



S.A.F.E.T.Y.™

PROFILE REPORT

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About the Academy of Brain-based Leadership (ABL)

At ABL we consolidate world-leading, thinking, education & products to facilitate change. Serving as a translator, we evaluate and distill the most powerful findings in integrative organizational neuroscience, creating useable learnings and real-time applications to provide answers to tough challenges that, until now, wouldn't budge. We close the gap by building the bridge between the knowing and doing, creating scientifically validated and measured solutions to enhance and transform individuals, teams and organizations.

For more information visit www.academy-bbl.com or contact us at info@academy-bbl.com.

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- In the S.A.F.E.T.Y.TM sequence
- In the order of importance for you, based on your answers

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This section describes, for each of the S.A.F.E.T.Y.TM domains, the impacts that you and others might experience as a result of your profile.

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This section gives you an opportunity to develop a plan on how you will use the information from your assessment, and what, if any, specific actions you will take.

Section 1: Background

Much, if not all, of our motivation (and hence behavior) is driven by our brain's nonconscious need to feel safe; this translates to the brain's drive to minimize danger or threat and maximize reward.

When our brain feels threatened, whether by a physical threat or a social/emotional threat, it reacts in a similar fashion. This means that if you feel socially or emotionally threatened, your brain responds in the same way as if you were physically threatened. The brain networks that are used (i.e. become active) under the threat of physical pain, have a large degree of overlap with those that are used under the threat of emotional or social pain. The bottom line of this is that if someone socially hurts you, for example, rejects one of your ideas, your brain feels the same as if you had been punched! However, while our body can recover from a punch fairly quickly, social/emotional pain tends to last longer and have a more profound impact on our future behavior.

So, how does the brain decide if something is a threat or a reward? At a nonconscious level, it is constantly scanning for evidence of threats or rewards, but not in balance; the brain has approximately five times as many circuits to detect threats as it does to detect rewards. An example of a reward might be a smile or a thank you. An example of a threat might be a grimace or a rejection of an idea.

We currently believe that there are six domains of threat or reward that are important to the brain; triggering one or more of these domains can take the brain into a threat or a reward state.

The S.A.F.E.T.Y.TM model addresses these six domains; they are Security, Autonomy, Fairness, Esteem, Trust and You; the assessment you have just taken examines the first five of these domains. These five domains are general, apply to all of us, and we all give different importance to each of them. What is really important to one person may be of little matter to another. Your results indicate the importance that you attach to these five domains and will give you a better understanding of your specific response to any given situation.

The sixth domain, the "Y," is the domain that is highly specific to You. It addresses the experiences and aspects of you that make you unique, for example, your background, values, world-views, current situation and plans. The complexities of this domain make it out of the scope of this report, however we do encourage you to explore it further.

The 6 domains of S.A.F.E.T.Y.™

Security

Security is the brain's need for predictability. It is all about the C's in the environment. The brain likes consistency, commitment, clarity, certainty and dislikes change: these all go a long way to making the brain feel that its environment is safe.

Autonomy

Autonomy is the feeling of control over one's environment (whether the control is real or not.) A sensation of having choices within any given situation is rewarding to the brain. Let's face it, few of us like to be told what to do! Lack of control, powerlessness or helplessness has a major impact on our health and blood pressure.

Fairness

We want exchanges that occur within our environment to be fair - to us and to others. Fair exchanges are intrinsically rewarding, independent of other factors. When something is seen as unfair, the brain deals with it using the same networks as those involved with disgust.

Esteem

This domain covers the topics of how we view ourselves, how we compare ourselves with others, and our opinions of how we think others view us. Research indicates that having a positive view of ourselves adds to our health and general well-being.

Trust

This domain addresses our social needs. We thrive in tribes; initially however we treat each new person as a stranger or threat. They are part of our 'out-group.' As we establish commonalities, they become part of our 'ingroup', and we now use a different brain network to deal with them.

You

The impact of this domain can be so strong that it can outweigh any or all of the previous five. Some of the aspects that can impact this domain are your personality, your biases, patterns, habits and triggers, your past experiences, your future plans, your current situation and your current outlook.

Section 2: Using this report

This report is designed to assist you in making good use of the information in your S.A.F.E.T.Y.TM Assessment; you may be using the assessment in a workshop, as part of a team exercise, as a part of some work that you are doing with a coach, or as a result of an individual, self-paced, self-development initiative.

You answered 50 questions during the assessment, 10 questions in each of the five domains. For each question you were asked the importance that you attached to the topic of that question on a scale of 0 to 10. The average of your answers for the ten questions in each of domains is shown in your results, again on a scale of 0 to 10.

On page 8 your results are shown in the S.A.F.E.T.Y.TM sequence. On page 9 the results are sorted in their order of importance to you. On both pages 8 and 9, your results are plotted on a graph, one for each domain. Your domain score is the number represented in the large square box. The small grey numbers beneath the line represent the distribution of your answers. This distribution is provided to help you understand how your answers contributed to the domain's average score.

The impact of your results is provided on pages 10 through 12. The impacts are listed by domain, and are specifically based upon your scores in that domain. In this section we summarize the major aspects of that domain, identify how you might experience threats in that domain, and how other people might experience your behavior.

The impacts that we suggest are just those that we can predict are likely; we encourage you, once you understand your profile and the S.A.F.E.T.Y.TM domains, to explore other impacts that you might experience and other behaviors that others might perceive.

In section 6, we offer some suggested next steps on what you might do next.

Section 3: Some frequently asked questions

Q. Which domain is most important?

A. We each attach a different level of importance to the five domains (Security, Autonomy, Fairness, Esteem and Trust)

Q. Is a higher score better?

A. No. The result (or score) is simply the degree of importance that you have attached to that domain.

Q. Is there a right or correct score?

A. No. The score simply reflects the degree of importance that you have attached to that domain.

Q. What if I don't like my score, can I change it?

A. To a large degree there is nothing to like or dislike about a score. It simply reflects the degree of importance that you have attached to that domain. However if you determine that you would like to be less triggered by threats in a certain domain, then we suggest that you get a coach to help you develop a plan to address that.

Q. Will my score change over time?

A. Yes, quite possibly depending on your current outlook and plans. If, for example, your job is in jeopardy, you may rank Security, or Esteem, higher than you might otherwise.

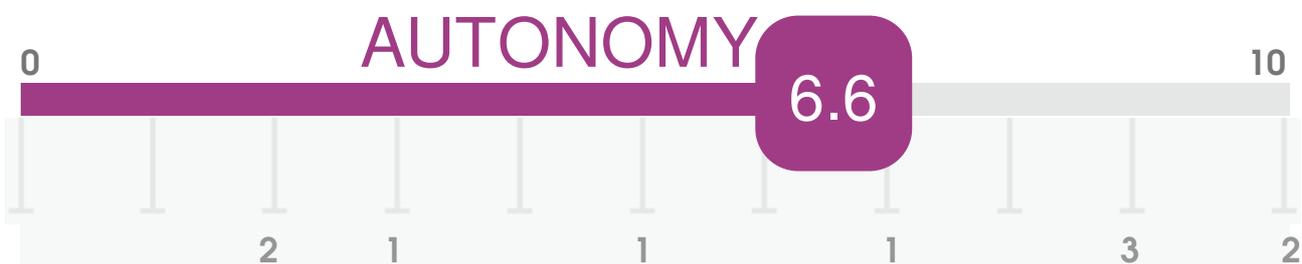
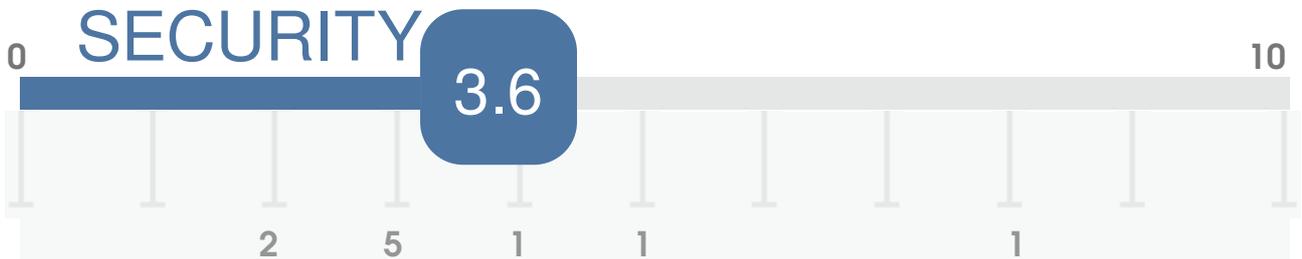
Q. Why is it important for me to know and understand my S.A.F.E.T.Y.TM Profile?

A. Knowing your profile will help you understand a) the type of threats that are likely to trigger you and b) how you might come across to others, and c) why you might get frustrated by, or get into conflict with, certain other S.A.F.E.T.Y.TM profiles. This in turn will help you collaborate, coach and lead more effectively.

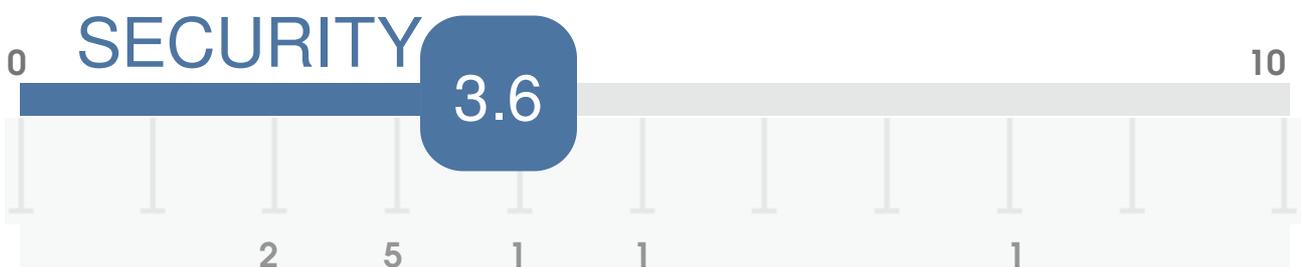
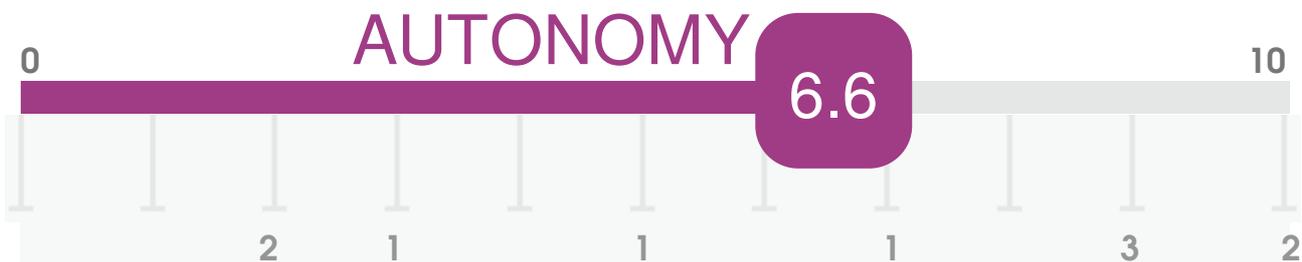
Q. What if my score on a domain is very different to that of a colleague?

A. When scores are very different you might end up in frustration or conflict with another person. If, for example, you score very high on Autonomy, yet one of your direct reports scores low, they will be expecting a greater level of direction than you might typically provide.

Section 3: Your S.A.F.E.T.Y.™ profile



Section 4: Your S.A.F.E.T.Y.™ Profile by importance



Section 5: The impact of your results

3.6 SECURITY

Security is the need for predictability and will impact the degree to which you need:

- consistency of thought in yourself and others
- commitment for you and others before taking action
- certainty about the future and next steps
- no (or minimal) changes in your life

Your reactions will probably be context dependent, but you might experience:

- Not actively seeking change, but no high resistance if asked to.
- High need for a balance in life
- Excited by some things remaining stable and some variety

Others might experience you as:

- Having a balanced view about change, sometimes open to it, and sometimes resisting it
- Providing a good outline of the future, and being open to listening to and incorporating change

6.6 AUTONOMY

Autonomy is the need to control your environment and will impact the degree to which you need:

- to set your own goals
- to be allowed to make your own decisions
- to be given the freedom to explore your own ideas
- to avoid being closely managed

Your reactions will probably be context dependent, but you might experience:

- Accepting direction from those who are credible, but resisting at other times
- Enjoying the freedom of working on your own, but periodically enjoy working within a team
- Wanting to have input to your environment but not resisting when someone else makes the decisions

Others might experience you as:

- Being flexible, being comfortable working alone, and comfortable working as part of a team
- Being inconsistent, sometimes wanting to work alone and other times wanting to work as part of a team.
- Being balanced - accepting direction and willing to offer your own ideas to the team

Section 5: The impact of your results (cont.)

7 FAIRNESS

Fairness is the need to experience fair interactions and exchanges and will impact the degree to which you need:

- to be treated fairly
- to see others be treated fairly
- to not be taken advantage of
- to have your voice heard

You might experience:

- A high sensitivity to being treated equally to everyone else
- A high need to have your voice heard
- Stress from not being able to contribute if you feel you have something to say
- A feeling of anger if you sense that someone has taken advantage of you

Others might experience you as:

- Needing to make everyone happy rather than focusing on results
- Opinionated
- Frustrated from not being able to contribute
- Taking a stand on points of principle

5.1 ESTEEM

Esteem is an indicator of how you value your self-worth and will impact the degree to which you:

- reach conclusions about yourself independent of others
- make choices without comparing yourself to others
- take a stand independent of what you think others think

Your reactions will probably be context dependent, but you might experience:

- Reaching a sense of your self-worth by balancing your own view with that of others
- Reviewing your situation from time to time by comparing yourself to others, but not dwelling on the result

Others might experience you as:

- Having a balance between your self worth and the opinion of others
- Confident, yet somewhat vulnerable
- OK with accepting compliments

Section 5: The impact of your results (cont.)

7.4 TRUST

Trust is an indicator of your need to belong to an in-group and will impact the degree to which you:

- feel comfortable working independently
- allow others to get to know you
- need to work as part of a team
- react to new people in your life
- are open to people who are different to you

You might experience:

- A high need to belong to groups
- A high need to work with other people
- Excitement by working in a team
- A high acceptance of diversity in the team
- A tendency to join clubs that share your interests

Others might experience you as:

- Thriving on the team dynamics
- Extremely collaborative
- Seeking out team diversity
- Somewhat distracted by social considerations

Section 6: What to consider next

Individual application

Here are our suggested next steps:

- If you have access to the S.A.F.E.T.Y.TM associated materials.
- Review your S.A.F.E.T.Y.TM profile and the possible impacts and reflect on some of the ways this profile might be impacting you.
- Use your S.A.F.E.T.Y.TM profile as the basis for some discussions with a few people that you trust and who would hold your best interests at heart. Introduce the S.A.F.E.T.Y.TM model to them, and discuss your profile with them. Listen and understand their view of how you react; and then ask them about how you come across, based upon your S.A.F.E.T.Y.TM ranking and profile.
- These steps will give you some good insights into yourself, help you explore how your S.A.F.E.T.Y.TM profile impacts your relationships with others, and help you to understand how to apply this to your life.

Taking it a step further

The next step is to expand your circle of involvement. Introduce others to the S.A.F.E.T.Y.TM journey:

- Have other people take the S.A.F.E.T.Y.TM assessment and compare the results from each of you.
- Where you have the greatest differences in your profiles is likely to be the place that you will have conflict in your relationship.
- Likewise with your team. Have them all take the S.A.F.E.T.Y.TM assessment and use this as the basis for a discussion.
- In the longer term, we will be producing S.A.F.E.T.Y.TM assessments for relationships, for teams and for organizations, but the comparison of individual assessments will help you in the short term.
- Finally, if you want to further explore where the S.A.F.E.T.Y.TM model can help you, your team or your organization, then contact us and arrange to have a discussion about how we can help.