



flowprofiler[®]

resilienceflow[®]

Full Development Report for Sample Name

Sample Company | 8th April 2024

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 resilience at work. The report shows your highest and lowest scoring dimensions both day-to-day and when under pressure.

These are concepts that many of us are aware of and use in everyday life. They impact how we communicate and interact with our friends and colleagues, both during times of success and when we are feeling low or under pressure.

Self awareness is the first step to being successful across many situations. This includes discovering the aspects of our work that motivates and energises us and understanding how we might behave in certain environments and circumstances.

This report will help you develop self-awareness in how you behave both day-to-day and under pressure. Armed with this information we hope you will begin to observe the impact your behaviour has, and evaluate the results you are getting.

A great use of this report is to treat the areas measured as abilities that can be developed. As you develop you will be able to adapt to variety of situations and benefit from your efforts.

We wish you every success in your journey!

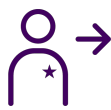
Designed for use by:



Coaches



Managers



Mentors



Trainers



Practitioners



Individuals

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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 your 'Completion Time' compared to the average completion time. Knowing the completion time helps to highlight any challenges you may have experienced completing the assessment.

The scores from the Social Desirability and Self Deception scales give an indication of how accurately you represented yourself whilst answering the questions.

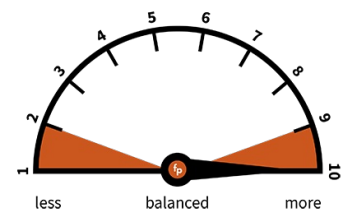
Social Desirability is the tendency to respond in a way that seems to be socially accepted over choosing responses which are truly reflective of how you feel. A high score on Social Desirability may mean that you have responded in a way that you felt would be socially acceptable. If the score is low in Social Desirability, you may have been somewhat tough on yourself.

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 you would like things to be rather than how they actually are. A low score on the Self-Deception scale may suggest that you have downplayed your responses.

Either a high or low score in either of the scales suggest that we may want to interpret the results with caution as there may be conflicting outcomes in the results.

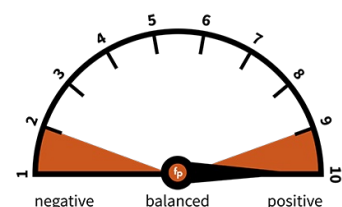
Social Desirability Rating: 10

Your responses suggest that you may have adapted your answers to seem more favourable or appealing to others. You may have over-reported positive items or under-reported negative, or undesirable items. You have answered in a more socially desirable manner compared to others.



Self-Deception Rating: 10

Your responses suggest that you may have given a positive evaluation of yourself and/or situation. You are a more positive in self-ratings than most people.

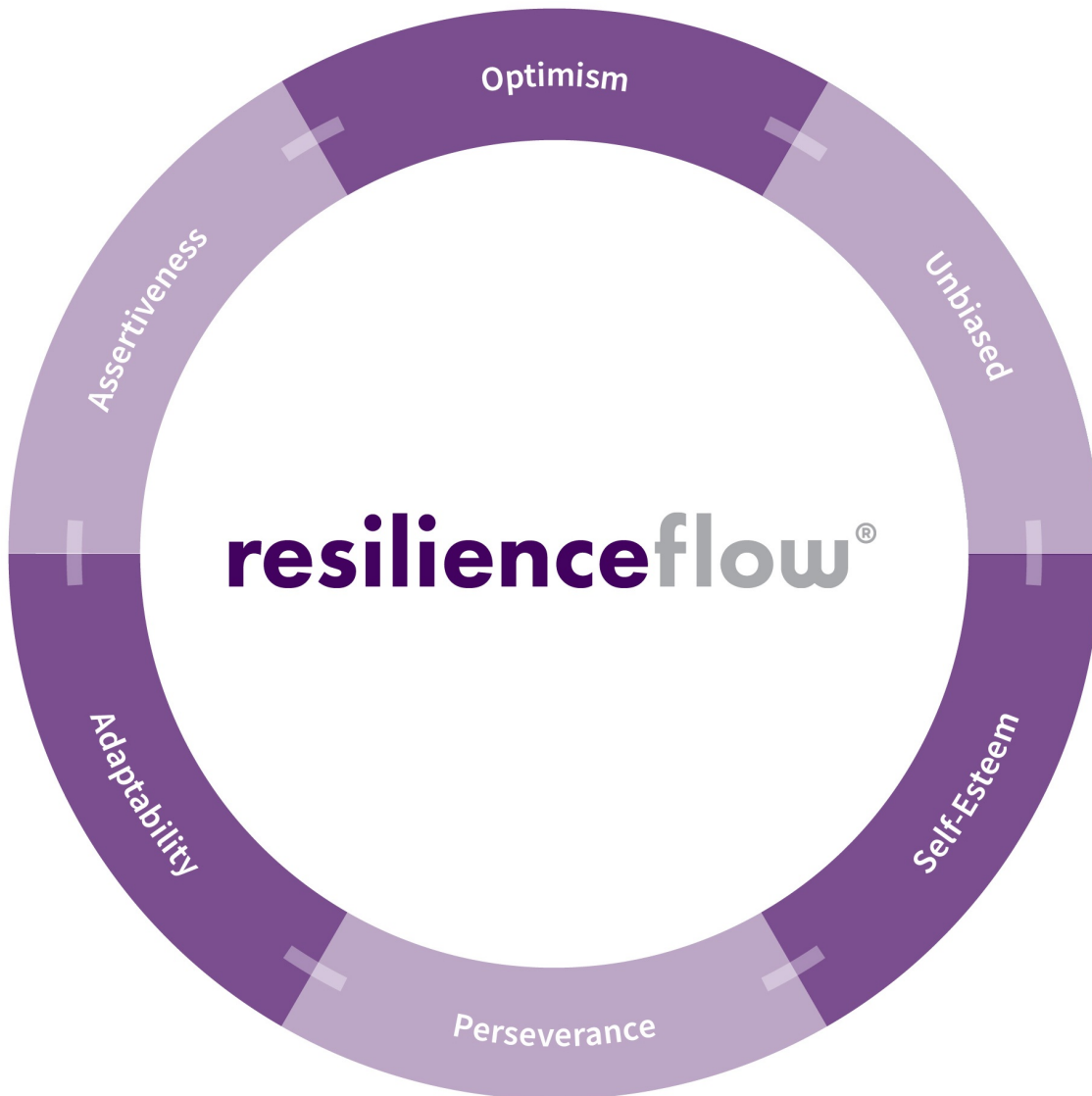


Completion time: unavailable

Average completion time: 5m 39s

About **resilienceflow**[®]

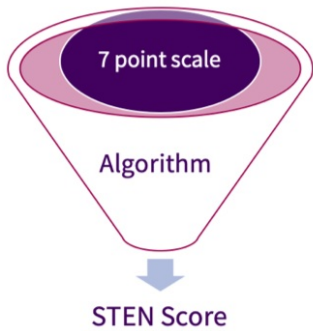
- ✓ Measures resilience across 6 dimensions.
- ✓ Measures how you use these traits day-to-day and when under pressure.
- ✓ The dimensions are mostly state based. They can change over time.
- ✓ These dimensions are abilities and can be developed (with some exceptions).



- The 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.

How are their results measured?

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

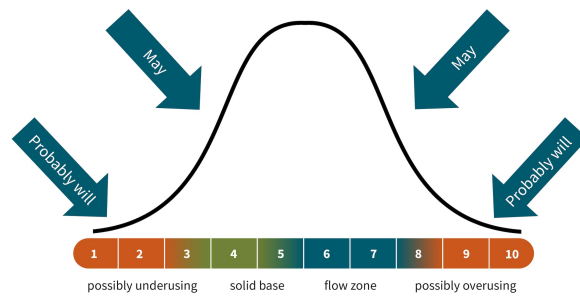


The flowprofiler® algorithm then converted their response to a STEN Score.

STEN means standard to ten.

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

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).



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

Indicates they are likely to be overusing this Dimension.



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.

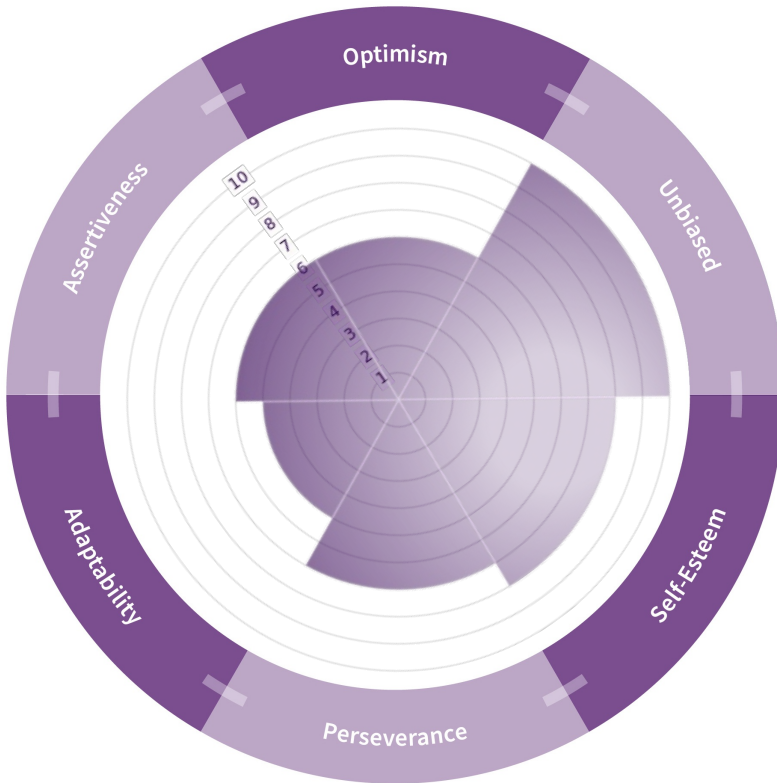
Scores of 6, 7 or 8 indicate they are in the flow zone, stretched but not stressed. Look for ways to maintain.

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 **resilienceflow**[®] profile

The charts show your results from your resilienceflow[®] questionnaire.
Both day-to-day and under pressure.

day-to-day



Typically you:

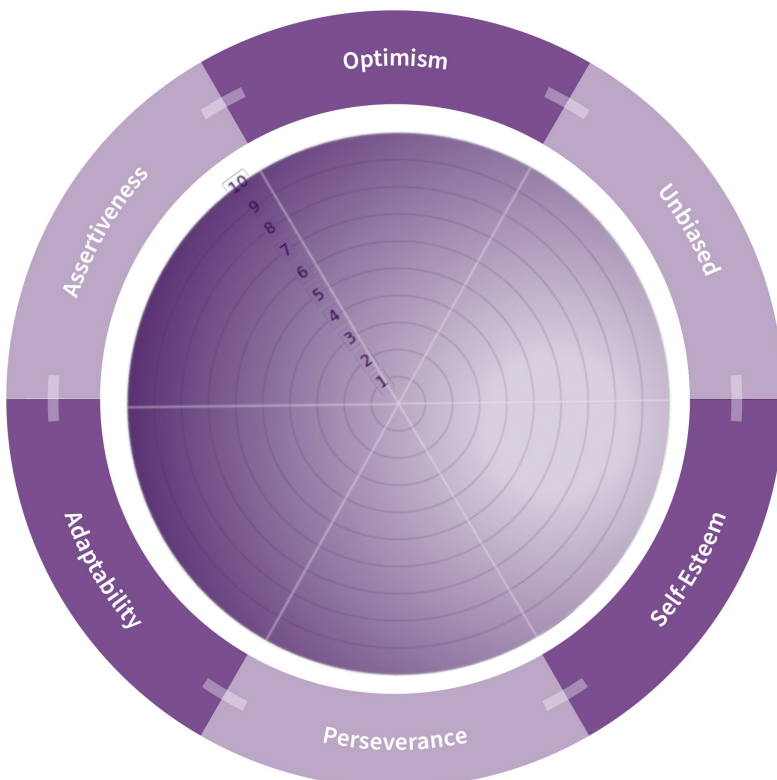
Sometimes emotionally detached and hyper-rational

Calm and calculated in the face of any stressor

Objectively consider problems without involving emotion

Unemotional and analytical in decision making

under pressure



Typically you:

Actively seek and embrace alternative views and ideas

Constantly challenge and update current working practices

Seek others' views to test assumptions and push yourself

Can adapt and progress on tasks with limited information

Dimension	Definition
Optimism	Remaining positive in all circumstances, these people have a tendency to look on the 'brighter side' of a situation, which assists them in dealing with adversity or stress. They remain upbeat and engaged even when things are not going their way.
Unbiased	These people are calm in their reactions, they are able to easily disconnect themselves from situations by emotionally removing themselves to reflect on the most suitable response to the situation. This separation allows them to solve issues more effectively.
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.
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.
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.
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.

Scores for Sample Name

	Unbiased	Self-Esteem	Perseverance	Assertiveness	Optimism	Adaptability
Day to Day	10	8	7	6	6	5
Under Pressure	10	10	10	10	10	10

Optimism

6



Typically you:

Have a positive outlook

Optimistic while realistic about the risk of situations

Get excited about new possibilities and ideas

Optimistic and proactive in tackling problems

Development Considerations:

Optimistic, you typically see the positive side of a situation and focus on the aspects of your work that are going well. You remain enthusiastic in the pursuit of your goals, even when faced with difficulty or challenge. As a result of your optimism, you may miss the opportunity to identify issues that need to be addressed in order to succeed. To stay in the flow zone, check that you are taking a balanced view towards challenging circumstances, considering and attending to both the positive and negative information that is available to you. This could help you to critically evaluate a situation and determine the most appropriate course of action.

Development Actions:

You maintain your optimistic outlook by constantly looking for the positives, even during times of adversity or stress. To maintain: Consider how you could encourage others to remain positive during challenging periods, in order to maintain high levels of motivation, not only for yourself, but for the whole group. Reflect upon how everyone could do as much of the work that motivates them as possible.

Optimism

10



Typically you:

Have a positive attitude seeking the upside

Remain upbeat and unaffected in challenging situations

Focus on work you enjoy and are excited by new ideas

Optimistic and do not view challenges as problematic

Development Considerations:

Extremely optimistic, you always see the positives of a situation and focus on the aspects of your work that are going well. You remain enthusiastic in the pursuit of your goals, even when faced with difficulty. However, this positive outlook can prevent you from taking negative situations seriously or identifying the risks. As a result, you often miss the opportunity to identify issues that need to be addressed in order to succeed. It would be beneficial for you to take a more balanced view towards challenging circumstances, considering and attending to both the positive and negative information that is available to you. While it is good not to be weighed down by a negative perspective, being aware of potential risks and able to formulate a prospective action plan can help to prevent significant setbacks in important projects.

Development Actions:

You maintain your optimistic outlook by constantly looking for the positives, even during times of adversity or stress. To manage: Consider how you can remain positive during challenging periods, while also taking into account the risks and reality of a given situation. Reflect upon the importance of not overlooking potential issues that may have more considerable hindrance in the future if not addressed.

Unbiased

10



Typically you:

Sometimes emotionally detached and hyper-rational

Calm and calculated in the face of any stressor

Objectively consider problems without involving emotion

Unemotional and analytical in decision making

Development Considerations:

Remaining calm in your reactions, you are always able to emotionally disconnect yourself from situations in order to remain objective and reflect on the most suitable response to the situation. Having this separation between your decisions and your emotions allows you to break down and solve issues analytically and efficiently. However, your ability to disconnect from your true feelings and emotions may mean that you come across as emotionally detached and ingenuine to others. This can place distance between you and your colleagues if they perceive your objectivity as lack of emotional awareness or caring of the impact of your decisions on others. This distrust from others may place strain on your relationships and hinder organisational performance.

Development Actions:

You maintain an objective perspective at work as you recognise the importance of the most suitable response being selected for any given situation. To manage: Consider sharing your reasoning when making decisions to avoid misinterpretation, and make an effort to connect with your colleagues outside of a focused environment, allowing others to see some of your personal nature and emotions.

Unbiased

10



Typically you:

Sometimes emotionally detached and hyper-rational

Calm and calculated in the face of any stressor

Objectively consider problems without involving emotion

Unemotional and analytical in decision making

Development Considerations:

Remaining calm in your reactions, you are always able to emotionally disconnect yourself from situations in order to remain objective and reflect on the most suitable response to the situation. Having this separation between your decisions and your emotions allows you to break down and solve issues analytically and efficiently. However, your ability to disconnect from your true feelings and emotions may mean that you come across as emotionally detached and ingenuine to others. This can place distance between you and your colleagues if they perceive your objectivity as lack of emotional awareness or caring of the impact of your decisions on others. This distrust from others may place strain on your relationships and hinder organisational performance.

Development Actions:

You maintain an objective perspective at work as you recognise the importance of the most suitable response being selected for any given situation. To manage: Consider sharing your reasoning when making decisions to avoid misinterpretation, and make an effort to connect with your colleagues outside of a focused environment, allowing others to see some of your personal nature and emotions.

Self-Esteem

8



Typically you:

Have a sense of
internal worth

Have a clear sense of
purpose

Speak positively
about yourself

Recognise and play
to your strengths

Development Considerations:

Valuing your own self-worth, you are clear about your place and purpose within the world. You are confident of your abilities and talk about your strengths and achievements to others. As you spend time focusing on the positive aspects of yourself, you may struggle to identify and process valid challenges from your colleagues about your approach to handling situations. It could be beneficial for you to take time to consider how reverting to talking about your own skills and qualities can have an impact on your relationships with others and therefore your ability to succeed.

Development Actions:

You have actively worked to identify your core strengths and recognise your sense of purpose, which allows you to think and speak positively about yourself. To maintain: Consider how you can aid others in identifying their strengths and values in order for them to understand the capabilities they should leverage in order to reach their potential. Helping others to recognise their best qualities could also enable them to speak highly of themselves.

Self-Esteem

10



Typically you:

Have a strong sense of self-worth and confidence

Have a clear and persistent sense of purpose

Always speak positively and confidently about yourself

Recognise and focus on your strengths

Development Considerations:

Valuing your own self-worth, you are clear about your place and purpose within the world. You are highly confident of your abilities and constantly talk about your strengths and achievements to others. As a result of your keenness to promote your skills and strengths, people may perceive you as often seeking attention and approval. As you spend a lot of time focusing on the positive aspects of yourself, you may struggle to accept valid challenges from your colleagues about your approach to situations. It would be beneficial for you to consider how consistently talking about yourself can have an impact on your relationships and thereby your ability to succeed. Make an effort to be socially aware, focusing conversation on other topics/people, and recognising how people are receiving and responding to what you say.

Development Actions:

You have actively worked to identify your core strengths and recognise your sense of purpose, which allows you to think and speak positively about yourself. To manage: Be aware of how often you do so and ensure conversation is not always centred around yourself, but equally focused on others. How can you aid others in identifying their strengths, values and qualities in order for them to understand the capabilities they should leverage in order to reach their potential?

Perseverance

7



Typically you:

Persist during difficult periods

Bounce back from challenging situations

Deal with what is in front of you

Thrive during change and ambiguity

Development Considerations:

Easily able to bounce back from negative situations, you are able to endure difficult challenges and complex change. You persist through obstacles that appear to be immovable when others would normally give up, tending to show commitment to goals at all costs. You could benefit from reflecting on the goals that you set yourself on a regular basis, this may help you in identifying when your goals may need to be adjusted to a more achievable level if required.

Development Actions:

You are able to endure difficult periods and large amounts of change effectively as you are committed to success. To maintain: Aim to identify a colleague who you feel would benefit from coaching sessions to support them to cope with difficult situations or challenges. Work through examples of when they have found it difficult due to barriers. Agree strategies for developing their resilience and coping mechanisms during periods of stress.

Perseverance

10



Typically you:

Persist throughout and are motivated by difficult periods

Keen to bounce back and learn from challenging situations

Deal with what is in front of you and keep going

Embrace and seek change, challenge and ambiguity

Development Considerations:

Easily able to endure and bounce back from negative situations, you embrace difficult challenges and complex change. You persist through obstacles that appear to be immovable when others would normally give up, showing commitment to goals at all costs. As a result, you may not always be able to identify when goals are unrealistic, and therefore could waste time and energy on unachievable tasks. You would benefit from reflecting on the goals that you set yourself on a regular basis and consulting with others to help identify when your goals may need to be adjusted to a more achievable level if required.

Development Actions:

You are able to endure difficult periods and large amounts of change effectively as you are committed to success. However, this keenness to persevere can result in you taking on challenges that are not realistic and attainable with the time, resources and capacity you have available. To manage: Aim to have a more pragmatic mindset when assessing difficult situations and challenges, to identify when risk may not necessarily outweigh reward, and break down goals into achievable tasks.

Adaptability

5



Typically you:

- May disregard changes to working practices
- May struggle to adapt to new environments
- May focus on your own opinions and views
- Prefer all the facts

Development Considerations:

You tend to prefer consistent environments, where you can be assured that your skills and knowledge will be used to their full potential. Having consistency in your work day allows you to focus on tasks that you are assigned one at a time, which can give you time to ensure that you fully understand what is required of you. As a result, this can mean that you may struggle with change, particularly when it is unexpected or it requires you to move away from familiar or tried and tested methods. You could benefit from considering when change may be positive and necessary in order for you and the business to move forward and develop.

Development Actions:

Reflect upon a time in which a change was made within your business or team which you struggled to buy-in to. To activate: Consider how focusing on the potential positives of changes could in future allow you to recognise the benefits of a change, and therefore result in you being more engaged. Going forward, how could you attempt to better recognise the benefits of a change, rather than automatically viewing change as a negative?

Adaptability

10



Typically you:

Actively seek and embrace alternative views and ideas

Constantly challenge and update current working practices

Seek others' views to test assumptions and push yourself

Can adapt and progress on tasks with limited information

Development Considerations:

As embracing new and unfamiliar circumstances comes naturally to you, you view change as an opportunity to make improvements to the current methods of doing things. You are open to alternative routes to success and are highly flexible and keen to try new things, even if this means changing plans at the last minute. However, your preference for change at the chance of a better outcome can come across as impulsive and inconsistent to others, which may be unsettling and hard to keep track of, especially when team unity is valued. You may benefit from taking time to consider how your flexibility may impact others before taking action, and work on seeking feedback on your thoughts and reasoning before immediately jumping into changing well established plans.

Development Actions:

You prefer variety at work and are able to perform with limited information or clarity as you enjoy operating in the unknown. To manage: Understand that others may not share this preference as constant changes and ambiguity can be challenging for them. Consider how you could work to ensure clear communication of plans when possible, and make an effort to aid others with preparing for the unknown and operating in changeable environments with limited information.

Assertiveness

6



Typically you:

Tend to deliver messages with authority

Tend to have clear opinions and ideas

Have a positive impact on others

Tend to gain control of situations

Development Considerations:

You are typically certain in your actions, you clearly articulate your strong opinions and views to others. You can have a commanding and impactful presence that allows you to easily take control of situations. As a result of you displaying high levels of assertiveness, you tend to take control of situations, which means you may come across to your colleagues as being overly dominating during conversations, not allowing the quieter individuals in the conversation to speak. It may be useful for you to consider how you can involve others in conversations and decisions in order to give you a broader perspective of any issues that you are trying to overcome.

Development Actions:

You deliver your messages with impact and are happy to take control of interactions and influence others. To maintain: Identify a colleague who you feel you can support to display more assertiveness. Meeting up once a month, help them to articulate their opinions and views to others. Aid them in making quick but objective decisions which they can then deliver with impact.

Assertiveness

10



Typically you:

Deliver messages with assurance and authority

Largely focus on own opinions and ideas

Steer situations to increase impact on others

Gain control of situations and group tasks

Development Considerations:

Always certain in your actions, you are sure to clearly articulate your strong opinions and views to others. You have a commanding and impactful presence that allows you to easily take control of situations. As a result of you displaying high levels of assertiveness, you may come across to your colleagues as being overly dominating during conversations, not allowing the quieter individuals in the conversation to speak. It may be useful for you to consider how you can develop your social awareness and ensure you sometimes take a step back from leading conversations and tasks. Not only may this improve your relationships with others and people's perceptions of you, but involving others more in conversations and decisions will give you a broader perspective of any issues that you are trying to overcome.

Development Actions:

You deliver your messages with impact and are happy to take control of interactions and influence others. To manage: Be aware of how often you do so, and don't hesitate to take a step back when you identify a colleague who's qualities are well suited to lead a certain task/situation. Supporting others in their assertiveness facilitates development, and will allow you to gain new perspectives and insights on both projects and leadership approach.

resilienceflow[®] dimensions

My key takeaways and actions:

- Consider your whole report.
- Choose 3 actions that you are going to prioritise and record them below.

Dimension:	Takeaways and actions:	Date to review:

resilienceflow[®] dimensions

Support, feedback and advice:

- Identifying people to support your development can help you achieve your goals.
- Record below the area you'd like support in, who might help you and when you will speak with them.

Area:	Who:	Date:

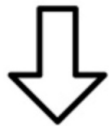
The **resilienceflow**[®] scale

A guide for your reflection

Your results indicate you:

are likely to have a good foundation to build-on.

- What aspects of this dimension do you do well?
- How could you build on this dimension?



Your results indicate you:

are likely to be overusing this dimension.

- Monitor for signs of stress or overstretching.
- Can you identify ways to manage the overuse of this dimension?



1

2

3

4

5

6

7

8

9

10

possibly underusing

solid base

flow zone

possibly overusing



Your results indicate you:

are probably underusing this dimension.

- Can you identify any implications of underusing this dimension?
- Have you used this dimension well before? What did you do?

Your results indicate you:

are in the flow zone. Stretched but not stressed.

- Monitor the risk of stretching too far.
- How will you stay in the zone?

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the
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family