

SILVER REPORT

HBF for Business



One of the world's most advanced personality assessments.
Based on robust interdisciplinary science.
Specially designed for corporations.

Assessment

HBF17-T155-2.1

Name

Sample

Submission Date

October 1, 2018



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This is the Human Behavioural Framework (HBF) Assessment for Business

Unboxing Your Personality

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Strengths and Values

COMPREHENSIVE SCIENCE



The HBF draws on multiple disciplines in science to give a comprehensive scientifically informed model of personality and human behaviour. This includes: neuroscience, evolutionary neuroscience, psychology and personality theory. This has been researched in the business and corporate context.

SIX (EVOLUTIONARY) LEVELS OF PERSONALITY



This scientific base then splits personality into six levels. This gives a much more refined approach to looking at personality. Many personality models use limited dimensions which boxes people into over-simplified categories. This enables us to look at personality in a much more detailed and informative way. We report on **six levels of personality**

BUILT FOR CORPORATIONS



The HBF for Business has been specifically researched in corporations with employees and leaders providing data. This gives us very specific data not based on assumptions and enables HBF to give quality data for the corporate context.

AWARENESS, GROWTH, AND DEVELOPMENT



The HBF for Business reports on strengths and gives key traits. This can then be used for growth and development of employees by matching traits to behaviours in the workplace and identifying areas to develop. HBF can also track changes over time to show shifts and which traits remain stable.

A UNIQUE YOU



The HBF for Business reports on 42 traits - this gives a refined view of personality and shows each individual in their own uniqueness - we avoid over-simplified categories because we believe we are all unique. With HBF we can appreciate this more so than with any other assessments.



leadingbrains

leading brains is a company based in Switzerland with expertise in applying brain science to the real world. We have developed unique and cutting-edge content in the analysis of human behaviour. We are involved in neuroleadership and corporate contexts and in the educational space.



Part 1: Personality Summary

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The HBF draws on multiple scientific disciplines such as:

- Neuroscience
- Psychology
- Cognitive neuroscience
- Evolutionary neuroscience
- Personality psychology

to give 6 levels of personality



- VITAL PERSONALITY**
Based on biological sensitivity and learning
- PRIMAL PERSONALITY**
Based on primal instincts of human beings
- EMOTIONAL PERSONALITY**
Based on emotional drives and processing
- HIGHER PERSONALITY**
Cognitive processing and higher-order values
- INTEGRATED PERSONALITY**
Integration of multiple levels to give a trait such as extraversion
- CONTEXTUAL PERSONALITY**
Based on awareness and responsiveness to environment

Sample

| Personality Levels | Key Personality Traits | |
|-------------------------------|---------------------------------|---|
| VITAL PERSONALITY | Speed 80% | You process information quickly and catch on to things quickly also. |
| PRIMAL PERSONALITY | Curiosity 80% | You are fascinated by new things and keen to have new experiences in life. Constantly exploring and looking for excitement. |
| EMOTIONAL PERSONALITY | Intuition 80% | You strongly follow your gut, making quick intuitive decisions with little need for rationalising and analysis. |
| HIGHER PERSONALITY | Systems Thinking 97% | You are good at understanding complex connections and underlying causes. You will try to balance the system. |
| INTEGRATED PERSONALITY | Sensation Seeking 75% | You strive for new experiences and will be open to trying new things. You will get excited about new experiences. |
| CONTEXTUAL PERSONALITY | Feedback 70% | You are able to deal well with feedback admit when you are wrong and put feedback into context. |

General Strength Clusters

Different traits cluster into patterns which give general strengths

- 1 Humanist 76%**
Strength in relating to others and building relationships.
- 2 Thinker 75%**
Strength in using cognitive resources and rationality.

General Values

Higher order traits that represent as your deeper values

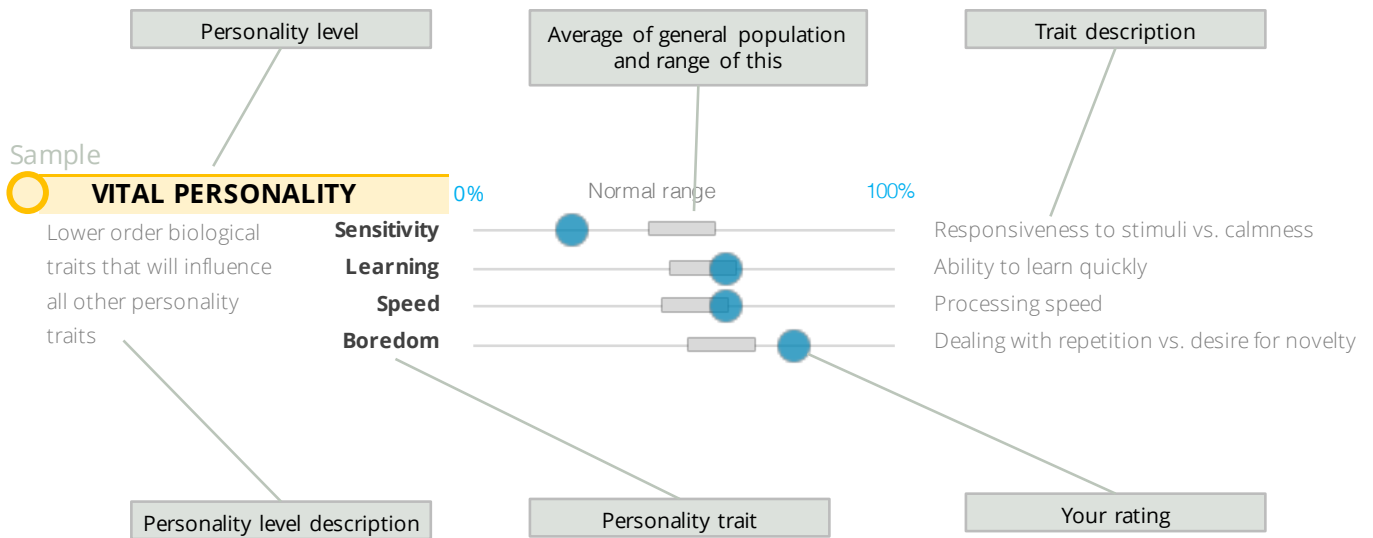
- 1 Learning 97%**
You value learning most and will be constantly building your knowledge and consider this a key aspect of life.
- 2 Greater Good 80%**
Believe in value of doing good for the world. Will invest time and energy here.



Part 2: Detailed Personality Breakdown

Description

This section reports on 34 personality traits, drives and values. You can compare yourself to a general population average.



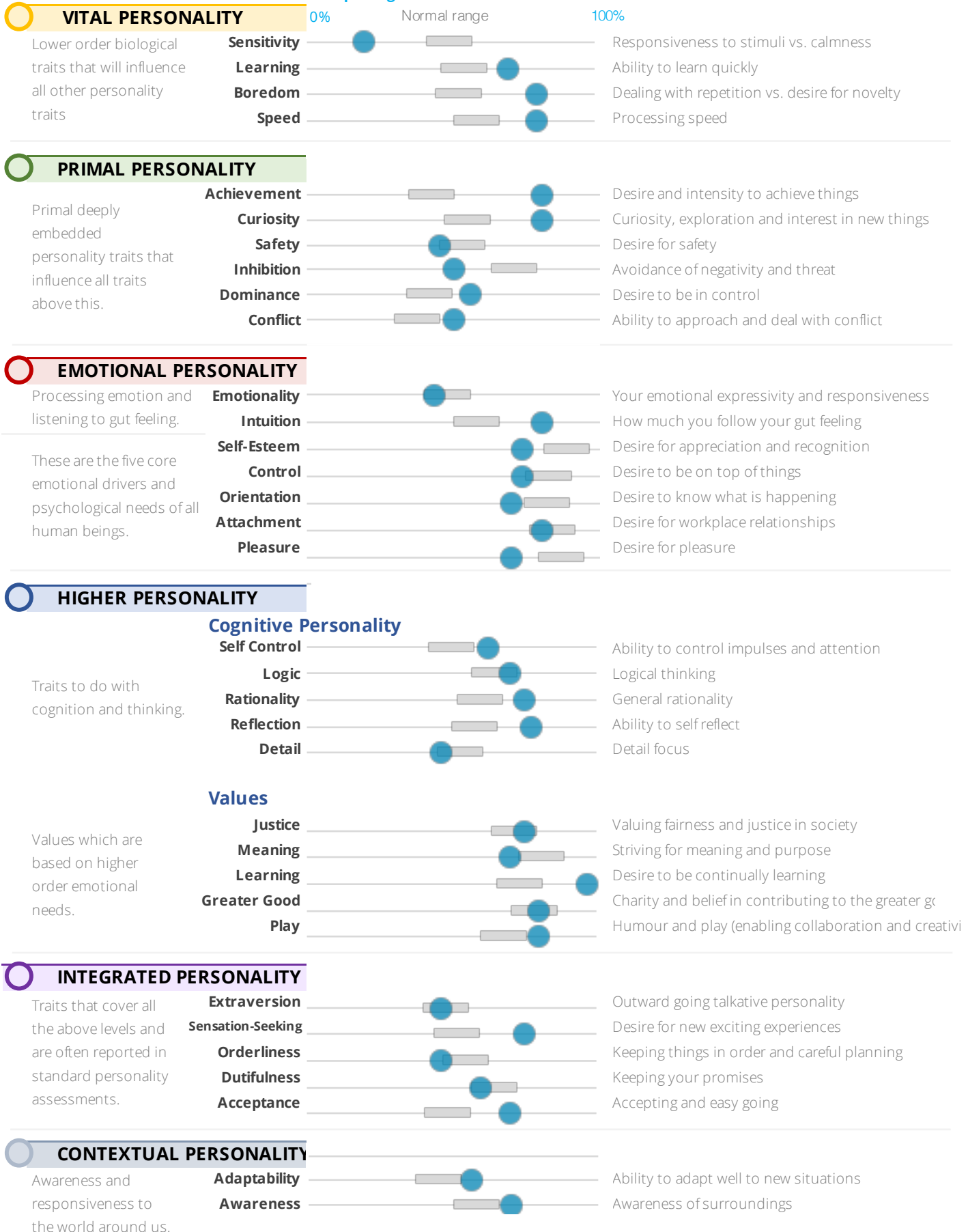


Part 21: Detailed Personality Breakdown

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Reporting on 34 most common traits

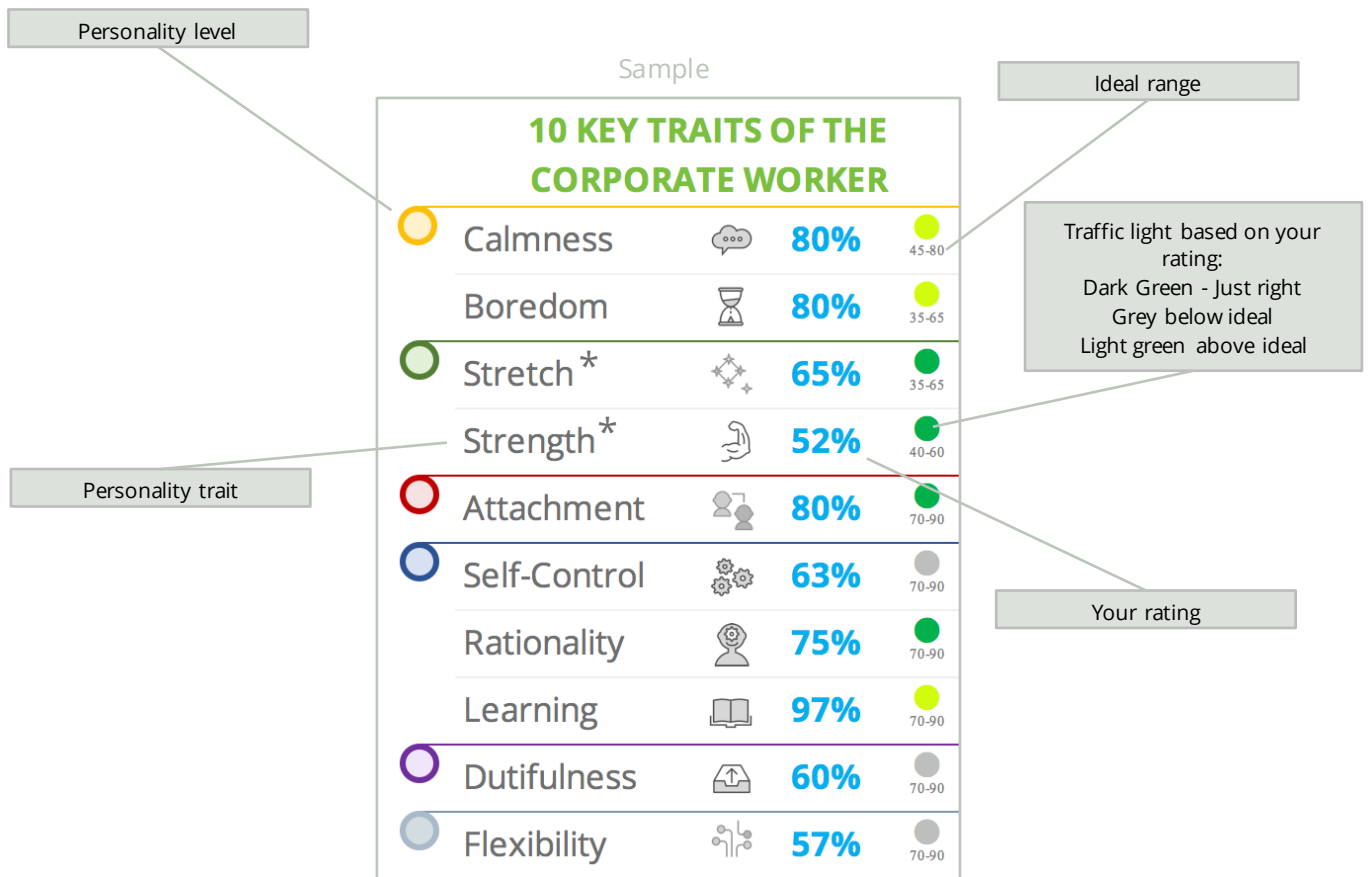




Part 3: Roles and Function Mapping

Description

Here we map personality to standard corporate functions. This is a non-specialist function and non-leadership role. We give an ideal range within which we would hope to fall. Too low or too high can give potential challenges (but not necessarily). Note also that there is an average variation of 7.4% either side of your rating. We also list some other core areas that are relevant to most businesses. These are Administration, Creativity, Change Readiness, and Team Work.



***Stretch.** This matches achievement drive (desire and energy for success) to inhibition (worry, risk, and fear of mistakes) and reports the difference. This is more useful than just reporting achievement drive

* **Strength.** A combination of traits such as ability to stand up for oneself, control and ability to deal with conflict.

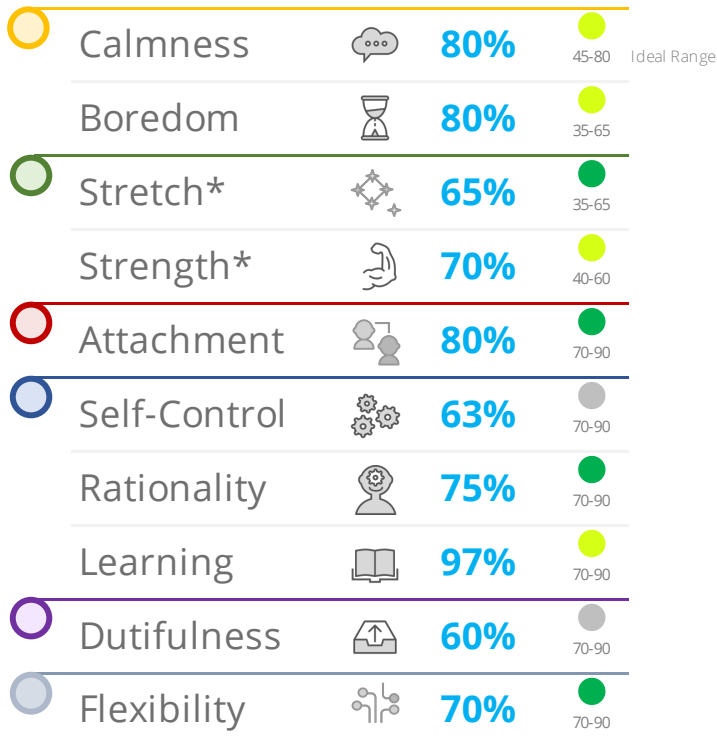


Part 3: The Corporate Worker

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10 KEY TRAITS OF THE CORPORATE WORKER



KEY FUNCTIONS OF THE CORPORATE WORKER

Skills

- Technical or professional proficiency
- Team play
- Relationship building for personal benefit, personal results
- Using company tools, processes, and procedures

Time Application

- Daily discipline
- Meeting personal due dates for projects – usually short-term by managing own time

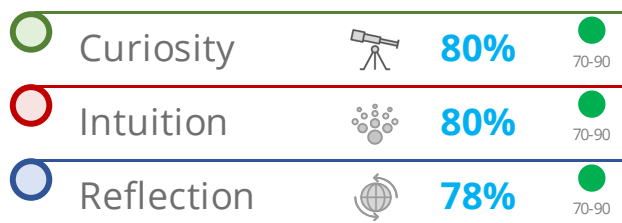
Work Values

- Getting results through personal proficiency
- High quality technical or professional work
- Accepting and contributing to the company's values

- Over drive? Potentially too much of a good thing
- Ideal range
- Below (or sometimes above) ideal

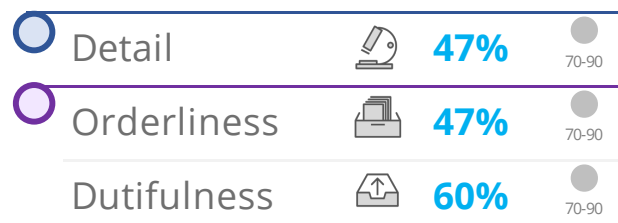
Here we report on some other key competences in the corporate workspace:

CREATIVITY TRAITS



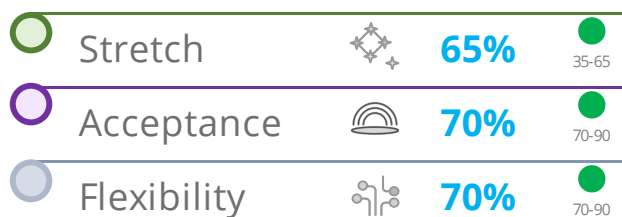
We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.

ADMINISTRATION TRAITS



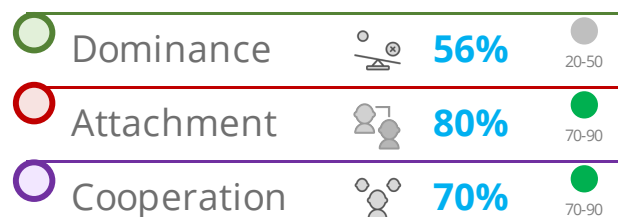
We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.

CHANGE READINESS



We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.

TEAM WORK



We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.



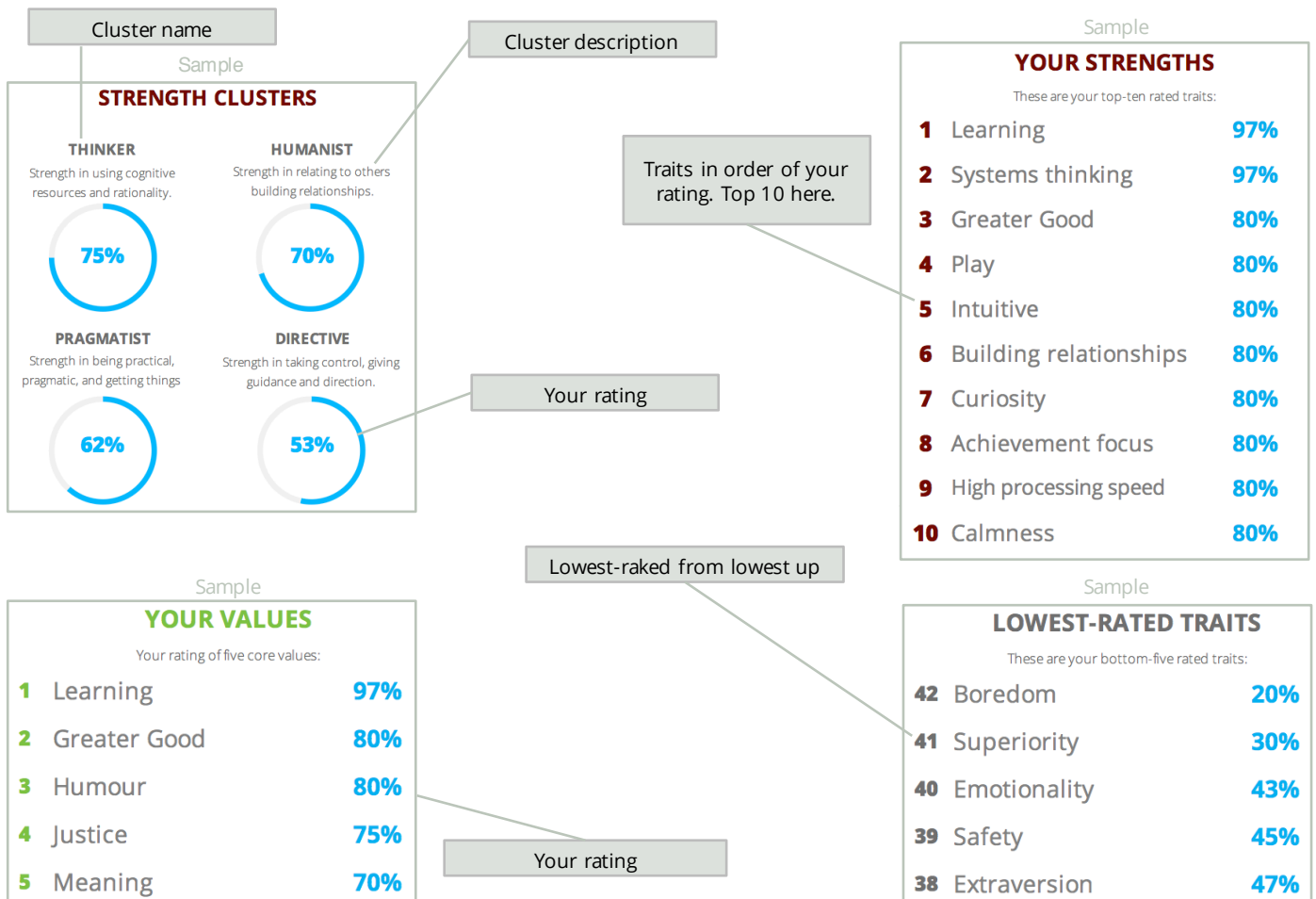
Part 4: Strengths and Values

Description

Here we map your personality into "strength clusters" which are common patterns which will guide how you communicate to others and how you lead others also. You will tend to get on well with those similar to yourself and may conflict with those very different.

Your Strengths listed here are your top strengths by rating only (not by personality level). We also list your bottom five traits as these are also predictive of how you will behave.

Your values are listed from top to bottom.



Part 4: Strengths and Values

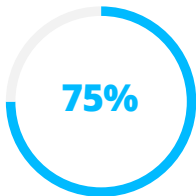
Sample

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STRENGTH CLUSTERS

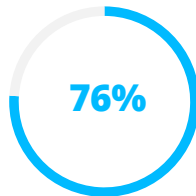
THINKER

Strength in using cognitive resources and rationality.



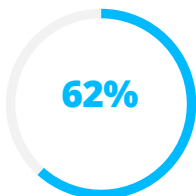
HUMANIST

Strength in relating to others building relationships.



PRAGMATIST

Strength in being practical, pragmatic, and getting things



DIRECTIVE

Strength in taking control, giving guidance and direction.



Our more advanced reports will measure other clusters such as: Societal, Strategist, Changeability, Motivational, or Innovator.

YOUR STRENGTHS

These are your top-ten rated traits:

- | | | |
|-----------|------------------------|------------|
| 1 | Learning | 97% |
| 2 | Systems thinking | 97% |
| 3 | Greater Good | 80% |
| 4 | Play | 80% |
| 5 | Humour | 80% |
| 6 | Intuitive | 80% |
| 7 | Building relationships | 80% |
| 8 | Curiosity | 80% |
| 9 | Achievement focus | 80% |
| 10 | High processing speed | 80% |

YOUR VALUES

Your rating of five core values:

- | | | |
|----------|--------------|------------|
| 1 | Learning | 97% |
| 2 | Greater Good | 80% |
| 3 | Play | 80% |
| 4 | Humour | 80% |
| 5 | Justice | 75% |

Your values are critical to your fulfilment and are overriding principles that guide your behaviour.

LOWEST-RATED TRAITS

These are your bottom-five rated traits:

- | | | |
|-----------|--------------|------------|
| 42 | Boredom | 20% |
| 41 | Modesty | 30% |
| 40 | Emotionality | 43% |
| 39 | Safety | 45% |
| 38 | Extraversion | 47% |

These are your lowest rated traits - this may be a strength or a block to performance depending on the specific trait.

Do consider their impact.

YOUR HEALTH

70%

We report on health as this is critical to short-term and long-term brain-functioning

Physical

70%

Movement and exercise

Nutritional

70%

Quality of nutrition

Sleep

70%

Quantity of sleep

Social

70%

Social contact



Part 5: Developmental Questions

Sample

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| Performance | Inhibiting performance |
|--|--|
| <p>Which three traits (page 4) do you think contribute most to your success?</p> <p>1</p> <p>2</p> <p>3</p> <p>Which three strengths (page 9) do you think contribute most to your success?</p> <p>1</p> <p>2</p> <p>3</p> | <p>Which three traits (page 4) do you think inhibit you most?</p> <p>1</p> <p>2</p> <p>3</p> <p>Do any of your lowest-rated traits (page 9) inhibit you in the workplace?</p> <p>1</p> <p>2</p> <p>3</p> |
| Working with others | Communicating to others |
| <p>Which of your traits (page 4 or 9) help you work well with others?</p> <p>1</p> <p>2</p> <p>3</p> <p>Which of your traits (page 4 or 9) can hinder your working well with others?</p> <p>1</p> <p>2</p> <p>3</p> | <p>We tend to communicate well to similar types of people. What types will you communicate well to?</p> <p>1</p> <p>2</p> <p>3</p> <p>What types (Traits or Clusters) will you have difficulty communicating well to?</p> <p>1</p> <p>2</p> <p>3</p> |

- Be Aware** The more we are aware of personality differences the better we can become at managing these effectively. Creating a common language and referring often to the personality keeps this front of mind.
- Manage** Manage any limiting or inhibiting traits by talking about, making more of an effort than natural or using other techniques, or giving roles to others more suitable.
- Mitigate** We can mitigate by being aware and avoiding certain situations, preparing better for meeting and critical discussions or allowing others to contribute.
- Compensate** We can compensate by using other strengths to compensate for certain limitations or weak spots we may have.