

Your Flourishing Profile

Prepared for

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Administered by Jenny Watson

P

PURPOSE

O

OTHERS

I

IDENTITY

S

SAFETY

E

ENERGY

About This Report

This report is about you — specifically, about five fundamental psychological needs that shape how you feel and function in work and life. It is not a performance review, a personality label, or a clinical assessment. It is a snapshot of where you are right now: which needs are being well met, and which ones aren't getting enough.

What are psychological needs?

Psychological needs are the things your mind genuinely requires in order to function well — not wants or preferences, but deep drives that, when unmet, create real distress. Research across multiple fields consistently identifies five core needs that matter most: a sense of Purpose, connection with Others, a stable Identity, a feeling of Safety, and positive Energy. When these needs are being met, people feel capable, engaged, and resilient. When they're not, the effects show up in mood, motivation, relationships, and performance — often before the person can clearly name why.

What the bands mean

Balanced means your need intensity and fulfilment are broadly aligned right now. It does not mean this need is unimportant — it means you're getting enough of it. Under Pressure means there is a meaningful gap that is creating some strain. Significant Strain means the gap is large enough to be affecting how you feel and function day to day. No band is permanent — these are snapshots of a moment, not fixed states.

Amplifiers, buffers, and hidden strain

Some personality traits amplify the felt impact of unmet needs — making the experience of strain more acute. Others buffer it — softening the distress and helping you keep functioning. Both matter. What this report also flags is that very high buffer traits, when found alongside significant need incongruence, can be a warning sign in themselves. Strong optimism or high self-awareness can sometimes mask strain rather than resolve it — allowing needs to go unaddressed for longer than is healthy. Your trait profile is read with this in mind.

Intensity and Fulfilment

For each need, this assessment measures two separate things. Intensity is how strongly you drive toward that need — how much it matters to you personally. Fulfilment is how well that need is currently being met in your life right now. These are separate because a need you hold weakly might be irrelevant even if unmet, while a need you hold intensely will cause real distress if it goes unfulfilled. The gap between the two — your Incongruence Score — is the primary signal in this report.

What unmet needs actually feel like

Unmet psychological needs rarely announce themselves clearly. Instead they tend to show up as low-level irritability, difficulty concentrating, a nagging sense that something is wrong, loss of enthusiasm, or a feeling of going through the motions. You might find yourself more reactive than usual, more tired, or less able to enjoy things that normally work for you. Recognising the underlying need — rather than just the symptom — is often the first and most useful step.

The three levels of personality

Each trait in this report is tagged as Wired, Felt, or Conscious. Wired traits are stable neurological tendencies — least likely to change, and not the primary target of coaching. Felt traits sit at the emotional level — more responsive to circumstance, relationships, and sustained therapeutic work. Conscious traits are cognitive and contextual — the most plastic, and the most directly amenable to coaching and behavioural change. Understanding which level a trait sits at helps set realistic expectations about what can shift, and how quickly.

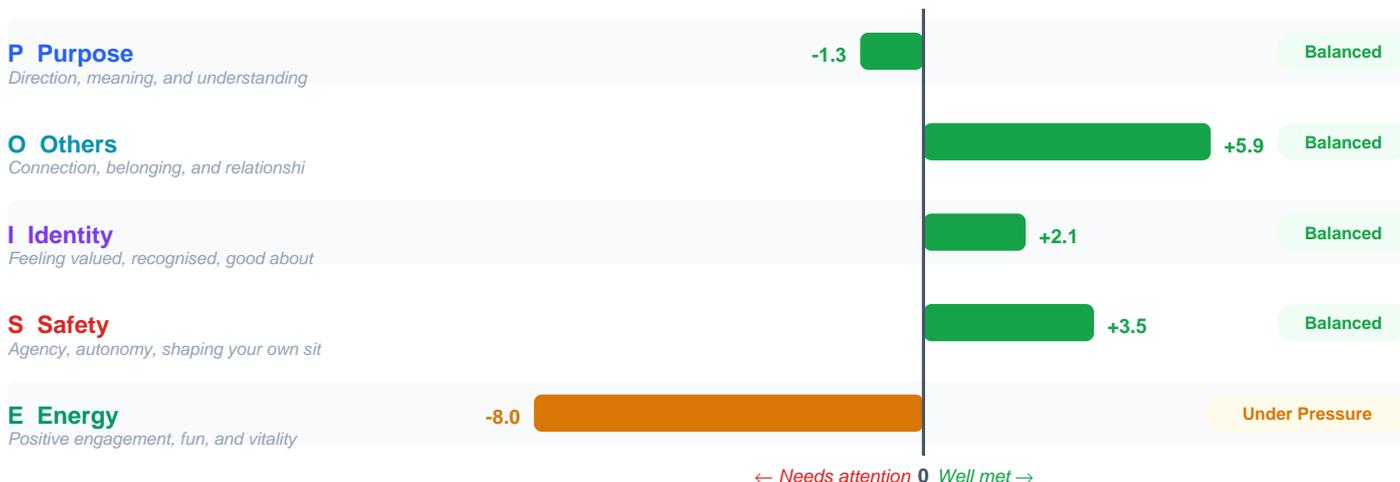
HOW TO USE THIS REPORT

Read each section in order. Start with the Overall Indicator to get the headline picture, then read the POISE profile to understand each need individually. The Trait Profile explains why you might feel things more or less intensely than the scores suggest — and flags where high buffers may be worth watching as closely as amplifiers. The final sections turn all of this into something practical. If you are working with a coach, bring this report to your first session — it will give you both a clear and shared starting point.

SECTION 1

Your Overall Flourishing Indicator

Each bar below shows your Incongruence Score for one POISE dimension — the gap between how strongly you need something and how well it is currently being met. Bars extending right show needs that are actively well met. Bars extending left show needs under strain. The icon below reflects how your trait profile shapes the felt experience of this landscape as a whole.



NET BUFFERING

Your trait profile is softening the experience of your needs — but with Energy under pressure, very high buffers can mask rather than resolve strain. The shield here is a watch point, not a reassurance.

BREADTH — NEEDS UNDER PRESSURE

1 / 5

One of your five core needs is showing signs of strain — Energy.



DEPTH — SIGNIFICANT STRAIN

0 / 5

No needs are at significant strain. Your profile is broadly well supported.



Jenny, your profile is one of notable strength. Four of your five core needs are well met — including Safety and Identity, which are often the first to suffer in difficult times. The one area under pressure is Energy: your need for vitality, fun, and genuine engagement is not being met right now. That gap is real and worth attending to, and it makes complete sense given what you have been navigating. The rest of your profile is holding.

SECTION 2

Your POISE Needs Profile

Each card below gives a fuller picture of one need — what it means, where you sit, and what that gap feels like in practice.

BAND KEY:

Balanced

Under Pressure

Significant Strain

P Purpose Balanced
Direction, meaning, and understanding

Intensity: 4.0 / 5 Fulfilment: 3.667 / 5 **Incongruence: 1.3**

Purpose is highly central to you — your scores show a genuine drive for meaning, direction, and understanding the bigger picture. And right now, it is being broadly met. Your sense of what you are doing and why remains largely intact, even in a period that has been personally demanding. That coherence is worth...

O Others Balanced
Connection, belonging, and relationships

Intensity: 3.083 / 5 Fulfilment: 5.0 / 5 **Incongruence: -5.9**

You hold a moderate need for connection and belonging — it matters, but it is not one of your most intense drivers. What is notable here is that your fulfilment far exceeds your intensity: you are receiving more social support than you require. Right now, your relationships and sense of belonging are actively...

I Identity Balanced
Feeling valued, recognised, good about yourself

Intensity: 4.154 / 5 Fulfilment: 4.667 / 5 **Incongruence: -2.1**

Feeling valued, respected, and good about yourself is a high-intensity need for you — and it is being well met right now. Your sense of who you are is solid. You feel recognised for what you contribute and good about yourself at this moment. This is one of the more striking features of your profile: your Identity need...

S Safety Balanced
Agency, autonomy, shaping your own situation

Intensity: 4.167 / 5 Fulfilment: 5.0 / 5 **Incongruence: -3.5**

Your need for agency and autonomy is high — control and independence matter greatly to you. And your fulfilment here is excellent: you feel in control of your situation, able to shape what happens next, and clear about having enough say. Given everything you have been navigating, this sense of agency is a remarkable...

E Energy Under Pressure
Positive engagement, fun, and vitality

Intensity: 4.222 / 5 Fulfilment: 2.333 / 5 **Incongruence: 8.0**

This is the one area of your profile that is under strain, and the signal is specific. Your Energy need is high — you require fun, variety, stimulation, and a sense of aliveness. But right now that need is not being met. You find genuine enjoyment in daily life, but there is not enough variety or fun, and you do not...

SECTION 3

How You Experience It

Two people with identical POISE scores can experience those gaps very differently. This comes down to personality traits that either amplify or buffer the felt impact of unmet needs. Your trait profile is just as important as your need scores — it tells you not just where the gaps are, but how acutely you are likely to be feeling them. Bear in mind that where buffer traits score very high alongside significant need incongruence, they can sometimes mask strain rather than resolve it — allowing needs to go unaddressed for longer than is healthy. Your cards below flag this where relevant.

KEY: ■ Amplifier ■ Buffer

PERSONALITY LEVELS: **Wired** — fixed neurological traits **Felt** — emotional experience **Conscious** — cognitive & contextual

YOUR PROFILE AT A GLANCE

Jenny, you feel things deeply and hold yourself to a high standard — and that combination means the current gaps in your profile are likely landing harder than the numbers alone suggest. Your high Sensitivity and Emotionality mean that unmet needs don't stay in the background; they tend to be felt acutely and often. Your elevated BIS means you're attuned to what could go wrong, which sharpens your awareness but can also sustain a low-level anxiety when things feel out of control. At the same time, your profile shows real resources. Your Optimism is genuinely high — not a veneer, but a sustained capacity to see a way forward even when things are hard. Your Awareness means you are unlikely to be blindsided by your own reactions; you have the capacity to notice, name, and work with what's happening inside you. And your Self-Concept Stability means that even when Identity feels under pressure, your sense of who you are at a deeper level remains relatively intact. The overall picture is of someone under real pressure who has meaningful inner resources to draw on. The work is making sure those resources are actively engaged.

AMPLIFIERS — TRAITS THAT INTENSIFY THE EXPERIENCE

WIRED

BIS — Inhibition

High BIS means you are acutely attuned to threat, mistakes, and criticism. You feel the weight of getting things wrong. This sharpens your performance but also...

FELT

Emotionality

Moderate-high emotionality means you experience your feelings with real intensity. You are neither detached nor overwhelmed — but when needs are unmet, you...

WIRED

Sensitivity

Moderate sensitivity. You notice things that others might miss, and you are not indifferent to strain. At this level it adds perceptiveness without being...

CONSCIOUS

Introversion

Low introversion — you are extraverted. This directly feeds your Energy need: you draw vitality from engagement, stimulation, and being in the world. When that...

BUFFERS — TRAITS THAT SOFTEN THE EXPERIENCE

CONSCIOUS

Optimism

Exceptionally high. This is your most powerful buffer — you maintain forward momentum and positive expectancy even when things are objectively hard. Watch...

CONSCIOUS

Awareness

Very high self-awareness is your second major buffer. You see yourself clearly, notice your own patterns, and can recognise when something is off. This is what...

CONSCIOUS

Self-Concept Stability

Good stability. Your core sense of who you are holds up well under pressure. Even when needs are being tested, your Identity is meeting that pressure — this

CONSCIOUS

Adaptability

Moderate-high adaptability overall — but note that you scored 5 on 'I find it hard when people challenge my way of doing things.' High flexibility in style,...

SECTION 4

So What Does This Mean For You?

Your profile tells a clear and coherent story. You are a person who is fundamentally well — your core sense of self, your agency, your sense of purpose, and your relationships are all intact. What is under pressure right now is your Energy: your need for vitality, stimulation, and genuine fun. That gap is real, specific, and situationally grounded. The three priorities below are worth focusing on — not as crisis management, but as deliberate acts of restoration.

01

Protect and restore your Energy — deliberately

The Energy gap is your only area of strain, and it is specific: not enough fun, variety, or genuine engagement. This is not a character flaw or a permanent state — these things shift. But they will not resolve on their own. Something active needs to change. What would bring more aliveness into the next few weeks — not eventually, but now?

02

Recognise what is holding

Four of your five POISE dimensions are well met — including Safety and Identity, which are often the first to suffer under pressure. That is not accidental. It reflects real strength in how you have built your life and sense of self. The risk of a high-optimism, high-awareness profile is that you move straight to problem-solving without first acknowledging what is actually working. It is working. Name it.

03

Watch the BIS — your inner critic is worth monitoring

Your BIS is high — you feel the weight of mistakes, criticism, and things going wrong more than most. When your capacity to perform and produce feels reduced for any reason, this can turn into a quiet but persistent inner critic. Your optimism is buffering it well right now. But it is worth staying close to: are you being as kind to yourself as you would be to someone else going through a tough patch?

This report is a starting point, not a verdict. What it describes is how things are right now — and that can change. The scores that are under pressure today may look very different in three months. Your strongest assets are your self-awareness and your exceptional optimism. Both are very real, and both will serve you well.

Jenny Watson · The Flourishing Profile

SECTION 5

Things to Bring to Your Coaching Conversation

This page is for you to use before — or during — coaching. It draws directly from your profile results and suggests some questions worth sitting with. You don't need to have answers ready. The value is in noticing what each question brings up for you — where you feel resistant, where something shifts, where you already sense the answer but haven't yet said it out loud.

Energy — the one gap that needs attention

This is the primary focus. The gap is not about meaning or relationships — those are well met. It is about vitality, stimulation, and fun.

- What used to bring you genuine energy and aliveness that has been absent recently — not because you stopped valuing it, but because life has got in the way?
- What would 'enough fun and variety' actually look like in the next month — concretely, not in principle?
- Is the low energy score a signal about your current situation, or has it been building for longer than recent events explain?

The BIS and the inner critic

High BIS alongside a period of reduced capacity is a combination worth exploring carefully. Your optimism is managing it — but that management has a cost.

- When you are not performing at the level you expect of yourself, what does that voice sound like? How harsh is it?
- What standard are you holding yourself to right now — and where did that standard come from?
- What would it look like to give yourself the same generosity you would offer someone else in your situation?

The optimism watch point

Your optimism score is exceptional — 0.92. That is a profound resource. It is also worth examining honestly in a coaching context.

- Are there things you have been 'staying positive' about that actually need to be sat with, grieved, or addressed directly?
- What is the difference, for you, between genuine optimism and not wanting to be the person who struggles?
- What have you not let yourself feel recently because forward momentum felt more important?

Adaptability — style versus approach

You score well on adaptability overall, but your response to being challenged on your way of doing things is a notable outlier worth a conversation.

- When someone challenges your approach rather than your conclusions, what happens internally?
- Where does that strong conviction come from — and when has it served you? When has it cost you?
- What would it look like to hold your approach more lightly, without losing confidence in your thinking?