

The Flourishing Profile

A psychometric assessment for people who want to understand themselves properly.

THE QUESTION MOST PEOPLE ARE SITTING WITH

You're showing up. You're getting things done. But somewhere underneath the routine, something doesn't quite fit — and you can't put your finger on what it is.

Maybe your motivation has quietly shifted. Maybe work feels more effortful than it used to. Maybe you're delivering on the outside while running low on the inside.

It's not a crisis. It's more like a persistent low-level friction — the kind that's easy to dismiss and difficult to diagnose.

WHAT'S USUALLY GOING ON

Most of the time, that friction has a specific source. Not a personality flaw. Not a lack of resilience. A set of core psychological needs that aren't being met — or that are being met inconsistently — in the context you're currently in.

The research is clear on this: when the conditions don't match what a person genuinely needs to operate at their best, engagement drops. It's not a character issue. It's a conditions issue.

The hard part is knowing which needs matter most for you, and where the gaps actually are.

WHAT THE FLOURISHING PROFILE DOES

The Flourishing Profile is a psychometric assessment built on the POISE framework — a model grounded in the convergence of five independent bodies of psychological research into human needs.

It measures five core dimensions:

- Purpose — your need for direction, meaning, and understanding
- Others — your need for connection, belonging, and supportive relationships
- Identity — your need to feel valued, recognised, and good about yourself
- Safety — your need for agency, autonomy, and the ability to shape your situation
- Energy — your need for positive engagement, aliveness, and joy

For each dimension, it measures two things: how strongly you're driven by that need, and how well it's currently being met. The gap between the two — not the score itself — is where the real insight lives.

It also measures a set of personality traits that shape how you experience any gaps — the factors that make the same situation feel very different for different people.

WHAT YOU RECEIVE

A personalised seven-page PDF report, delivered by email within one working day of completing the assessment.

Your report gives you:

- An overall picture of how your psychological needs are being met right now
- A profile across all five POISE dimensions — what matters most to you, and where the gaps are
- An honest account of the personality traits that shape how you experience those gaps
- Three specific priorities — the clearest starting points for change
- A set of reflection questions designed for use in coaching or independent reflection

The language is direct and developmental — not clinical, not generic, and not a list of things that are wrong with you. It's written for people who want to understand themselves clearly and do something useful with that understanding.

HOW IT WORKS

You complete a short online assessment — typically 20 to 25 minutes. There are no trick questions, no right answers. Your results are scored and a personalised narrative report is generated, then sent to you by email.

The assessment is available as a standalone purchase. No practitioner required, no workshop to attend. You can use it independently, or bring your report into a coaching conversation.

HOW THIS DIFFERS FROM OTHER ASSESSMENTS

Most personality tools tell you what you're like. The Flourishing Profile tells you how you're doing — right now, in the context you're actually in.

It doesn't benchmark you against a population norm or assign you to a type. It looks at the specific conditions your personality requires to function well, and how closely your current situation matches those conditions.

That's a meaningfully different question — and, for most people, a more useful one.

Ready to take it, or want to ask something first?

Get in touch directly — there's no sales process, just a conversation.

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