

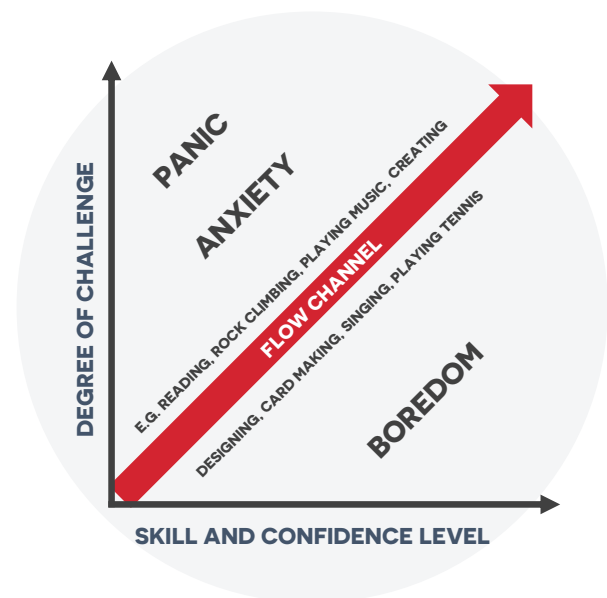


## IS YOUR BUSINESS IN FLOW?

**FLOW** is a concept first proposed by Mihaly Csikszentmihalyi, a Professor at the University of Chicago until 2000, who was born in 1934 in Fiume Italy - now modern-day Croatia. Mihaly published the book, *Flow*, in 1990 which defined this concept as a mental state of complete immersion mentally, physically and emotionally. People who experience Flow often lose track of time when the immersion first occurs. Take a look at the chart below.

The degree of challenge is plotted on the Y-axis and skill and confidence is plotted on the X-axis. If a person with a low skill and confidence level performs an action that has a high degree of challenge, they will panic and feel anxiety. And if an individual with a high skill and confidence level performs an action that has a low degree of challenge, they will feel bored. This chart suggests to be in Flow the individual's skill and confidence level must match the activities' degree of challenge. For example, if a person wants to run a marathon for the first time, they need to start off with a shorter race to increase their level of skill and confidence to be able to match the challenge of completing a marathon. When skill and confidence is higher (X-axis) the individual will be able to race longer, as the X-axis moves to the right the Y-axis moves to the top, the balance between these two makes the Flow channel.

### THE FLOW CHART



**Y-AXIS = DEGREE OF CHALLENGE**  
**X-AXIS = SKILL AND CONFIDENCE**

"The Flow Model is a critical element of transformative leadership, as an effective tool for leaders." **JESÚS DE LA GARZA**



### **APPLYING THE CONCEPT OF FLOW AT HOME OR WORK MAY BE THE DIFFERENCE OF ENJOYING OR SUFFERING THROUGH ANY ACTIVITY.**

If we focus our attention on the teams/groups, as a leader it's important to remember the Flow channel varies depending on each person and the activity they are performing. Understanding this concept can influence your decision-making process on promotions, trainings and other areas.

As leaders, how often do we ask ourselves "Am I in Flow with my business, my family and my hobbies? Is my team in Flow?" For example, I personally like trekking; the question I ask myself is, "What do I need to do in order to have the same feeling of fulfillment when I trek and when I am doing any other activity?" The answer is explained by the Flow Chart. If I'm bored or anxious at work or at home, I need to move toward the right side of the X-axis or to the top of the Y-axis.

### **CHECKLIST**

- Call: 956.530.0907
- Email: [Jesus@monarchleaders.com](mailto:Jesus@monarchleaders.com)
- Visit: [monarchleaders.com](http://monarchleaders.com)
- Set up a Workshop

### **HOW DO I GET INTO FLOW AND BE FULLY IMMersed IN ALL ASPECTS OF MY DAY?**

Observing the team dynamic is a critical element, which can be hard to do if the leader is in operational mode, so need they to take a step back and observe the dynamic. This will allow them to identify which team members are constantly looking at the clock and which team members are engaged in Flow.

### **TO ANSWER THE INITIAL QUESTION, FLOW MOST DEFINITELY HAS AN IMPACT ON TRANSFORMATIVE LEADERSHIP.**

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