

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

OTHER BIOSS SA PRODUCTS AND SERVICES:

CPA, IRIS, LPA, ORA, WRA, ELDI 360, PsyMetrics, Genie, MWR Job Profiling, Psychometric Assessments, Levels of Work Audits, Organisational Design, Flow and Engagement, Talent & Structural Analytics, Organisational Mapping, Mode Plots, Talent Pool Charting, Capability Balance Sheet, Assessment Centres, and Competency Design.

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@biooss.com.

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