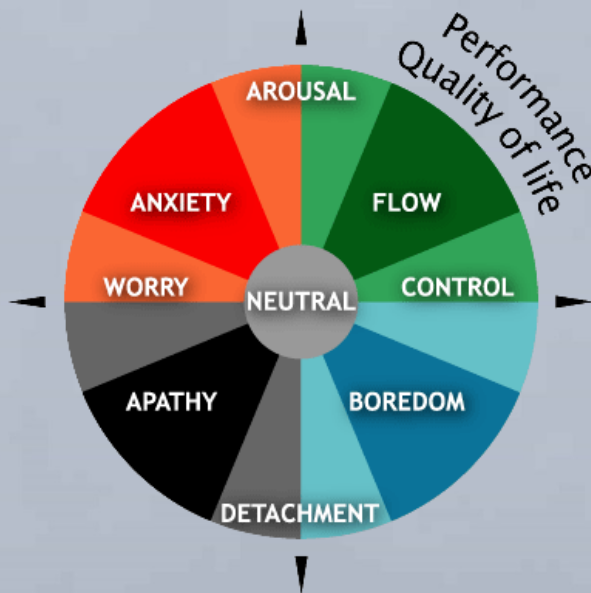




InterQualia



“Why are
some people
happy
in their work
and others not?”



A new organizational management model: **Flow at Work™**.

A revolutionary tool: the **InterQualia® Assessment**.

The Concept of “Flow”

Flow is a beneficial emotional state that occurs when the right combination of skill level and challenge level produces high performance and a state of well-being.

Based on the theory of flow developed through the research of psychologist Mihaly Csikszentmihalyi*, we can identify the causes of the various emotions that people experience while doing specific work activities.

Emotions and Performance

Emotions have a considerable impact on individual and group performance.

- A person experiencing a negative emotional state at work can feel unmotivated, unable to deal with certain situations, stressed, and can even become ill.
 - An organization experiencing a negative emotional state caused by its environment, culture, or management style can have problems with performance, creativity, profitability, and adaptability.
- Poor emotional health at work results from improper use of people's Non-Technical Skills.

InterQualia® and Flow

Based on the theory of flow, InterQualia® has developed:

- A highly effective tool, the InterQualia® Assessment, to evaluate the emotional situations and Non-Technical Skills that are responsible for emotions.
- A simple and practical management method for developing flow within an organization.

The InterQualia® Assessment and Method

- A patented, scientifically validated solution.
- A tool for developing performance and creativity, planning future hiring, managing employee retention, reducing absenteeism, and for mobilizing, motivating and coaching people.

A person who is experiencing flow:

- *is self-confident*
- *is persevering, and resistant to stress*
- *is motivated by the activity itself*
- *enjoys work*
- *is creative and effective*
- *develops in an optimal way*

The InterQualia® Assessment

highlights Talents and identifies emotional situations.

Non-Technical Skills Classified according to 3 levels Strong - Average - Weak	STATE	FREQUENCY		
		High You frequently have the opportunity to use this skill	Average You sometimes have the opportunity to use this skill	Low You rarely have the opportunity to use this skill
Promoting an idea, product or project		←	Key competency Not frequently enough	
Thinking through complex or abstract problems		←	Key competency Far too infrequently	
Communicating with large numbers of people			←	Key competency Far too infrequently
Working on a team			Control Frequently enough	
Exercising leadership		Control A little too frequently		

Working with technologies		Arousal Frequently enough		
Developing and carrying out a project			←	Arousal Far too infrequently
Helping or supporting others		Neutral Frequently enough		
Searching for new and original ideas			Neutral Frequently enough	
Using your artistic or esthetic sense			Neutral Frequently enough	
Working without rules or routines			Neutral A little too infrequently	
Working with tools				Detachment Frequently enough
Following instructions		Detachment Far too frequently	→	

Using words or numbers				Worry Frequently enough
Performing administrative task		Apathy Far too frequently	→	
Working with your body, or using physical strength				Apathy Frequently enough
Monitoring performance of tasks			Apathy Too frequently	→
Doing research on specific subjects				Apathy Frequently enough

	● UNSATISFACTORY	● SOMEWHAT SATISFACTORY	● SATISFACTORY
INVOLVEMENT		The person is not involved	
QUALIFICATION		Considers self to have average qualification	
USING SKILLS		Does not use his/her full potential	
PERFORMING DESIRED ACTIVITIES		Does not do what interests him/her	

Certified consultant



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