consistent, fair and systematic approach to your people development strategy.
Hybrid Team Working	Create space, provide a common language and give your people a voice so that they can communicate their needs.
Culture Fit	Take a data driven approach to building, recruiting and developing a strong workplace culture.
Benchmarking	Benchmark top performing teams and individuals to replicate their success.
Wellness	Equip your people with the tools to adapt to change, manage adversity and recognise where they are at.
Organisational Health	A healthy organisation has strong leadership, is resilient, future focused, mature and motivated. Develop personal excellence across your organisation.
Employee Value Proposition	Add real value for your people. Differentiate your organisation as an employer of choice with professional development opportunities that will benefit all aspects of your employee's personal and professional life.

- 18 dimensions
- across 2 states
- 4 reports available
- develop and recruit

- Reports
- Development
  - Management
  - Interview
  - Candidate



- leadership development
- succession plans
- benchmarking
- recruitment



I really like that flowprofiler® measures resilience, EQ and motivation. These dimensions align well with our values.

**Kim Crump, HR Business Partner, Oneserve, UK**



5 dimensions

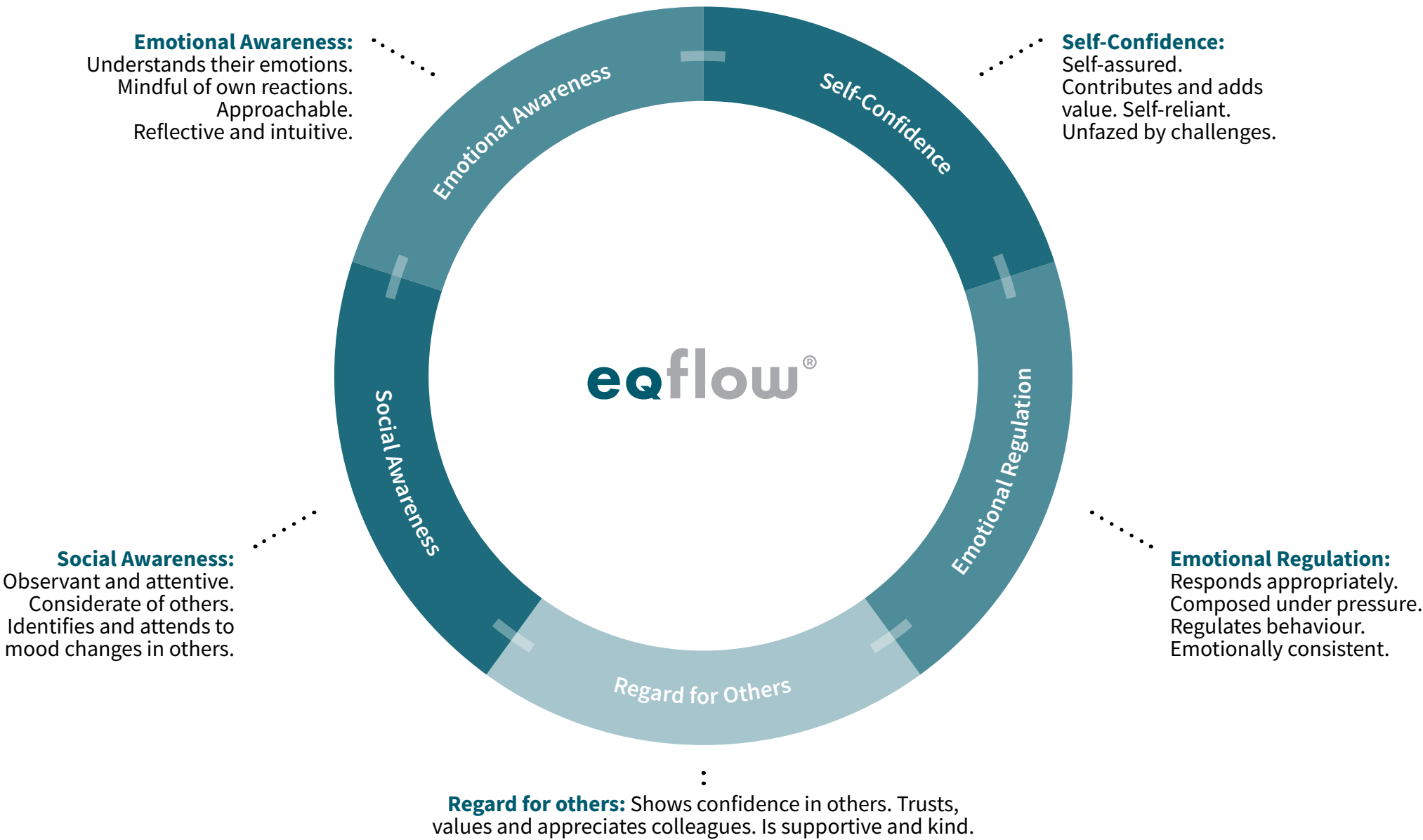
across 2 states

5 reports available

emotional and social

Reports

Development  
Management  
Interview  
Candidate  
Team



A great system, highly recommended!  
**Shane Jolly, GM,  
Langham Hotel, Sydney**

teams

development

recruitment

leadership

6 dimensions

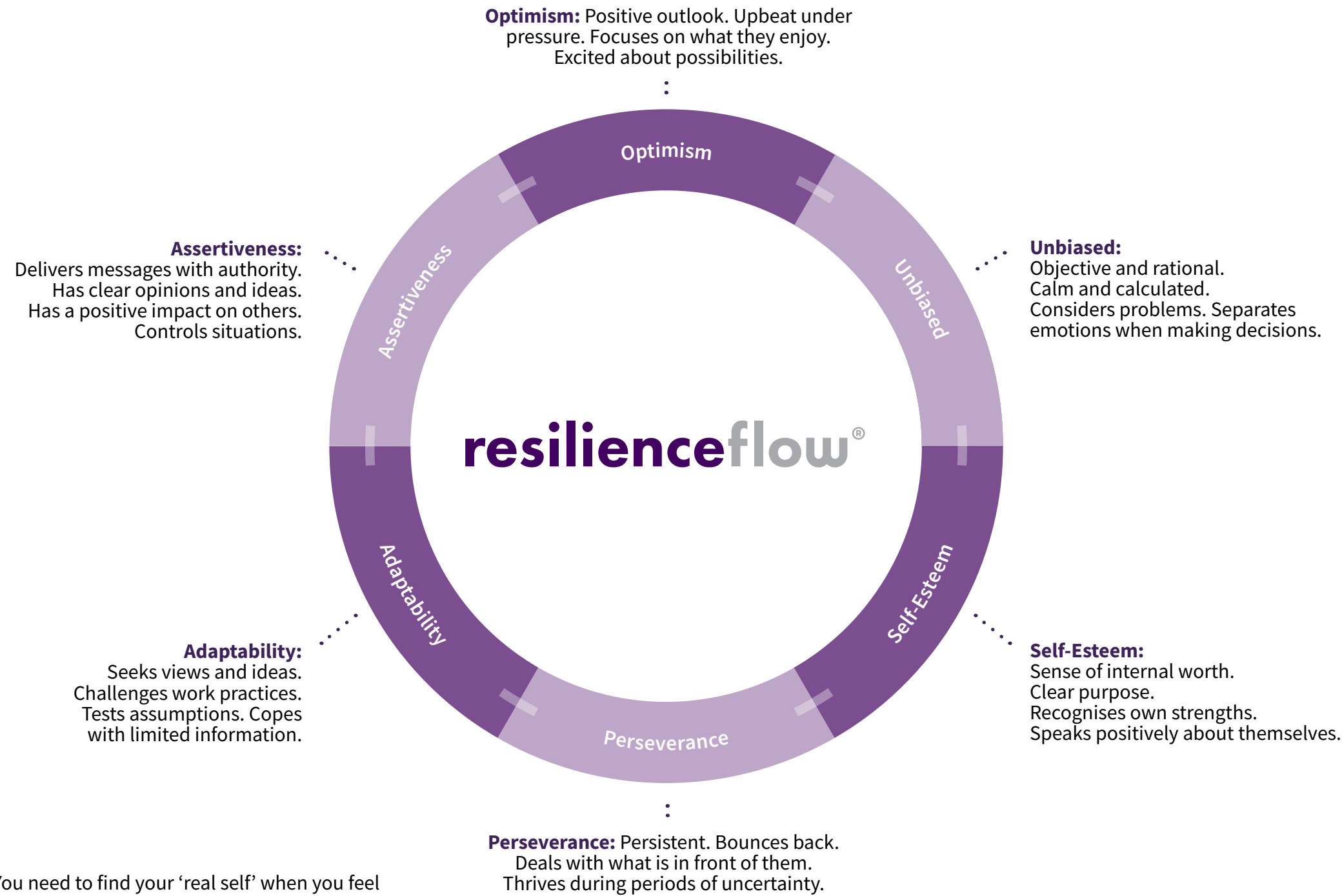
across 2 states

5 reports available

resilience at work

Reports

Development  
Management  
Interview  
Candidate  
Team



You need to find your ‘real self’ when you feel you need to change. You need to understand where you currently stand. My flowprofiler<sup>®</sup> results revealed ‘me’ and provided me with the knowledge of where to go next.

**Keigo Takada, Visiting Lecturer,  
Chuo University, Tokyo, Japan**

teams

development

recruitment

change management



7 dimensions

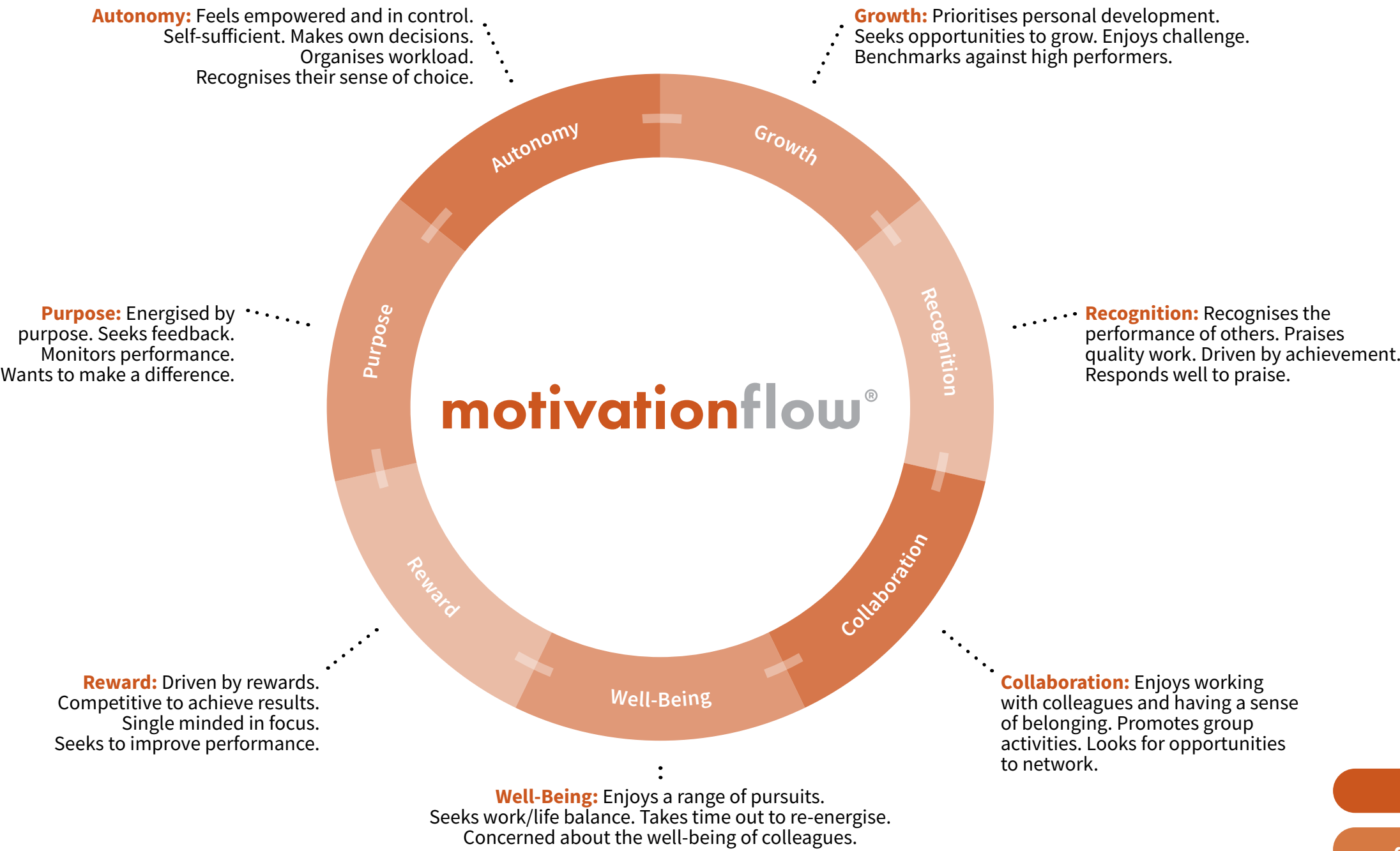
across 2 states

5 reports available

motivation at work

Reports

Development  
Management  
Interview  
Candidate  
Team



motivationflow<sup>®</sup> helped to show and articulate the driving values that underpin the reasons why the team works well together and how we can continue to achieve great results.

**Fiona Nuttall, Director,  
Waterfield, Australia**

teams

development

recruitment

engagement

## development and management reports

### Features:

- ▶ individual chart with full results
- ▶ reports on day-to-day and under pressure
- ▶ development tips
- ▶ probing questions
- ▶ actionable feedback

### Use for:

- ▶ coaching
- ▶ 1:1 sessions
- ▶ performance management



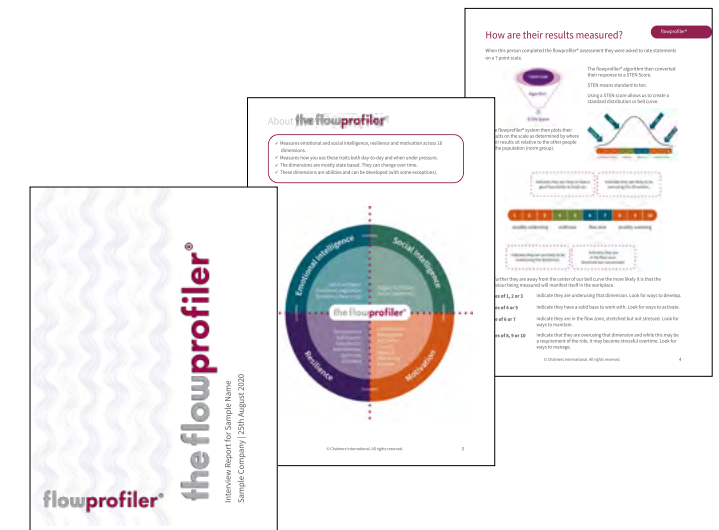
## interview and candidate reports

### Features:

- ▶ behavioural insights
- ▶ interview questions

### Use for:

- ▶ strong job-fit
- ▶ interviews
- ▶ succession planning



## team report

### Features:

- ▶ team charts
- ▶ development questions
- ▶ ability to anonymise

### Use for:

- ▶ team sessions
- ▶ facilitation
- ▶ benchmarking



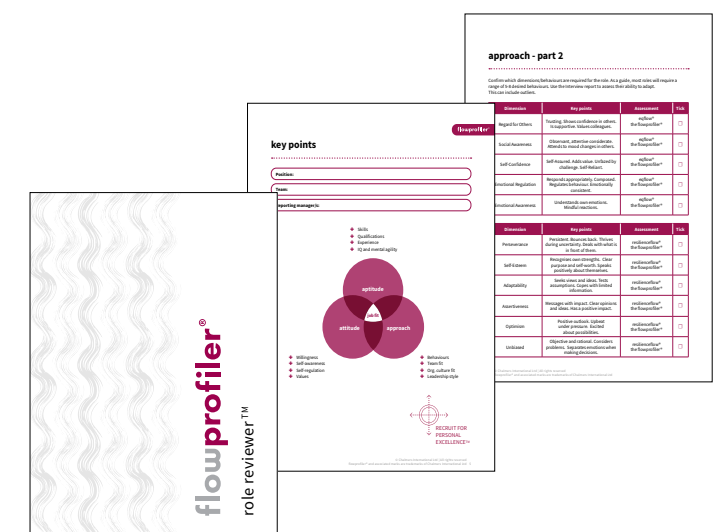
## flowprofiler role reviewer™

### Features:

- ▶ pre-recruitment planner

### Use for:

- ▶ stakeholder alignment
- ▶ identify desired behaviours
- ▶ define requirements for the role







“ Love the flowprofiler® diagnostic instrument. It has become an important tool in my coaching and development work. The flowprofiler® interpreter training is excellent and their support team is highly responsive and very supportive.

**Monika Goertz, Executive Coach,  
Inovision**

Level 1 Giving Feedback	Level 2   Module A Personal Development	Level 2   Module B Team Development	Level 2   Module C Recruitment	Level 3 Super Interpreter
<p>Learn to interpret and feedback the flowprofiler® reports in this fun interactive session.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"><li>▶ interpret flowprofiler® reports to a level 1 standard</li><li>▶ learn best practice for providing feedback and ensuring test fairness</li><li>▶ understand the flowprofiler® scale and measurement</li></ul> <p><b>Features:</b></p> <ul style="list-style-type: none"><li>▶ 3 hours</li><li>▶ virtual or face-to-face sessions</li><li>▶ in-house or public workshops</li><li>▶ full workbook</li><li>▶ led by a certified trainer</li><li>▶ practical and skills based</li><li>▶ trainer certifications available</li></ul>	<p>Learn how to host 1:1 development conversations using the flowprofiler® reports.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"><li>▶ explore the flowprofiler® ASK process</li><li>▶ discover the 3 actions that matter</li><li>▶ understand how to navigate a power skilled-based development conversation</li></ul> <p><b>Features:</b></p> <ul style="list-style-type: none"><li>▶ 3 hours</li><li>▶ virtual or face-to-face sessions</li><li>▶ in-house or public workshops</li><li>▶ full workbook</li><li>▶ led by a certified trainer</li><li>▶ practical and skills based</li><li>▶ trainer certifications available</li></ul> <p><b>Pre-requisite:</b></p> <ul style="list-style-type: none"><li>▶ Level 1   Giving Feedback</li></ul>	<p>Learn how to interpret the flowprofiler® team reports to use in your own team sessions.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"><li>▶ explore the flowprofiler® CAST process to interpret team reports at a glance</li><li>▶ learn tips to run your own team sessions</li><li>▶ practice your flowprofiler® team interpretation skills</li></ul> <p><b>Features:</b></p> <ul style="list-style-type: none"><li>▶ 3 hours</li><li>▶ virtual or face-to-face sessions</li><li>▶ in-house or public workshops</li><li>▶ full workbook</li><li>▶ led by a certified trainer</li><li>▶ practical and skills based</li><li>▶ trainer certifications available</li></ul> <p><b>Pre-requisite:</b></p> <ul style="list-style-type: none"><li>▶ Level 1   Giving Feedback</li></ul>	<p>Discover how to use flowprofiler® in your behavioural based recruitment campaigns.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"><li>▶ understand the flowprofiler® RAID process for recruitment</li><li>▶ discover how to write behavioural based job ads</li><li>▶ identify the behaviours important to your role</li><li>▶ engage stakeholders</li><li>▶ learn how to use the flowprofiler® interview reports</li></ul> <p><b>Features:</b></p> <ul style="list-style-type: none"><li>▶ 3 hours</li><li>▶ virtual or face-to-face sessions</li><li>▶ in-house or public workshops</li><li>▶ full workbook</li><li>▶ led by a certified trainer</li><li>▶ practical and skills based</li><li>▶ trainer certifications available</li></ul> <p><b>Pre-requisite:</b></p> <ul style="list-style-type: none"><li>▶ Level 1   Giving Feedback</li></ul>	<p>This workshop is designed for experienced users of the flowprofiler® family of assessments.</p> <p><b>Objectives:</b></p> <ul style="list-style-type: none"><li>▶ investigate cross-dimension correlations and their impact on the job</li><li>▶ discover how to use flowprofiler® for benchmarking</li><li>▶ learn how to map the flowprofiler® dimensions to your organisational objectives including values, KPIs, recruitment strategy and culture</li></ul> <p><b>Features:</b></p> <ul style="list-style-type: none"><li>▶ 3 hours</li><li>▶ virtual or face-to-face sessions</li><li>▶ in-house or public workshops</li><li>▶ full workbook</li><li>▶ led by a certified trainer</li><li>▶ practical and skills based</li><li>▶ trainer certifications available</li></ul> <p><b>Pre-requisite:</b></p> <ul style="list-style-type: none"><li>▶ Level 1   Giving Feedback</li><li>▶ Level 2   Modules A, B or C</li></ul>

START

CHOOSE

ADVANCE



### flowprofiler® dimension labs

The flowprofiler® dimension labs are short learning sessions for busy professionals.

- ▶ 1 hour
- ▶ 18 to choose from
- ▶ dimension specific
- ▶ full workbook
- ▶ led by a certified trainer
- ▶ face-to-face or virtual options
- ▶ practical and full of tips
- ▶ trainer certifications available

### power skills modules

Choose from 18 modules and build the perfect workshop based on the needs of your people.

- ▶ 18 modules to choose from
- ▶ 1/2, 1 and 2 day options
- ▶ 2-3 hours per module
- ▶ full workbook
- ▶ select what your people need
- ▶ led by certified trainer
- ▶ effective and practical tips
- ▶ trainer certifications available

### coaching with flowprofiler®

Executive coaching is a fantastic investment for leaders in any organisation. flowprofiler® provides a rich opportunity to explore and develop the power skills that underpin the behaviours displayed by successful leaders.

- ▶ 1:1
- ▶ virtual or face-to-face
- ▶ based on your development report
- ▶ supported with full materials
- ▶ certified coach
- ▶ coach certification available

### team sessions

Team sessions are a terrific way to bring a group of people together to co-design better outcomes. flowprofiler® team sessions provide a focus and forum for members to raise and share their ideas.

- ▶ based on the flowprofiler® team report
- ▶ 1/2 or full day sessions
- ▶ virtual or face-to-face delivery
- ▶ led by certified facilitator
- ▶ focused on organisational objectives
- ▶ facilitator certifications available

### the flowprofiler® advantage workshops

The flowprofiler® advantage workshops are factor specific (eq, resilience and motivation). These sessions are designed to bring a learner's development report to life.

- ▶ 1/2 or full day sessions
- ▶ available for eqflow®, motivationflow® or resilienceflow®
- ▶ full workbook
- ▶ virtual or face-to-face
- ▶ inhouse or public sessions available
- ▶ led by certified trainer
- ▶ trainer certifications available



Having participated in a number of similar programs, I found flowprofiler® to be one of the best, if not the best, I have done thus far.

**Shane Jolly,**  
GM, Langham Hotel, Sydney



Using the motivationflow® development report, it was visually evident that under pressure I am highly motivated by purpose, growth, recognition and collaboration.

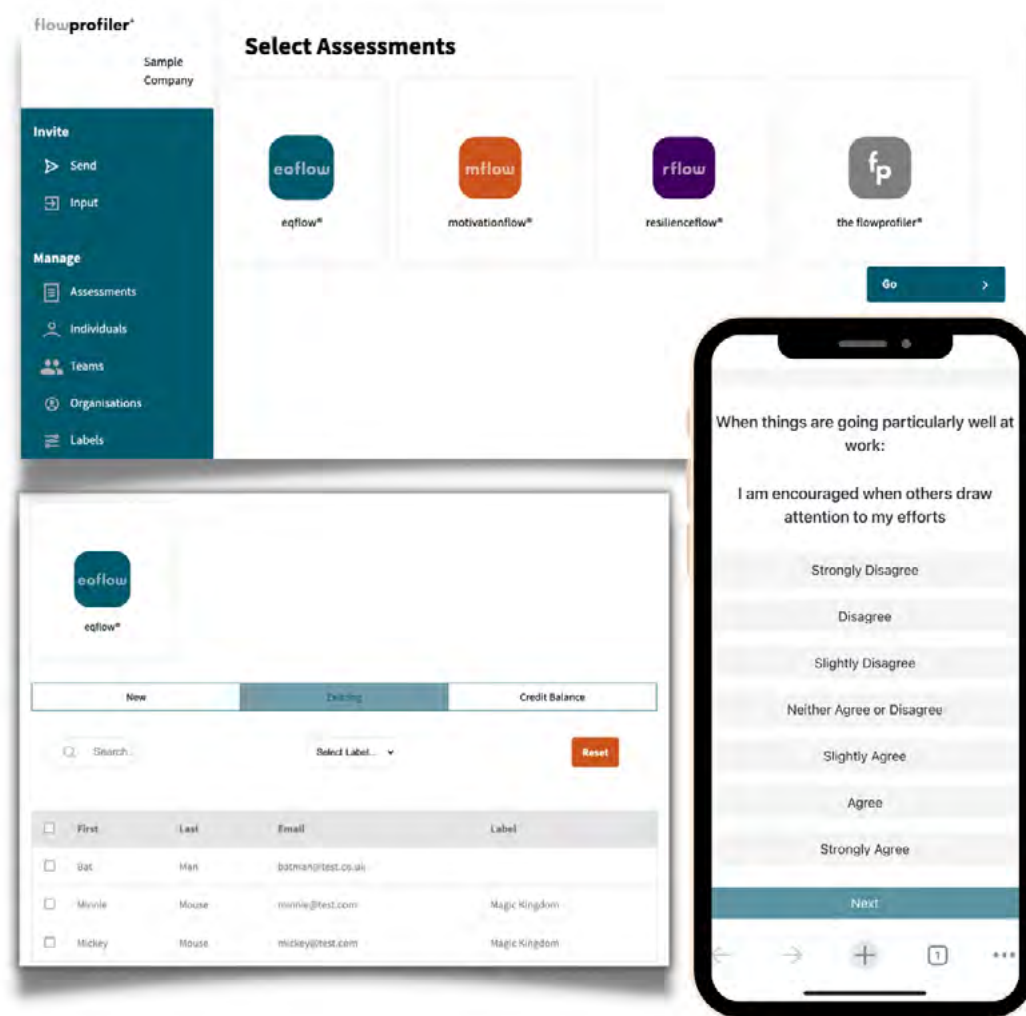
**Shona Wilson,**  
Communications and Marketing

## The platform

flowprofiler.com

flowprofiler.com is our platform where clients administer, distribute and access the flowprofiler® family of assessments and reports.

- ▶ flowprofiler.com is host to the family of flowprofiler® assessments and surveys
- ▶ The flowprofiler® platform is automatically included for clients of the flowprofiler® tools
- ▶ Responsive across multiple devices
- ▶ Download and send reports from one place
- ▶ Fresh looking layout for easy use



## The spirit of flowprofiler®

Who are we?

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.

The flowprofiler® family helps individuals develop self-awareness in how they behave both day-to-day and under pressure.

Armed with this information they can begin to observe the impact their behaviour has. This in turn allows them to evaluate the results they are getting to see if there are any changes they would like to, or should make.

A great use of our reports, training and coaching is to treat the areas measured as abilities that can be developed. As people develop they are able to adapt to a variety of situations and in turn benefit from their efforts.

We wish everyone success in their pursuit of personal excellence in the workplace!

### Who are we?

We are Beck and Iain Chalmers and we lead the charge at flowprofiler® Global. We developed the flowprofiler® family because clients were reporting a need for people who are self-aware, resilient and motivated in the workplace.

We have over 40 years combined experience in psychometric testing, professional development, workshop design and delivery.

We are excited to bring you the flowprofiler® family through our expert partner network who share our vision of personal excellence in the workplace.



hello@flowprofiler.com  
www.flowprofiler.com



partner contact details



An employee is an organisation’s greatest asset. Understanding and developing the people that work for you benefits the individual, their team and your organisation.

**STRONG LEADERSHIP**  
Create a shared vision for your people to engage with.

**FUTURE LOOKING**  
Be ambitious for the future of your organisation.

**RESILIENT CULTURE**  
Develop the tenacity to survive and thrive.

**FOCUS ON PEOPLE**  
Sustainably curate your talent.

Our assessment tools and training series provide organisations with the means to develop in the key areas that are important to them. We provide a bespoke service to make it easy to create your personalised development framework.

We created the Holst Series to give organisations the assessments, tools and training their people need to communicate and engage effectively. From thinking to creativity, presenting to accounting, the Holst Series includes products and services that nurture and develop people right from the beginning of their employee lifecycle.

Everyone has the ability to develop and prosper... welcome to your effective workplace.



**Why we like the flowprofiler® family?**  
flowprofiler® offers a new way of identifying the strengths of your candidates, teams and leaders. Ground breaking in the fields of Emotional/Social Intelligence, Resilience and Motivation, the tools and associated training offer organisations the ability to understand their people like never before.  
Jo Emmerson, Managing Director, Holst



**How to get in touch**  
+44 (0)203 111 9292  
hello@weareholst.com  
www.weareholst.com  
www.mcquaig.co.uk







[www.flowprofiler.com](http://www.flowprofiler.com)