

FLOW AND ENGAGEMENT SURVEY

What is it?

The Flow and Engagement survey provides a 'snapshot' overview as to whether a person is experiencing **flow and engagement** at work or is out of flow and either **underutilised** or **overstretched**.

Theoretical Underpinnings

A person's **Flow Score** is determined by assessing the interaction of a number of pertinent variables that impact the 'flow' state. The key variables include the following:

Variables	Work	Preferred Complexity	Job Complexity	Tripod of Work (Management Model)	
	Intrinsic Influencers	Basic Needs	Values	World View	Work Orientation
	Tenacity	Grit			

Features and Process

- Online questionnaire
- Approximately 20-minutes completion time
- Underpinned by Levels of Work
- Multifaceted approach to understanding 'flow'
- Provides overall performance / engagement indicator score
- Computer-generated summary reports
- Strengths and management suggestions provided
- A 'heat map' indicating pressure points provided

Benefits of using the Flow & Engagement Survey:

- Attaining a snapshot overview of a person's 'flow state'
- Analyses 'flow' using a robust methodology
- Flow diagnostic tool
- Determining pressure points impacting the 'flow' state
- Determining what the focus areas should be going forward
- Reveals possible reasons for underperformance and demotivation
- Overall team / organisational 'flow' diagnostic
- Cost-effective

For more information on the Flow and Engagement Survey or a free consultation please contact info@biooss.com or call 011 4502434.

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