



neurozone®



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Neurozone® Personal Report

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Your Neurozone® Resilience Index



Your Assessment Results*

Neurozone® has assessed your current level of Resilience - that is, your innate yet dynamic capacity to adapt, learn, and grow in the face of challenges. Resilience provides the bedrock of your capacity for High Performance. It makes you more capable of consistently performing at your best in all aspects of life. Your Journey towards enhancing your Resilience and unlocking your High Performance relies on you taking certain “Paths”, or cultivating certain performance-boosting behaviors and mental-emotional states. These Paths feed different High Performance Domains: Rhythms, Energy, Connectors, Transformers, and Innovators.

Your assessment results, analyzed by Neurozone®’s High Performance Code, have identified your current Neurozone Resilience Index, as well as which Paths you are excelling at and which ones you have an excellent opportunity to optimize. These Opportunity Paths have the highest potential impact on your Neurozone Resilience Index. The rest of this report indicates what these Paths are, why they are essential, and how you can work towards improving them. Doing so will enhance your Resilience and unlock your capacity for High Performance.

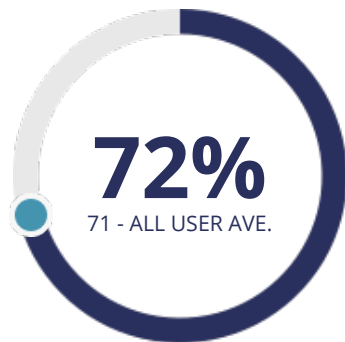
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*The information we provide is based on the information we receive from you and is purely there to guide you. Always seek the advice of your physician or other qualified healthcare provider before acting on any information contained in this report. Never disregard professional medical advice or delay in seeking it because of something you have read in this report.

Your NRI and what it means

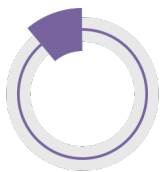


Your NRI is in the Moderate range

This means you are relatively resilient and tackling your life Journey with competence. You generally feel capable of overcoming challenges, although sometimes the going can get tough. Good news: you can grow your resilience. Stick to your recommended Paths.

The Neurozone® Resilience Index bands

Your NRI will always fall into one of the following five bands. These have been determined by extensive research combined with rigorous statistical analysis methods.



Peak 88 - 100

At Peak resilience a person's mental wellbeing is well-optimized, meaning that they are likely to experience minimal negative effects when faced with, and overcoming, challenges.



High Moderate 74 - 87

A High Moderate NRI means that an optimal ability to overcome challenges, with minimal negative effects, is within a person's reach.



Moderate 61 - 73

A Moderate NRI means there is room for a person to improve their mental wellbeing and to minimize the possibility of negative effects emerging after being faced with, and overcoming, challenges.



Low Moderate 50 - 60

A Low Moderate NRI may be a sign that a person is experiencing some strain on their mental wellbeing and their ability to overcome challenges without experiencing negative effects.



Low 0 - 49

A Low NRI may mean that a person is feeling overwhelmed and is experiencing real challenges to their mental wellbeing. They are advised to consider seeking professional support.

How We Determine What You're Doing Well and Your Opportunity

On the next High Performance Domain summary pages, you will find two sets of information:

- One is a circular bar chart of Paths and scores showing how well you are doing on your Paths to enhancing Resilience and unlocking High Performance.
- The other set appears underneath each of these circular charts and tells you What You're Doing Well and what Your top Opportunity is in the Domain.

Determining What You're Doing Well

Please note that the Path shown in this section is not necessarily your top Path or the Path in which you achieved the highest score. It is a Path that you're doing well at that also has the highest potential impact on your Resilience and capacity for High Performance, according to the Neurozone® High Performance Code.

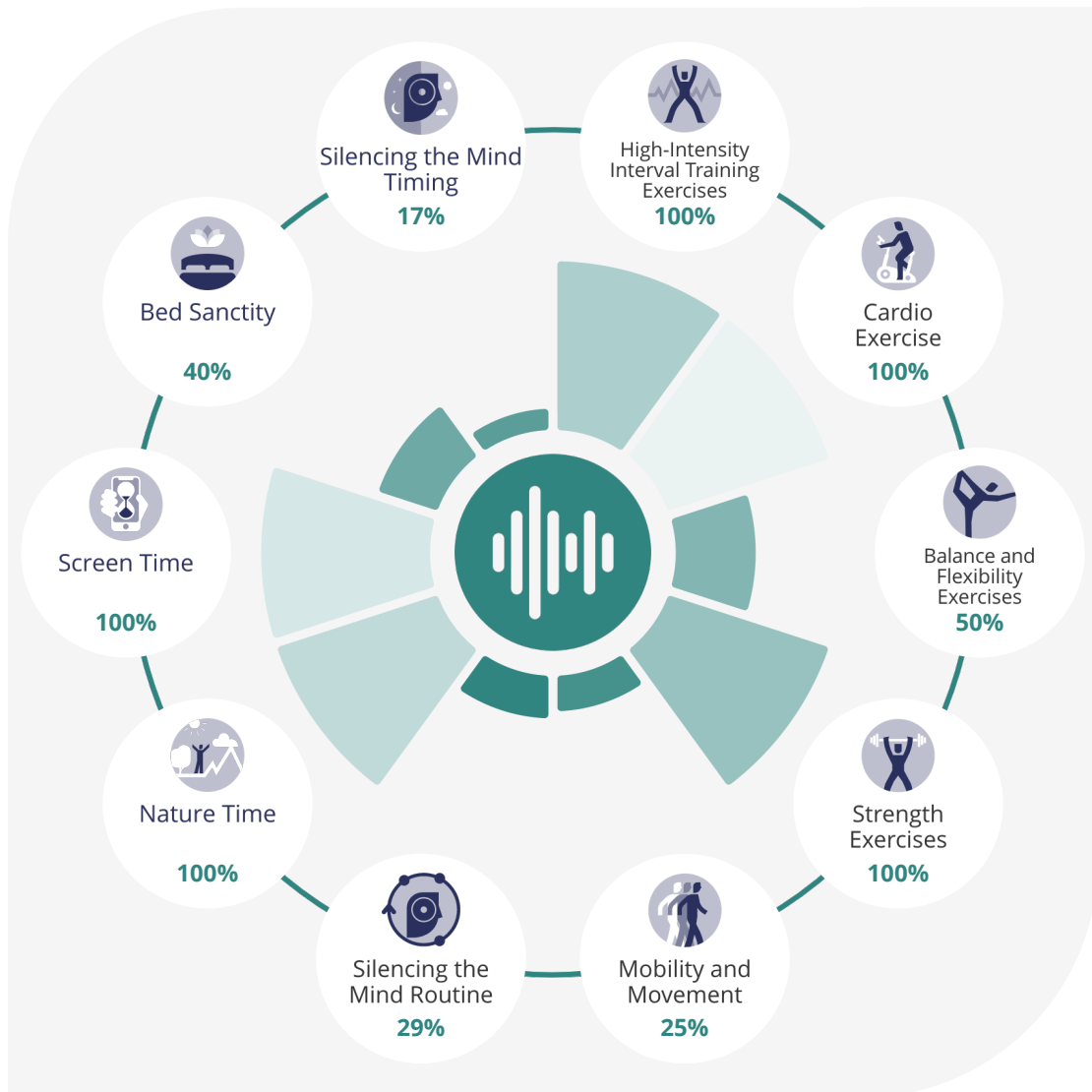
Determining Your Opportunity

Please note that the Path shown in this section is not necessarily the Path in which you achieved the lowest score. It is the one least optimized that also has the greatest potential to improve your Resilience and capacity for High Performance, as determined by the Neurozone® High Performance Code.

Your Domain Summary



HIGH PERFORMANCE
RHYTHMS



What you're doing well

Strength Exercises: Strength Exercises hold many benefits for your brain-body health. Physically, they have been found to lower the risk for developing certain lifestyle-related chronic diseases (e.g., diabetes type 2). Mentally, these exercises have been shown to enhance some cognitive functions (e.g., concentration and memory performance). Emotionally, Strength Exercises are also known to improve your mood, and so increase your sense of well-being. Making a habit of Strength Exercises can therefore result in a holistic collection of gains.

Your Opportunity

Silencing the Mind Routine: Silencing the Mind Routine refers to how often you engage in the practice of mindful meditation (being present in the moment, enhancing focus, and observing thoughts and emotions without reacting). Silencing the Mind takes you out of the stress response and moves you into a relaxed physiological state, thereby improving your mood and ability to deal with daily challenges. It also allows your brain to operate well in the higher orders of thinking, improving your attention, creative problem-solving, and overall cognitive performance.

High Performance Rhythms Explained



HIGH PERFORMANCE RHYTHMS

The whole brain- body system works rhythmically. Our brain secretes hormones and their precursors in cyclic phases; our brainstem regulates life itself through the rhythms of breathing, heart rate, hunger and thirst, sleep and wake; and even some of our organs operate according to day-night cycles. Observing, optimizing, and cooperating with our brain-body rhythms is therefore not only a natural imperative, but a crucial key to enhancing Resilience and unlocking High Performance.

The Rhythms Domain consists of the following:



High-Intensity Interval Training refers to whether you do HIIT (i.e., short bursts of intense anaerobic exercise split up by very brief rest periods) on a weekly basis.



Cardio Exercises refers to whether you do cardiovascular or aerobic exercises on a weekly basis.



Balance & Flexibility Exercises refers to whether you do balance- and flexibility-type exercises (e.g., yoga, Pilates, tai chi) on a weekly basis.



Strength Exercises refers to whether you do muscle-focused or resistance training on a weekly basis.



Mobility & Movement refers to whether you are generally physically mobile throughout the day.



Silencing the Mind Routine refers to practicing mindfulness meditation on a regular basis.



Nature Time reflects how much time you spend in natural surroundings (the ideal being two hours per week)



Screen Time reflects how much time (outside of work) you spend on digital screens.



Bed Sanctity refers to whether you engage in mentally stimulating activities in your bed(room), and whether you do so often or for extended periods of time



Silencing the Mind Timing addresses which moments in the day you tend to practice Silencing the Mind (e.g., before sleep, after waking, at work, and when under stress).

Your Domain Summary



HIGH PERFORMANCE
ENERGY



What you're doing well

Negative Thought Pattern Reduction: Negative Thought Patterns are energy depleters. They reduce our motivation and self-efficacy, lower our mood, and cut off possibilities for overcoming obstacles and challenges. It therefore becomes harder to work our way out of any problems we may be facing. In contrast, positive thought patterns improve our sense of optimism, hope, motivation, and our ability to set and achieve goals. They help make accomplishing tasks and overcoming obstacles more manageable.

Your Opportunity

Destructive Habit Avoidance: When a person engages in Destructive Habits, they 'hijack' their brain's reward pathways, forcing a momentary boost of 'good feeling'. Afterwards, their brain develops a craving for these shortcuts to the 'good feeling' again. It becomes less sensitive to rewarding/ motivating feelings generated by healthier activities. So, they gain less energy than usual from them, and a lot of their attention (energy) becomes focused on repeating their Destructive Habit, instead of on completing their daily life- or work-related tasks.

High Performance Energy Explained



HIGH PERFORMANCE ENERGY

Energy regulation is a key requirement of our biological brain-body systems. We need to optimally assign our limited amounts of energy to the right tasks. Positive emotional states maximize the amount of energy we can assign to tasks, while negative emotional states block, leak, or deplete our energy reserves, leaving us under-fuelled for goal achievement. We therefore need to cultivate and prune certain mental- emotional conditions to unlock the greatest capacity for High Performance.

The Energy Domain consists of the following:



Curiosity refers to how inquisitive, questioning, and motivated to learn you generally are.



Optimism refers to being able to feel or see that all challenges and stressors can be overcome.



Destructive Habit Avoidance refers to whether you do not engage in self-destructive activities or take addictive substances.



Humor refers to whether a humorous perspective features in your daily interactions and activities.



Negative Thought Pattern Reduction refers to whether your mind is not predominantly characterized by negative, limiting, reality-distorting thought patterns.



Enthusiasm reflects whether you are generally eager, can motivate others around you, and get easily inspired.



Gratitude means being appreciative of all the things that bring value and meaning to your life.



Financial Safety refers to whether you feel secure or worried about your financial affairs, and/or whether you see ways out of financial troubles.

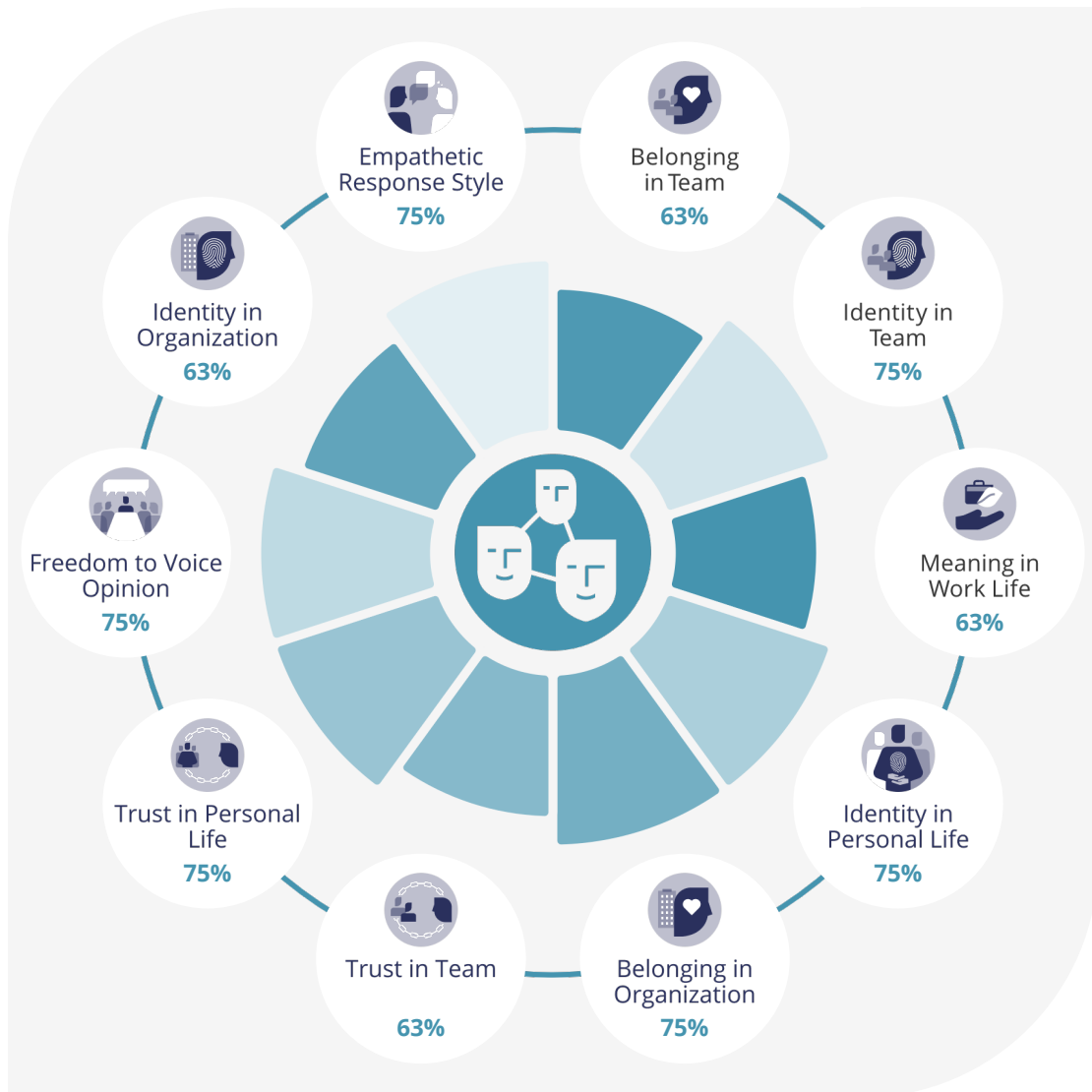


Internal Drive represents a combination of your senses of self-efficacy, confidence, meaningfulness, engagement, and dedication when it comes to your work.

Your Domain Summary



HIGH PERFORMANCE
CONNECTORS



What you're doing well

Belonging in Organization: This Belonging enhances your sense of purpose and increases the extent to which you feel there is professional and personal support available to you. It boosts your positive emotions at work, ability to collaborate with others, and capacity to overcome challenges, and it decreases the likelihood that you will withdraw or become demotivated. It therefore contributes to not only your job satisfaction, but your life satisfaction overall.

Your Opportunity

Meaning in Work Life: Meaning in Work Life reflects a person's sense that they find their work meaningful, and that they fulfill a meaningful role in their work team and organization. Feeling that we bring something significant and valuable to the workplace, which is recognized by our co-workers, strengthens our own sense of professional purpose. It also enhances our workplace relationships, thereby boosting our mood and motivation, increasing the social resources for coping with challenges, and making collaboration easier and more effective.

High Performance Connectors Explained



HIGH PERFORMANCE CONNECTORS

Feeling genuinely interconnected is essential for our survival. Being isolated and disconnected from others resembles a mid-brain response very similar to hunger. We also often rely on one another for instrumental, emotional, and material support to accomplish our goals. Hence, we need to nurture interpersonal adhesives like belonging, entrustment, and empathy. Otherwise, we can neither attenuate our stress well enough nor obtain the resources necessary for our Resilience and High Performance.

The Connectors Domain consists of the following:



Belonging in Team means having a sense of connectedness and interdependence with your work-team members.



Identity in Team means having a clearly defined role and a well-aligned value system with your work-team members.



Meaning in Work Life refers to having a sense of purpose in work, a meaningful role in your team and organization, and making meaningful contributions therein.



Identity in Personal Life reflects whether you share values, beliefs, interests, and other commonalities with your friends and family.



Belonging in Organization reflects whether you feel a sense of belonging with and acceptance among others within your organization.



Trust in Team reflects whether you have trustful relationships with your team members and whether you feel your team will meet your needs and expectations.



Trust in your Personal Life reflects whether you have trustful, reliant relationships with your friends and family, and whether they meet your needs and expectations.



Freedom to Voice Opinion reflects whether all members of your work team feel free to voice their opinions and actively participate in important discussions.



Identity in Organization reflects whether you have a strong sense of your identity in your organization and whether you share interests/values/beliefs with the people in it.

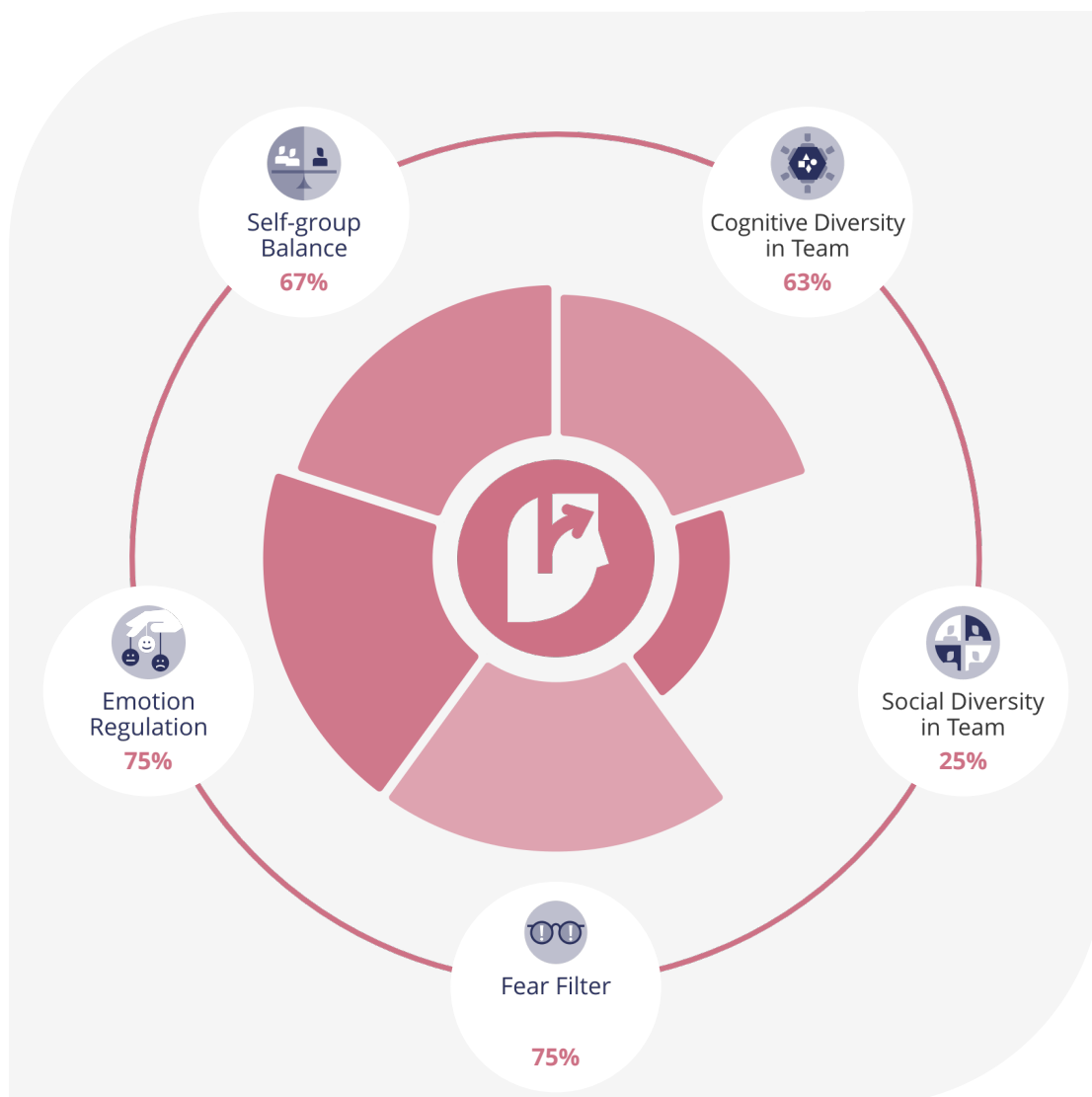


Empathetic Response Style reflects whether your team tends to relate with one another's emotions, and whether you tend to collaborate when making decisions.

Your Domain Summary



HIGH PERFORMANCE TRANSFORMERS



What you're doing well

Emotion Regulation: People who have good emotional differentiation (are able to feel/know the difference between related emotions, like frustration versus disappointment) are more able to adjust their emotional responses. This is because it is easier to determine the "best" response to an emotion if we know what that emotion specifically is. Because better emotion regulation means having better responses, it improves your interpersonal relationships, social support network, mood, and overall well-being.

Your Opportunity

Social Diversity in Team: Social Diversity in Team represents there being a variety of demographic characteristics (e.g., cultural, ethnic, and linguistic backgrounds, genders, and family types) among members in a team. Because differences in these characteristics are associated with more diverse experiences and viewpoints, Social Diversity in Team increases the availability of perspectives in problem-solving. This explains why it has been found to improve several performance-related factors, such as error correction and financial gain.

High Performance Transformers Explained



HIGH PERFORMANCE TRANSFORMERS

Transforming mental perspective is an integral link in embodying Resilience and High Performance. We must ensure that our minds remain in tune with the ever-changing external environment while monitoring our internal needs and staying on course with the goals we have set. Without cultivating this mindful and intentional awareness, we are likely to keep reacting from a default, unconsciously learned position. To perform resiliently and highly, we need to interpret and respond optimally to what is happening around us in every present moment.

The Transformers Domain consists of the following:



Cognitive Diversity in Team measures whether there is diversity in fields of expertise, skills, and knowledge amongst team members.



Social Diversity in Team measures whether there is diversity in social demographic characteristics amongst team members.



Fear Filter reflects whether you automatically feel tense when you encounter changes or something new.



Emotion Regulation refers to whether you can adjust, switch, or hold back your emotional responses if a situation requires it.

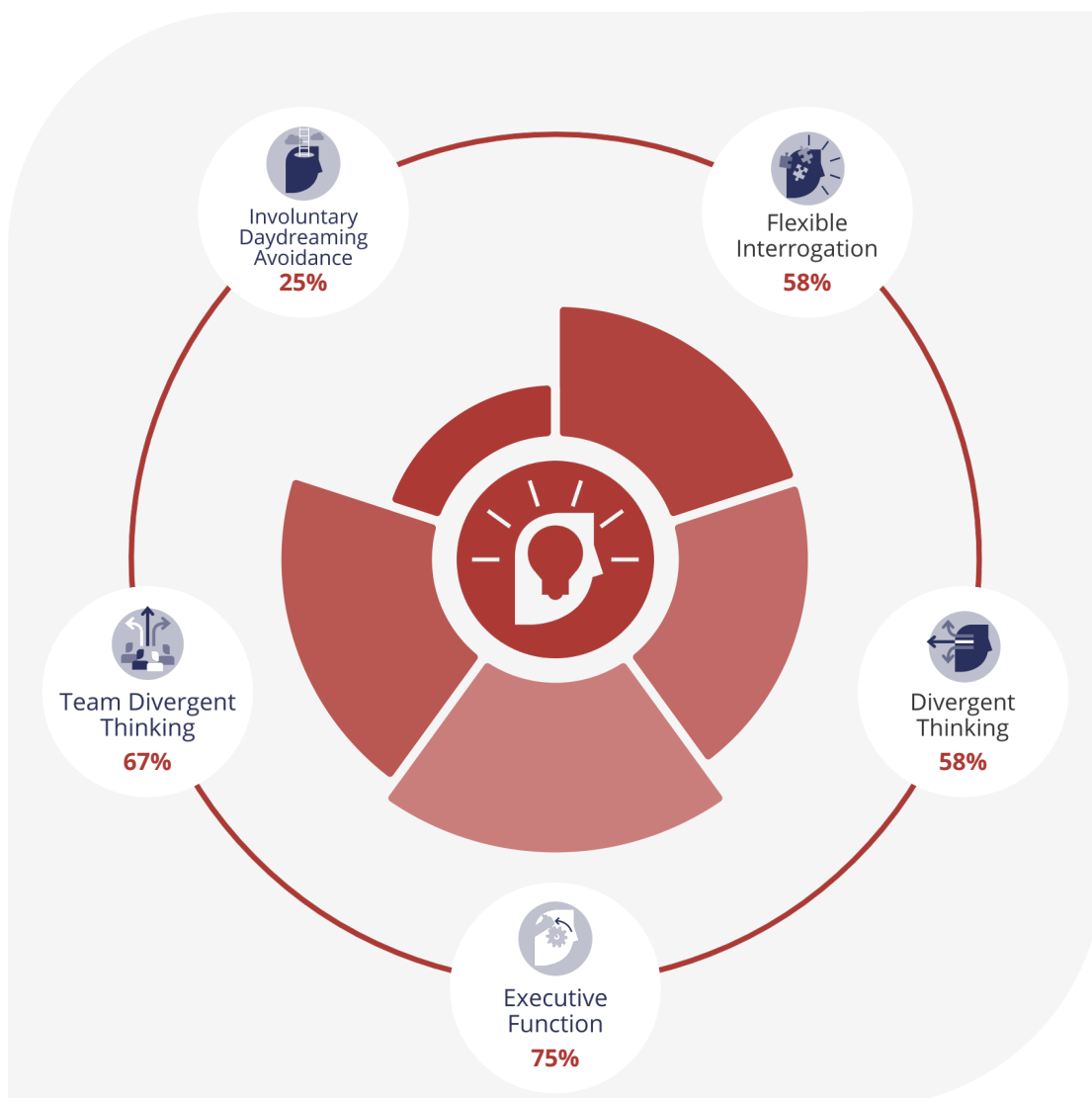


Self-Group Balance reflects whether you believe others' needs and goals are as important as yours, or you compete/pursue your own success to the detriment of others.

Your Domain Summary



HIGH PERFORMANCE
INNOVATORS



What you're doing well

Team Divergent Thinking: Using one 'routine' solution (i.e. convergent thinking) limits idea generation, creative thinking, and the ability to adapt when solving problems. So, Team Divergent Thinking increases your team's capacity for innovation, creative problem-solving, learning, collaboration, and adaptability.

Your Opportunity

Involuntary Daydreaming Avoidance: Frequent Involuntary Daydreaming has been associated with experiences of psychological stress. Strong emotional experiences, and even attempts to suppress thoughts about them, have been shown to cause more Involuntary Daydreaming. So too do people tend to Involuntarily Daydream when they experience either cognitive overload (i.e., carrying too much pressure and stress at work) or lack of interest in their tasks. Higher Involuntary Daydreaming therefore tends to reflect lower engagement with what's in front of you.

High Performance Innovators Explained



HIGH PERFORMANCE
INNOVATORS

High Performance is commonly measured by the degree of innovation in our daily output. The brain is a learning and problem-solving machine, and so its measurable power lies in the extent to which it yields efficient results and fashions novel solutions. Not all learning conditions, problem-solving approaches, and team cultures promote highly innovative results, however. These need to be optimized in order to improve both individual and team Resilience and capacities for High Performance.

The Innovators Domain consists of the following:



Flexible Interrogation refers to whether you use critical thinking skills in problem-solving (e.g., looking at it from different angles or at its component parts).



Divergent Thinking refers to whether you try generating multiple, unconventional solutions when problem-solving, as opposed to singular, standard solutions.



Executive Function represents a collection of higher-order mental processes including working memory, processing speed, and thinking flexibility.



Team Divergent Thinking refers to whether your team solves problems by generating multiple possible solutions instead of just one, default option.



Involuntary Daydreaming Avoidance measures whether you experience your mind drifting off involuntarily while you are trying to focus on a task.

Your Top 6 Recommendations

The recommendations are ranked below starting with the greatest opportunity for improvement at the top. You can choose from among these 6 which recommendations work best for you. The final section of this report will expand on each recommendation.

- 1



Destructive Habit Avoidance


- 2



Silencing the Mind Routine


- 3



Financial Safety


- 4



Social Diversity in Team


- 5



Involuntary Daydreaming Avoidance


- 6



Mobility and Movement



Your Top 6 Recommendations Expanded

1



Destructive Habit Avoidance



HIGH PERFORMANCE
ENERGY

Because of their energy depletion, Destructive Habits have been found to cause lack of motivation, apathy, issues with mood and problem-solving, stress, sleeplessness, as well as a reduced ability to set and achieve goals and maintain healthy relationships. As a result, an individual becomes less able to deal well with challenges and adversity. In this way, Destructive Habits reduce a person's well-being, Resilience, as well as the capacity to perform highly.

Substances of abuse target the reward pathways in the brain resulting in pleasurable and euphoric feelings. However, over time substance abuse cause changes in the brain that make it difficult to feel pleasure related to non-drug/substance cues and to maintain appropriate self-regulation. In addition, the brain changes also lead to an increased sensitivity to stress and mood problems.



Listen to podcast

Mental Resilience Note
Neurozone® Vimeo



Read the science

Destructive Behaviors
Harvard Business Review

Make time for these activities to improve your Destructive Habit Avoidance:

Activity 1

Identify and
remove
triggers

Activity 2

Observe how
the habit
makes you feel

Activity 3

Replace the
habit with a
healthy habit

Activity 4

Get support

Your Top 6 Recommendations Expanded

1



Destructive Habit Avoidance



HIGH PERFORMANCE
ENERGY

Activity 1: Identify and remove triggers

Set a daily reminder to take note of when you perform the destructive habit. Take note of the environment you're in and what happened right before, or what is happening around you while you're performing the habit. Reflect at the end of each day and ask yourself: When did you perform the habit today? Can you identify an action or scenario that triggered it? What needs to change or be removed in order for the habit to change?

Activity 2: Observe how the habit makes you feel

Set a reminder that goes off first thing in the morning to note during the course of your day of when you perform the habit. Stop yourself right before performing the habit, take a couple of deep breaths, and bring your mind fully to the present. Ask yourself: What triggered me to want to perform this habit? Notice how you feel (physically and emotionally) before, during and after performing the habit. Reflect at the end of each day and see if you can start to identify patterns of how the behavior is impacting you on both a physical and mental level.

Activity 3: Replace the habit with a healthy habit

Take some time and identify a couple of healthy habits that you would like to practise on a daily basis (e.g., drinking more water, eating healthy foods, exercises, etc.). Set a daily reminder to stop yourself every time that you are about to perform the unhealthy habit and replace it with the healthy habit. Reflect at the end of each day to identify if you were able to replace the bad habit with a good habit, and how often you succeeded. Rate how you feel both physically and mentally on days that you succeeded at replacing the bad habit with a good habit vs. days that you were less successful.

Your Top 6 Recommendations Expanded

Activity 4: Get support

Take some time and identify an individual who can support you in breaking the habit (friend, family member or health care provider). Connect with this person and ask him/her to hold you accountable when you perform the habit. Plan together on how this support system will work and set up daily check-ins to connect. Try to open yourself up to sharing your emotions and experiences with someone that provides a safe space for honesty and vulnerability. Reflect at the end of each week on how your attempts at breaking the habit are progressing now that you have a daily support person that holds you accountable.

Your Top 6 Recommendations Expanded

2



Silencing the Mind Routine



HIGH PERFORMANCE
RHYTHMS

Silencing the Mind assists in moving your brain-body system out of the fight-or-flight response and the chronic stress condition, and instead into a relaxed physiological state. This state is imperative for optimal Resilience: since while in it you are not overwhelmed by fear, panic, or stress, you are therefore enabled to better confront, adapt to, and overcome challenges and stressors. In addition, by helping you regulate emotions and by improving your ability to focus, sustain attention, and detach from ideas, Silencing the Mind sets you up to solve problems more efficiently, flexibly, and creatively. This is how it boosts your High Performance Readiness.

Studies of brain scans have found that the same structures involved in emotion regulation and control are activated by mindfulness practices, and that those who regularly practice mindfulness are superior in regulating their emotions, directing their attention, and maintaining positive levels of well-being. This supports the idea that integrating more mindfulness into daily life and cultivating a disposition of mindfulness leads to various emotional and cognitive performance benefits.



Listen to podcast

Mental Resilience Note
Neurozone® Vimeo



Read the science

Science & Mindfulness
The Harvard Gazette

Make time for these activities to improve your Silencing the Mind Routine:

Activity 1

Follow your
breath

Activity 2

Focus on your
body

Activity 3

Focus on
incoming
sensory
information

Activity 4

Practice
catching time-
traveling
thoughts

Your Top 6 Recommendations Expanded

2



Silencing the Mind Routine



HIGH PERFORMANCE
RHYTHMS

Activity 1: Follow your breath

Sit comfortably in an upright position with your eyes closed. Take 5 deep breaths, in through your nose and out through your mouth. Breathe into your belly. Slow down your breathing and make sure that every inhale is as long as your exhale. After 5 deep breaths, continue breathing normally for 5-10 min while keeping your mind in the present by following your breath. Set a reminder to do this practice twice a day. Reflect: How did following your breath feel for your body before and after this practice? How did it feel for your mental state before and after the practice?

Activity 2: Focus on your body

Start this practice by moving into deep breathing (see the 'Follow Your Breath' action). After this, scan your body from head to toe. Notice different temperatures across your body or see if you are holding tension anywhere, and allow each part of your body to relax. Note how your body feels before and after each practice, and at different times during the day. Set a reminder to incorporate this bodily awareness into your daily deep breathing practice. Consider: what is it doing for your connection to your body, and for your mood and emotions?

Activity 3: Focus on incoming sensory information

Start this practice by moving into deep breathing (see the 'Follow Your Breath' action). After this, focus on incoming sensory information (what do I see/hear/feel/taste?). If your mind starts wandering to other thoughts, just note these thoughts in a non-judgmental way, and bring your focus back to your senses. Take note of how your body feels before and after each practice, and at different times during the day. Set a reminder to incorporate this into your daily deep breathing practice. Consider: Do you feel more connected to the outside world? What does this do for your emotional and mental state?

Your Top 6 Recommendations Expanded

Activity 4: Practice catching time-traveling thoughts

Apply being mindful whenever you get the opportunity during the course of your day. Catch wandering thoughts and bring your mind back to the present by focusing on your breath, body, or incoming sensory information. Set a reminder that goes off a couple of times during your day so you can catch your thoughts and bring them to the present. Reflect: if you managed to do this, how did that affect how you went about your day? If you didn't, can you identify any obstacles that prevented you from doing so (e.g., noise)? What can you do to remove those obstacles?

Your Top 6 Recommendations Expanded

3



Financial Safety



HIGH PERFORMANCE
ENERGY

Not having a sense of Financial Safety can lead to a chronic condition of stress, which weakens the brain-body system against the challenges and obstacles of life. A lack of Financial Safety therefore reduces your Resilience, and even predisposes you to burnout. Moreover, since worries about financial struggles take up mental and emotional energy which could otherwise be directed to completing and excelling at your tasks, a lack of Financial Safety also compromises your High Performance Readiness.

Chronic financial stress has been found to decrease the sense of control a person has over their life. One study examined different types of coping strategies among people of lower socio-economic status (and therefore higher financial stress). They found that emotion-focused coping, or dealing with the feeling of stress, is more common than problem-focused coping, or dealing with the source of stress (i.e. the problem). Emotion-focused coping tends to keep individuals within their financial turmoil, while problem-focused coping can get them out of it, provided they focus on their self-efficacy and avoid fatalistic thinking.

“ All the best on **your journey to high performance!**



Read the science

Finance & Mental Health
Help Guide

Make time for these activities to improve your Financial Safety:

Activity 1

Track your finances and make small changes

Activity 2

Make a repayment/ budget plan and stick to it

Activity 3

Take financial note of your social circle

Activity 4

Talk through your financial concerns with others

Your Top 6 Recommendations Expanded

3



Financial Safety



HIGH PERFORMANCE
ENERGY

Activity 1: Track your finances and make small changes

Set a daily reminder to track your finances (income, debt, spending). Set up a spreadsheet or download a financial tracking app to help you do this. Then, at the end of the week, identify your spending patterns. What states or events tend to trigger you to spend money - even small amounts - that you don't need to? Set a reminder to cut down on these non-essential purchases for the following week. Reflect after that week on how this went. What is this tracking and cutting down doing to your budget? What effect is it having on your subjective sense of stress? Keep tracking, cutting costs, and noticing the differences.

Activity 2: Make a repayment/budget plan and stick to it

Take some time to identify larger sources of your financial worries (e.g., debt, impulse spending habits, insufficient income). For each of these problems, devise a reasonable plan you can commit to (e.g., allocate a certain amount to debt repayment every month, engage in stress-reducing behaviors that don't cost anything, or try to work overtime or move homes to reduce your rent). Set a reminder at the beginning of the week to stick to your plan. At the end of the week, reflect on whether you did, and whether you feel in control and proactive. What is that doing for your mood and stress levels?

Activity 3: Take financial note of your social circle

Consider the financial standings and habits of those people you spend time with. There may be people who tend to earn more than you, or who tend not to be frugal and to spend frivolously. How often do you engage in activities with them that are costly to you? Set a weekly reminder to either spend less time with such people or communicate your reasons for not joining their costly activities. Reflect at the end of the week on if you managed to reduce your spending by doing so. Is this moving you out of financial stress? How did people respond to your declining to join them in costly activities (with respect or resistance)?

Your Top 6 Recommendations Expanded

Activity 4: Talk through your financial concerns with others

Set a weekly reminder to connect with someone close to you to talk through your worries. Financial straits can be a difficult subject for many people, and keeping quiet about them can breed isolation and social disconnectedness, and exacerbate your stress. You don't have to seek out actual financial advice, but if you can identify someone who seems to be financially savvy and good at managing their money, it could be useful to ask them for tips on how they budget/save. At the end of the week, reflect on what sharing your perceptions of trust with your colleague did for you. If they corroborated your feelings, did that help make you feel secure? If they differed from you, did that help you change your perspective of the person you initially did not trust so much? Are you more inclined to engage with that person? Do you feel more socially safe in your team?

Your Top 6 Recommendations Expanded

4



Social Diversity in Team



HIGH PERFORMANCE
TRANSFORMERS

Having a diverse pool of perspectives available when your team is faced with challenges/setbacks increases your team's Resilience in overcoming them. More than this, a diversity of perspectives boosts your team's capacity for innovation when solving complex problems collectively, thereby optimizing its readiness for High Performance. While as an individual team member you may not be responsible for diversifying the team's membership, merely extending awareness to other perspectives within the team can increase your and your team members' flexibility in problem-solving.

Several studies note the effect of member diversity on team performance. One recent study assessed how management of diversity influenced performance outcomes, and found that ensuring that diverse members are not marginalized, and conflict between members of different backgrounds/ perspectives is resolved, enhances teamwork — which, in turn, optimizes organizational efficiency. In other words, establishing safe channels for perspective sharing in diverse teams is necessary for improving team cohesion, collaboration, and performance.



Listen to podcast

Mental Resilience Note
Neurozone® Vimeo



Read the science

Smarter, Diverse Teams
Harvard Business Review

Make time for these activities to improve your Social Diversity in Team:

Activity 1

Become more
mindful in your
interactions

Activity 2

Grow
meaningful
relationships
with all team
members

Activity 3

Journal your
engagements

Activity 4

Seek diverse
feedback



Your Top 6 Recommendations Expanded

4



Social Diversity in Team



HIGH PERFORMANCE
TRANSFORMERS

Activity 1: Become more mindful in your interactions

Set a daily reminder to actively share your thoughts, ideas, and feelings with members of your team. Also, explore more deeply what others are thinking and feeling. Ensure that everyone is actively involved in team discussions and make each member feel validated by asking their opinions, and by inquiring to understand why and how they came to that opinion. Afterward, reflect on the day that passed and your interactions with others. How did being more mindful impact your interactions with others? What did you learn? Did it make you see things from a different perspective?

Activity 2: Grow meaningful relationships with all team members

Take some time to identify members of your team with whom you've yet to connect with on a personal level. Set a daily reminder to make an effort with these members specifically. Ask them about their day and share something personal to start cultivating a deeper relationship with all the members of your team. Reflect at the end of each day on these interactions. What did you learn about someone that you didn't know? How does this affect your opinion of them? How did these interactions impact your work relationships?

Activity 3: Journal your engagements

Set aside some time at the end of your week to journal/tally the amount of time and effort you spend socially engaging with different members of your team. This should help you see if your connections are balanced or not, and if there are patterns (e.g., you spend more time chatting/ bonding with those who are demographically 'like' you, as opposed to 'not like' you). If you see an imbalance, set an intention to spend more time with those who are less demographically similar to you. Reflect after that week on any changes to your distribution of engagement in your team. What effect is it having on your bonds and your team atmosphere? Do you feel a stronger engagement over your professional tasks as well?

Your Top 6 Recommendations Expanded

Activity 4: Seek diverse feedback

Consider the demographic characteristics of the team members you tend to get feedback from most often, compared to those members you don't often get feedback from. Set a reminder at the beginning of the week to make an effort to get constructive feedback on your work from more demographically diverse members of your team. Reflect: what happens to the quality of your work as you collect and incorporate the feedback of multiple team members? Are there new insights that you hadn't ordinarily received before? What happens to the professional relationships between you and these newer feedback-givers? Is the dynamic of collaboration and innovation improving?

Your Top 6 Recommendations Expanded

5



Involuntary Daydreaming Avoidance



HIGH PERFORMANCE
INNOVATORS

Because Involuntary Daydreaming tends to reduce how engaged you are with your tasks, it compromises your High Performance Readiness. Since it also tends to indicate that your mind is occupied by potentially distressing things - such as being overburdened at work, or strong emotional experiences from different contexts - that tend to remove you from the present moment, Involuntary Daydreaming decreases your chances of successfully responding to, adapting to, and overcoming challenges that you are facing in the moment. It therefore negatively impacts your Resilience, too.

A recent study investigated how experiences of psychological distress impacted everyday mental states. The authors found that people who tended to experience more chronic/everyday stress tended to experience more involuntary daydreaming, and less engagement with the present moment and their current tasks/matters. This also tended to produce more negative moods in them than people who experienced low levels of stress (and less involuntary daydreaming). The study suggests that if you experience a lot of involuntary daydreaming, it may be in your best interests to reflect on and intervene in your mental health.

“ All the best on **your journey to high performance!**



Read the science

Zoning Out: Good or Bad?
HealthLine

Make time for these activities to improve your Involuntary Daydreaming Avoidance:

Activity 1

Talk to someone about negative thoughts/feelings

Activity 2

Practice curiosity to keep you focused

Activity 3

Practice mindfulness actions

Activity 4

Switch to energy-boosting tasks

Your Top 6 Recommendations Expanded

5



**Involuntary
Daydreaming Avoidance**



HIGH PERFORMANCE
INNOVATORS

Activity 1: Talk to someone about negative thoughts/feelings

Take some time to consider the emotional quality of thoughts that occur to you when you involuntarily daydream. Identify any negative ones. Then, identify someone close to you in your life with whom you can talk about those thoughts. Set a reminder to check in with this person a few times a week. Reflect on your experience of sharing your thoughts and feelings, and what this is doing for your concentration on your tasks. Is your confidant being a supportive listener? Is it helping you to unburden your mind of those distractions? Do you find you are less prone to involuntary daydreaming?

Activity 2: Practice curiosity to keep you focused

Consider parts of your work that you find un-interesting. Then, set a daily reminder to approach those tasks in ways that spark more interest. Can you switch between more interesting and more boring tasks? Can you make a game of the task (e.g., use mnemonics or rhyming)? Is there some reward you can give yourself for completing it? Reflect at the end of the day on these attempts. Did you find you were less distracted by involuntary daydreams? Did you finish the task more quickly/ efficiently? Did you learn something new about it? Keep focusing on ways you can change the nature of your tasks to reduce monotony.

Activity 3: Practice mindfulness actions

Try one or more of the following. Meditate with focused attention (i.e., breathing deeply while focusing on your breath, your body, or an object). Tap into your immediate senses for a few minutes (what can you see/hear/feel/taste/smell?). Take a mindful walk (i.e., walk and keep your attention on what you immediately encounter on it). Set a daily reminder to do 5-10 minutes of one of these mindful practices. Reflect on the effect of the mindfulness practice. How did doing it feel for your bodily and mental states? Were you calmer afterwards? How focused did you then manage to remain while working on your tasks?

Your Top 6 Recommendations Expanded

Activity 4: Switch to energy-boosting tasks

Take some time to notice which daily tasks and demands seem to drain your energy. Then, consider which tasks are relatively more energizing/enjoyable, or less draining. Try to intersperse your more draining and more energizing tasks in your daily schedule. Set a reminder to switch to the more enjoyable/energizing task when you are in a particularly draining one that may be causing you to daydream. Reflect at the end of the week on your task mixing. Did switching to more enjoyable/energizing tasks help elevate your mood? Did it bring back more of your focus, and reduce the amount of involuntary daydreaming you experienced?

Your Top 6 Recommendations Expanded

6



Mobility and Movement



HIGH PERFORMANCE
RHYTHMS

Because of the physical benefits of Mobility & Movement, our bodies become more Resilient to some health risks. Additionally, because it can improve our mood and problem-solving abilities, Mobility & Movement helps us become mentally Resilient in the face of challenges. Overall, then, it improves our well-being and sets us up to perform more highly.

Living a predominantly immobile or sedentary lifestyle is tied to many negative physical and mental health conditions. A recent study found that a lack of sufficient mobility is associated with decreased cognitive function, as well as an increased risk for depression, physical disability, and a lower physical quality of life. In contrast, breaking up periods of prolonged immobility is associated with better physical health and reduced risk for heart and metabolic problems.



Listen to podcast

Mental Resilience Note
Neurozone® Vimeo



Read the science

Move More Every Day
Harvard Health

Make time for these activities to improve your Mobility & Movement:

Activity 1

Make choices
to be more
mobile

Activity 2

Get active at
work

Activity 3

Get active
during time off

Activity 4

Improve the
quality of your
movement



Your Top 6 Recommendations Expanded

6



Mobility and Movement



HIGH PERFORMANCE
RHYTHMS

Activity 1: Make choices to be more mobile

Set a daily reminder to actively make choices throughout your day to be more mobile. Choose to take the staircase instead of the escalator/lift. Choose to walk to destinations that are within reasonable distance, instead of using transport. Choose a brisk walk as opposed to a slow one. At the end of your day, reflect on whether you decided to take actions that made you more mobile. If you did, give yourself a small congratulation. If you didn't (and even if you did!), consider other ways you could have increased your mobility, and make a point of putting this into practice the next day.

Activity 2: Get active at work

If you sit behind a desk or computer all day, set a reminder that goes off every hour telling you to get up, do some stretches, take a short walk, or briskly climb a nearby staircase. You can also vary between sitting and standing while working. At the end of your day, reflect on whether you were able to include more mobility in your working hours. Try to identify ways you can adopt this mobility as a dependable routine, which won't be disrupted by fluctuations in your day-to-day work schedule. Also consider opportunities you could take to move about other than those you did that day.

Activity 3: Get active during time off

In your off time, choose tasks that require you to be more active. Rearrange your closet or do some active spring cleaning while listening to music/ podcasts, instead of lying on the couch to watch TV. Set a daily reminder to do one active activity when you are not working. At the end of your day, reflect on whether you were able to include more mobility outside of your working hours. Try to identify movements you can adopt as a dependable routine, instead of choosing activities that would realistically be once-off or infrequent (e.g., taking a stroll instead of re-organising your closet).

Your Top 6 Recommendations Expanded

Activity 4: Improve the quality of your movement

Consciously improve the quality of the movement you use to do basic tasks. For example, do a proper squat to pick something up or pet your dog, or increase the speed and vigor you use to make meals, clean your home, or walk somewhere. Set a daily reminder to be mindful of the quality of your physical movements. At the end of your day, consider the general quality of the movements you made that day. Were some movements more optimal than others in quality? If so, consider practicing those movements more often, and/or transferring that quality to the other movements the next day.

Insightful Videos



The Brain-Body System



The Marvellous Brain



High Performance Energy



High Performance Readiness



High Performance Resilience



Building your High Performance Readiness – It Starts with Your Thinking



Building your High Performance Readiness – Social Safety



Prepare High Performance Readiness – Wellness Rhythms



Maximise your Energy: Remove Blockers, Ignite Boosters



Maximise your Energy: Leveraging the Collective Energy

Conclusion

Neurozone®'s High Performance Code has identified the top 6 Paths (i.e. behaviors and mental-emotional states) you can adopt. These Paths will deliver the maximum boost to your Resilience and High Performance Readiness level while requiring the least amount of your energy to do so.

We have provided a concise bouquet of actionable insights and recommended steps towards enhancing these Paths. For more detailed and guided information on implementing them, please return to the app and continue moving on your High Performance Journey.

Remember that these results are a snapshot in time and are likely to change as your mindset and behaviors change. Reassess yourself in four weeks to see the difference that walking the Paths has made.

Thank you for taking the time to read your Neurozone® Personal Report.

All the best on your journey to greater resilience. If you want more information about our products and services, feel free to contact us at info@neurozone.com or visit our website.

GET ME A COACH ↗

Try the app:



Version 1.3.0

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