



# S.A.F.E.T.Y.™

## PROFESSIONAL REPORT

**Ann Sample**

10 Jan 2019

## About The Academy of Brain-based Leadership (ABL)

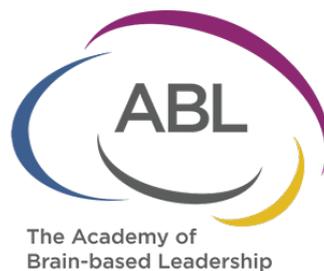
The Academy of Brain-based Leadership (ABL) is a scientifically driven leadership development organization that consolidates and translates the latest neuroscience research into practical, sustainable, and scalable solutions for individuals, teams and organizations. Our brain-based education, training and assessments are designed to create awareness of self and of others in order to enhance collaboration, productivity, performance, innovation, happiness and health.

For more information visit [www.academy-bbl.com](http://www.academy-bbl.com) or contact us at [info@academy-bbl.com](mailto:info@academy-bbl.com).

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## 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 many more 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.™ 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. In essence, the higher brain can be seen as a big prediction machine, always wanting to ensure that things in our world are familiar. Because change is threatening to the brain, it craves consistency, commitment, 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. Lack of control, powerlessness or helplessness have a major impact on both our psychological and physical health. Having a sense of autonomy reduces stress, pain perception and hypertension.

### Fairness

Fairness is our need to engage in exchanges that occur within our environment to be fair, both to us and to others. Fair exchanges are intrinsically rewarding to the brain and we all want to see and feel that we are treated fairly. When something is seen as unfair, the brain deals with it using the same networks as those involved with disgust. Disgust is a powerful, adaptive response in our body which signifies that something may be dangerous to our survival; the reason we have an aversion to bitter foods or spoiled meats. This same emotion is elicited when someone treats us unfairly.

### Esteem

Esteem covers our views of ourselves, how we compare ourselves to others, and our opinions of how we think others view us. Our reward areas are activated when we regard ourselves highly and when we think others regard us highly. In fact, research shows that children raised with low self-esteem had a stronger amygdala (threat) response as an adult than children with normal self-esteem.

### Trust

Trust addresses our social needs. We are social animals who thrive in tribes. Research has found that our brains empathize most with those who are similar to us and likable. It categorizes these people as 'friend' and processes them as part of our 'in-group'. Conversely the brain treats strangers as a threat, categorizing them as a 'foe', and processes them as part of our 'out-group'.

### You

The 'Y' domain is highly individualistic and therefore much more complex. Think of this domain as encompassing the factors that help explain what drives your individual needs on a day-to-day, or moment-to-moment basis as you navigate your experiences, desires, and attitudes. Some of these factors may include your personality profile, your past experiences, your genetic influences, your social influences, your biases, your beliefs, your goals, your mood, and your stress levels, just to name a few. The impact of this domain can be so strong that it can outweigh any or all of the previous five.

## 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.™ 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 domain 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.™ 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.™ domains, to explore other impacts that you might experience and other behaviors that others might perceive.

In Section 7, 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.

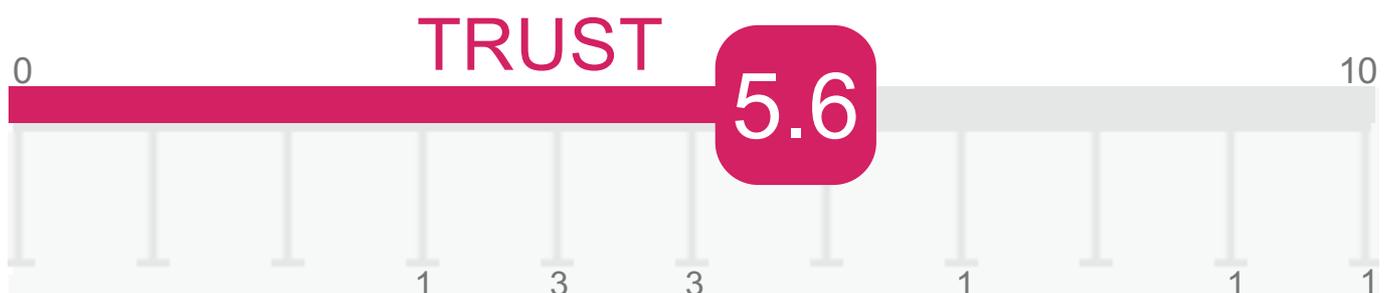
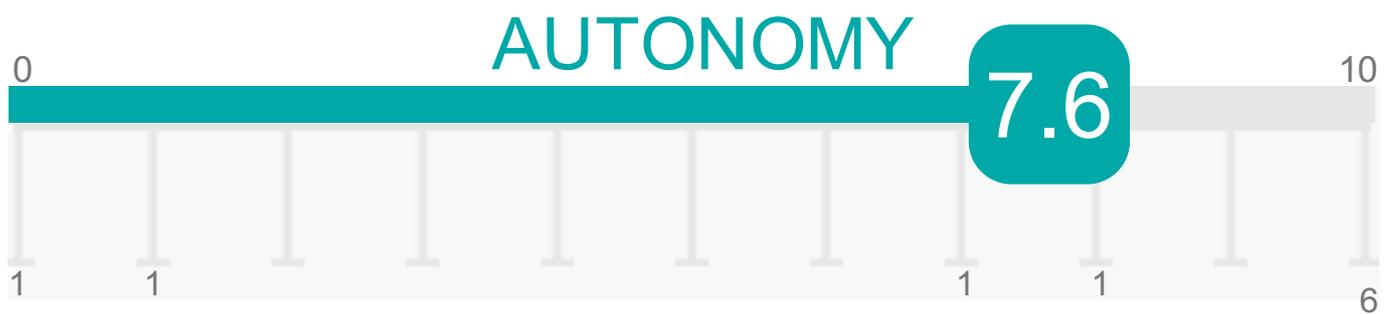
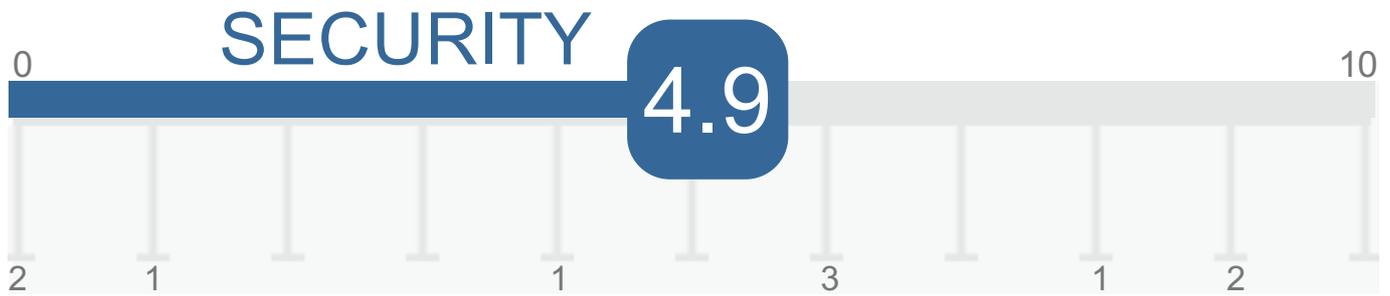
### Q. Why is it important for me to know and understand my S.A.F.E.T.Y.™ Profile?

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.™ profiles. This in turn will help you collaborate, coach and lead more effectively.

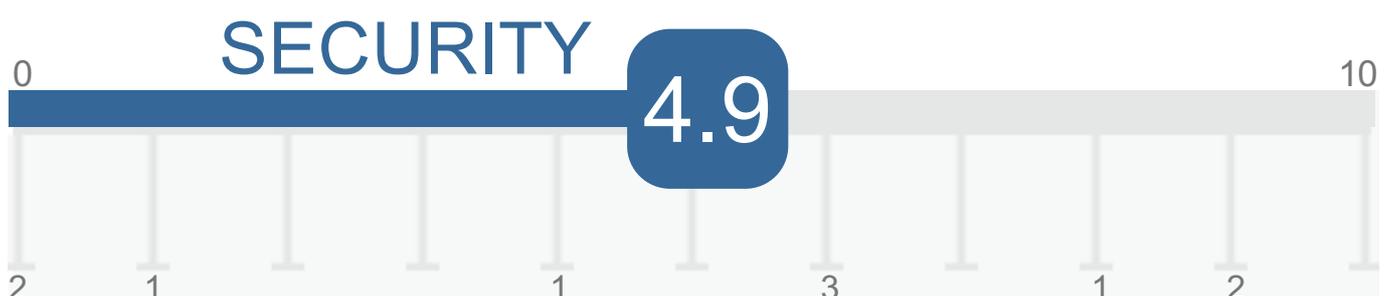
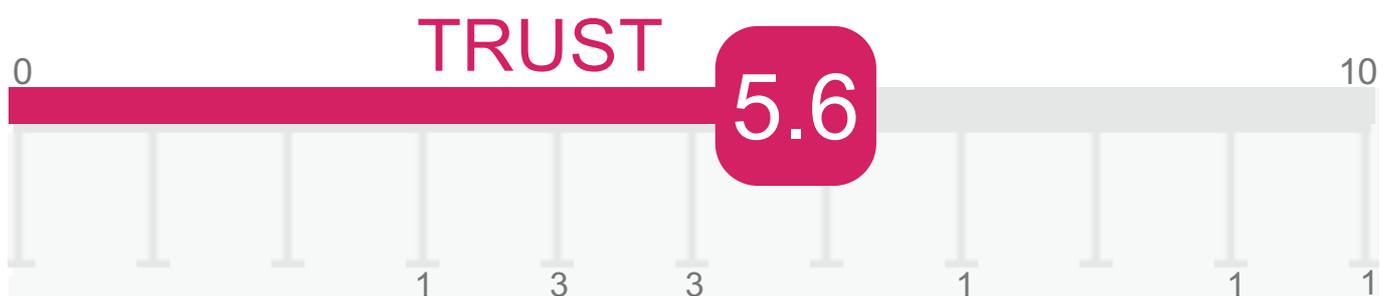
### Q. What if my score on a domain is very different to that of a colleague?

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 4: Your S.A.F.E.T.Y.™ Profile



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



## Section 5: Impact of Your Results

### 4.9 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 the world around you

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

- Not actively seeking change, but no high resistance to it
- 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

### 7.6 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

**You might experience:**

- A high need for independent thought, work and self-expression
- An ease in reaching your own decisions or conclusions
- A need to know that you have choices
- An avoidance of situations or people that limit you

**Others might experience you as:**

- Resisting authority or stringent processes
- Overly prescriptive and directive in times of stress
- Reaching decisions on behalf of the group—sometimes appropriately and sometimes not
- Difficult to get to know or lacking close relationships

## Section 5: Impact of Your Results (continued)

### 7.7 FAIRNESS

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

- Equality in your relationships
- To see others treated fairly
- To not be taken advantage of
- To have your voice heard

**You might experience:**

- A high need to have your voice heard and opportunities to contribute
- A feeling of anger if you sense that someone has taken advantage of you or someone else
- A tendency to fight for justice
- A high need for transparency

**Others might experience you as:**

- Needing to ensure equity rather than focusing on results
- Stressed by lack of transparency or inequality
- Opinionated and frustrated from not being able to contribute
- One who will stand up for principles and for others

### 1.9 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 believe

**You might experience:**

- A high sense of self-worth independent of the approval of others
- Being uncomfortable with public recognition and being in the spotlight
- Prioritizing internal goals and concerns above high social status
- Not being motivated by competition or power struggles

**Others might experience you as:**

- Extremely content with yourself
- Quietly confident
- Awkward with public recognition
- Having a lack of ambition

## Section 5: Impact of Your Results (continued)

### 5.6 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
- Are open to people who are different to you

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

- A balanced need between working on your own and being part of a team
- The occasional need to join groups when the group is associated with one of your passions

**Others might experience you as:**

- Balanced between working on your own and being part of a team
- A team player who can work independently as necessary
- Occasionally enjoying group interactions

## Section 6: Your Responses

### 4.9 SECURITY

6	I like consistency in my life
8	I dislike change
6	I like it when everything is predictable
9	I like stability
6	I like to know the rules and guidelines
4	I like to know my schedule at the beginning of every day
1	I do not like to take risks
0	I dislike looking for new ways of doing things
9	My friends can easily predict my reaction to most situations
0	I rarely get bored doing repetitive tasks

### 7.6 AUTONOMY

10	I need freedom to determine what I do in my work
10	I hate to be told how to do something
0	I prefer working independently rather than as part of a team
1	When making decisions I prefer to make them alone
7	When faced with an unknown situation, I'm always the first to figure out what's going on
10	I like to decide for myself how to live my life
10	I like to feel free to express my ideas and opinions
10	I don't respond well when being told what to do
8	I need to feel free to be myself in my daily situations
10	I need to have the opportunity to decide for myself how to do things in my daily life

### 7.7 FAIRNESS

6	I frequently fight for those being treated unjustly
10	It upsets me when someone acts with prejudice
10	Political correctness does not annoy me because I know it exists to provide a respectful environment for all
4	I feel that others see me as a totally just, unbiased person
8	A balanced outcome for everyone is more important to me than my personal gain
9	I work best when people get equal opportunities
10	I enjoy it when people who deserve recognition receive it
10	I prefer situations that allow people to be treated impartially
5	If I work harder than other people, I deserve more of the reward
5	Fairness is the most critical trait I look for when establishing a relationship

## Section 6: Your Responses (continued)

### 1.9 ESTEEM

1	Being satisfied with myself is important to me
0	Being better than others is important to me
4	It's important to me to feel that I have good qualities
2	It upsets me to think that I'm not able to do things as well as most people
4	I like to have a lot to be proud of
3	I need others to think highly of me
5	It is important to me that I feel a sense of self worth which is at least equal to that of others
0	Having a high profile job title is important to me
0	It's important that others see me as better off than they are in life
0	I value public recognition as a reward

### 5.6 TRUST

5	I don't have a need to search out the company of people who are very different than me, or to travel to places that are far from home, or that are culturally very different
5	I expect and demand loyalty from my friends
10	I fiercely defend and protect my own family, friends, teams and community - especially from outsiders
5	I love and enjoy my community's traditions and norms and don't understand those who find them burdensome and pointless
4	My closest friends share my world view, perspectives and beliefs
7	I prioritize building and keeping my close social connections
9	I am very sensitive to rejection or a feeling that I don't belong
4	I don't tend to socialize with people who have backgrounds, perspectives or beliefs that are too dissimilar to my own
3	When in conversations with people who think too differently than me, I prefer to walk away because I know it will lead to conflict
4	I seek out activities and settings that promote bonding and relationship building

## Section 7: What to Consider Next

### Individual Application

Here are our suggested next steps:

- If you have access to the S.A.F.E.T.Y.™ Online Learning Experience (SOLE), review the animated modules to understand more about each of the S.A.F.E.T.Y.™ domains.
- Review your S.A.F.E.T.Y.™ 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.™ 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.™ 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.™ ranking and profile.
- Engage an accredited S.A.F.E.T.Y.™ coach to debrief your report 1:1 to help you:
  - understand your profile more deeply
  - generate insights about your drivers, biases and triggers
  - develop strategies to manage your triggers, mitigate biases and apply your insights to enhance your relationships, performance and health
- These steps will give you some good insights into yourself, allow you to explore how your S.A.F.E.T.Y.™ 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.™ journey:

- Have other people take the S.A.F.E.T.Y.™ assessment and compare your results.
- 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.™ assessment and use this as the basis for a discussion.
- Looking to enhance productivity, collaboration and inclusion on your team? The Team S.A.F.E.T.Y.™ Debrief Workshop is led by an accredited facilitator, and will help your team more deeply understand:
  - The impact of psychological safety on team performance
  - The nonconscious biases that drive their behavior
  - Team member's individual S.A.F.E.T.Y.™ profiles and triggers
  - The benefits that different drivers bring to the team
  - How our drivers impact our perception of others
  - The team's S.A.F.E.T.Y.™ and psychological safety profiles
  - The interaction of individual and team profiles
  - How to best support one another and build psychological safety on the team
- Finally, if you want to further explore where the S.A.F.E.T.Y.™ model can help you, your team or your organization, then contact us and arrange to have a discussion about how we can help.