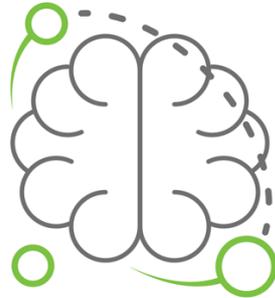


SILVER REPORT

HBF for Education



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

Assessment

Beta Version HBF-T154-b

Name

Sample Teacher

Submission Date

January 0, 1900



leadingbrains



HBF for Education

This is the Human Behavioural Framework (HBF) Assessment for Educational Institutions

Unboxing Your Personality

Page 3

Personality Summary

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The Corporate Worker

Page 9

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 educational 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 SCHOOLS



The HBF for Education has been specifically researched in corporations with teachers and academic organisations providing data. This gives us very specific data not based on assumptions and enables HBF to give quality data for the educational context.

AWARENESS, GROWTH, AND DEVELOPMENT



The HBF for Education reports on strengths and gives key traits. This can then be used for growth and development of teachers by matching traits to behaviours in the classroom and in administration 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 Education 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

Sample Teacher

Silver Report

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 Teacher

Personality Levels	Key Personality Traits	
VITAL PERSONALITY	Speed 73%	You process information quickly and catch on to things quickly also.
PRIMAL PERSONALITY	Safety 80%	You perform best when you feel in a secure environment and will also ensure that others feel safe and secure.
EMOTIONAL PERSONALITY	Attachment 90%	You value relationships in the workplace and look to bond with your colleagues. This is key to your work satisfaction.
HIGHER PERSONALITY	Rationality 83%	Good use of your cognitive resources. Thinking and analysing.
INTEGRATED PERSONALITY	Superiority 90%	You are modest and will treat people equally and this will impact your ability to build positive relationships.
CONTEXTUAL PERSONALITY	Awareness 30%	You are very aware of your surroundings and of those around you. You are perceptive.

General Strength Clusters

Different traits cluster into patterns which give general strengths

- 1 Thinker 83%**
Strength in using cognitive resources and rationality.
- 2 Pragmatist 81%**
Strength in being practical, pragmatic, and getting things done.

General Values

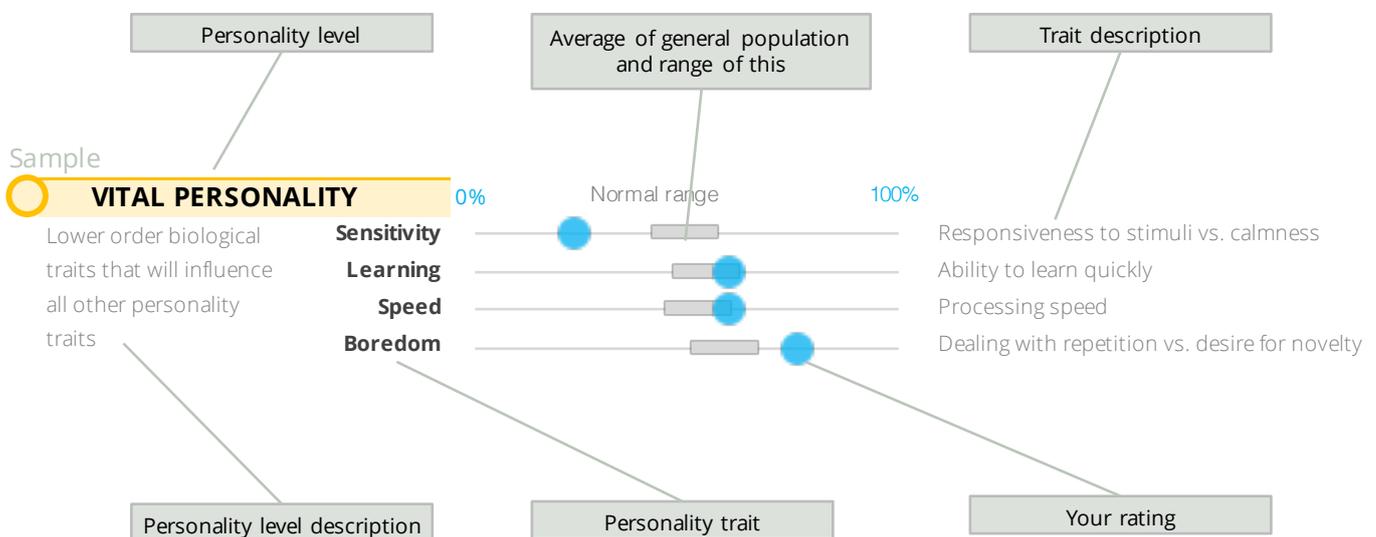
- Higher order traits that represent as your deeper values
- 1 Meaning 80%**
You would like to have meaning in what you do and feel you are contributing to something bigger than yourself - if so you will be fully engaged.
 - 2 Justice 80%**
You believe in fairness and equality and you will strive for fair solutions for all.



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. Our higher level Gold Report will also compare to teacher averages and model teachers.





Part 21: Detailed Personality Breakdown

Sample Teacher

Silver Report

Reporting on 34 most common traits

VITAL PERSONALITY 0% Normal range 100%

Lower order biological traits that will influence all other personality traits

Sensitivity		Calmness vs. responsiveness to stimuli
Learning		Ability to learn quickly
Boredom		Dealing with repetition vs. desire for novelty
Speed		Processing speed

PRIMAL PERSONALITY

Primal deeply embedded personality traits that influence all traits above this.

Achievement		Desire and intensity to achieve things
Curiosity		Curiosity, exploration and interest in new things
Safety		Desire for safety
Inhibition		Avoidance of negativity and threat
Dominance		Desire to be in control
Conflict		Ability to approach and deal with conflict

EMOTIONAL PERSONALITY

Processing emotion and listening to one's gut

These are the five core emotional drivers and psychological needs of all human beings.

Emotionality		Your emotional expressivity and responsiveness
Intuition		How much you follow your gut feeling
Self-Esteem		Desire for appreciation and recognition
Control		Desire to be on top of things
Orientation		Desire to know what is happening
Attachment		Desire for workplace relationships
Pleasure		Desire for pleasure

HIGHER PERSONALITY

Traits to do with cognition and thinking.

Values which are based on higher order emotional needs.

Cognitive Personality

Self Control		Ability to control impulses and attention
Logic		Logical thinking
Rationality		General rationality
Reflection		Ability to self reflect
Detail		Detail focus

Values

Justice		Valuing fairness and justice in society
Meaning		Striving for meaning and purpose
Learning		Desire to be continually learning
Greater Good		Charity + belief in contributing to the greater good
Play		Humour and play

INTEGRATED PERSONALITY

Traits that cover all the above levels and are often reported in standard personality assessments.

Extraversion		Outward going talkative personality
Sensation-Seeking		Desire for new exciting experiences
Orderliness		Keeping things in order and careful planning
Dutifulness		Keeping your promises
Acceptance		Accepting and easy going

CONTEXTUAL PERSONALITY

Awareness and responsiveness to the world around us.

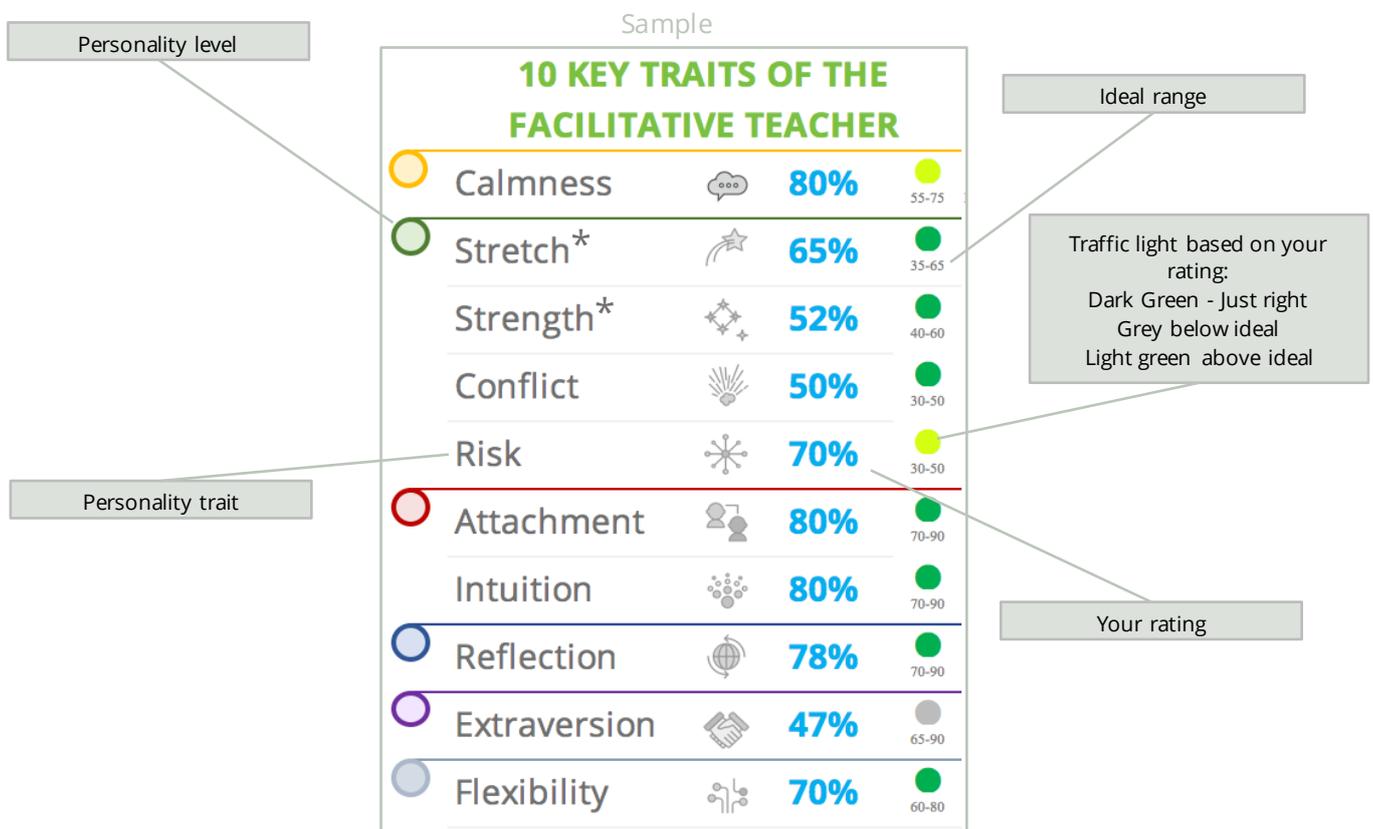
Adaptability		Ability to adapt well to new situations
Awareness		Awareness of surroundings



Part 3: Roles and Function Mapping

Description

Here we map personality to traits for facilitative teachers. This is based on general research and our internal data. 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 institutions. These are Administration, Creativity, Change Readiness, and Team Work. Our Gold Report can also map to various leadership roles within the educational sector.



***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.

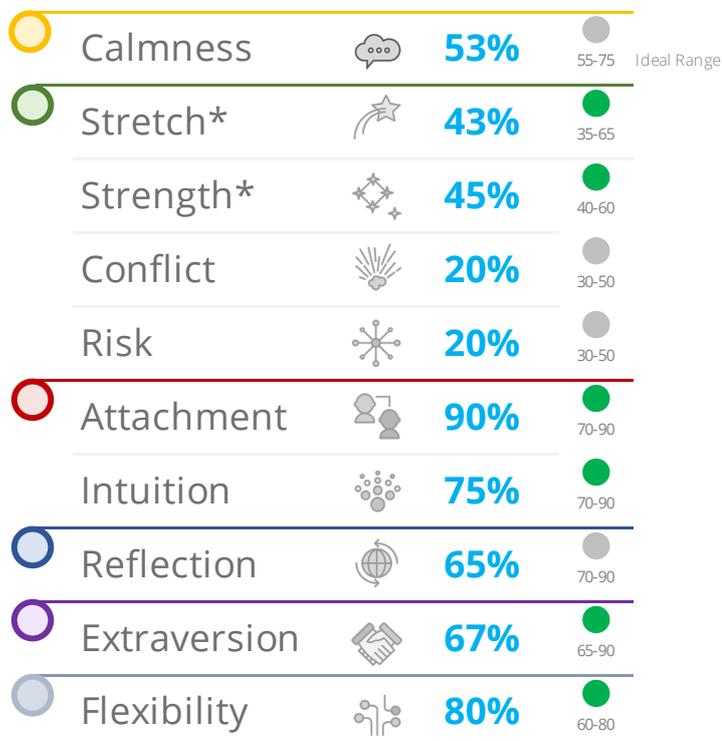


Part 3: The Facilitative Teacher

Sample Teacher

Silver Report

10 KEY TRAITS OF THE FACILITATIVE TEACHER



KEY FUNCTIONS OF THE FACILITATIVE TEACHER

Skills

- Professional proficiency
- Pedagogic knowledge
- Responsiveness to needs of students
- Adaptability in planning
- Enabling learning
- Encouragement and motivational skills

Administrative

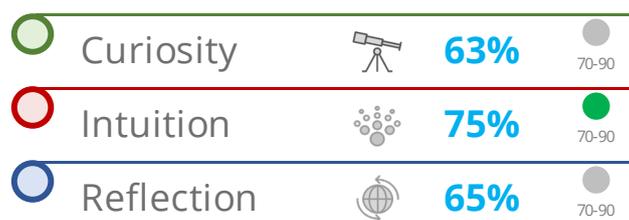
- Effective lesson planning
- Completing administrative tasks
- Supporting administrative functions

Work Values

- Collaborating with others
- Enabling colleagues
- Continual development

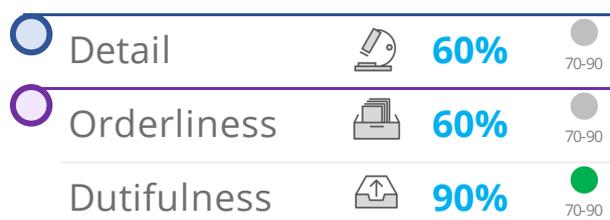
- Over drive? Potentially too much of a good thing
- Ideal range
- Below (or sometimes above) ideal

CREATIVITY TRAITS



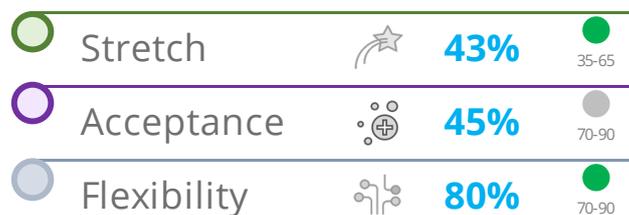
We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.

ADMINISTRATION TRAITS



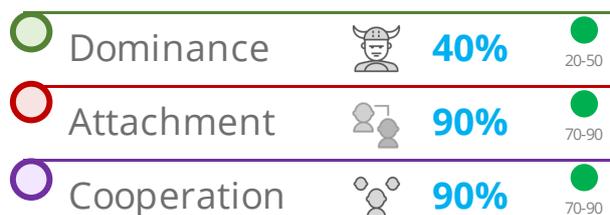
We report on three traits only in this report. Higher level reports will provide a more detailed breakdown.

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.



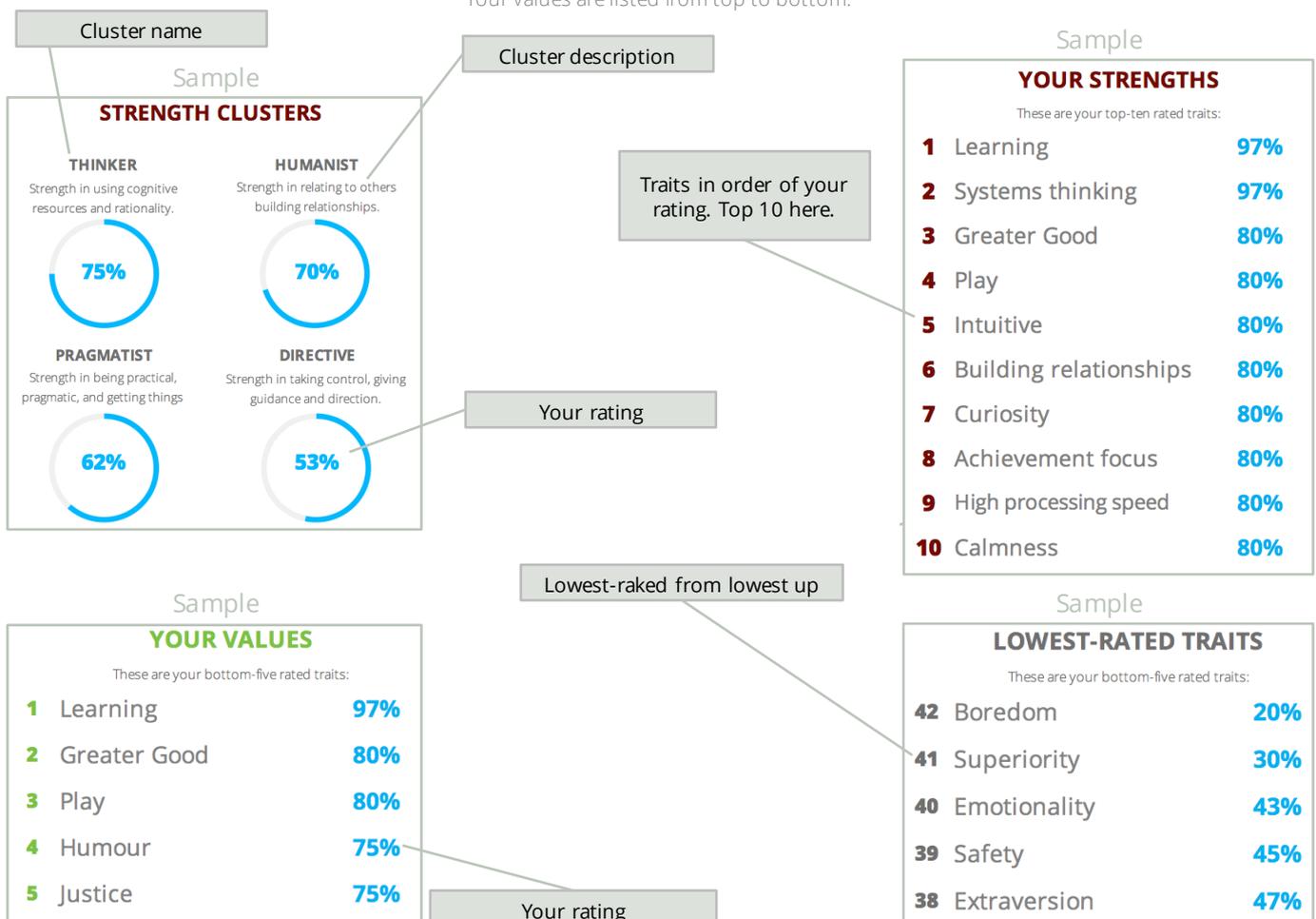
Part 4: Strengths and Values

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 our will behave.

Your values are listed from top to bottom.





Part 4: Strengths and Values

Sample Teacher

Silver Report

STRENGTH CLUSTERS

These predict patterns in behaviour, worldview and communication

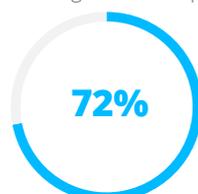
THINKER

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.



Gold Report - rates and measures more groups such as: Societal, Strategist, Changeability, Motivational, or Innovator.

YOUR STRENGTHS

These are your top-ten rated traits:

- | | | |
|-----------|------------------------|------------|
| 1 | Awareness | 30% |
| 2 | Building relationships | 90% |
| 3 | Superiority | 90% |
| 4 | Pragmatism | 85% |
| 5 | Rationality | 83% |
| 6 | Flexibility | 80% |
| 7 | Optimism | 80% |
| 8 | Conscientiousness | 80% |
| 9 | Meaning | 80% |
| 10 | Justice | 80% |

Your strengths are what define you and define your best skills

YOUR VALUES

These are your bottom-five rated traits:

- | | | |
|----------|--------------|------------|
| 1 | Meaning | 80% |
| 2 | Justice | 80% |
| 3 | Greater Good | 65% |
| 4 | Humour | 65% |
| 5 | Learning | 60% |

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 | Risk taking | 20% |
| 41 | Conflict | 20% |
| 40 | Sensation Seeking | 30% |
| 39 | Self-Monitoring | 90% |
| 38 | Boredom | 40% |

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

86%

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

Physical

85%

Movement and exercise

Nutritional

90%

Quality of nutrition

Sleep

80%

Quantity of sleep

Social

85%

Social contact



Part 5: Developmental Questions

Sample Teacher

Silver Report

Classroom 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 (classroom)?</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.