motivationflow®

Full Management Report for Sample Name

Sample Company | 8th April 2024

flowprofiler®

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 provides you with a summary of your motivation at work. The report shows your highest and lowest scoring dimensions both day-to-day and when under pressure.

As the questionnaire is a self-report measure, the results reflect the individual's self-perception of their behaviours in comparison to the 7 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

Contents

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.

We advocate for the responsible use of flowprofiler® assessments within organisations. flowprofiler® Global cannot accept liability for any consequences of the use or mis-use of this report and this includes liability of every kind (including negligence).

Measures of approach

We understand how important it is to make a good first impression. We all want to show our best selves in professional settings. In terms of psychometric questionnaires, we are aware that there are sometimes when the desire to present a positive version of ourselves leads us to answer some questions in a way that we would like to be, rather than in a way that we actually are. For this reason, the flowprofiler® assessments have 'Social Desirability' and 'Self Deception' checks built into them. The report also shows their 'Completion Time' compared to the average completion time. Knowing the completion time helps to highlight any challenges they may have experienced completing the assessment.

The scores from the Social Desirability and Self Deception scales give an indication of how accurately they represented themselves whilst answering the questions. Social Desirability is the tendency to respond in a way that seems to be socially accepted over choosing responses which are truly reflective of how they feel. A high score on Social Desirability may mean that they have responded in a way that they felt would be socially acceptable. If the score is low in Social Desirability, they may have been somewhat tough on themselves.

Self-deception is the tendency to show oneself in a more positive way based on potentially distorted or skewed perceptions and beliefs. This can occur for many reasons such as to maintain a positive self-image or avoid negative feedback or situation. A high score on the Self-Deception scale indicates that some results could be skewed or distorted based on how they would like things to be rather than how they actually are. A low score on the Self-Deception scale may suggest that they have downplayed their responses.

Either a high or low score in either of the scales suggest that you may want to interpret the results with caution as there may be conflicting outcomes in the results. You can see their scores on the Social Desirability and Self-Deception scales below.

Social Desirability Rating: 5
Their responses suggest that they have answered the items in this questionnaire in a balanced way and have not responded in a more or less socially favourable manner than their peers.
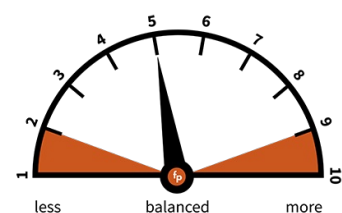
Self-Deception Rating: 6
Their responses suggest that they are honest and true to themselves and situation in their thinking patterns, beliefs, and perceptions. They have a balanced view of themselves and situation.
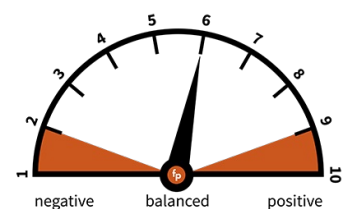
Completion time: 17m 30s   **Average completion time: 14m 40s**

About **motivationflow**®

✓ Measures motivation across 7 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).

Autonomy

Growth

Recognition

Purpose

motivationflow®

Reward

Collaboration

Well-Being

How are their results measured?

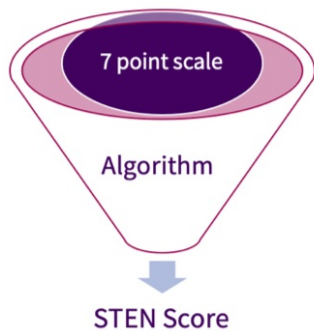When this person completed the flowprofiler® assessment they were asked to rate statements on a 7 point scale.

7 point scale

Algorithm

STEN Score

The flowprofiler® system then plots their results on the scale as determined by where their results sit relative to the other people in the population (norm group).
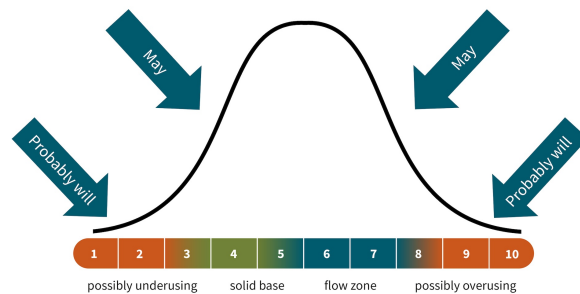
The flowprofiler® algorithm then converted their response to a STEN Score.

STEN means standard to ten.

Using a STEN score allows us to create a standard distribution or bell curve.

May   May

Probably will   Probably will

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Indicates they are likely to have a good foundation to build on.

Indicates they are likely to be overusing this Dimension.

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Indicates they are likely to be underusing this Dimension.

Indicates they in the flow zone. Stretched but not stressed.

The further they are away from the center of our bell curve the more likely it is that the behaviour being measured will manifest itself in the workplace.

Scores of 1 or 2 indicate they are underusing that dimension. Look for ways to develop.

Scores of 3, 4 or 5 indicate they have a solid base to work with. Look for ways to activate.

Scores of 6, 7 or 8 indicate they are in the flow zone, stretched but not stressed. Look for ways to maintain.

Scores of 9 or 10 indicate that they are overusing that dimension and while this may be a requirement of the role, it may become stressful overtime. Look for ways to manage.

Your **motivationflow**®profile

The charts show their results from their motivationflow® questionnaire.
Both day-to-day and under pressure.
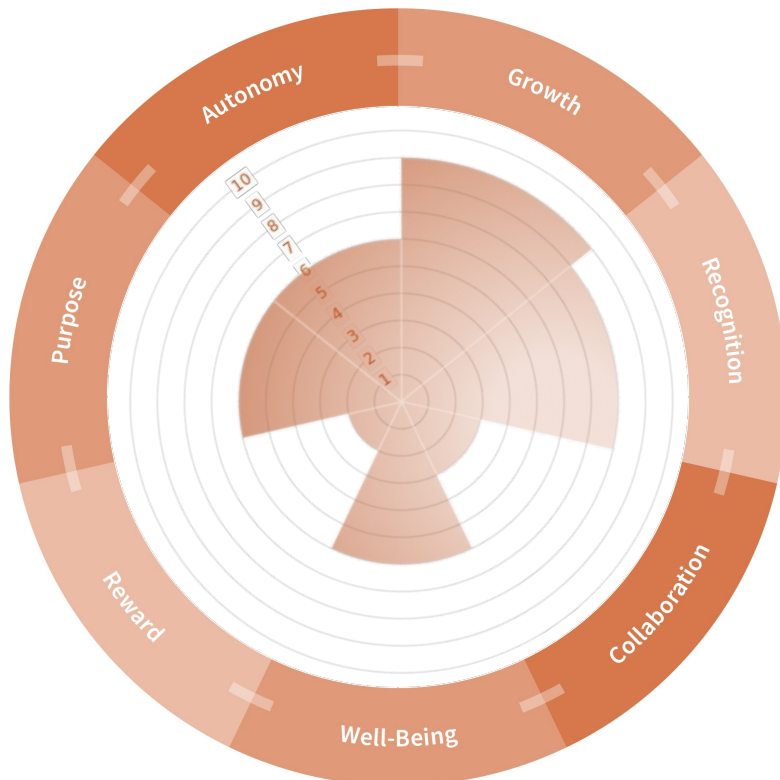
Autonomy
Growth
Recognition
Collaboration
Well-Being
Reward
Purpose

10 9 8 7 6 5 4 3 2 1

Typically they:

Constantly seeks ways to further personal development

Regularly seek change and new opportunities for growth

Seek challenge, even in tasks they are not experienced in

Define their performance by comparison to others

Autonomy
Growth
Recognition
Collaboration
Well-Being
Reward
Purpose

10 9 8 7 6 5 4 3 2 1
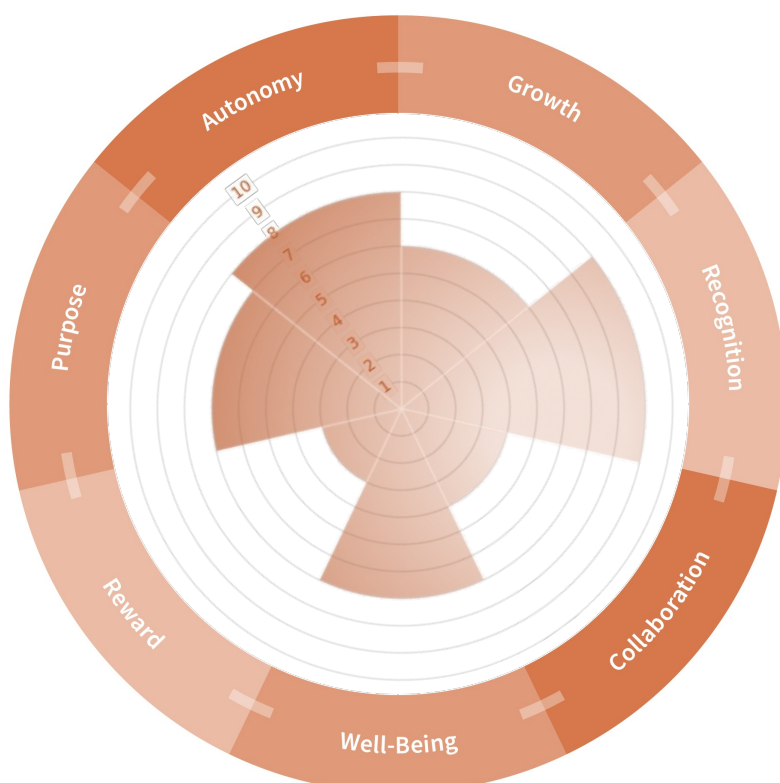
Typically they:

Are conscious to recognise the performance of others

Appreciate, value and encourage contributions from others

Will praise others and are driven by achievement

Respond positively to praise and appreciation

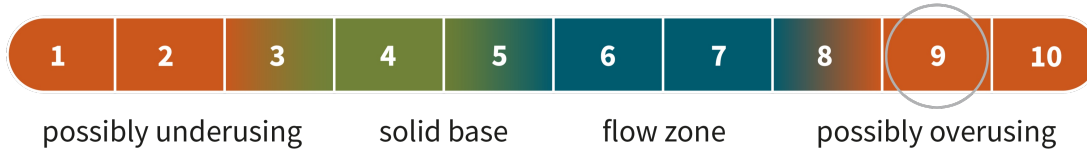| Dimension	Definition
Growth	By actively seeking new opportunities to grow and develop, these people are motivated by being stretched and challenged. They look for opportunities for learning and development, and actively sign-up to courses or events to challenge their thinking.
Recognition	These people 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.
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.
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.
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.
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.
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.

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

Growth	9

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

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:

Constantly seeks ways to further personal development	Regularly seek change and new opportunities for growth	Seek challenge, even in tasks they are not experienced in	Define their performance by comparison to others

Development Considerations:

Extremely invested in their personal development, they actively seek opportunities to grow and develop. They are driven by a constant desire to achieve ambitious career aspirations and progress up the business's hierarchy. As a result, they commit themself to every opportunity, without first evaluating whether it is aligned to their aspirations, or those of the business. It is therefore common for them to prioritise their development over the requirements of their day to day role, reducing their contributions to the business and placing unnecessary strain on others. They might benefit from being more selective in the development opportunities they undertake, identifying when their work performance is the priority, and achieving a healthy balance between fulfilling their current role and pursuing personal growth endeavours.

> 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?

motivationflow®dimensions

Growth   6

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

possibly underusing   solid base   flow zone   possibly overusing

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:

| Value their personal development | Actively seek opportunities for growth | Enjoy being challenged | Benchmark themselves against high performers |

Development Considerations:

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's hierarchy. As a result of this, they may have a tendency to commit them self 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 maintain the flow zone: 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 are able to balance the requirements of your role with your professional development and continued growth. How do you maintain the right balance? How do you manage both effectively?

| Recognition | | | | | | | | 8 |

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

possibly underusing   solid base   flow zone   possibly overusing

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:

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 maintain: It could 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 you have struggled to take on board constructive feedback?

motivationflow®dimensions

Recognition	9

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

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:

Are conscious to recognise the performance of others	Appreciate, value and encourage contributions from others	Will praise others and are driven by achievement	Respond positively to praise and appreciation

Development Considerations:

Highly motivated by praise and recognition, they are driven by a sense of achievement. They strive to be appreciated by their colleagues and spend time ensuring that positive feedback and praise is promoted at work. As a result of focusing predominantly on the positive feedback that they receive, they may struggle to process and take on board any constructive feedback provided by others. They may avoid facing opinions that are not completely positive, as they know they can be sensitive to negative comments and therefore be discouraged. This could result in them not implementing crucial feedback which may help them in being more successful in their role. It would benefit them to work on their reception of constructive feedback from their colleagues in order to gain a better perspective of their capabilities and useful direction.

> Probe question:
>
> You are driven by achievement, praise and recognition. Can you think of a time when you have struggled to take on board constructive feedback?

Collaboration   3

possibly underusing   solid base   flow zone   possibly overusing

Development Considerations:

Motivated by working independently of others, they prefer to work on tasks that require little input from other people. They prefer to have a limited number of relationships with their colleagues as they tend to keep their work and personal life separate. This desire to maintain a distance between them self and their colleagues is driven by wanting to uphold a sense of professionalism with them. However, this may result in them struggling to fully understand them and their reasons for behaving the way that they do. To activate: They could benefit from considering when may be required to get to know others on a more personal level.

Typically they:

| May avoid working with others in order to achieve their goals | May treat their work and personal life as separate | May concentrate on tasks rather than people | May miss opportunities to network |

Probe question:

You prefer tasks which you can work on independently. Has this preference at work ever impacted your ability to complete a task?

Collaboration	4

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Development Considerations:

Motivated by working independently of others, they prefer to work on tasks that require little input from other people. They prefer to have a limited number of relationships with their colleagues as they tend to keep their work and personal life separate. This desire to maintain a distance between them self and their colleagues is driven by wanting to uphold a sense of professionalism with them. However, this may result in them struggling to fully understand them and their reasons for behaving the way that they do. To activate: They could benefit from considering when may be required to get to know others on a more personal level.

Typically they:

May avoid working with others in order to achieve their goals	May treat their work and personal life as separate	May concentrate on tasks rather than people	May miss opportunities to network

Probe question:

You prefer tasks which you can work on independently. Has this preference at work ever impacted your ability to complete a task?

Well-Being									6

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Potential Assets:

Motivated by personal well-being , they aim to achieve a positive and healthy balance in their personal and work life. They actively seek companies, activities and roles that will enable them to have a healthy lifestyle, both physically and mentally. They therefore actively seek roles and companies which allows them the flexibility to work from home or to be active at work. They also encourage their colleagues to find a healthy balance between work and personal commitments in order to achieve a stimulating and fulfilling lifestyle.

Typically they:

Enjoy a range of pursuits	Are motivated to achieve a work/life balance	Take time out of the office to re-charge	Encourage colleagues to focus on their well-being

Development Considerations:

Motivated by a need to achieve a positive and healthy work-life balance, they tend to look for opportunities that will allow them and their colleagues to have flexibility and control over the way that work is completed. They tend to work at a pace that is comfortable to them. To maintain: They could benefit from considering the needs of the business when making decisions. This will help avoid difficulties when completing critical tasks or reaching business objectives.

> Probe question:
>
> You place a value on being able to achieve a healthy work-life balance. How do you deal with the conflicting needs of your work and personal life?

motivationflow®dimensions

under pressure

Well-Being	7

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Potential Assets:

Motivated by personal well-being , they aim to achieve a positive and healthy balance in their personal and work life. They actively seek companies, activities and roles that will enable them to have a healthy lifestyle, both physically and mentally. They therefore actively seek roles and companies which allows them the flexibility to work from home or to be active at work. They also encourage their colleagues to find a healthy balance between work and personal commitments in order to achieve a stimulating and fulfilling lifestyle.

Typically they:

Enjoy a range of pursuits	Are motivated to achieve a work/life balance	Take time out of the office to re-charge	Encourage colleagues to focus on their well-being

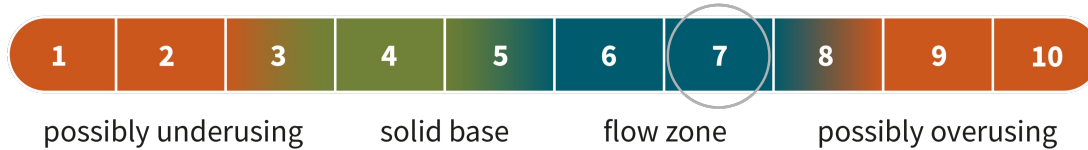## Development Considerations:

Motivated by a need to achieve a positive and healthy work-life balance, they tend to look for opportunities that will allow them and their colleagues to have flexibility and control over the way that work is completed. They tend to work at a pace that is comfortable to them. To maintain: They could benefit from considering the needs of the business when making decisions. This will help avoid difficulties when completing critical tasks or reaching business objectives.

> Probe question:
>
> You place a value on being able to achieve a healthy work-life balance. How do you deal with the conflicting needs of your work and personal life?

Reward	2

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Development Considerations:

Motivated solely 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, they are unlikely to become involved in friendly competition that workplace incentives may bring, meaning they may deprive themself of potential opportunities for development, as well as personal and organisational reward. They should make an effort to remain mindful of the business's financial objectives when prioritising tasks and make a point of actively considering which activities could enhance financial success when deciding a course of action.

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. Has this ever resulted in you perfecting a task at the expense of deadlines?

motivationflow®dimensions

Reward   3

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

possibly underusing   solid base   flow zone   possibly overusing

Development Considerations:

Motivated by a sense of achievement, they are typically 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. They should remain mindful of the business's financial objectives when prioritising tasks. They may benefit from considering which activities could enhance financial success when deciding a course of action.

Typically they:

| May focus on perfection over practicality | May spend time on tasks which see little reward | May set targets which do not align to business objectives | May be unable to shift their focus to new priorities |

Probe question:

You value the sense of accomplishment having completed a task. Has this ever resulted in you perfecting a task at the expense of deadlines?

Purpose	6

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Potential Assets:

Motivated by meaning and purpose, they gain satisfaction from directly impacting the performance of the business. They care about making a difference, seeking to understand how their work relates to the goals and purpose of the business. They are motivated to work within a business where their views and ideas are heard by their colleagues, and appreciate any feedback that they may receive. They monitor their activities and results to make sure that the best outcomes are achieved for the business and that they maintain their relevance.

Typically they:

Are motivated by purpose	Actively seek feedback	Monitor their results and performance	Want to make a difference

Development Considerations:

Wishing to have meaning and purpose in the work that they do, they can become personally invested in the role that they take on in an business. They care about making a difference and will therefore commit them self to achieving the best outcomes for the business and its customers. As a result of this they may invest themselves in the purpose of the business on an emotional level. There is a risk that involving them self in this way may lead to them spending extended periods focusing on work and they may not identify when they need to take time away and reflect on their experiences. To maintain: They could benefit from considering how their personal investment in the business may impact their well-being and personal life. This could help them to find a suitable balance between their work and personal life.

> Probe question:
>
> You commit yourself to achieving the best outcomes for the business. Can you provide an example of when have you overly invested yourself in your work and what was the impact of this?

motivationflow®dimensions

Purpose   7

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

possibly underusing · · · solid base · · · flow zone · · · possibly overusing

Potential Assets:

Motivated by meaning and purpose, they gain satisfaction from directly impacting the performance of the business. They care about making a difference, seeking to understand how their work relates to the goals and purpose of the business. They are motivated to work within a business where their views and ideas are heard by their colleagues, and appreciate any feedback that they may receive. They monitor their activities and results to make sure that the best outcomes are achieved for the business and that they maintain their relevance.

Typically they:

Are motivated by purpose	Actively seek feedback	Monitor their results and performance	Want to make a difference

Development Considerations:

Wishing to have meaning and purpose in the work that they do, they can become personally invested in the role that they take on in an business. They care about making a difference and will therefore commit them self to achieving the best outcomes for the business and its customers. As a result of this they may invest themselves in the purpose of the business on an emotional level. There is a risk that involving them self in this way may lead to them spending extended periods focusing on work and they may not identify when they need to take time away and reflect on their experiences. To maintain: They could benefit from considering how their personal investment in the business may impact their well-being and personal life. This could help them to find a suitable balance between their work and personal life.

> Probe question:
>
> You commit yourself to achieving the best outcomes for the business. Can you provide an example of when have you overly invested yourself in your work and what was the impact of this?

Autonomy   6

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

possibly underusing   solid base   flow zone   possibly overusing

Potential Assets:

Having a preference to retain personal control, they value having a strong influence over how they structure their work and their day. They are motivated by having control over how and when they complete their work, managing their workload in a way that suits them. Preferring to make their own decisions about what to do, rather than being influenced by others, means that they thrive when given complete control over projects. Having this sense of choice results in them feeling empowered to make independent decisions.

Typically they:

| Typically feel empowered and in control | Manage their own workload | Recognise their sense of choice | Are self-sufficient and make their own decisions |

Development Considerations:

With a strong preference for having personal control over their work, they enjoy determining the structure of their day with rare input from others. They like to make their own decisions about what to do and resist being influenced or directed by someone else. Although this sense of control inspires them to work harder, this practice can result in them misjudging the order of priorities for the business and therefore moving away from optimal performance . They would benefit from considering the circumstances in which they require more input from others, and working to be more collaborative and communicative regarding priorities and resulting workloads. This may help them to gain a balance between their drive to be self-sufficient and ensuring that the business achieves it's aspirations.

> Probe question:
>
> You enjoy having personal control over your work and the decisions you make. Describe a time when this resulted in you turning down support from others to retain your independence?

motivationflow®dimensions

Autonomy	8

1	2	3	4	5	6	7	8	9	10

possibly underusing   solid base   flow zone   possibly overusing

Potential Assets:

Having a preference to retain personal control, they value having a strong influence over how they structure their work and their day. They are motivated by having control over how and when they complete their work, managing their workload in a way that suits them. Preferring to make their own decisions about what to do, rather than being influenced by others, means that they thrive when given complete control over projects. Having this sense of choice results in them feeling empowered to make independent decisions.

Typically they:

Feel empowered and in control	Manage their own workload	Recognise their sense of choice	Are self-sufficient and make their own decisions

Development Considerations:

With a strong preference for having personal control over their work, they enjoy determining the structure of their day with rare input from others. They like to make their own decisions about what to do and resist being influenced or directed by someone else. Although this sense of control inspires them to work harder, this practice can result in them misjudging the order of priorities for the business and therefore moving away from optimal performance . They would benefit from considering the circumstances in which they require more input from others, and working to be more collaborative and communicative regarding priorities and resulting workloads. This may help them to gain a balance between their drive to be self-sufficient and ensuring that the business achieves it's aspirations.

> Probe question:
>
> You enjoy having personal control over your work and the decisions you make. Describe a time when this resulted in you turning down support from others to retain your independence?

The **motivation**flow®scale

Management 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?
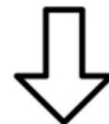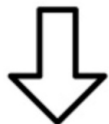
What could you do more of in the future?

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?

1	2	3	4	5	6	7	8	9	10

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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the
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