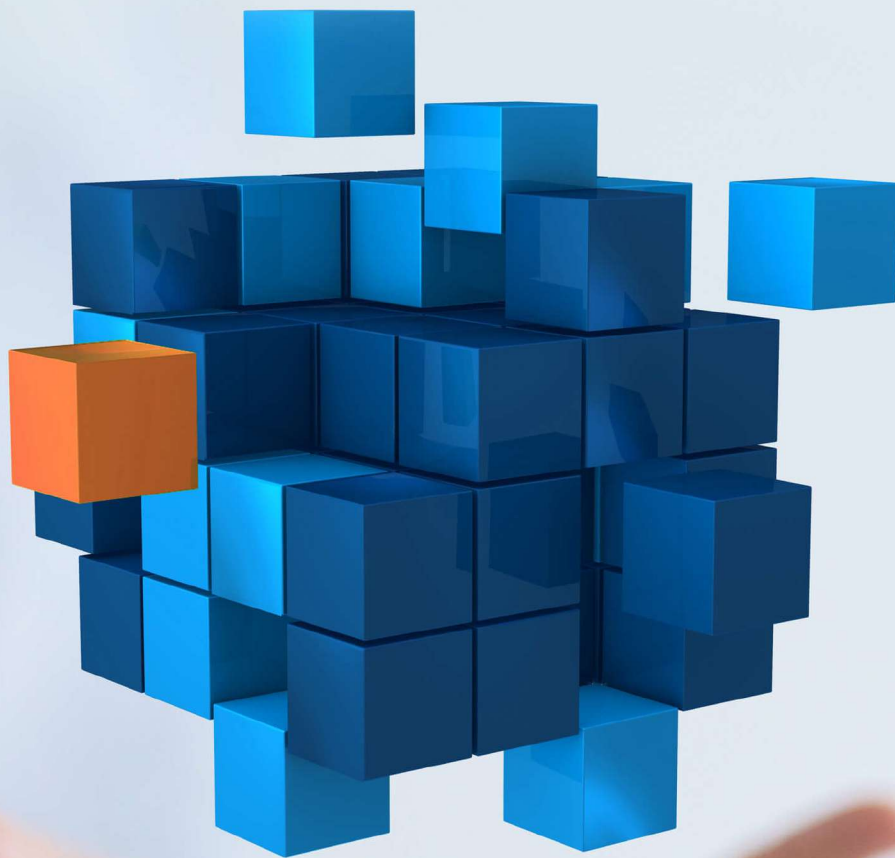


THE POSSIBILITY INDEX REPORT



The Possibility Index Report

Hello Steve, congratulations on taking the Possibility Index. You have begun an empowering journey toward increasing your sense of possibility in a way like no other. When you finish reading the report, you'll have a greater understanding of the significant role your brain —your conscious and subconscious mind— plays in what you believe is possible.



For the ease of use, the report is divided into the following sections:

- What is the Possibility Index?
- How to read the report
- Obstructions list
- Your score
- Score interpretation
- Spider graph
- Details on the 3 catalysts
- Details on the 3 obstructions
- Creating an action plan
- Wrap up
- Additional catalysts & obstructions

Let's begin!

What is the Possibility Index (PI)?

"A new type of thinking is essential if mankind is to survive and move toward higher goals." - Albert Einstein.

To truly imagine innovative solutions to business and life's challenges, we must transcend the probable to think of what is possible. Rather than asking whether something is desirable, consider a reformer or current thinking that emphasizes what is possible. This mindset shift invites us to create a strategy based upon the solution we imagine. In an ideal world, the imagined solution should at first be larger than life, bold and aspirational—much like the blueprint of any great invention. It should offer hope and inspiration. Once the possibility is imagined in detail, it should become the basis for a strategy that leads towards achieving it. The mindset in which such solutions are formed is called "the possibility mindset." And the way to measure the magnitude of this mindset is the Possibility Index (PI).

Big Ideas: The PI is a measure of what is and what isn't obstructing your personal aspirations for an exceptional future. It reflects your current ability to cultivate ideas and invest ideas. Building an e-commerce store, facing the idea to launch an app, building the perfect classroom, or developing generative AI all come from a mindset that is not limited by reality. Instead, reality is the medium through which they will manifest.

The benefits of innovation, agility, and resilience: At its core, the PI inherently measures the capacity of your growth mindset. It is built around the possible factors that contribute to this mental stance regardless of the current state of reality. With the highest possible PI, you are likely to be innovative, agile, resilient, and adaptive. You see solutions to problems that a probability-based mindset would never consider. While there is clearly a role for realism in business, **ideas are ideas, often an idea is a thousand eggs**, before we attempt it. The PI can help to determine your "innovation readiness" as an individual, team, or organization. Based on this finding, the PI offers a specific set of targets that could contribute to a methodology that can enhance the mindset shift.



Deep breath on possibility: The PI is based on the science of possibility. Believing that something is possible can **increase brain activity**, thereby decreasing stress. It can **increase dopamine**, thereby increasing motivation. And it can impact various other brain systems that **enhance emotional regulation** and help us.

When there is hope, the **brain is protected from anxiety**. In this protected anxiety-free state, the brain changes to form a mindset shift conducive to finding solutions to difficult problems. These changes also affect your target state, which is a **desired effort investment state** from hope.

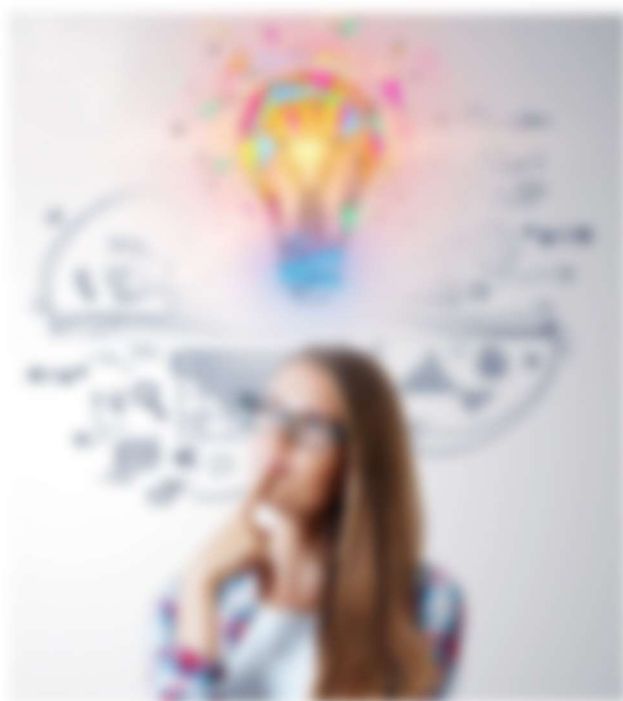
The Neurochemistry of belief

"What is what we believe?" - Albert Einstein.

Beliefs are instructions to the brain about what is possible. And beliefs **can be changed**. When we change what we believe, we can also change our behavior. Someone who believes that business growth is possible, will seek to make it happen. One who believes that quantum computing can help decision-making will implement it. This "belief" requires whole brain functioning to be acute and strong, and to last long enough to withstand the challenges on the path toward fulfillment of any given goal. The following regions, referred to as the thinking and feeling brain, all contribute to belief: the amygdala, prefrontal cortex, hippocampus, basal ganglia. When these regions are activated, belief becomes an essential factor in shaping reality.

For example, psychological dwarfism occurs in children who feel and believe they are unloved. The **hypothalamic-pituitary axis** translates this lower level of growth hormone. When children stay in an abused environment, they stop growing. **Remove them** from the abusive environment, and they start to grow again. Hypnosis is another example highlighting the power of belief. Under hypnosis people are susceptible to suggestion. In this case, a "belief" is implanted in a receptive state of mind. **One study** showed that under hypnosis, when individuals were told their teeth would disappear, of the 41 cases, 33 people were cured of warts.

So, how do you get into a state of profound belief without being hypnotized- to imagine solutions when it feels like the odds are against you? You can optimize your psychology and underlying brain states and the **AI** will show you how.



The psychological factors underlying a sense of possibility: To have a mindset that strongly believes and imagines solutions not based in reality, can eventually transform reality. It is important to optimize your psychology to facilitate underlying brain states.

The **AI** screens for psychological states that often obstruct a sense of possibility.

The **AI** will help you identify the top 3 reasons, if any, that limit your sense of possibility, as well as the top 3 likely strengths that you can leverage.

How to read the PI report

The Individual PI: The PI assigns a total score out of a possible 128 points. The score shows you how potential obstructions impact how oriented you are to what is possible rather than simply probable, and how much they hinder your openness to unusual solutions. At times the PI may indicate a lower score even if you think you are open to possibility. It's important to note, a low PI score does not mean that you lack a sense of possibility. It simply means there are areas to reflect that can enhance your sense of possibility. In essence, the PI is a general instrument that measures obstructions to and progress of a possibility mindset.

The Team PI: Adding the total scores from a cohort can give you an overall measurement of "Team PI." It serves as a screening assessment because the variations in individual scores do not necessarily correlate with a lack of possibility. However, it does correlate with the overall obstructions that are blocking a sense of possibility on the team. You can also evaluate the PI by gender, department, or other variables of interest to you.

The assessment is divided into two sets of scores: the Top 3 and the Bottom 3. The Top 3 are areas that inhibit a sense of possibility.

The Bottom 3 scores indicate where your opportunities lie, referred to as catalysts.

In the descriptions below you'll learn how to leverage your catalysts to further enhance your sense of possibility.

What obstructs a possibility mindset?

The detail descriptions are later in the report.

- Nervous
- Feeling lost
- Being up
- Confusion
- Depression or Anxiety
- Overemphasis on problem rather than solutions
- Difficulty Imagining

Your score

Your total Possibility Index Score is **78** out of a Possible **128**

Interpretation

Your score indicates that

Hi Score: >80 – Very Good. Your Possibility Index (PI) score is less than 10%. This score and the corresponding diminished sense of possibility are quite common in the current climate. But there is good news. Your potential is much greater than your current life reflects and it's a matter of learning to leverage your full potential. Look at the top 3 scores. They provide clues in the areas that may be blocking your progress. Consider working with a certified PI practitioner to assist you with tools and interventions targeted at transforming a restricted situation into a personal advantage that can enhance your sense of possibility to achieve your goals.

Your top 3 reasons for a restricted sense of possibility are

Your Reason for Possibility Index



"I am releasing, letting go and surrendering into the unknown, where all things are possible." Anonymous

Your top 3 catalysts:

1. Competency and ability to take on a challenge
2. A sense of orientation and direction
3. Flexibility and agility

Competency and ability to take on a challenge

With competency and ability comes resourcefulness. It feels like the world is in your grasp. You've got things under control, and your resourcefulness provides whatever you need to complete the task before you. You can easily leverage these highly developed attributes to propel you forward.

A sense of orientation and direction

The great news is that you have direction and intention. It means you know what you're doing and where you're going. This is important to note because your clarity of mind depends on it. People who don't feel lost don't probably waste energy. They also feel more secure. Orientation and direction are of the greatest in personal strengths.

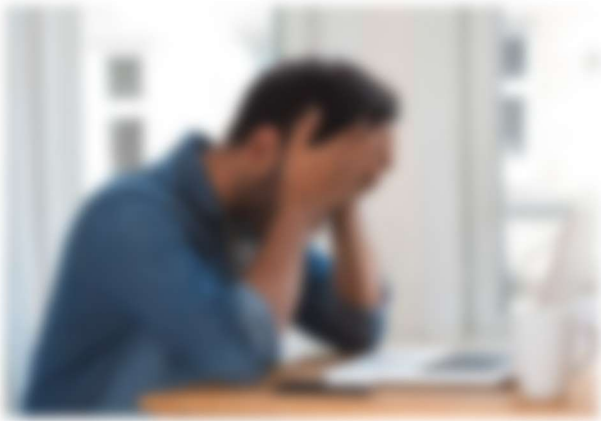
Flexibility and agility

You are not bound by rules. Your flexibility is a great strength. You're probably an out of the box, agile thinker. Maintaining this attitude helps boost your sense of possibility. Where is your flexibility greatest? Is it in your thinking? Behavior? Relationships? Leverage your flexibility where it is greatest.

Your top 3 obstructions:

1. Fear
2. Difficulty imagining
3. Wasted attention

Review the following details on obstructions to understand how they may pertain to you. This awareness helps identify your focus areas and the specific ways you can enhance your sense of possibility.



Burnout

Burnout is common within organizations today. In fact, it's a global problem. **Studies** indicate job burnout is common in developed and developing countries. No group is spared. Senior level management and blue-collar workers are all susceptible to burnout.

Burnout is a prolonged psychological response to chronic interpersonal stressors on the job. The three key dimensions of this response are overwhelming exhaustion, feelings of cynicism and detachment from the job, and a sense of ineffectiveness and lack of accomplishment.

If you scored high on the factors, identify which of these three factors applies to you. Are you frequently exhausted? Do you feel disengaged at work? Do you have a sense of ineffectiveness? If any of these describe you, recognize that you may be burned out.

Studies demonstrate that all causes of burnout fall into one of six categories:

- Work overload
- Absence of fairness
- Conflicting values
- Community breakdown
- Lack of control
- Insufficient reward



Understanding the basis of your burnout can help you identify which cause to target. When you glance at the above list, which cause stands out for you?

It's not simply about evaluating the cause. Often, you can't decrease the workload, and you may not be in total control of a situation. However, some people cope better with these challenges than others, so a life-coach, counselor or a specialist can help you determine how to best deal with burnout.

The good news is that your brain is wired for resilience. You can learn to build and enhance it. For example, practicing **mindfulness** can sometimes shift stress away from the priority center of your brain. This can make a marked difference between handling stress well and stress leading to depression.

Burnout and possibility work in both directions. Burnout can block possibility, but lack of hope can also cause burnout. A **recent study** showed that low hope individuals may be susceptible to burnout because they are prone to experience goal blockage, frustration, and negative affect, all of which likely increase the risk of burnout.

Burnout prevention relies on **building psychological capital**. Paying attention to this in a team setting will help you combine psychological capital with productivity as well as financial metrics. Believing that change is possible **can protect you from burnout** and erodes job hopping. If you don't believe you can change your burnout, there's hope. Overcoming burnout is possible. It takes time, and a systematic approach to address the "burnout" feeling.

Difficulty Imagining

If you find it difficult to imagine a greater future, several factors may be converging at once. **Imagination requires** explicit memory retrieval, visualization, mental simulation, spatial navigation, and future thinking. It is a complex cognitive construct. When you have difficulty imagining, your brain networks in the brain may not be able to all go to explore the unknown. **Imagination, if viewed as a virtual image**, may be compromised.

Imagination is a way of creating a picture of the future. In effect, it is a personal representation of the goals that you have in mind. Not being able to imagine will deprive your brain of an emotional picture that would otherwise be very helpful for your brain to navigate the future.

The type of imagery also matters. For instance, **people with an depressed** may only be capable of depressed related imagery which can exacerbate the situation. The **W** is designed as tool to help you enhance mental imagery. With the help of a **W** practitioner, you can learn how to build an aspirational mental image.

Understanding the brain-based "why's" of imagination for optimal results:

- Why you need to believe in imagine
- Why your image needs to be vivid and multisensory
- Why the image needs to be strong and meaningful
- Why the image needs to be believable and congruent
- Why the image needs to be in the first and third person
- Which images allow you to feel most confident



For example, although imagery can take multiple forms, only images of **achieving, thriving**, and those **achieving growth, and well** can inspire confidence.

Imagining a future may also be difficult if you've experienced trauma. Trauma can **block down** the brain's capacity to imagine a future, so you might need to address the trauma prior to expecting yourself to imagine more effectively. Often, people are afraid of imagining because they think that this is too unreal. But imagination is a template for building a future, no matter how unreal it seems.

Great things must first be imagined before your brain can figure out how to achieve them. Imagination serves as a blueprint, allowing your brain to add the necessary thoughts and emotions to make it come alive.

Imagination can also help you visualize and **predict the future**. Without though it may seem, your brain can collect subtle data while it is building its pictures, thereby allowing you to construct something beyond language or logical reasoning.

Fixed attention/Excessive worrying

When in a state of constant worry, the simplest tasks may seem overwhelmingly difficult. This is the case difficult because you're in a constant state of worry or are there specific difficulties associated with the task? Understanding the difference between the two is an important distinction.

What you attend to in life can impact being happy or not. Other factors can contribute to where one focuses attention. For example, depressed people are **not less motivated about their goals but they are more pessimistic about achieving them**. They focus on the impossibility of their goals rather than the possibility of them. Sometimes people convince one their negativity. The **idea that the world is filled in any "positivity" is hard**.

With attention stuck on negative things, there is less time spent on problem solving, and it **takes a long time to get things done**. This can **create depression and anxiety**. Yes, even if you are not clinically anxious or depressed.

When you focus on negative life events, it makes solving **problems** difficult.

Common indicators of fixed attention:

- Spending more than 20% of the time focused on problems
- Having an attention strategy in mind
- Being stuck in a negative spiral
- The opinion of others annoys you
- Feeling more stressed than usual
- Feeling more depressed than usual



People who cannot use possibilities have generalized attention. If attention is a rising spotlight, it's as if the rising spotlight is not working. To regulate the rising spotlight ask yourself, "What are the positive things going on in my life?" Keeping a journal of affirmations may also help. Self-affirmations **can help bring skills** when they trigger a cycle of affective potential, a positive feedback loop between the self-system and the social system that strengthens adaptive outcomes over time. Given the mind-body connection is real, inseparable, and immediate, positive thoughts can have a beneficial influence on physical health.

Worrying over problems is not an effective solutions strategy. Fixating yourself fully absorbed in problems can prevent you to the problem. While rumination does not help, reflection on solutions does. If practitioners can help you learn how to stop ruminating over problems and start reflecting on solutions instead.

To illustrate:

The score is not fixed either it's a snapshot in time and a place from which you can evolve. With these brain-based approaches, it is possible to up-level a sense of possibility. With an improved IQ, you're able to set a goal that inspires you with a plan for its fulfillment fueled by another inspiration.

Identify where your top 3 distractions are. Then build an action plan toward addressing them.

How to create an action plan

1. Take the IQ at three month intervals and monitor your progress.
2. At the first measurement, note your score and how far you may be from 128. Also, note your top 3 scores that indicate areas you need to work on.
3. Design an action plan to address your top 3 reasons for a lower IQ, regardless of your total score. This provides you with a framework to build your sense of possibility.
4. As a team, you can do all of the above as well. Notice too, how your score differs from your team.
5. For each reason that your IQ is lower, there is a different intervention. Sample approaches are seen below:
 - **Burnout:** identify the causes of burnout to address what is causing this. (See details below)
 - **Feeling lost:** Clarify strategy with team
 - **Task difficulty:** cut up of things you cannot control
 - **Conditioning:** identify habits that are holding you back and change these
 - **Depression or Anxiety:** Work the **100% rule** as well as **exercise depression**
 - **Overwhelmed or problems:** Shift attention and time management to being solution-oriented
 - **Inability to imagine:** set aside time to imagine each week

You can practice the above interventions on your own or with a trusted provider. You can also work with a certified IQ practitioner to help you address these issues. Inquire at info@neurobusinessgroup.com

Wrap-up

The IQ is a guide to navigating your future using the "software" in your brain. To traverse the path ahead, the brain's IQ must perform at its best. Yet we're human. For all of us, there are strengths and weaknesses. Building resilience around weaknesses and leveraging strengths, is to move forward with calm confidence. With this method, you're equipped to negotiate any challenge, regardless of its nature.

Consider the IQ a trusted friend, to refer to time and again. As your navigator the IQ provides the map, the framework, and the tools for you to discover and realize your greatest potential.

"Out of things considered, it is possible for one man to do something
that another man has achieved" - Louis Pasteur

Additional catalysts:

The power of imagination Your imagination is a big asset. Using it consistently will enhance your sense of possibility. When you imagine solutions, your commitments determine your reality, and you don't let reality constrain you. Imagination is where you can build your desired future. It gives the logical brain an architectural blueprint to help implementation of the idea.

Putting negative things behind you Worry doesn't stand in your way. This means that you can have more exciting events in your life. Increased worries occur due to the fear of something negative happening. Worryes take the control. If you can, the control doesn't take you and it frees up mental space that enhances your sense of possibility.

How calm and optimal will

Your mood is your friend. Being optimal is a good thing as it enhances your sense of possibility. In addition, a good mood is a great motivator. A positive outlook is also connected to better physical health, such as lower blood pressure, less heart disease, and healthier sleep cycle habits.

Personal energy, skills, and effectiveness

If you don't experience burnout it's likely that you have faith in the future, feel effective, and have boundless energy. This is great! When you feel energized you are a self-starter with motivation to keep going. When people feel burned out, they feel cynical, reflective, and exhausted. You're not feeling this way is a supposition that you possess. Be intentional to use your energy wisely as it is your friend.

Additional obstructions:

Feeling lost

Sometimes, being pulled in different directions can cause your brain to stall. It's hard to have a sense of possibility because you don't know which way to turn. However, when you engage priorities, you may find your brain functions with exceptional clarity.

Every person has multiple goals. Sometimes, these conflict with each other, as one goal may consume more of your attention than another. Once goals are registered in your brain, they may act independently of your intentions. This is called "**split-goal behavior**". In this respect, you must prioritize your goals, but simply making a list isn't enough. You must carefully rethink your priorities.

Goals may exert their effects consistently or inconsistently. An inconsistent agenda, which is beneath your conscious awareness, can make you feel lost. In this context having a goal, expecting that you can plan for and reach it, can be unrealistic because the brain has its own plan.

A therapist/practitioner can help you to understand the workings of split-goal and how they work. They can provide the tools to discover the power of a split-goal. For example, remaining motivated may require an entirely different approach than pure effort. **Recent Research** has demonstrated that to remain motivated, you need to ask three questions:

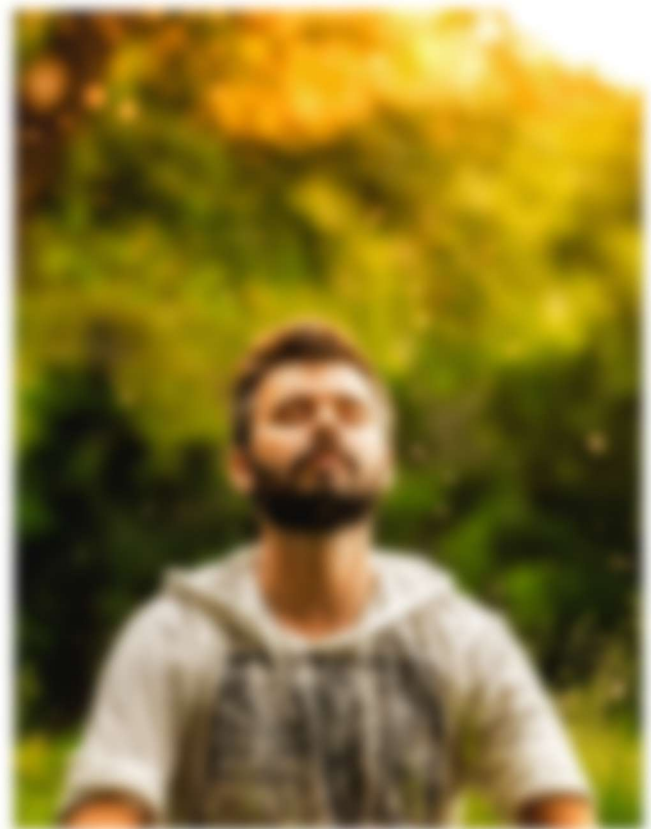
- Do I value my current goal?
- How authentic is my goal?
- Am I sufficiently in control of my goal?

Clarity is more than list-making. Your list items must be congruent with your deepest desires. Your goals must feel **deeply meaningful** for them to be clear to you. Trying to achieve goals or trying to behave ethically will only restrict your ability to find your way. Some people feel that emotions get in the way, and they can be **emotions can be important guides** and help us find the way.

Clarity can **improve strategic action**. But clarity means different things to different people. For some people, a sketch of a map is a clear instruction on what to do. But others may need to see an 800 picture first. Clarity and understanding therefore may be a mix of thoughts and emotions. If they feel congruent with who you are, you will feel more oriented.

Different dimensions of decision-making may also be helpful. For example, selecting the most urgent task and then action between multiple simultaneous possibilities may help. Leveraging opportunity when it arises also helps. Anticipatory thinking and executing an action before a situation can help to clarify your path forward.

Being lost simply means that your neural processes are not aligned and causing confusion. The good news is that this is inherently addressable and changeable.



Task Difficulty

When **tasks are perceived as difficult**, they may require a lot of thinking. This can be for you and impact performance.



People who have a greater sense of possibility and **self-efficacy** are also more likely to address difficult tasks. Achievement motivation lowers the burden of task difficulty. It's like getting the **extra push** that you need to make it through to the other side.

When 'difficulty' means that a task is ambiguous or unknown, it is **intrinsically challenging** to motivate people to proceed with effort. They have a sense of hope and possibility because there is no clear way to navigate forward.

Learning how to deal with difficult tasks that obstruct a sense of possibility can be challenging. But there are a **few strategies** pertaining to games that can make the easier.

- Start with easier tasks and progress to more difficult ones
- Sample the entire choice set including extremely difficult games that you cannot learn
- Practice moderately and high difficulty games much more frequently
- Try out new solutions at a constant level of difficulty

Often, when tasks seem too difficult, people give up. But quitting sends a message to the brain to stop finding innovative solutions. That's why it is important to open up a sense of possibility. And it can help lower the load of difficult tasks.

You don't have to know a path forward. But you do have to believe that there is one and be open to exploring it. Often, it is the **task-solving people** who are especially sensitive to task difficulty. They are significantly more motivated by negative feedback on playful tasks and demotivated by negative feedback on frustrating tasks. So remember that your hard work may make you feel the tasks are more difficult than they are. Learning **how to build intelligent people** into your day is something that a Ph.D. certified practitioner can help you with.

Task difficulty possible causes

- The task is actually difficult
- You do not possess the cognitive resources to deal with a task
- You do not possess the emotional resources to deal with a task
- The uncertainty of a task makes it more difficult to pursue

By understanding what is at the basis of the task difficulty, you can address this in a systematic manner.

Conditioning

When the Carnegie and his colleagues looked at why great leaders make bad decisions, they came up with two reasons: **emotional tagging** and **pattern recognition**. The very things that make us great can also stand in the way of progress. That's why people who were recruited may become stagnant.

Habit, at once a helpful and useful strategy, may also get us stuck in a rut. Learning how to escape this rut is critical to creating possibility thinking. Similar to other factors, an absence of possibility thinking may perpetuate old habits, also getting you stuck in a rut.

Certain **habitual behaviors** may cause problems:

- Maintaining the status quo when change is needed
- Too much control
- Overconfidence
- Rationalization
- High drama
- Impulsive responses



You may be accustomed to creating situations in the same way, yet learning to change your life here can take you further than imagined, a long way.

Habit simply means that you are caught in a loop of thinking. Possibility exists outside of that loop. If conditioning is holding you back, you can work with a P certified practitioner to identify obstacles and change your habits.

Habit change is not as easy as it may seem. **Stress** brings back old habits and gives the large number of people in a constant state of stress, old habits come back to haunt them. When you think about the habits that may be holding you back, recognize that some of them may also be advantageous. Others on your team may be able to help you identify this.

When a habit cannot change, it may help to change the associated **context**. If you are used to working continuously at your desk, stepping away for 15 minutes may bring you a new and refreshing change. You may also be attached to destructive habits, so take care of your attachments.

Some people associate their identities with their habits, but identity does not need to be fixed. See why habits may be holding you back from possibility, then consider what new habits may help you develop a sense of possibility. For example, if you are in the habit of being negative, ask yourself what the new habit of optimism may create. Remember "possibility" simply means that you are hypothesizing that a situation exists. In this context, that's the meaning of optimism.

Dealing with Depression

As the depression and anxiety worsen after childbirth, you may experience **depression** problems in the workplace. When you're stressed, challenges such as dealing with problems, setting and meeting deadlines, maintaining personal relationships, managing staff, participating in meetings and making presentations can take over your life. When you need a break, you may have problems sleeping, poor appetite, or difficulty concentrating at work.

While professional help is in order, adjustments at work can also help. Taking breaks, adjusting schedules, delegating more tasks, and accepting most emotions can all help.

The challenge is that mothers can **create a sense of hope** and possibility, making things feel far more negative than they actually are. An addressing the address that may be necessary.

However, **a confidential group** can help, but **looking at hope and possibility** in general is effective at coping with stress.

The following associated symptoms may also occur:

- Feeling irritable more easily
- Excessive fatigue
- Disengagement at work
- Feeling humiliated by negative feedback
- Running out of steam quickly
- Easily distracted
- Feeling irresponsible
- Difficulty getting to meetings on time
- Feeling disillusioned



On any given day, these symptoms may feel like they are just for the course. You may even think they're normal, when in fact one more symptom may be the tipping point to confront these issues.

A qualified trainer can suggest workplace adjustments to ease depression and anxiety. After seeking professional help, know that proper workplace decisions can help you cope in the long term as well.

In closing:

Now that you have a deeper understanding of how the brain functions regarding a goal, and you've expanded your knowledge of the roadblocks and catalysts to possibility thinking, the art is to apply what you know. When you consistently use your greatest strength catalysts, they incrementally reduce the power of the roadblock.

As with any goal, the viability of its success begins with your attitude and level of possibility oriented towards it. There's simply no getting around this. But you don't have to go it alone. The Possibility Index is designed to function as a coach to help keep you on the path towards your goal.

Much success to you in all that you do. Here's to possibility thinking!

The information contained in this report is general in nature and is not meant to substitute for the advice provided by your own physician or other medical professional. None of the statements in this report are a recommendation as to how to treat any particular disease or health-related condition. If you suspect you have a health-related condition of any kind, contact your health care professional immediately. Recommendations are not intended to diagnose, treat, cure, or prevent disease.