

# Introduction



A flowprofiler® power skills module

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# Overview

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## Purpose:

The purpose of this power skills module is to:

- ✓ Explain the scale and measurement of the flowprofiler® assessments
- ✓ Understand your results and what they mean

## You will have:

- ✓ Completed the flowprofiler®, eqflow®, motivationflow® or resilienceflow® assessment
- ✓ Had your report fed back to you

## Overview:

- ✓ What the flowprofiler® assessments measure
- ✓ How the flowprofiler® assessments measure what they do
- ✓ What your results mean for you at work



# What flowprofiler® measures

flowprofiler® is a family of 4 assessments. Each assessment is designed for the workplace for use in recruitment and development.



The flowprofiler® assessments are written by occupational psychologists (also known as organisational psychologists). They are normative assessments; this means your results are measured against a sample or norm group of managers and leaders from across the globe.

The assessments are validated reporting a Cronbach Alpha of 0.82. A Cronbach Alpha is a measure of reliability. The reliability of the flowprofiler® assessments provides users with a high level of confidence that the assessments measure what we claim they measure.

These assessments are administered and accessed on the flowprofiler.com platform.

## Key learning points:

- ✓ 4 assessments
- ✓ Workplace based (occupational)
- ✓ Use in recruitment and development
- ✓ Normative
- ✓ Cronbach Alpha 0.82

# What flowprofiler® measures

There are a few terms used when we speak about the flowprofiler® assessments:

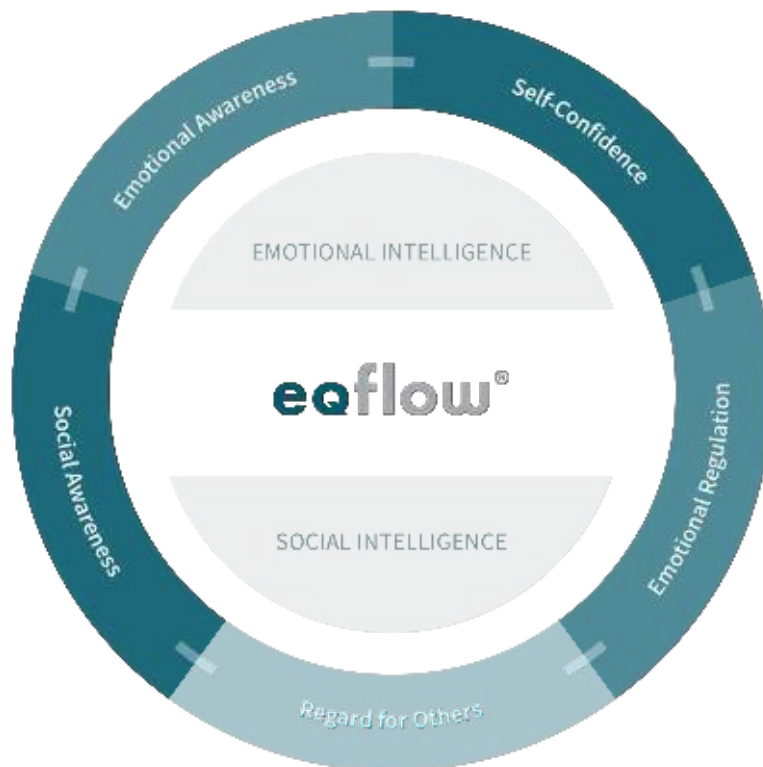
**Factor:** A broad area of measurement such as motivation, resilience, emotional and social intelligence

**Dimension:** An observable behaviour. We treat these dimensions as skills, abilities and intelligences that can be developed.

**State based:** A moment in time. flowprofiler® measures two states; day-to-day and under pressure.



eqflow® measures emotional and social intelligence (factors) across 5 dimensions (behaviours).



Key terms:

- ✓ Factor
- ✓ Dimension
- ✓ State based

# What flowprofiler® measures

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## resilienceflow®

reilienceflow® measures resilience (factor) across 6 dimensions (behaviours).



## motivationflow®

motivationflow® measures motivation (factor) across 7 dimensions.

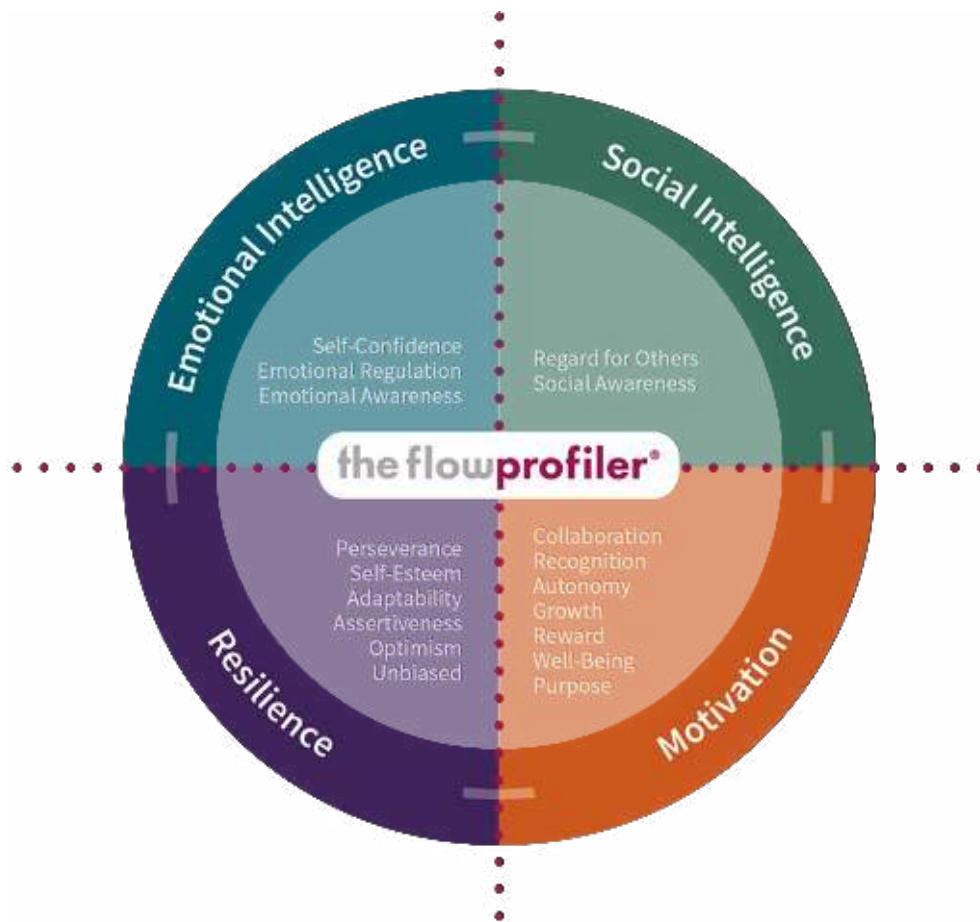




# What flowprofiler® measures

## the flowprofiler®

The flowprofiler® measures 4 factors of motivation, resilience, emotional and social intelligence across 18 dimensions (behaviours).



Key learning points:

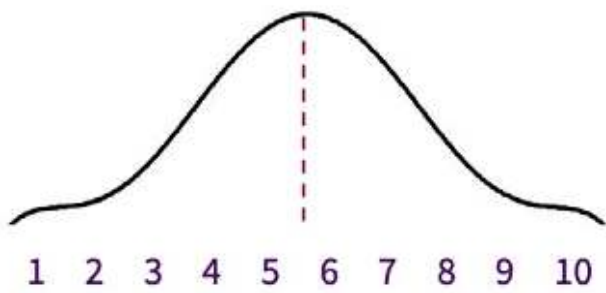
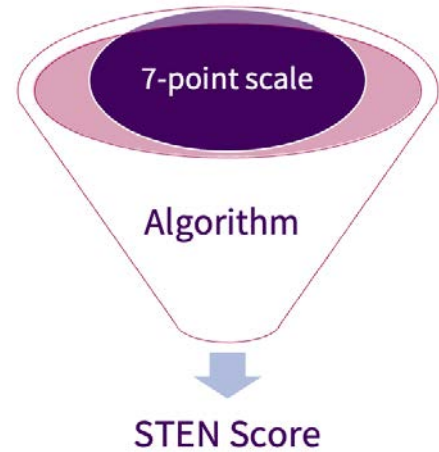
- ✓ 4 assessments: eqflow® motivationflow®, resilienceflow® and the flowprofiler®
- ✓ Occupational and Normative
- ✓ Cronbach Alpha 0.82
- ✓ Recruitment and Development
- ✓ Factor, dimension, state based



# How results are measured

When you completed the flowprofiler® assessment, you were asked to rate statements on a 7-point scale.

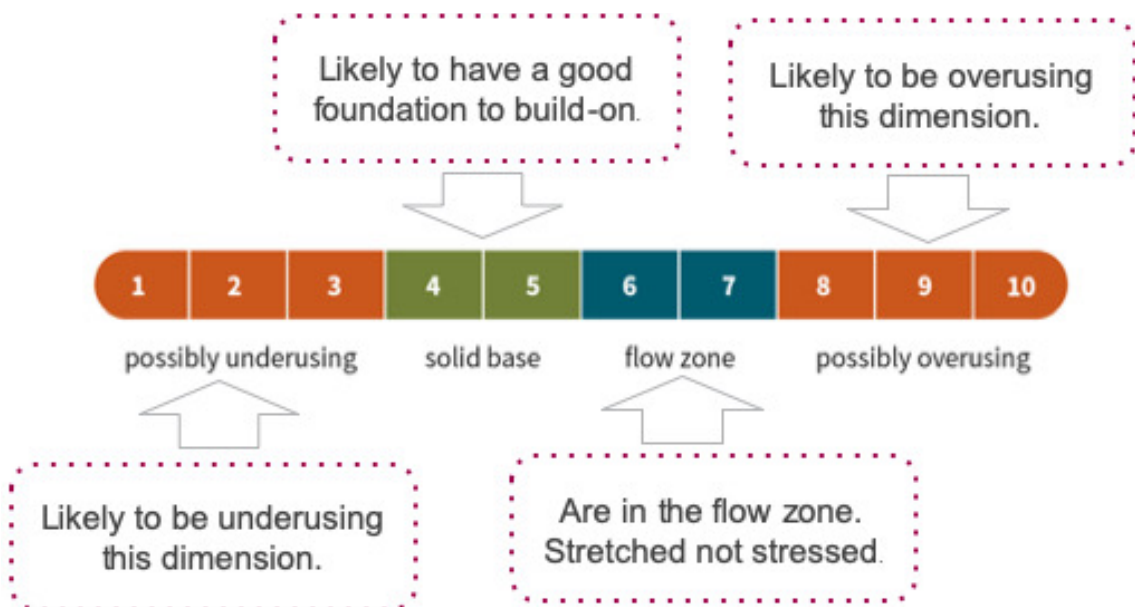
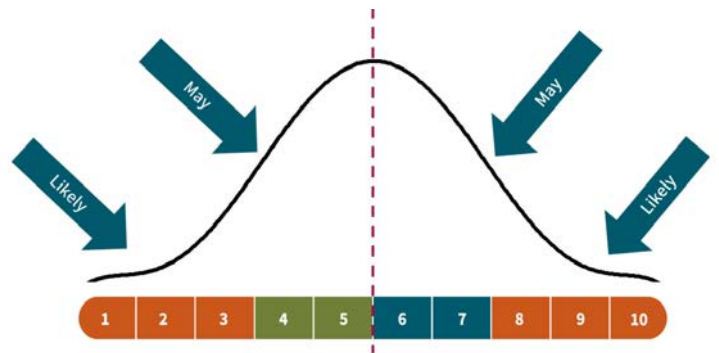
Our algorithm then converts your response to a 10-point scale. This is called a STEN score and means Standard to Ten.



STEN scores allow us to create bell or standard distribution curve.

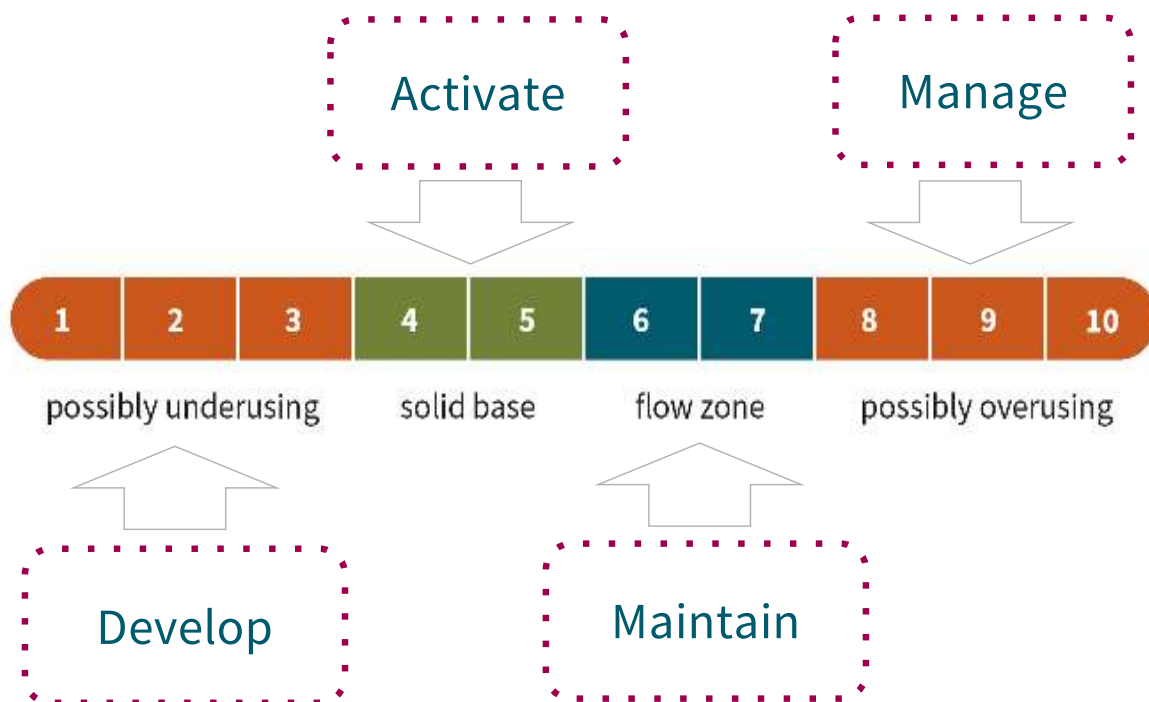
Whereby the majority of the population will fall into the middle of the curve and approx. 1-2% will score a 1 or 10.

The further away a result is from the centre of the curve the more likely it that the behaviour (dimension) will manifest itself if the workplace.



# How results are measured

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If a person scores 1, 2 or 3 they would appear in the underusing zone. The opportunity here is to **develop** that dimension.

If a person scores a 4 or 5 the result indicates they are in our solid base zone. The opportunity is to **activate** that dimension if the role requires it.

6 and 7 are in our flow zone. This represents our state of peak performance. The opportunity here is to **maintain** what they are doing.

8, 9 or 10 represents our overusing zone. The opportunity here is to **manage** their behaviour to prevent negative stress.

It is likely that you will score in different zones for each state. This information can add valuable information about how you are adapting your behaviour in the workplace.

Key learning points:

- ✓ STEN Scores
- ✓ flowprofiler® zones
- ✓ Key verbs

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flowprofiler® is designed with personal excellence in the workplace at its heart.

There are three elements to personal excellence at work:

- Awareness
- Action
- Accountability

## **Awareness:**

Awareness is very much our self-awareness piece. It is awareness of how you are behaving and the impact or opportunities those behaviours are presenting you within the workplace. The flowprofiler® family of assessments are perfectly placed to start this journey. From here, most people will leave with an intention to make a change or to modify their behaviour in order to get different results. This is where the action part of our story comes into play.

## **Action:**

Action is all about taking the opportunity to discover, learn and develop your power skills in order to achieve the outcomes you are looking for. It is also about learning techniques to help you self-manage your behaviour. This is not a cookie cutter approach. You are unique and you will want to find a set of tools that work for you. The flowprofiler® power skills series that you are embarking on is perfect to provide you with a selection of proven techniques to support you.

Some of what you hear will resonate with you and some of it will not. It is all good. You are here, we have begun. That is what matters.

## **Accountability:**

Action itself is not going to be enough. Driving sustained behavioural change takes effort and you will want to be patient with yourself.

Accountability is about being accountable to yourself to turn up, practice the techniques you learn here and to stick to your plan. It is also about accountability to your goals.

You will have started this journey with a goal in mind. Remembering this will help you to stay on track.

Accountability is also about the idea of building new habits. It is about being persistent and consistent with your daily efforts and practice.

# Your goals and actions

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	Your Goals	Actions	Actions
What do you want to achieve?			
What outcomes will you realise?			
Where do you hope this journey takes you?			
My notes			

# Your goals and actions



<b>Power skills modules</b>	<b>Scores/zones day-to-day and under pressure</b>	<b>My observations at work</b>	<b>My notes</b>

# Your goals and actions

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<b>Power skills modules</b>	<b>Scores/zones day-to-day and under pressure</b>	<b>My observations at work</b>	<b>My notes</b>





