

Flow - the concept

FLOW is an indicator of well-being and emotional health at work. The lack of FLOW is a factor in burnout. The more people are in the FLOW, the less symptoms of burnout they suffer. FLOW is therefore the optimal state for active performance.

A person in his FLOW is self-confident, is motivated by the activity itself, has energy, is persevering, experiences pleasure, is creative and efficient, develops optimally.

The talent assessment is based on this recognized psychological theory: the FLOW theory of Mihaly Csikszentmihalyi, psychologist, professor at the University of Claremont in California and researcher in positive psychology.

By applying this theory to the world of work, it is possible to identify and anticipate what a person feels when exercising a professional activity.

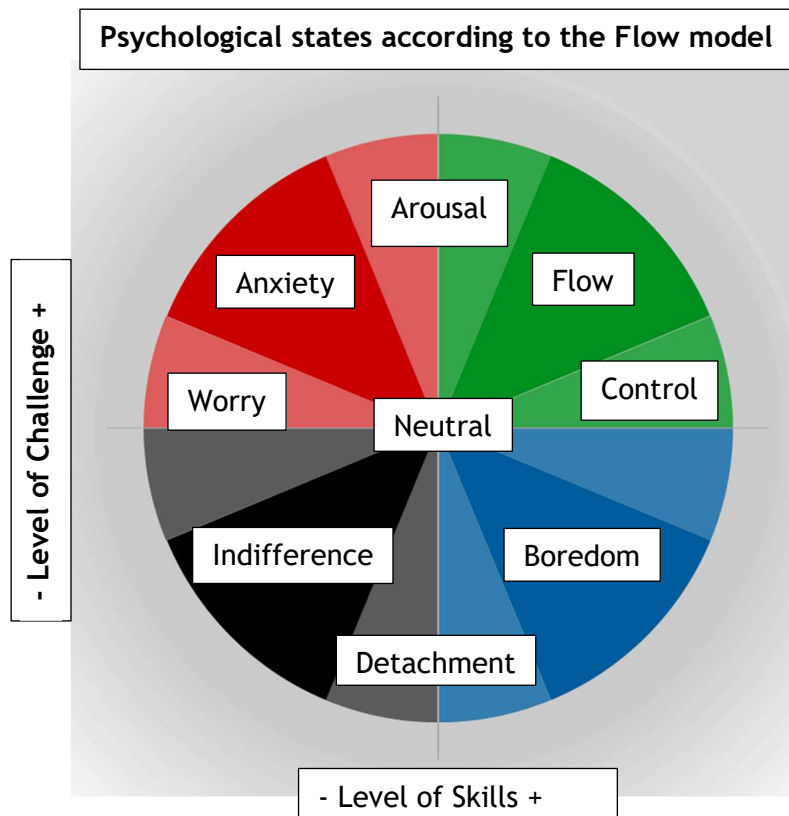
The tool used is the InterQualia™ questionnaire

This is a questionnaire (approximately 30 minutes long) completed via an internet link. The debrief takes place with a certified consultant.

The interQualia™ Assessment is a scientifically validated questionnaire that identifies the talents and human qualities that make the real differences in carrying out an activity. It allows, for each individual, to identify the emotion felt depending on the performance of an activity. (Examples: boredom in using technology, anxiety in following instructions, excitement in thinking about complex problems, etc.).

This assessment makes it possible to distinguish 9 states namely: Flow, Control, Boredom, Detachment, Indifference, Worry, Anxiety, Excitement and Neutral. What determines each of these states is essentially the perceived challenge in a situation and the skill one possesses to deal with it.

This figure illustrates the 9 states, considering the level of challenge and skills.



As an actor committed to professional life, this process helps you identify your flow zone and optimize the conditions that generate energy and strong motivation in you. It is also a carrier for future choices as you can identify the activities that put you in the flow.

As a team, this approach makes it possible to identify the talents present and the complementarities in the team. It helps identify energy-consuming activities and collectively address them, ultimately raising the level of overall competence and performance of the team.

As a Manager or Human Resources Manager, this approach allows you to take into account and strengthen the talents of teams and organizational entities. It is also predictive of a risk situation and offers keys to remedy it.