

Self Profile

Auto Generated

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For background information on this questionnaire and report,
see "The Power of Full Engagement"
by Jim Loehr, Ed.D. and Tony Schwartz; ISBN: 0743226747
An audio series of the same title expands and explores the
concepts described in the book.

Full Engagement® Self Profile

Name: Auto Generated

Introduction

In this report, you will learn about your personal strengths and opportunities to improve your life's energy. The Full Engagement approach to peak performance is based on this premise:

Energy, not time, is the fundamental currency of high performance.

The book on which this report is based, "The Power of Full Engagement" by Dr. Jim Loehr and Tony Schwartz, presents four basic principles of energy management:

1. Full engagement requires us to draw on four separate but related sources of energy: physical, emotional, mental and spiritual.
2. Because energy capacity diminishes both with overuse and underuse, we must balance energy expenditure with intermittent energy renewal. "Recovery" scores in this report describe this balance.
3. To build capacity, we must push beyond our normal limits. We can benefit by targeting specific "muscles" for improvement, training in the systematic way that high performance athletes do.
4. Positive energy rituals – highly specific routines for managing energy – are the key to full engagement and sustained high performance. For instance, consistently taking time to exercise in the middle of the day is an example of a positive energy ritual.

The Power of Self-Understanding

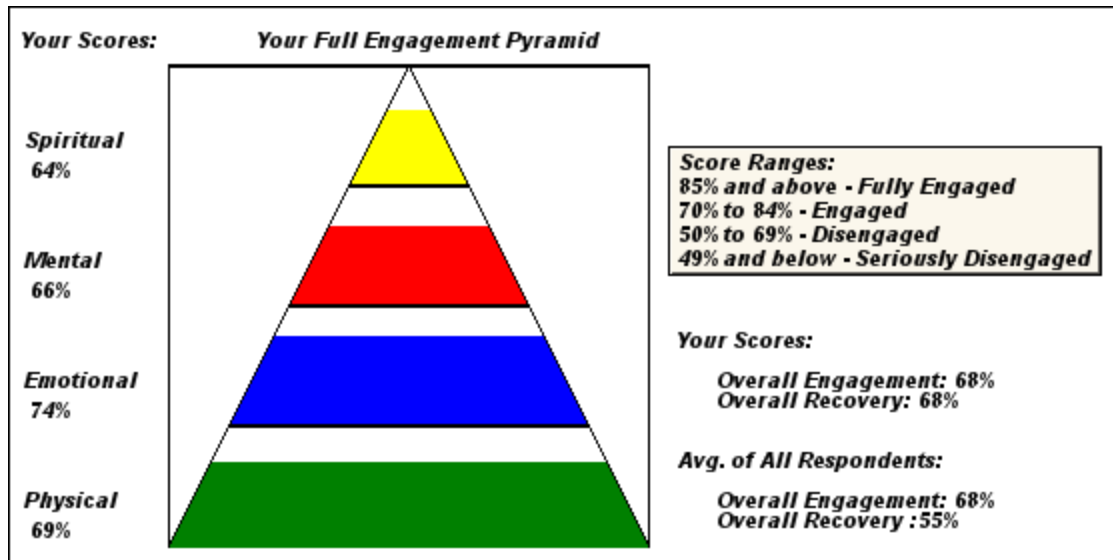
Poor self-understanding is a major derailer of careers and lives. In our experience with thousands of individuals over more than a decade, we have observed that most people have very poor awareness of their energy management. Yet energy is the foundation for all positive action and awareness of it is the first step to more complete engagement. This report describes your current energy management practices and provides the basis for honest awareness. The report also shows how you compare to other respondents, another important part of realistic self-awareness.

The report offers two measurement standards: one objective, the other relative. The objective standard is based on our experience and research in the field of peak performance. "Fully Engaged™" individuals, for instance, achieve overall scores of 85% or greater; individuals with scores of 70% to 84% are defined as "Engaged". (See the pyramid graphic on page 3 for a complete list.)

The second standard is relative to norms for questionnaire respondents; it is based on their average responses. This additional point of reference illustrates your strengths and challenges compared to other respondents. If you are less than fully engaged, you are far from alone. If you are prone to self-criticism, this may help you put your challenges in context and realize your assets. It may help you to know that others struggle with low engagement as well. This additional point of comparison may further clarify your priorities for self-development.

Who are the Self Profile respondents? Over 90% are employed and come from a wide variety of job levels in an array of for-profit and nonprofit industries. Almost 100% are between 21 and 65 years of age. Respondents are almost evenly divided between men and women. There is very little variation between men's and women's scores. The average respondent's greatest challenges are fitness, nutrition, rest and recovery.

Engagement Scores



Interpreting Your Overall Engagement Score

This score is a composite of the four energy scores and the recovery score. The average person who completes the full-length questionnaire has a 68% overall engagement score, placing him or her near the borderline between "Disengaged" and "Engaged". See your score in the middle right section of the graphic above. Read the definitions below to learn more about the meaning of your scores:

Fully Engaged (85% and above)

If your overall engagement is greater than 85%, you are in a select category achieved by only 4% of respondents. You have excellent energy management skills. Your engagement is sufficient to ignite your talent and skill to the fullest. One of your biggest challenges will be to keep your skills functional during periods of extraordinary stress. This report will help you achieve the balance and consistency needed to sustain full engagement.

Engaged (70% to 84%)

You have good energy management skills, but can increase your overall engagement and performance in life. The energy scores on the left side of the pyramid will help prioritize personal change strategies. About 40% of respondents achieve scores in this range.

Disengaged (50% to 69%)

You are probably feeling challenged and somewhat drained. Significant obstacles stand in the way of fully igniting your talent and skill. Pay special attention to development priorities in the physical and spiritual realm, as both are excellent leverage points for greater overall engagement. About 48% of respondents are disengaged.

Seriously Disengaged (49% and below)

If your overall score is below 50%, your disengagement is serious and has significant potential to undermine your physical health and your ability to perform in all areas of life. Individuals who report this level of disengagement often indicate their greatest challenges are in the spiritual dimension. Feelings of hopelessness and apathy are likely. Your state of mind can even prompt disengagement in others around you. Unfortunately, 8% of respondents score in this range.

The Four Energy Dimensions and Overall Recovery

Engagement draws on four energy sources: physical, mental, emotional and spiritual. In addition, it relies on rest and recovery. Each of these building blocks and their component parts are described in the next section, along with a reference to chapters in the book, "The Power of Full Engagement", or in the audio series. These are followed by graphs and a chart with your scores.

Physical Energy

This score combines your responses to questions about exercise. The physical energy dimension challenges more respondents than any other. High physical energy scores are predictive of greater engagement in other areas. Unfortunately, the average physical energy score is 46%, placing most respondents in the "Seriously Disengaged" range. Your score is shown on pages 5 and 7 of this report. To learn more about improving your physical energy scores, refer to Chapters Three and Four in the book, "The Power of Full Engagement", or to CDs 3 and 4 of the audio series with the same title.

Emotional Energy

This category is defined by your interpersonal relations, confidence, self-esteem, realism, optimism and ability to manage adversity. The average respondent achieves 71% in this dimension. High self-confidence scores are especially valuable. They are a predictor of higher engagement scores in other areas of life. Your score is on pages 5 and 7 of this report. Emotional energy is described in Chapter Five of the book and on CD 2, Track 4 of the audio series.

Mental Energy

This is a composite of creativity, curiosity, focus, concentration, solution-based thinking, mental preparation through education, self-awareness and time management skills. Modern society places a great deal of emphasis on mental engagement and rewards it. Yet our research shows that some people can exert their mental skills without harnessing the spiritual or emotional dimensions, which can contribute to burnout. The average respondent achieves 67% in this dimension. Your score is on pages 5 and 7. To learn more, see Chapter Six of the book or listen to CD 1, Track 7 or CD 2, Tracks 5, 7, or 8 of the audio series.

Spiritual Energy

This dimension draws on scores for commitment, passion, principle-centered ethics, vision and a sense of purpose. (The practice of an organized religious faith does not directly influence the score.) Our research shows that individuals with high spiritual scores have greater job satisfaction than most. The average respondent scores 66% in this dimension. Your score is on pages 6 and 7 of this report. See Chapter Seven of the book or listen to CD 2, Track 6 and CD 5.

Overall Recovery

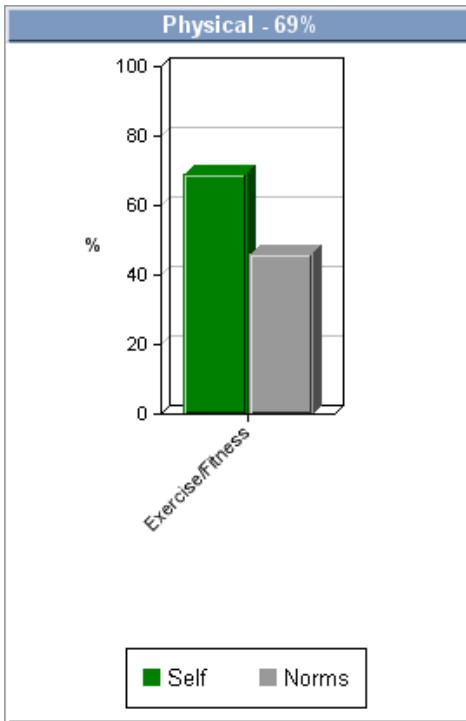
One of the key components of peak performance is the strategic use of rest periods to allow the mind and body to recover. "Recovery" refers to the quality and quantity of one's mental and physical rest and relaxation. Nutrition is also key to recovery in that it plays a large part in balancing the body's energy throughout the day. This dimension is a composite of sleep and nutrition scores as well as a separate group of questions relating to the use of rest periods during the day. Recovery challenges most people and the average respondent achieves only 55% in this dimension. Your score is shown on pages 5 and 7. Recovery is explored throughout the book and in the audio series on CD 1, Track 6.

Find your scores for each dimension on pages 5, 6 and 7.

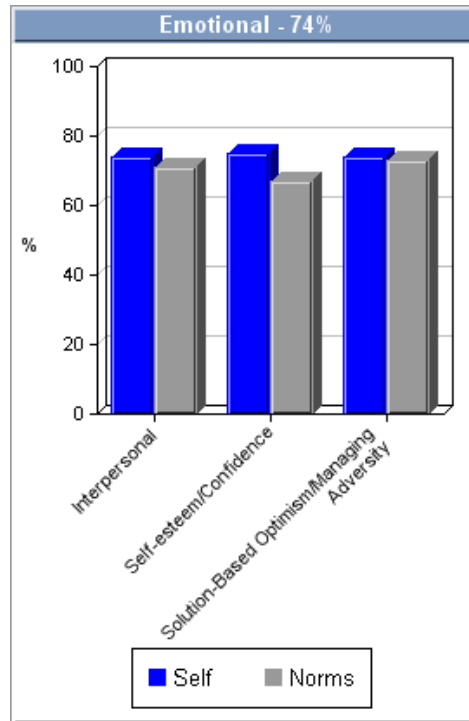
Dimensions & Contributing Scores:

Three of the four energy dimensions and the recovery dimension are based on contributing scores. The graphs below show how you scored yourself in each of these alongside the general norm for all respondents. See page 7 for a comparison chart.

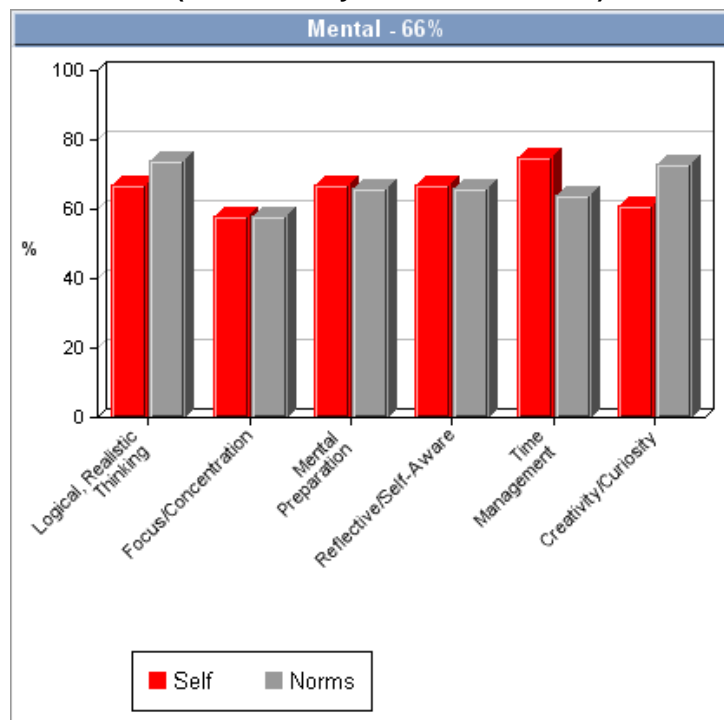
Physical Energy
(How Physically Energized Are You?)



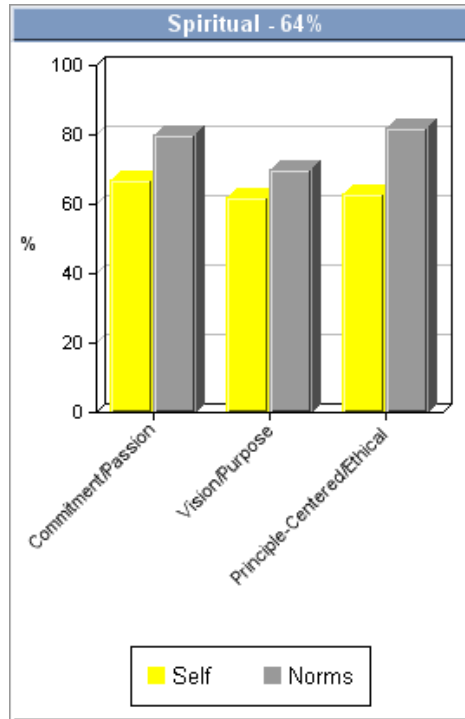
Emotional Energy
(How Emotionally Connected Are You?)



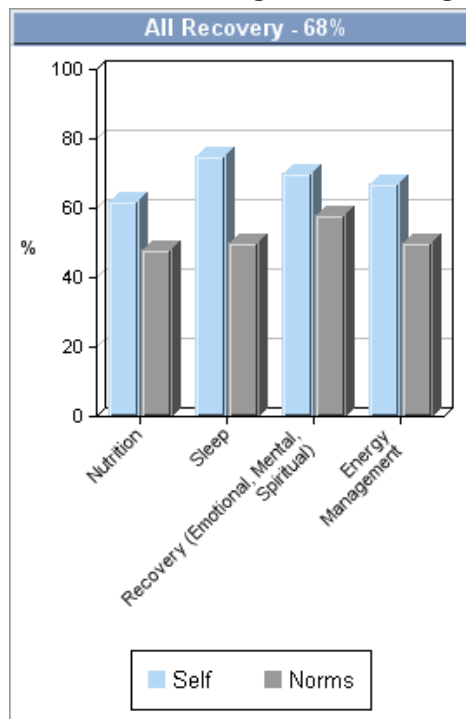
Mental Energy
(How Mentally Focused Are You?)



**Spiritual Energy
(How Spiritually Aligned Are You?)**



**Recovery
(How Effectively Are You Recovering and Renewing Your Energy?)**



Dimensions & Contributing Scores	Your Scores	Norms*
Physical Energy	69	46
Fitness: Level of endurance, strength, flexibility and quantity of your available energy throughout the day.	69	46
Emotional Energy	74	71
Interpersonal: Quality of your interactions with others, including sustaining close relationships, managing conflict, demonstrating respect for others and working effectively as part of a team.	74	71
Self-Esteem/Confidence: Satisfaction and level of comfort with yourself, including capacity to experience satisfaction and joy, accept critical feedback nondefensively and take risks.	75	67
Managing Adversity/Solution-Based Optimism: Capacity to maintain hope, transform threat into challenge and demonstrate resilience under pressure.	74	73
Mental Energy	66	67
Logical/Realistic Thinking: Capacity to think clearly and rationally under pressure, take into account all of the facts and solve problems.	67	74
Focus/Concentration: Capacity to focus on one thing at a time and sustain attention on key tasks.	58	58
Mental Preparation: Quality of preparation routines for significant daily challenges.	67	66
Reflective/Self-Aware: Capacity to recognize impact of your behavior on others, see yourself honestly, including shortcomings, take time for self-reflection.	67	66
Time Management: Capacity to prioritize, plan your days effectively, use time efficiently and avoid rushing.	75	64
Creativity/Curiosity: Imaginativeness, openness to new ideas and playfulness.	61	73
Spiritual Energy	64	66
Commitment/Passion: Level of your investment in work, perseverance in the face of obstacles, fulfillment.	67	80
Vision/Purpose: Clarity and intensity of purpose and vision, degree of internal rather than external motivation.	62	70
Principle-Centered/Ethical: Degree of your integrity, trustworthiness, clearly defined principles and courage of convictions.	63	82
Overall Recovery	68	48
Nutrition: Amount, frequency and nutritional value of what you eat and drink.	62	48
Sleep: Quality, quantity and consistency of your sleep.	75	50
Recovery: Quality and consistency of recovery emotionally, mentally and spiritually (Emotional, Mental, Spiritual).	70	58
Energy Management: Choice of situations on which to spend energy.	67	50

* Norms represent respondents since February 2003.

Write-In Comments:

This section describes the responses to open-ended questions 2 and 3. The results are summarized below. The report also lists your own answers. How do your answers compare to the responses given by others? Use this comparison as you develop strategies to become fully engaged.

1.) What activities do you find help you to relax and regenerate your energy?

Your Comments:

test 3

2.) If you could change just one thing about yourself in your work environment, what would that be?

Your Comments:

test 1

How Others Commented:

94% of respondents provided a comment to question 2. Respondents reported the following issues:

Issues with mental energy: 60%. Respondents overwhelmingly report the desire for better time management, project management and workload management skills.

Job-specific issues: 13%. These comments point out specific skills people feel they lack in doing their current jobs or specific issues in their work environments.

Issues with emotional energy: 10%. Many of the comments from respondents report concern with their moods, particularly with pervasive negativity.

Issues with physical energy: 7%. Many report a lack of energy, coupled with a lack of positive feelings.

Desire for feedback and appreciation: 4%. This is not something that one can change in oneself.

Issues with spiritual energy: 4%. Respondents wish they could find meaning, passion and purpose in their lives.

Issues with work/life balance: 3%. These comments are similar to the overwhelming number of comments received about the desire for better time management skills, but they encompass personal life as well.

Observation: As the comments show, many people long for better time management skills. One of the fundamental premises of the Full Engagement Training is that energy, not time, is our most leverageable resource. We recommend that people focus more on managing energy rather than time to affect the personal change they desire.

3.) What do you see as the biggest personal obstacle to having more energy and being fully engaged at work?

Your Comments:

test 2

How Others Commented:

96% of respondents provided a comment to this question. The major categories of issues include the following:

Issues with management of physical energy: 36% (See Chapter Four in the book, "The Power of Full Engagement", or listen to CDs 3 and 4 of the audio series.) The predominant desire is for more time and a

commitment to an exercise routine. Many comment that they lack sufficient sleep, which is also illustrated by low sleep norms (the average respondent gets only 58% of optimal sleep).

Issues with mental energy: 23%. The most frequent comment, by far, is the desire for greater concentration and focus. Many also comment on problems with procrastination (see Chapter Six in “The Power of Full Engagement” or listen to CDs 1 and 2 of the audio series)

Job-specific obstacles: 11%. Many comment on having to attend too many meetings and other workplace necessities that they see as obstacles to getting the “real” work done. Travel, traffic, e-mail, overwork and ineffective managers are also frequent examples of job-specific obstacles.

Inability to integrate several life priorities and achieve work/life balance: 10%. The big complaint in this category is the inability to balance life's many conflicting priorities. People who express this problem also tend to see themselves as ineffective, adding to the negativity of their feelings.

Issues with management of spiritual energy: 10% (see Chapter Seven in the book or listen to CD 2, Track 6 or CD 5.) Comments about lack of passion and the longing to find one's “true” calling are frequent in this category.

Management of emotional energy: 8% (see Chapter Five in the book or listen to CD 2, Track 4 of the audio series). The lack of self-confidence is the single most frequently mentioned problem in this category.

Need for appreciation and feedback: 1%. Some people mention the need for appreciation and feedback as their biggest personal obstacle to full engagement on the job.

Observation: Your obstacles to increased energy and engagement are measured in your energy management scores, but you may also feel that you have external obstacles. For instance, a difficult manager or coworkers may sap your energy. By taking control of energy resources, you will find it easier to avoid the depleted feelings that difficult relationships can induce. You may see new ways around these obstacles.

What's Next?

Full engagement is the skillful mobilization of the energy required to achieve extraordinary results in any mission that really matters. The Full Engagement Self Profile is intended to help you get a realistic snapshot of how you spend your life's energies now. Most people have poor awareness of their actual use of energy. The Self Profile realistically portrays your current practices. As the book states, the truth helps drive engagement.

Use This Diagnostic to Take Important Steps

1. Compare your overall engagement score to the scores on the Centile Worksheet at the top of page 11. How does your score compare to other respondents?
2. Use the "Facing the Truth" worksheets on pages 12, 13 and 14 to deepen your understanding. Are your energy expenditures consistent with your deepest values? If not, you are not alone. But unlike most people, you have now identified specific areas to address.

Worksheet: Your Overall Engagement Compared to Others

The Centile Worksheet at the top of page 11 divides respondents into groups, each of which represents 10% of the respondent population. In the second column from the left, you will see the overall engagement scores achieved by each centile group. Place your overall engagement score in the column on the right next to the range where it fits. This illustrates your relative standing among respondents.

At the bottom of page 11, a second worksheet shows the percentages of respondents in the four engagement levels. Place your score in the appropriate space provided in the right hand column. This shows your score against the standard for Full Engagement. This additional measurement helps you judge whether your current level of engagement, balance and negative stress are high or low compared to other people.

The people who take this questionnaire are motivated by the desire for self-discovery, probably because they feel negatively stressed or out of balance. If your scores show that you are more "Disengaged" than large portions of this motivated audience, you may conclude that any distress you are feeling is well-founded. You may wish to obtain further reading or professional help. This report in no way substitutes for individual professional help such as might be offered by a private therapist or other mental health professional.

Centile Worksheet

Percent of all Profile Respondents	Achieved Overall Engagement Scores	'Engagement' Category	Your Score
0 - 9%	2 - 54%	Seriously Disengaged	_____
10 - 19%	55 - 60%	Seriously Disengaged	_____
20 - 29%	61 - 64%	Seriously Disengaged (below 50 to Disengaged	_____
30 - 39%	65 - 67%	Disengaged	_____
40 - 49%	68 - 70%	Disengaged	_____
50 - 59%	71 - 72%	Disengaged	_____
60 - 69%	73 - 75%	Disengaged	_____
70 - 79%	76 - 77%	Disengaged	_____
80 - 89%	78 - 81%	Engaged	_____
90 - 100%	82 and higher	Engaged (below 85) to Fully Engaged	_____

Distribution of Full Engagement Scores

Overall Engagement Cutoff Scores	% of Profile Population	Classification	Your Score
49% and below	8%	Seriously Disengaged	_____
50% to 69%	48%	Disengaged	_____
70% to 84%	40%	Engaged	_____
85% and above	4%	Fully Engaged	_____

Example: If your score is 66, you are more engaged than about 41% of respondents. The score of 66, however, falls in the "Disengaged" range by the standards described in "The Power of Full Engagement". Even though you are ahead of 41% of respondents, you will benefit from strengthening your energy management practices.

“Facing the Truth” Worksheets

The truth drives engagement and distortion of the truth drives disengagement. To be fully engaged in the things that really matter, constantly seek the truth about your current habits and choices. We distort reality and deceive ourselves for short-term relief, which can have great personal costs. Surrounding yourself with people who see the world as you do may protect you from the painful truth, but can completely derail your mission.

To determine where you are now, ask yourself: "How engaged or disengaged am I at the present time?"

1. With my family?

2. Relative to my own health?

3. With friends?

4. With the local community or neighborhood?

5. At work?

6. With the spiritual side of life?

Successful navigation in life requires you to face the truth about where you are now relative to your mission. For more thoughts on how to develop your mission, consult "The Power of Full Engagement", Chapters Seven and Eight.

Ask yourself these questions:

1. Who or what is getting your "best energy" now? (Use the list on page 12 of this report.)

2. Is the expenditure of your "best energy" in line with your mission or purpose?

3. Where are you currently multitasking? (Examples: reading the newspaper while watching TV during evening family time; catching up with friends on the cell phone while driving.)

4. Is multitasking undermining your mission?

5. Look at your areas of greatest disengagement (five lowest scores on page 7, "Your Scores"). What are the personal costs you've endured as a result of disengagement from these areas?

a. Lowest score: _____ Category: _____

Consequence: _____

b. Next lowest: _____ Category: _____

Consequence: _____

c. Next lowest: _____ Category: _____

Consequence: _____

d. Next lowest: _____ Category: _____

Consequence: _____

e. Next lowest: _____ Category: _____

Consequence: _____

6. Look at your areas of greatest engagement (five highest scores on page 7, "Your Scores"). What are the personal satisfactions you have experienced as a result of engagement in these areas?

a. Highest score: _____ Category: _____

Benefit: _____

b. Next highest: _____ Category: _____

Benefit: _____

c. Next highest: _____ Category: _____

Benefit: _____

d. Next highest: _____ Category: _____

Benefit: _____

e. Next highest: _____ Category: _____

Benefit: _____

7. How can you increase your five lowest scores?

8. What Self Profile scores surprised you the most?

9. What are your highest and lowest scores? How is the gap in these two scores undermining your overall performance in life?

10. Where did you score significantly higher or lower than other respondents? What message do you take from these differences?

Learn More

If one or more of your scores is “Disengaged” or “Seriously Disengaged”, it is undermining your overall happiness and performance and deserves your immediate attention. For more books and materials, or to learn how you can enroll in Full Engagement Training Programs, visit the Human Performance Institute's website, www.energyforperformance.com.

About the Full Engagement Self Profile

The Self Profile was designed to provide customized information that helps individuals unlock “The Power of Full Engagement” system for themselves. Almost 100,000 people have completed the short Free Profile version (26 core questions) since it debuted in March 2003, and 10,000 people have completed the full-length Self Profile. All norm comparisons provided in this report are based on analysis of the full-length Self Profile.

Information for Employers

The Human Performance Institute offers training courses at its facilities or yours. In addition, there is a facilitator-led course that can be delivered by your own staff. To learn how Full Engagement Training can support your Employer of Choice initiatives or wellness programs, visit the Human Performance Institute's website, www.energyforperformance.com. The audio series published by the Human Performance Institute goes beyond the book with greater exploration of steps you can take to achieve full engagement. Visit www.energyforperformance.com/store/customer/home.php.

The Full Engagement Self Profile is not offered as a substitute for individual advice by a mental health professional or other health care professional.

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The Full Engagement Self Profile was coauthored by the Human Performance Institute, (www.energyforperformance.com), Wenroth Group (www.wenrothgroup.com) and Performance Programs, Inc. (www.performanceprograms.com).

Appendix A: Elements of Energy Management

The following table presents elements of capacity and examples of barriers associated with them. Based on your scores, what literal and figurative "muscles" do you plan to strengthen?

Physical			
Elements	Barriers	Targeted "Muscles"	Priority
Exercise	Fatigue	Rest and Recovery	
	Inadequate Fitness	Aerobic Capacity	
	Insufficient Strength	Muscular Strength	
Nutrition	Inappropriate Diet	Stable Blood Sugar Levels	
	Inappropriate Hydration	Sufficient Water Levels	
Rest and Recovery	Too Little Sleep	Amount and Quality of Sleep	
	Inadequate rest breaks	Strategic, high quality rest breaks	
Emotional			
Interpersonal	Impatience	Patience	
	Lack of Empathy	Empathy	
	Lack of Warmth	Kindness	
	Moodiness	Calmness/Even-Tempered	
	Overly Critical	Accepting of Others	
Managing Adversity	Low Stress Tolerance	Resilience	
Solution-Based Optimism	Negativity/Pessimism	Ability to Maintain Hope	
Self-Esteem/Confidence	Insecurity	Confidence	
Mental			
Creativity/Curiosity	Narrow-Mindedness	Openness	
	Poor Sense of Humor	Good Sense of Humor/Playfulness	
	Rigidity	Flexibility	
Focus/Concentration	Distractedness	Sustained Attention	
Logical/Solution-Based Thinking	Irrational Thinking	Balanced Thinking	
Mental Preparation	Problem-Focused, Reactive	Preparation Routines	
Reflective/ Self-Aware	Defensiveness	Openness	
	Lack of Introspection	Self-Reflection	
Time Management	Lack of Clear Agenda	Prioritization	
	Multitasking	Single-Focused	
	Rushed, Overwhelmed	Calmness	
Spiritual			
Commitment/Passion	Apathy	Investment in Work	
	Easily Frustrated	Perseverance	
	Lack of Passion	Enthusiasm for Work	
Principle-Centered/Ethical	Dishonest	Honest	
	Expedient	Value-Driven	
	Fearful	Courageous	
Vision/Purpose	Externally Motivated	Self-Motivated	
	Lack of Purpose	Clear Purpose	