

Flourishing Life Questionnaire (FLQ)

Flourishing Life Questionnaire Profile
Sample Trend Charts



Introduction

Building the capacity to flourish begins with embracing a strengths-based and positive psychology perspective. This perspective holds the belief that all individuals have the essential strengths, resources and abilities to thrive when given the opportunities to grow one’s potential. This perspective replaces an emphasis on mitigating problems, vulnerabilities and deficits to one with a focus on strengths as the starting point for positive change and sustainable success.

This paradigm shift to a focus on strengths does not attempt to ignore the problems and challenges that an individual might experience. Rather, it focuses on highlighting and understanding the individual’s strengths while at the same time, identifying the areas of concern that may need to be resourced and supported. This approach acts as part of a more proactive journey with an individual, and enhances their probability for success.

According to researchers, the three dimensions of transformative learning are:



Psychological

Change In Understanding

Knowledge, information, models, and theories shift the learner’s understanding and provide the “why”.



Behavioral

Change In Actions

The learner uses observation, application, and experimentation to do something differently.



Convictional

Revision of belief system

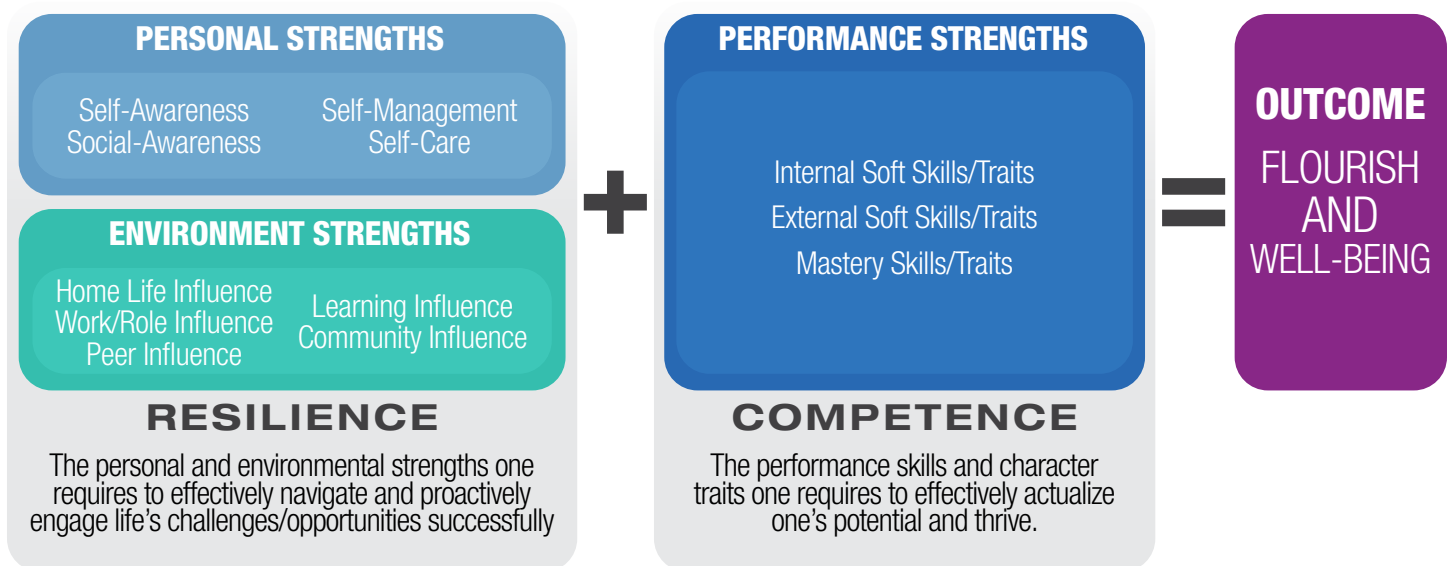
The learner permanently shifts a perspective or view, often through “Aha!” moment or insight.



The Flourishing Model

The Flourishing Life model (See Appendix A) highlights the three essential pillars of flourishing which can be sub-categorized into the two factors of flourishing; Resilience and Competence. This model allows for the responses to the questions of the FLQ to be interpreted in a way that determines both an individual's resilience and performance strengths/character traits. These two factors influence not only which individuals will navigate challenges successfully, but who will ultimately flourish.

Resilience is commonly perceived as a self-righting ability to bounce back and adapt when faced with stressful or challenging situations. Not only can a resilient person bounce back from adversity, but they can develop the critical performance skills and character traits to help them learn from their challenges and growth opportunities. Because of this dynamic and interactive process, individuals develop an ability to flourish, experience positive well-being and successfully thrive in a fast-changing and unpredictable world.



Definition of Flourishing

A heightened state of thriving, positive well-being and purposeful performance characterized by one's growth aptitude, resilience capacity, strength-based competencies and sense of purpose.

Characteristics of a Flourishing Individual

- They feel self-confident, optimistic and empowered to successfully perform.
- They are sympathetic to the feelings of others as well as being comfortable with their own.
- They have learned to set realistic goals and expectations for themselves.
- They have productive coping strategies that are growth-fostering rather than self-defeating.
- They see challenges and mistakes as opportunities to grow their potential and ability to thrive.
- They are aware of their limitations and care for themselves in healthy ways.
- They have effective interpersonal and performance skills and can seek out assistance and nurturance.
- They have a deep and caring relationship with one or more adults.
- They know what they can and cannot control in their lives.

The Flourishing Life Questionnaire?

Intended to be holistic and comprehensive in nature, the Flourishing Life Questionnaire (FLQ) consists of 88 questions that assess the three major pillars of flourishing (i.e., Personal, Environmental and Performance Strengths) that outline the internal and external strength factors as well as the performance soft skills that research has identified as critical to building the capacity for individuals to thrive and experience personal positive developmental outcomes.



The FLQ is a self-reporting tool that identifies the unique perspective and understanding of each individual on the various factors and subfactor strengths related to the three pillars of Flourishing and Well-Being. In administering the FLQ, an individual profile is created along with aggregated trend reports from the Flourishing Life web-based data site that identify various levels/capacities of flourishing and well-being in individual youth based upon predetermined criteria (e.g., age, gender, role, professional status, etc.) and provides supporting guidance as to how to identify and actualize the greatest potential of the individual(s) to flourish and experience performance success and optimal well-being.

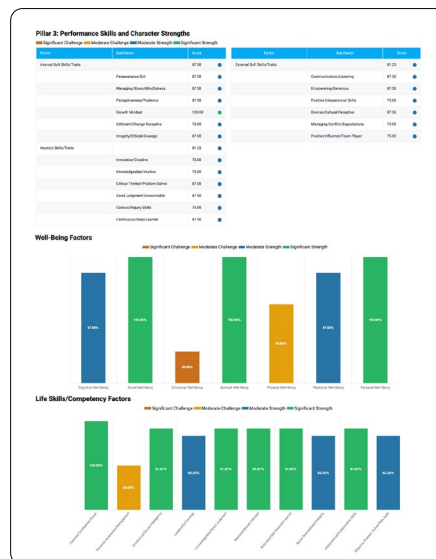
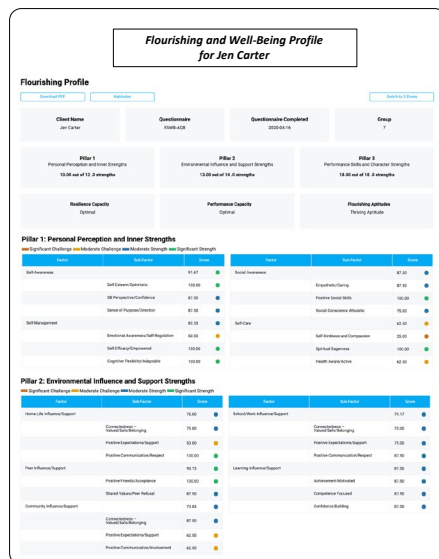
The FLQ (See Appendix B) is available for adults at a grade 8 reading level and consists of three main sections:

1. Socio-Demographic – adapted to the filtering needs of the organization
2. FLQ consists of 88 questions – takes 30 to 40 minutes to complete online
3. Custom questions – adapted for the unique evaluation needs of organization

The individual Flourishing profile outlines the following:

1. Mindset Orientation (See Appendix C)
2. Resiliency Capacity
3. Scores on the FLQ 12 Factor and 44 Subfactors
4. Scores on the 7 Well-Being Factors
5. Scores on the 10 Core Competencies

Sample FLQ Profile:



Flourishing Life Web-Based Data Site

Flourishing Life has created a comprehensive and dynamic web-based data site. The intent of the data site is to support organizations to assess, analyze and activate the innate capacity and strengths of individuals in ways that will support their optimal social-emotional development, professional competence and ability to engage and navigate life's challenges and growth opportunities in successful ways.

The information provided through the data site supports the ability to identify and better understand the story of each and every individual. These “stories” are then compiled to illustrate the aggregated flourishing strength trends and/or potential limitations of the overall population. Knowing the trends of the population’s flourishing capacity provides insight to better understand the most effective starting point for meaningful engagement, skills/performance enhancement and allocation of support/training resources to effectively nurture a growth-focused pathway towards thriving.

Online Assessment Platform

- Secured User Access (GDPR Compliant)
- Organizational Dashboard (Available with 2 security levels)
- 7 Distinctive Aggregated Trend Charts (Views)
- Filtering by Socio-Demographic Identifiers (Age, Grade, etc...)
- Individual Scoring Results Profile
- Desktop and Mobile Friendly
- Able to export to PDF

Sample Trend Charts:



Appendix A



Pillar One PERSONAL STRENGTHS (Personal Perception and Inner Strengths)	Pillar Two ENVIRONMENTAL STRENGTHS (Environmental Influence and Support Strengths)	Pillar Three PERFORMANCE STRENGTHS (Performance Skills and Character Strengths)	Desired Outcome Capacity to Flourish and Experience Well-Being
<p>Self-Awareness</p> <ul style="list-style-type: none"> Self-Esteem/Optimistic SB Perspective/Confidence Sense of Purpose/Direction <p>Social-Awareness</p> <ul style="list-style-type: none"> Empathetic/Caring Positive Social Skills Social Conscience/Altruistic <p>Self-Management</p> <ul style="list-style-type: none"> Emotional Awareness/Self-Regulation <ul style="list-style-type: none"> Self-Efficacy/Empowered Cognitive Flexibility/Adaptable <p>Self-Care</p> <ul style="list-style-type: none"> Self-Kindness/Compassion <ul style="list-style-type: none"> Spiritual Eagerness Health Aware/Active 	<p>Home Life Influence/Support</p> <ul style="list-style-type: none"> Connectedness – Valued/Safe/Belonging <ul style="list-style-type: none"> Positive Expectations/Support Positive Communication/Respect <p>Work/Role Influence/Support</p> <ul style="list-style-type: none"> Connectedness – Valued/Safe/Belonging <ul style="list-style-type: none"> Positive Expectations/Support Positive Communication/Respect <p>Peer Influence/Support</p> <ul style="list-style-type: none"> Positive Friends/Acceptance Shared Values/Peer Refusal <p>Learning Influence/Support</p> <ul style="list-style-type: none"> Achievement Motivated Competence Focused Confidence Building <p>Community Influence/Support</p> <ul style="list-style-type: none"> Connectedness – Valued/Safe/Belonging <ul style="list-style-type: none"> Positive Expectations/Support Positive Communication/Involvement 	<p>Internal Soft Skills/Traits</p> <ul style="list-style-type: none"> Perseverance/Grit Managing Stress/Mindfulness <ul style="list-style-type: none"> Perceptiveness/Prudence <ul style="list-style-type: none"> Growth Mindset Criticism/Change Receptive Integrity/Ethical/Courage <p>External Soft Skills/Traits</p> <ul style="list-style-type: none"> Communication/Listening Empowering/Generous Positive Interpersonal Skills Diverse/Cultural Receptive Managing Conflict/Expectations Positive Influence/Team Player <p>Mastery Hard Skills/Traits</p> <ul style="list-style-type: none"> Innovative/Creative Knowledgeable/Intuitive Critical Thinker/Problem Solver Good Judgment/Accountable <ul style="list-style-type: none"> Curious/Inquiry Skills Continuous/Deep Learner 	<p>Seven Well-Being Factors</p> <ul style="list-style-type: none"> Cognitive Well-Being Social Well-Being Emotional Well-Being Spiritual Well-Being Physical Well-Being Relational Well-Being Personal Well-Being <p>Ten Core Competencies</p> <ul style="list-style-type: none"> Personal Empowerment Personal Awareness/Management <ul style="list-style-type: none"> Emotional/Social Intelligence <ul style="list-style-type: none"> Leadership/Courage Innovative/Entrepreneurial Resilience/Growth Mindset Motivated/Self-Directed Learner <ul style="list-style-type: none"> Moral Directedness/Integrity Interpersonal/Collaborative Skills Effective Problem Solver/Accountable

Appendix B

Partial sample of the FLQ:

FLOURISHING LIFE QUESTIONNAIRE
Adult Version

Your information is very important to us. This survey is about measuring your strengths to tell a story about how you thrive and cope with life challenges and opportunities to grow your potential. There are no right or wrong answers. The results will help us to understand your needs and strengths so we are able to support your success in your role/work environment and your personal growth in a meaningful way. Please remember, this is not a test. There are no right answers or wrong answers. What is important is that you take your time and respond to each statement honestly and truthfully.

ID NUMBER: _____ DATE OF BIRTH: _____

Select the circle beside the correct answer as in the sample below:

Strongly Disagree
 Disagree
 Note Sure
 Agree
 Strongly Agree

How much do you agree or disagree with the following?
Choose one answer for each.

1. I like who I am and know that others value me.

Strongly Disagree
 Disagree
 Note Sure
 Agree
 Strongly Agree

2. I'm confident in my abilities but will ask for help if needed.

Strongly Disagree
 Disagree
 Note Sure
 Agree
 Strongly Agree

3. I believe that my life is important and has a purpose.

Strongly Disagree
 Disagree
 Note Sure
 Agree
 Strongly Agree

4. I do whatever I can to help when I see someone in need.

Strongly Disagree
 Disagree
 Note Sure
 Agree
 Strongly Agree



Appendix C

The Flourishing Mindsets

1. Surviving Mindset:

Lack of a positive sense of self and struggle with developing positive and long-lasting relationships with others. They have a limited sense of hope and optimism about their future and present as just trying to get through the day – tend to react to immediate stressors with no long-term strategy. Lack the personal awareness and experiential understanding of the rewards or purpose of trying new experiences or learning new skills.

- Tend to react and focus on protecting themselves - meeting immediate needs – no sense of delayed gratification.
- Avoid challenges for fear of failure – present as oppositional or detached.
- Struggle with developing positive relationships to receive support or help.
- Feel hopeless and threatened by the success of others.

2. Protecting Mindset:

View their talents and abilities as fixed – unchangeable. Have accepted a limited perspective of what they can succeed at based upon negative experiences or the labels placed upon them by others. A mistake is perceived as confirming their negative self-perception. Tend to avoid challenging situations due to a lack of confidence. If something is ‘too hard’ they won’t try. Anything less than perfect is viewed as a personal flaw.

- Try to act as if nothing is wrong and hide their vulnerabilities.
- Will present as frustrated or act as if nothing is wrong and hide their vulnerabilities.
- Avoid perceived challenges for fear of failure.
- Struggle with receiving constructive criticism.
- Feel threatened by the success of others.
- Plateau early and achieve less than their full potential.
- Give up easily when faced with situations they perceive as beyond their ability.



Appendix C

The Flourishing Mindsets

3. Striving Mindset:

Reflect an ability and desire to be successful, but will only try certain challenges if the probability of success is perceived as high or they are working with others that will diminish the chance of being singled out. The fear of failure holds them back from taking smart risks unless they are supported by trusted sources that will guide them through the learning process.

- Open to learning in limited ways when risk of failure is minimal.
- Tend to see criticism as something to avoid depending on the source.
- Conflicted in wanting something better, but limited by need to stay within their comfort zone.
- Experience limited growth due to narrowed skill and confidence development.
- Give up easily or avoid tasks that require going beyond what they see as obtainable.
- Are only receptive to learning new things if offered through a trusted and supportive relationship.

4. Thriving Mindset:

Reflect a growth orientation and see themselves as a work in progress. They believe that they can continually enhance their intelligence, abilities, and competence through effort and practice. They present with confidence and view challenges as learning opportunities. Failure is merely a purposeful springboard for the opportunity to learn and grow. Therefore, individuals with a growth mindset actively seek challenges even at the risk of appearing less than perfect.

- Want to learn and improve their intelligence or talent.
- Are innovative and see mistaking as way of learning.
- Receptive to and learn from constructive criticism.
- Persistent in creating success and overcoming obstacles.
- Are altruistic and feel inspired by the success of others.
- Self-empowered and motivated to reach ever-higher levels of achievement.



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