



**flowprofiler**<sup>®</sup>

**eqflow**<sup>®</sup>

Full Interview Report for Sample eqflow<sup>®</sup>

Sample Company | 9th December 2022

## 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 was generated using information from the eqflow® questionnaire and provides you with a summary of this individual's emotional and social Intelligence.

As the questionnaire is a self-report measure, the results reflect the individual's self-perception of their behaviours in comparison to the 5 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:



Interviewers



Recruiters



Managers



HR Professionals



Trained  
Practitioners

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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.

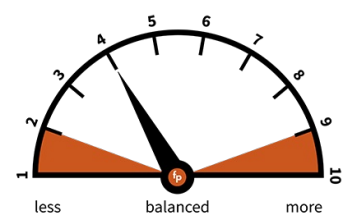
The scores from the Social Desirability and Self Deception scales give an indication of how accurately they represented themselves whilst answering the questions. Social Desirability is the tendency to respond in a way that seems to be socially accepted over choosing responses which are truly reflective 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.

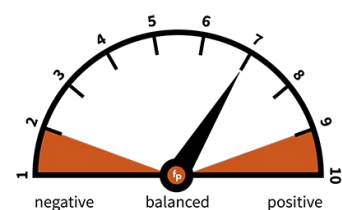
## Social Desirability Rating: 4

Their responses suggest that they may have slightly under-reported positive items or slightly over-reported negative, or undesirable items, giving a somewhat cynical report. They rated themselves in a moderately less socially favourable manner than most.



## Self-Deception Rating: 7

Their responses suggest that they may have given a slightly positive evaluation of themselves and/or situation. They are a little more positive in self-ratings than most people.



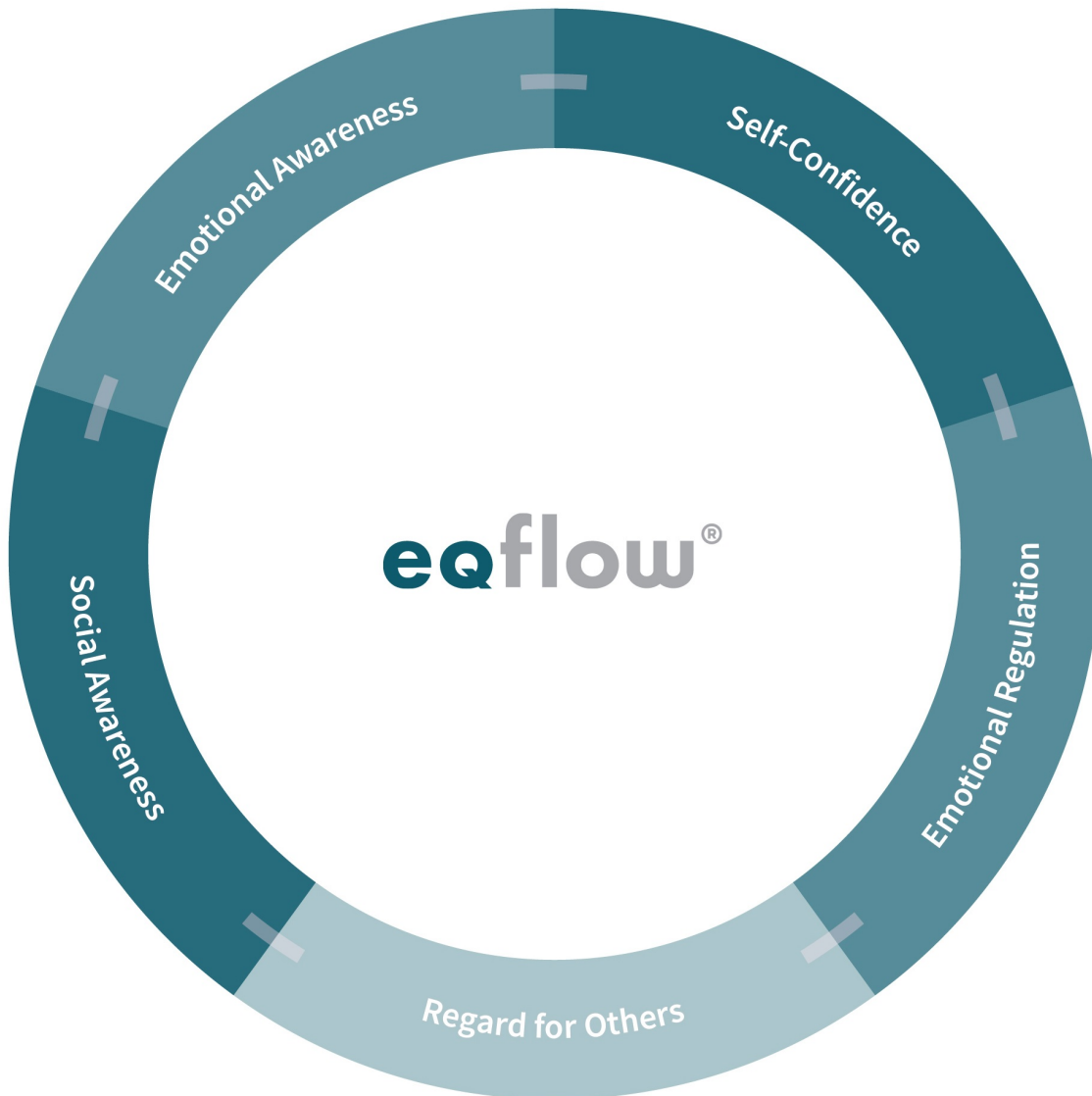
**Completion time: 8m 29s**

**Average completion time: 4m 55s**



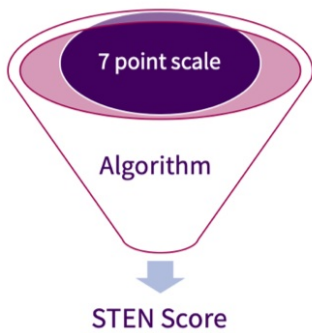
# About **eqflow**<sup>®</sup>

- ✓ Measures emotional and social intelligence across 5 dimensions.
- ✓ Measures how you use these traits both 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).



# How are their results measured?

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

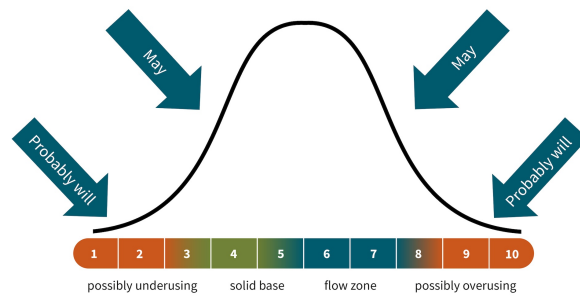


The flowprofiler® algorithm then converted their response to a STEN Score.

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.



Indicates they are likely to be underusing this Dimension.

Indicates they are 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.

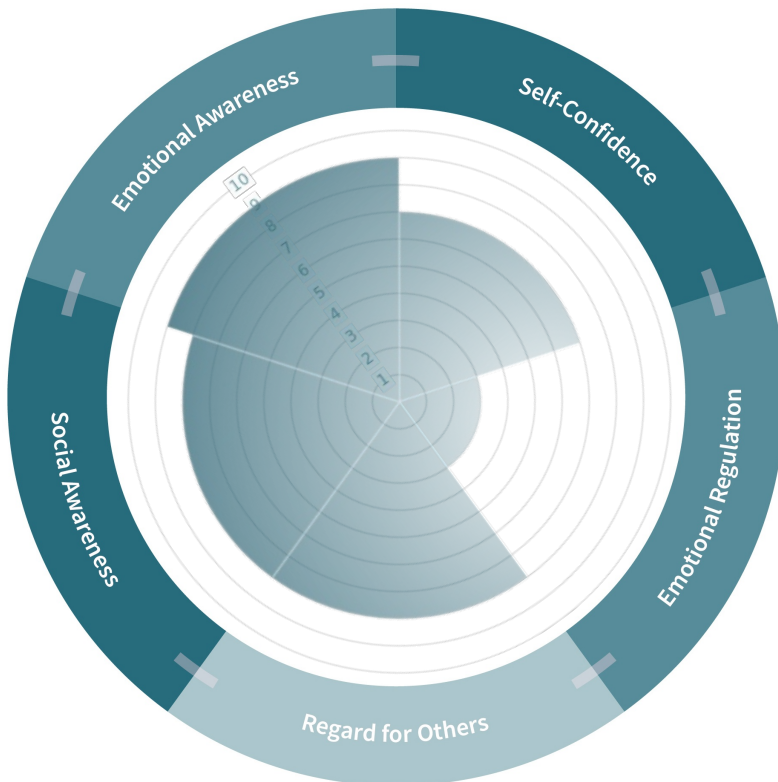
**Scores of 6, 7 or 8** indicate they are in the flow zone, stretched but not stressed. Look for ways to maintain.

**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 eqflow® profile

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

day-to-day



Typically they:

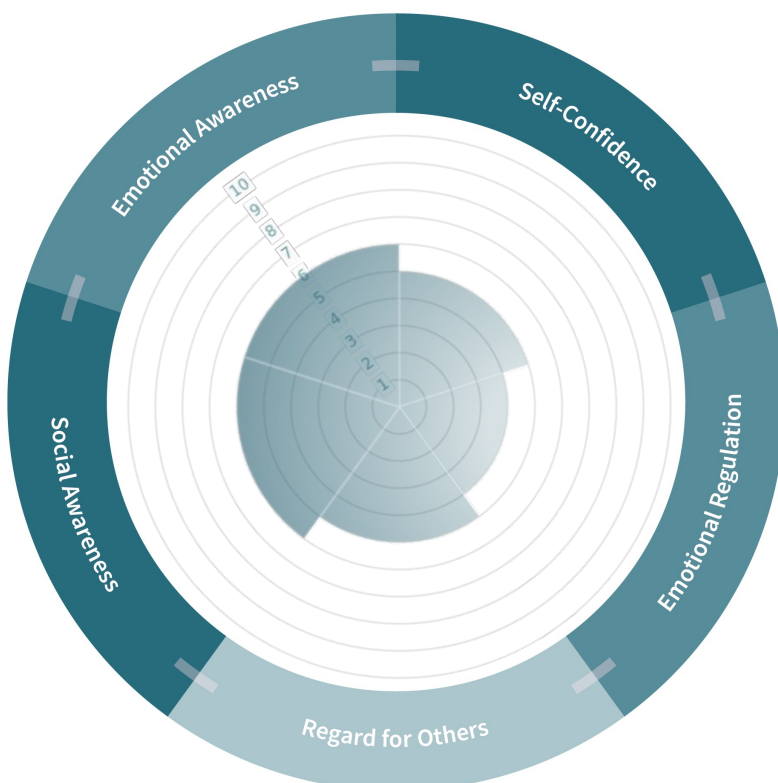
Easily identify, link and understand their emotions

Are mindful of their reactions and others' perceptions

Effortfully approachable in their body language and speech

Reflective on how their emotions impact interactions

under pressure



Typically they:

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

Dimension	Definition
Self-Confidence	These people are self-assured, have a high level of belief in themselves and their ability in both positive and negative situations. They are unfazed by challenges and are certain about who they are and the value they bring to a team.
Emotional Regulation	These people take time to manage and control their emotions, they are able to regulate their behaviour by identifying how they are feeling about a particular event or situation. They demonstrate consistent emotional responses during difficult times.
Regard for Others	Expressing belief and confidence in others, these people are accepting and understanding, believing that people will make their very best effort to complete a task or project. They actively look for opportunities to support others in their work and personal lives.
Social Awareness	Aware of the feelings, behaviours and emotions of others, these people identify and pick up on emotional signals to build and test hypotheses about other people. They are observant and interested in other people and what they need from them.
Emotional Awareness	These people are reflective and intuitive, they are in touch with their emotions and understand how they are feeling and the impact this can have on their performance. They maintain a moment-by-moment consciousness of their thoughts, feelings, body language and environment.

## Scores for Sample eqflow<sup>®</sup>

	Emotional Awareness	Regard for Others	Social Awareness	Self-Confidence	Emotional Regulation
Day to Day	9	8	8	7	3
Under Pressure	6	5	6	5	4

Self-Confidence

7



Typically they:

- 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

Considerations:

Having a steady level of self-confidence, they 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.

Interview questions:

Can you describe a time when you were certain about a decision you had made, but in hindsight it was incorrect?

Can you tell me about a time when you had to seek the advice of others despite being confident in the direction you were taking?

Self-Confidence

5



Typically they:

- May be cautious in moving forward
- May doubt their abilities
- May question their contribution
- May rely on others for positive affirmation

Considerations:

They 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.

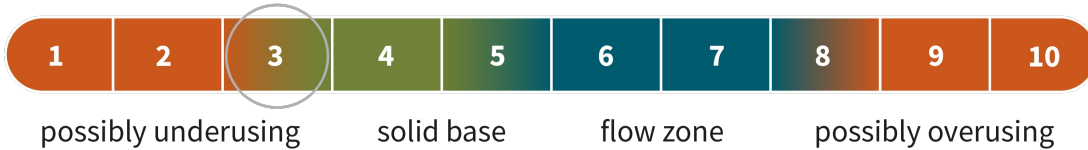
Interview questions:

Can you tell me about a time when have you hesitated to share an idea which could have helped your team to overcome a challenge?

Describe a time when you have had to make a tough decision. What was the outcome?



Emotional Regulation 3



Typically they:

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

Considerations:

Believing that people should show their true feelings and emotions in all situations, they 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 are unlikely to 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.

Interview questions:

Have you ever made a decision which was driven by an emotional reaction? What was the result?

How do you manage stressful periods?

Emotional Regulation 4



Typically they:

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

Considerations:

Believing that people should show their true feelings and emotions in all situations, they 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 are unlikely to 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.

Interview questions:

Have you ever made a decision which was driven by an emotional reaction? What was the result?

How do you manage stressful periods?

Regard For Others

8



Typically they:

Display confidence in others

Tend to be trusting of their colleagues

Value and appreciate their colleagues

Are supportive and kind

Considerations:

Diligent and caring, they tend to 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 could benefit from striving to gain a healthy balance between meeting their needs and the needs of those around them. They can 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.

Interview questions:

Your results show that you have a keen desire to help others. Has your need to help others ever impacted your ability to deliver a task or project?

Can you tell me about a time when you have placed people over the needs of the business?  
Can you describe the impact?

Regard For Others

5



Typically they:

Might dismiss the feelings of their colleagues

May focus on themselves

May question the intentions of others

May dismiss others efforts and contributions

Considerations:

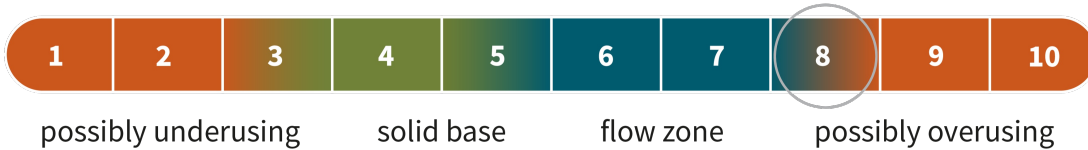
With a drive and determination to achieve their own aspirations and goals, they tend to be uninterested in other people. As a result of this, they may miss opportunities to pick up on social cues from those around them that can indicate when their friends or colleagues may need their support. They tend 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.

Interview questions:

Has there been a time when you have placed your own objectives over the needs of the team?

Describe how you go about building strong professional relationships.

Social Awareness 8



Typically they:

- Are observant and actively attentive
- Can identify changes in mood from others
- Tend to be considerate of others
- Can be attentive to the emotions of others

Considerations:

With a good level of social awareness, they are aware of the feelings, behaviours and emotions of others. They tend to be observant and will therefore identify and pick up on emotional signals from their colleagues. They are aware of others, responsive, empathic and seek to understand what a person is really thinking or feeling, rather than what they are saying. This attentiveness to the feelings of others can result in them over thinking the actions of others and attribute them to the causes that may not exist. To maintain: They could benefit from remaining pragmatic in their thinking about others and understanding why they take the actions that they do.

Interview questions:

You are able to effectively identify the emotional reactions of your colleagues'. Have you ever misinterpreted a colleagues reaction to a situation?

How do you manage situations where you perceive that others might not be satisfied with the work that you have done?

Social Awareness 6



Typically they:

- Are observant and actively attentive
- Can identify changes in mood from others
- Tend to be considerate of others
- Can be attentive to the emotions of others

Considerations:

With a good level of social awareness, they are aware of the feelings, behaviours and emotions of others. They tend to be observant and will therefore identify and pick up on emotional signals from their colleagues. They are aware of others, responsive, empathic and seek to understand what a person is really thinking or feeling, rather than what they are saying. This attentiveness to the feelings of others can result in them over thinking the actions of others and attribute them to the causes that may not exist. To maintain: They could benefit from remaining pragmatic in their thinking about others and understanding why they take the actions that they do.

Interview questions:

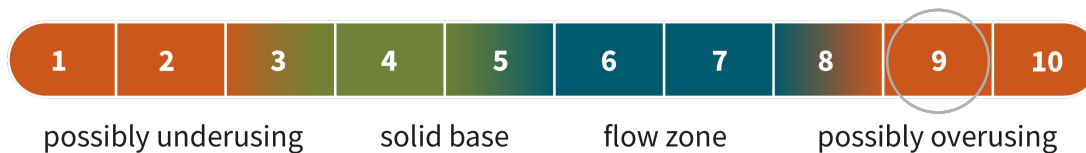
You are able to effectively identify the emotional reactions of your colleagues'. Have you ever misinterpreted a colleagues reaction to a situation?

How do you manage situations where you perceive that others might not be satisfied with the work that you have done?



Emotional Awareness

9



Typically they:

Easily identify, link and understand their emotions

Are mindful of their reactions and others' perceptions

Effortfully approachable in their body language and speech

Reflective on how their emotions impact interactions

Considerations:

Highly in touch with their emotions, feelings and thoughts, they understand how different situations make them feel and the impact that they can have on their ability to succeed. They have a deep 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 can therefore unconsciously attribute a situation or another person's behaviour to themselves, rather than thinking about other underlying causes or drivers. To manage: They would benefit from reconciling their thoughts to be more practical and pragmatic about situations.

Interview questions:

Has there been a time when you have attributed a colleague's response to yourself and you were incorrect to do so?

Have you ever had to make an unpopular decision? Can you describe how you communicated that decision?

Emotional Awareness

6



Typically they:

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

Considerations:

In touch with their emotions, feelings and thoughts, they understand how different situations make them feel and the impact that they can have on their ability to succeed. They have a deep 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 can therefore unconsciously attribute a situation or another person's behaviour to themselves, rather than thinking about other underlying causes or drivers. To maintain: They could benefit from reconciling their thoughts to be more practical and pragmatic about situations.

Interview questions:

Has there been a time when you have attributed a colleague's response to yourself and you were incorrect to do so?

Have you ever had to make an unpopular decision? Can you describe how you communicated that decision?

## Interpretation for interviews:

Is their behaviour proportional to the situation they are in at work?

Scores in this range indicate that the candidate has a good foundation to build-on.

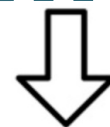
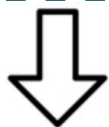
Your objective is to assess if they are:

- aware of how to stretch to the flow zone?
- able to self-manage?
- can adapt to work based situations?

Scores in the range indicate that the candidate is overusing this dimension.

Your objective is to assess if they are:

- are self-aware?
- have strategies to self-manage?
- behave proportionally to situations they are in?



possibly underusing

solid base

flow zone

possibly overusing



Scores in this range indicate the candidate is underusing this dimension.

Your objective is to assess if they are:

- self-aware?
- able to self-manage or willing to develop?
- can adapt to work based situations?

Scores in this range indicate the candidate is stretched but not stressed.

This is the flow zone.

Your objective is to assess if they are:

- can identify what they are doing well?
- able to self-manage to offset potential stressors?
- can adapt to work based situations?

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