



**flowprofiler**<sup>®</sup>

**eqflow**<sup>®</sup>

Team Report for Sample Team (anonymised)

Sample Company | 2nd February 2021

## 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 the team's dimensions both day-to-day and when under pressure.

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

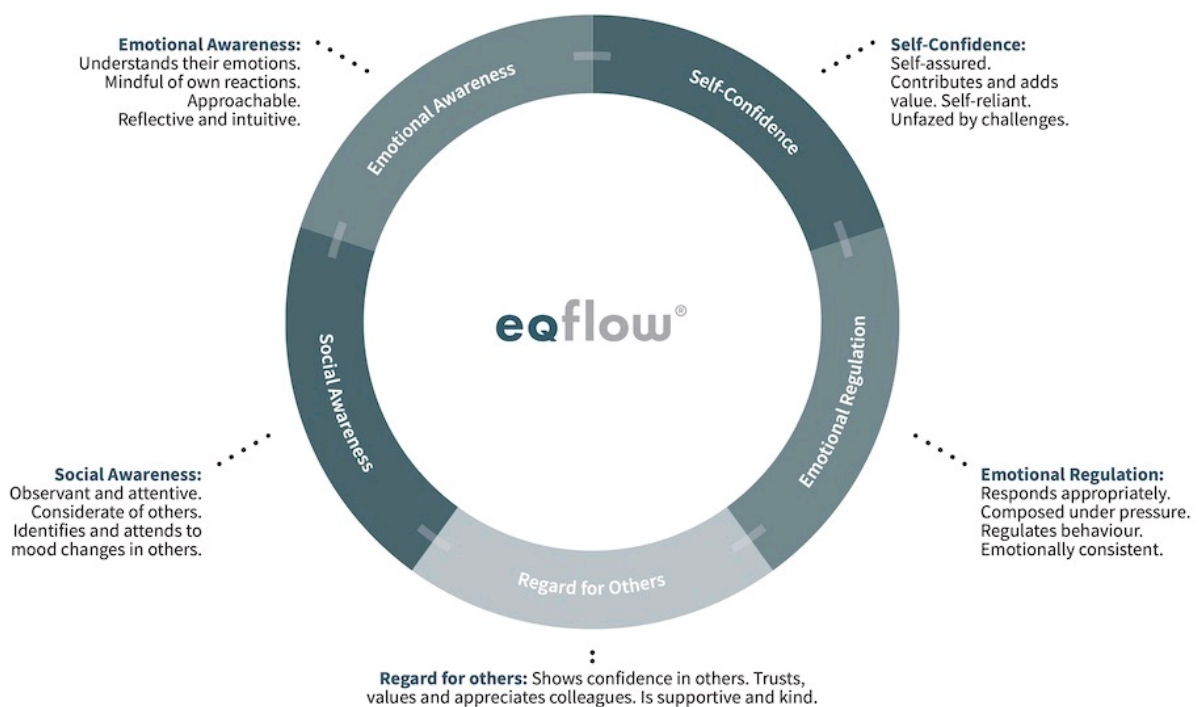
# Contents

The model	2
How are their results measured?	3
Team charts	4
Team results	5
Self-Confidence	6
Emotional Regulation	8
Regard for Others	10
Social Awareness	12
Emotional Awareness	14
Action plan	16

## How are your results calculated

- These results are based on your responses to the questionnaire.
- Each of the dimensions is graphically represented on a 1 to 10 scale.
- The results are rated, compared and ranked against a group of global managers and professionals.
- The scores given represent how your results are compared to the norm group.
- Scores of 1 and 10 are extreme scores achieved by only 1% of the comparison group, while scores of 5 and 6 are typical of the comparison group

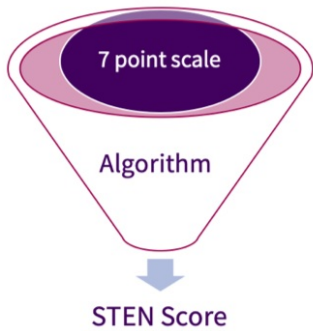
- ✓ Measures emotional and social intelligence across 5 dimensions.
- ✓ Measures how you use these traits day-to-day and when under pressure.
- ✓ The dimensions are mostly state based. They can change over time.
- ✓ These dimensions are abilities and can be developed (with some exceptions).



- 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 team completed the flowprofiler® assessment they were asked to rate statements on a 7 point scale.

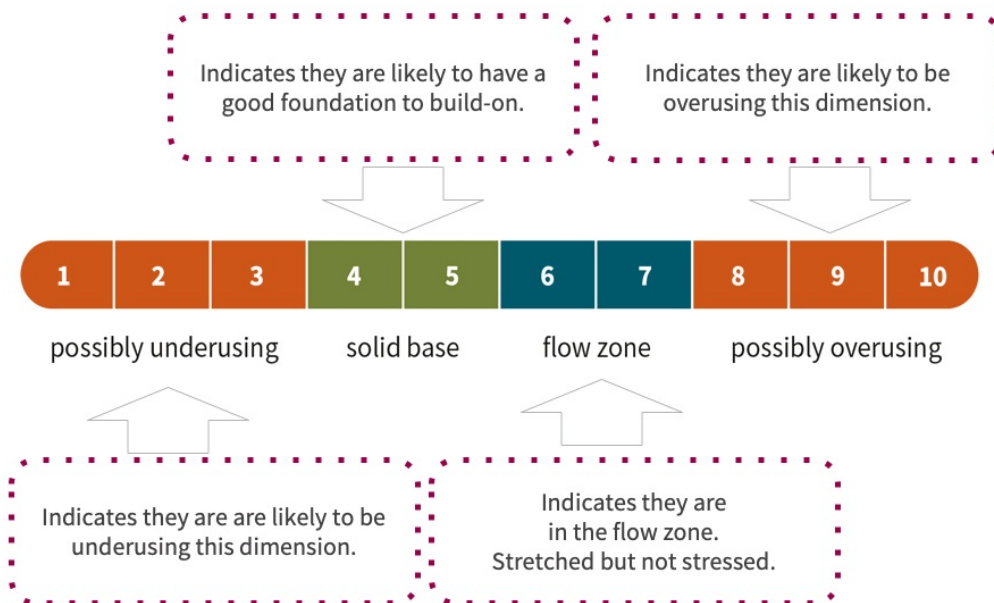
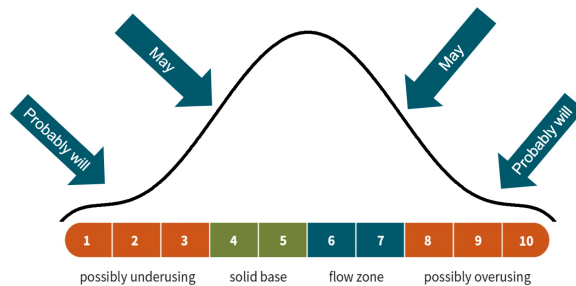


The flowprofiler® algorithm then converted their response to a STEN Score.

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).



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, 2 or 3** indicate they are underusing that dimension. Look for ways to develop.

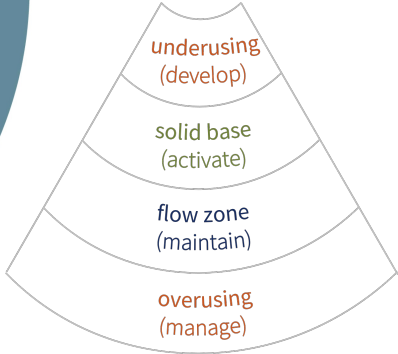
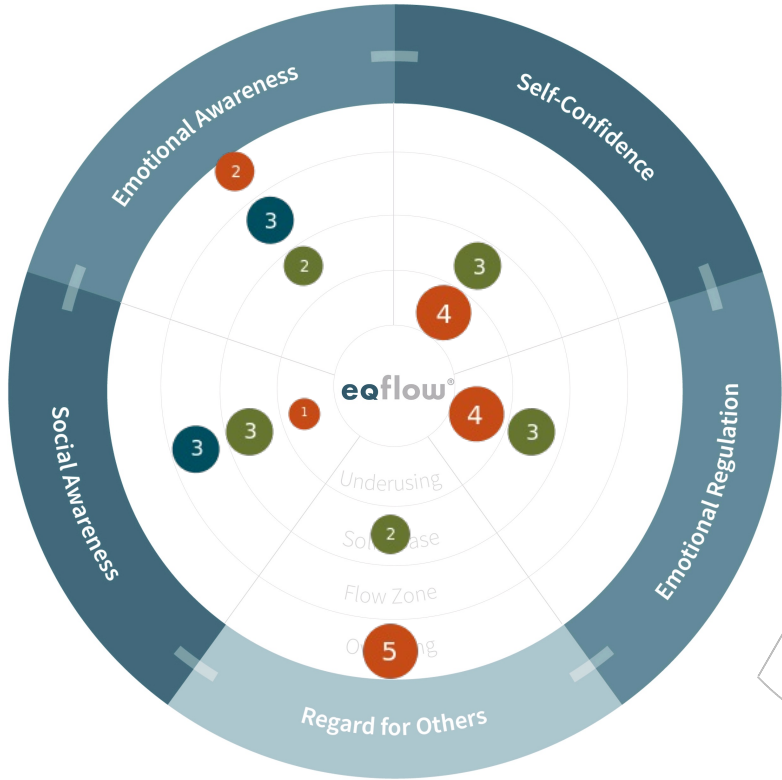
**Scores of 4 or 5** indicate they have a solid base to work with. Look for ways to activate.

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

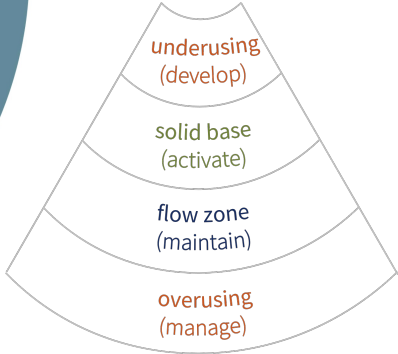
**Scores of 8, 9 or 10** indicate that they are overusing that dimension and while this may be a requirement of the role, it may become stressful overtime. Look for ways to manage.

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

day-to-day



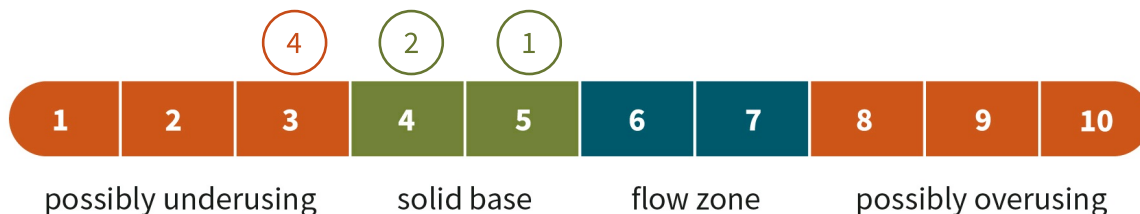
under-pressure



Name	Self-Confidence		Emotional Regulation		Regard for Others		Social Awareness		Emotional Awareness	
	D2D	UP	D2D	UP	D2D	UP	D2D	UP	D2D	UP
Team Member 1	4	2	3	5	5	9	5	8	9	4
Team Member 2	3	5	4	9	9	3	5	2	8	2
Team Member 3	3	7	3	9	8	4	7	4	5	5
Team Member 4	3	9	3	5	9	4	7	3	7	6
Team Member 5	5	4	4	5	5	4	4	5	5	4
Team Member 6	4	4	5	7	8	7	6	3	7	6
Team Member 7	3	9	3	5	9	4	3	7	7	6
<b>Average</b>	4	6	4	6	8	5	5	5	7	5

Self-Confidence: day-to-day average score

4



### Day-To-Day the team:

May be cautious in moving forward

May doubt their abilities

May question their contribution

May rely on others for positive affirmation

### Definition

The team tend to be modest about their abilities and keen to seek the advice of others. They can be self-doubting and cautious, which therefore leads them to be hesitant to act upon their instincts, as they prefer to be certain of their approach before moving forward. As their natural preference is to be modest, they may lack self-belief in their ability to succeed and therefore may find challenges daunting and difficult to tackle. They may feel anxious and question their own judgments, allowing themselves to be influenced by others, they can be quickly persuaded by another person's arguments. To activate: They could benefit from staying true to their own views and thinking confidently about tasks and projects which they know play to their strengths.

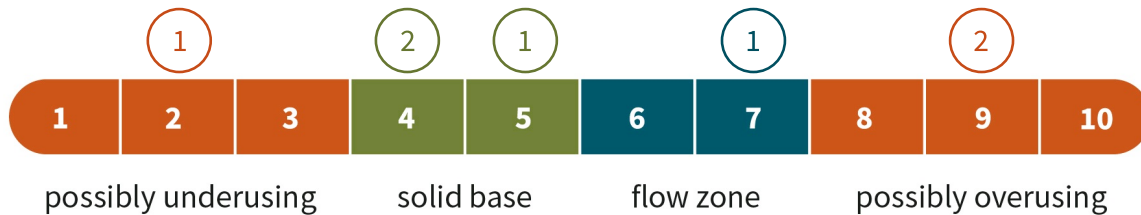
### Team reflection

The team can lack confidence in their ability. Has there been a time when you have hesitated sharing an idea which could have helped your team to overcome a challenge?

How could the team recognise what they do well in order to develop self-confidence?



Self-Confidence: under pressure average score 6



Under Pressure the team:

- Have self-belief and are self-assured
- Are keen to contribute and add value at work
- Are self-reliant and work independently of others
- Remain unfazed by challenges

Definition

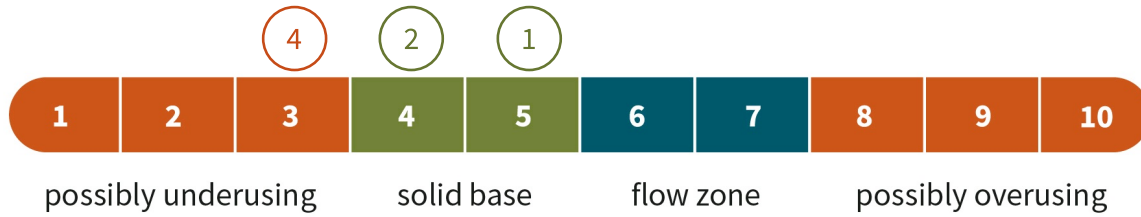
Having a steady level of self-confidence, the team have belief in their abilities and feel that they can tackle challenging situations. They tend to be self-assured and can therefore easily take on tasks that require them to work independently, without support from others. This self-reliance means that they may not always consult with their colleagues, and as a result, they may miss out on important perspectives. Their ability to remain unfazed in the face of challenges means that they may not immediately see the complexity of situations that they are presented with. To maintain: They could benefit from stepping back from situations to take time to consider both the views of others and the possible underlying complexities in order to gain insight into the bigger picture.

Team reflection

The team are often confident of their abilities. Can you describe a time when the team have been certain about a decision they had made, but in hindsight it was incorrect?

In order to maintain self-confidence, how can the team keep visibility of what you do well?

Emotional Regulation: day-to-day average score 4



Day-To-Day the team:

May find it difficult to control their emotions	May take a critical approach	May struggle to control and regulate their behaviour	May respond immediately without thinking
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Definition

Believing that people should show their true feelings and emotions in all situations, the team tend to display honesty in the actions that they take and can act impulsively on the emotions that they are feeling. As a result of this, their actions are likely to change dependent on the situation, which could come across as inconsistent to others. As they may not spend time connecting with their emotions they may struggle to manage them in stressful situations, which may have a negative impact on their performance. To activate: They could benefit from taking time to notice the changes in their mood, emotions and bodily sensations during stressful periods, which may help them regulate them more effectively.

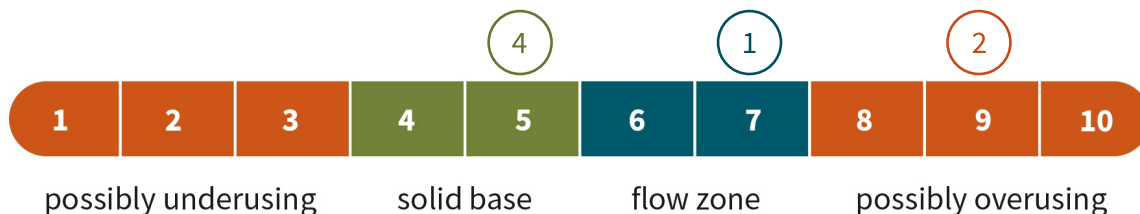
Team reflection

Can the team identify a time when they have made a decision which was driven by an emotional reaction?

What strategies can the team identify to ensure they remain composed day-to-day?

Emotional Regulation: under pressure average score

6



### Under Pressure the team:

Can manage their response to emotional situations	Can remain composed under pressure	Can regulate and control their behaviour	Are emotionally consistent
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### Definition

Taking time to consider their feelings, the team are able to manage the emotions that they show to others. This helps them to regulate their behaviours and remain consistent across situations. Their tendency to control and regulate what they display to others may make them difficult to read and therefore people may not know where they stand with them. Regulating their emotions and behaviours allows them to remain composed under pressure. However, a risk of this may be that they expect others to respond to stress or difficult situations in the same way. As of result of this, they may struggle to pick up the different indicators of stress in others. To maintain: They could benefit from thinking through how emotional responses may impact others and how they can bring further meaning and impact to conversations.

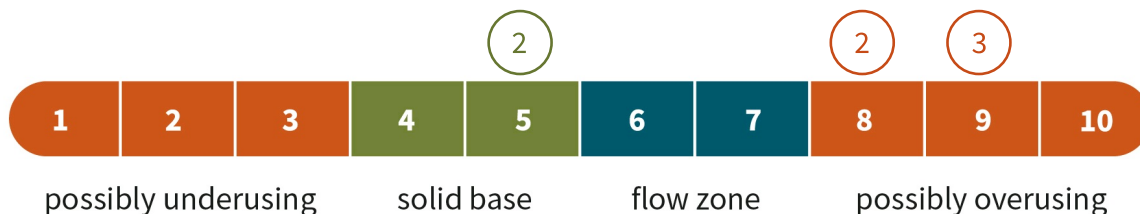
### Team reflection

On the whole, the team maintains a calmness during stressful situations. Has there been a time when you have been unaware of how a difficult situation impacted a colleague?

What could the team put in place to ensure that team members can communicate how they feel?

Regard for Others: day-to-day average score

8



### Day-To-Day the team:

Display confidence in others	Are trusting of their colleagues	Value and appreciate their colleagues	Are supportive and kind
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### Definition

Diligent and caring, they invest their time in supporting their friends and colleagues, showing them high levels of consideration. Their willingness to support others may mean that they overlook their own needs, both within their personal and work life, and therefore they may not immediately identify and seek the support that they need from others. They would benefit from striving to gain a healthy balance between meeting their needs and the needs of those around them. They also place a large amount of trust in others and therefore expect them to reciprocate the same level of trust. As a result, they may become frustrated when others do not immediately demonstrate this trust to them.

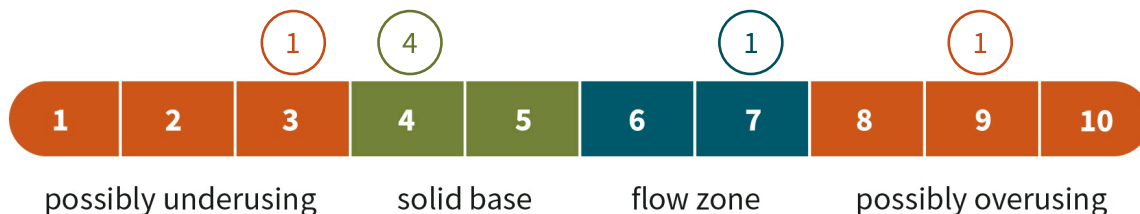
### Team reflection

The team have a constant desire to help others. When has your need to help others negatively impacted your ability to deliver a project?

How can the team ensure that their goals and targets are achieved whilst still supporting team members?

Regard for Others: under pressure average score

5



### Under Pressure the team:

May dismiss the feelings of their colleagues

May focus on themselves to the detriment of others

May question the intentions of others

May dismiss others efforts and contributions

### Definition

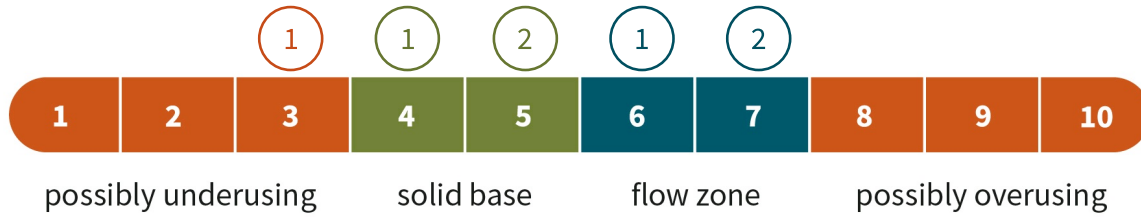
With a drive and determination to achieve their own aspirations and goals, the team tend to be uninterested in other people. As a result of this, they may miss opportunities to pick up on social cues from those around them that can indicate when their friends or colleagues may need their support. They tend to be cautious of others when first meeting them and can question their intentions, which means that they may take time to build a trusting relationship. To activate: It could be beneficial for them to consider spending time reflecting on the social environment around them in order to determine the level of support, guidance and advice others may require from them.

### Team reflection

The team maintain a focus on achieving the goals and targets which you have set themselves. Have you ever placed team objectives over the needs of the organisation?

How can the team ensure that team members receive the support they need?

Social Awareness: day-to-day average score 5



Day-To-Day the team:

- May overlook emotional signals
- May miss changes in mood
- May focus on words rather than feelings
- Can accept social situations at face value

Definition

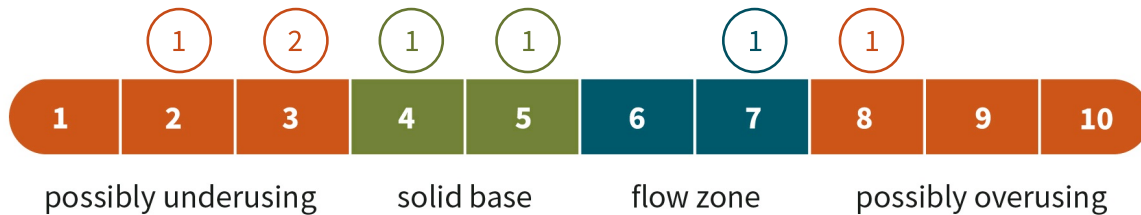
The team tend to focus internally on what they need to achieve, rather on externally on how others are reacting to situations. They may take messages at face value, and assume that others say what they mean, and therefore believe that the communication of others does not need to be explored beyond the words they use. As a result, they may be unaware of changes in others moods and emotional responses to situations, and therefore may be unable to adjust their communication style to match the requirements of others in a given situation. To activate: They could benefit from spending time considering what others require from them by better understanding what others are really thinking or feeling.

Team reflection

The team may sometimes miss the reactions of colleagues'. When have you been unaware the negative impact that a situation has had on team members?

How can the team ensure that team members are able to communicate what they need to do a good job?

Social Awareness: under pressure average score 5



Under Pressure the team:

- May overlook emotional signals
- May miss changes in mood
- May focus on words rather than feelings
- Can accept social situations at face value

Definition

The team tend to focus internally on what they need to achieve, rather on externally on how others are reacting to situations. They may take messages at face value, and assume that others say what they mean, and therefore believe that the communication of others does not need to be explored beyond the words they use. As a result, they may be unaware of changes in others moods and emotional responses to situations, and therefore may be unable to adjust their communication style to match the requirements of others in a given situation. To activate: They could benefit from spending time considering what others require from them by better understanding what others are really thinking or feeling.

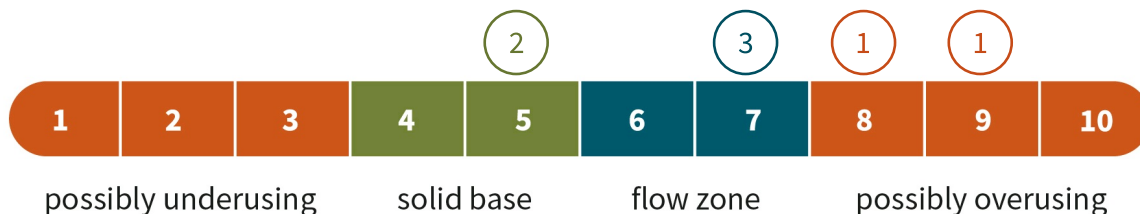
Team reflection

The team may sometimes miss the reactions of colleagues'. When have you been unaware the negative impact that a situation has had on team members?

How can the team ensure that team members are able to communicate what they need to do a good job?

Emotional Awareness: day-to-day average score

7



### Day-To-Day the team:

Can connect with and understand their emotions

Are mindful of themselves and how they may react

Are approachable in their body language and conversation

Are reflective and intuitive

### Definition

In touch with their emotions, feelings and thoughts, this team understand how different situations make them feel and the impact they can have on their ability to succeed. They have an awareness of those around them and therefore they can spend time considering how their actions affect them. This innate curiosity to reflect on the past may result in them over dissecting their reactions to situations and ruminating over what they have said to others. They may unconsciously attribute a situation or another person's behaviour to themselves, rather than thinking about other underlying causes or drivers. To maintain the flow zone: They could benefit from reconciling their thoughts as a team to ensure they are being practical and pragmatic about situations.

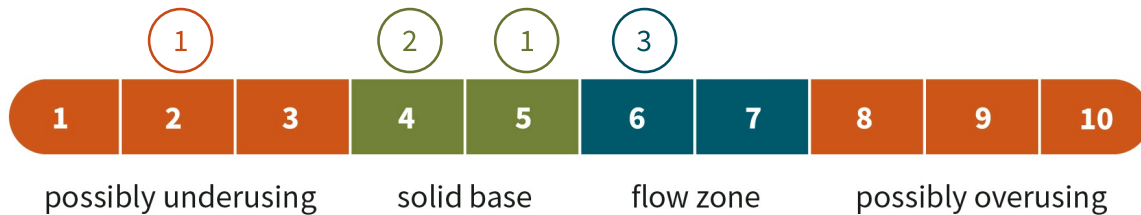
### Team reflection

You like to understand how your actions impact others. Can you describe a time when the team has attributed a colleague's response to themselves, without considering other factors?

As a team, can you identify events that could contribute to a colleague's negative reaction in the workplace?



Emotional Awareness: under pressure average score 5



Under Pressure the team:

- May put their feelings to the back of their mind
- May respond defensively when challenged
- May fail to recognise the impact they have on others
- May ignore how their emotions are influencing their interactions with others

Definition

The team tend to be open and straightforward in their interactions with others, and expect the same from others. Their general tendency to overlook their emotions and feelings can result in them having a limited understanding of their own strengths and weaknesses. The impact of this could be them sometimes taking on tasks which they should delegate, or shying away from tasks which they would be able to complete, as they lack this awareness. They may also appear to be unaware of the effect of their actions on others. To activate: They could benefit from reflecting on their reactions and evaluating any themes in order to understand their patterns of response to recurring situations.

Team reflection

There are times when the team can be unaware of how their actions impact those around them. Has there been a time when a team member has said something which has had an emotional impact on a colleague?

What could the team do to ensure they are approachable?

# eqflow<sup>®</sup> team actions

As a team identify:

- The dimensions you would like to develop
- Within each dimension what you will start, stop and continue
- A time to follow up as a team

Dimension	Start	Stop	Continue	Time to meet

the flowprofiler®  
eqflow®  
resilienceflow®  
motivationflow®  
flowprofiler.com



the  
flowprofiler®  
family