



MATTE Consulting Group
EXECUTIVE SEARCH AND COACHING

Opinion *Express*

Matte Consulting Group – InterQualia® Certification



InterQualia

Showing a deep concern for individual well-being, without losing sight of professional performance, Matte Consulting Group coaches are now certified to offer the **InterQualia® Assessment**.

Complementary to our services

The InterQualia® Assessment complements our services:

- Potential appraisal
- Management coaching
- Career coaching
- Integration coaching
- Performance optimization coaching.

The InterQualia® Assessment

The InterQualia® Assessment allows us to identify an individual's **talents** as they relate to his/her current professional activities.

The assessment also gauges the individual **state of emotional health**, which may serve to predict the possibility of eventual burn-out in different types of positions.

This tool is based on the psychological theory of **Flow**, developed by American psychologist Mihaly Csikszentmihalyi; patented and scientifically validated, it allows us to:

- improve performance and creativity;
- better plan succession;
- reduce staff turnover;
- mobilize, involve, coach;
- reduce absenteeism.

What is Flow?

Flow is a **beneficial psychological state** wherein competence and challenge are brought together to produce well-being and performance.

« People are so involved in an activity that nothing else seems to matter; the experience itself is so enjoyable that people do it in spite of great efforts, just for the sake of it. »

— Mihaly Csikszentmihalyi

Emotion is an important determining factor of individual and collective performance:

- Faced with a negative emotional situation at work, a person will have motivation problems, will be unable to deal with certain situations, will experience harmful stress; it may even affect his/her health.

- Faced with a negative emotional climate because of its environment, culture, management, a company will encounter problems with performance, creativity, profitability, adaptability, etc.

When people experience Flow, they:

- have self-confidence;
- are perseverant and resistant to stress;
- are motivated by the activity itself;
- enjoy their work;
- are creative and effective;
- develop their full potential.

To be emotionally healthy is to experience Flow on a daily basis while using one's talents.

Want to learn more about this remarkable tool? To see how the InterQualia® Assessment can help you shine? Contact one of our professional coaches.



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