

# The Nurturing Quotient [NQ] Assessment

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Report prepared for

## **PARTICIPANT 1**

Organisation :  
POWERFULIFE SOLUTIONS

Assessment completed on  
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## About This Assessment

Congratulations on taking the first step towards finding out more about your ability to nurture yourself and others. The assessment is based on the insights and learnings from the book *The Nurturing Quotient* by Nirupama Subramanian and Rajesh Ramakrishnan. The questions are based on the findings from the primary research conducted for the book about the behaviors and best practices of nurturing leaders.

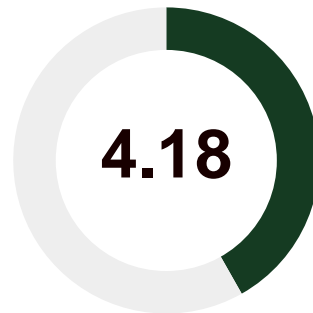
This assessment gives your consolidated NQ as well as scores on Nurturing Self and Nurturing others. You can use the results of this test to take actions that will lead to personal well-being and leadership growth.



## Assessment Results

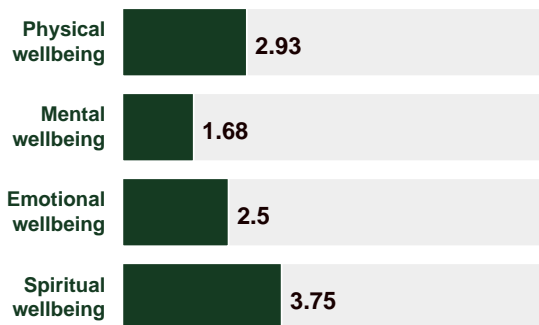
Your Nurturing Quotient is derived from your scores on the two keys aspects of Nurturing Self and Nurturing Others. The report is based on self reported behaviors across four aspects of Nurturing Self and four aspects of Nurturing Others.

### Your Nurturing Quotient

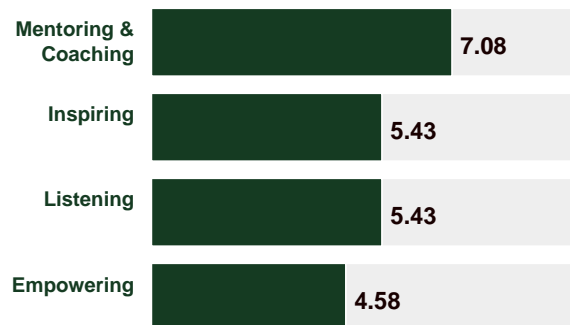


#The scores are on a scale of 0-10.

### Your Nurturing Self Quotient - 2.7



### Your Nurturing Others Quotient - 5.63



## You are an Emerging nurturer for yourself and a Good nurturer for others

You do not focus adequately on aspects of Nurturing Self. You do not often demonstrate the behaviors associated with leaders who manage their own well being and energy levels.

You are able to focus well on aspects of Nurturing Others. You demonstrate some of the behaviors associated with leaders who lead and grow their teams well.



## Impact at work

The way we nurture self and others has an impact on how we show up at work as a leader. Our Nurturing Quotient also impacts the way we behave and cultivate relationships outside of work.

### Emerging Nurturer

Low scores on **Nurturing Self** can adversely impact your energy, stress levels and well being of leaders. This indicates that you may not be prioritising your physical and mental health, learning and growth and important relationships. You need to identify and act on the nurturing self behaviors more consistently.

Low scores on **Nurturing Others** can adversely impact the way you lead, manage and motivate your teams at work. This indicates that you may not be spending enough time to grow, support and invest in the people around you at work. You need to identify and act on the behaviors of nurturing others more consistently.

### Good Nurturer

Good scores on **Nurturing Self** can positively impact your energy, stress levels and well being. This indicates that you are prioritising your physical and mental health, learning and growth and important relationships. You can still enhance your NQ by focusing on 1-2 specific actions for nurturing yourself.

Good scores on **Nurturing Others** can positively impact the way you lead, manage and motivate your teams at work. This indicates that you are spending time to grow, support and invest in the people around you at work. You can still enhance your NQ by focusing on 1-2 specific actions for nurturing others.

### Outstanding Nurturer

High scores on **Nurturing Self** will positively impact your energy, stress levels and well being. You have a very good understanding and are also able to implement the actions required to nurture yourself. You are consistently prioritising your physical and mental health, learning and growth and important relationships. Encourage others around you to do the same.

High scores on **Nurturing Others** will positively impact the way you lead, manage and motivate your teams. You have a very good understanding and are also able to implement the actions required to nurture others. You are consistently spending time to grow, support and invest in the people around you at work.



## Strategies for action

We can enhance our Nurturing Quotient by consistently implementing the actions and behaviors of nurturing leaders. While some areas might be more relevant, you can choose the aspects to work on based on your current circumstances.

## Areas of focus for you

- **Mental wellbeing**
- **Emotional wellbeing**

Select the specific actions you would like to implement from the list below. Set measurable goals for each of the focus areas.

Implement these actions consistently and measure progress.

Please refer to the book "The Nurturing Quotient" for more details and best practices and how to create sustainable habits to enhance your Nurturing Quotient [NQ].

Nurturing Self	Nurturing Others
<p><b>Physical wellbeing</b></p> <p>Focus on Physical exercise</p> <p>Enhance Nutrition and hydration</p> <p>Get enough sleep</p> <p><b>Mental wellbeing</b></p> <p>Maintain heightened Focus by minimising distractions</p> <p>Practice Mindfulness</p> <p>Focus on continuous Learning - Reading, Listen to podcasts, Write, Teach</p> <p>Learn new skills</p> <p>Enhance intellectual engagement - Attend seminars, work with a coach</p> <p><b>Emotional wellbeing</b></p> <p>Maintain a positive outlook</p> <p>Foster strong connections with others</p> <p>Cultivate a passion</p> <p>Find interests outside of work</p> <p><b>Spiritual wellbeing</b></p> <p>Become aware of your values and purpose</p> <p>Contribute to a cause you care for</p> <p>Pause for self reflection</p> <p>Cultivate a spiritual practice</p>	<p><b>Mentoring and Coaching</b></p> <p>Set Aside time for mentoring</p> <p>Use a coaching style</p> <p>Have structured mentoring conversations</p> <p><b>Inspiring</b></p> <p>Raise the bar for self and others</p> <p>Motivate Others for Growth</p> <p>Use storytelling to inspire</p> <p>Role model Nurturing Behaviors</p> <p><b>Listening</b></p> <p>Make space and time to Listen</p> <p>Learn listening skills</p> <p>Listen with Empathy</p> <p>Avoid biases and assumptions</p> <p><b>Empowering</b></p> <p>Build mutual trust with the team</p> <p>Create a safe space</p> <p>Delegate effectively</p> <p>Give timely feedback</p>



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