

NBI[®] PROFILES



Overview of the NBI[®] Instruments

By recognising and appreciating cognitive diversity, the NBI[®] framework promotes self-awareness, enhances communication, and facilitates improved decision-making across various personal and professional domains.

The NBI[®] assessment consists of either a 30- or 15-question diagnostic survey, revealing an individual's cognitive preferences. These preferences shape communication styles, decision-making, problem-solving approaches, and leadership tendencies. Gaining insight into these tendencies fosters self-awareness and enhances interactions with others.

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At the core of the NBI® framework are four primary thinking quadrants. Expanding on this foundation, the 8 Dimensions Instrument provides deeper insights by identifying two distinct dimensions within each quadrant. This advanced structure allows for a more comprehensive interpretation of an individual's cognitive preferences.

Developed over nearly 30 years of extensive global research into left- and right-brain functions, the NBI® was created by Dr. Kobus Neethling with research guidance from Professor Paul Torrance at the University of Georgia. Since the NBI® focuses on cognitive preferences rather than intelligence or ability, there are no "good" or "bad" results. Instead, each profile offers an objective, descriptive analysis of an individual's unique thinking patterns, emphasizing that no particular profile is superior to another.

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1. What Can I Expect After Completing the Survey?



Upon completing the survey, you will receive:

- A report detailing your unique thinking preferences.
- A comprehensive breakdown of your profile and scores.
- An analysis of how your results influence both your personal and professional life.

NBI® products and services are widely used by trainers, consultants, HR professionals, executive coaches, psychologists, business leaders, students, and parents. These tools help individuals and organisations gain clarity in their personal and professional development.



2. CORE NBI® ASSESSMENTS

· NBI® General Adult: Offers insights into an individual's preferred thinking style and how these preferences influence interactions with others.

NBI® Adult A: An alternative version of the General Adult instrument, with questions focused on broader life experiences.

· NBI® Teacher/Trainer: Tailored for educators, providing insight into how thinking preferences shape teaching methods.

· NBI® Adult P: A picture-based assessment designed for adults with limited literacy skills.

· NBI® Senior Student: Aimed at students aged 16 and older, helping guide subject selection and career choices.

· NBI® Student: Designed for students aged 10–16, though it does not include the 8-dimensional framework.

· NBI® Student P: A picture-based version for younger students (ages 7–10) who are still developing their reading skills.

· NBI® Young Child Indicator: Evaluates the cognitive preferences of children aged 4–8, determining left- or right-brain dominance without quadrant division.



3. COMPLEMENTARY NBI® ASSESSMENTS

Several specialized assessments complement the core thinking preference profiles, each designed to explore different aspects of cognitive tendencies:

· **NBI® Skills:** Identifies acquired skills that may not align with natural cognitive preferences.

· **NBI® Personal Negativity:** Helps individuals understand the sources of negative thinking and develop strategies to overcome it.

NBI® Jobs: Assesses the cognitive demands of specific job roles, aiding in job design and candidate selection

4. ADDITIONAL ASSESSMENTS

These shorter assessments are designed to be used alongside a primary NBI® thinking preference profile:

- **NBI® Leadership Style:** Evaluates leadership tendencies and highlights potential gaps in leadership approaches.
- **NBI® Creativity Style:** Identifies preferred creative thinking styles and strengths.
- **NBI® Parenting Style:** Helps parents understand their approach to parenting and areas for potential growth.
- **NBI® Learning Style:** Provides insights into an individual's preferred learning strategies.
- **NBI® Relationship Style:** Examines interpersonal dynamics and suggests ways to improve relationships.



5. NBI® SPORT INSTRUMENTS

Several specialized assessments complement the core thinking preference profiles, each designed to explore different aspects of cognitive tendencies:

NBI® assessments are available for various sports, helping athletes and referees understand their cognitive approach to the game. These include:

- NBI® Rugby
- NBI® Rugby Referee
- NBI® Soccer
- NBI® Golf
- NBI® Tennis
- NBI® Cricket
- NBI® Netball
- NBI® Netball Umpire

Rather than assessing skills or technical ability, these profiles analyse cognitive preferences during gameplay, helping individuals make strategic decisions and enhance overall performance.



6. SPECIALISED NBI® ASSESSMENTS



Beyond cognitive preferences, the NBI® offers assessments tailored to specific areas of personal and professional life:

NBI® Eating Habits: Identifies cognitive patterns influencing weight management and dietary decisions.

NBI® Innovator Role: Determines the thinking patterns required for innovation-related roles.

NBI® Driving: Explores cognitive tendencies while driving to improve road safety awareness.

NBI® Business Analyst: Helps business analysts understand their cognitive approach to projects and collaboration.


NBI® Wealth Instrument: Assesses thinking styles related to financial decision-making and preferred advisory relationships.

NBI® Desired Job: Helps individuals identify ideal job roles based on their cognitive preferences.

NBI® Business Relationship: Examines workplace interactions and fosters better communication and collaboration.

PRIMARY THINKING PREFERENCES

The Neethling Brain Instruments (NBI®) are innovative assessment tools designed to enhance multidimensional thinking. These instruments help individuals develop strategies to sustain creativity and positive thinking in both personal and professional settings. By understanding one's cognitive preferences, individuals can identify the root of challenges and implement effective solutions.

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- There is no “right” or “wrong” brain profile, nor is any profile inherently better or worse than another.
 - The NBI® assesses brain preferences rather than abilities, though in some cases, these may align.
 - It is possible to have well-developed skills in an area where you show low preference or have a strong preference in an area where you have not yet acquired skills.
 - A high score in a specific quadrant does not necessarily mean that all processes within that quadrant are equally preferred.
 - Brain profiles can shift over time due to evolving interests, environments, hobbies, and influences. Significant changes, whether gradual or sudden, can result from major life events, but these shifts are usually temporary.
 - If desired, specific brain quadrants can be strengthened through structured 4- and 8-dimensional creative exercises.
 - The NBI® offers a range of profiles tailored for different groups, including children (ages 4–9), students, adults, and educators.

NBI® GENERAL ADULT:



By leveraging the NBI®, individuals and organisations can:

- Build high-performing teams
- Improve conflict resolution in both personal and professional settings
- Make informed career choices
- Enhance creativity and leadership skills in the workplace
- Recruit employees best suited for specific roles
- Retain key talent
- Choose the most appropriate academic path
- Gain a competitive edge in sports by utilising brain-based strategies across multiple dimensions.

The NBI® Adult assessment gives the individual's thinking preferences, which is not necessarily an indication of their skills. Every person has preferences for certain quadrants and the thinking processes that are dominant there. These dominant thinking processes influence people's behaviour, decisions and choices as they go about their daily lives. These preferences, however, can differ from their skills.

A brain profile provides insights into various aspects of an individual's cognitive and behavioural tendencies, such as:

- Communication styles
- Interactions with others and responses to different situations
- Business approach
- Learning and teaching preferences
- Decision-making and problem-solving strategies
- Lifestyle choices

The NBI® General Adult instrument offers insight into the way we prefer to think and increases our awareness of and sensitivity to the thinking preferences of others.

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PROFILE RANGES

NBI® ADULT A:

The NBI® Adult A instrument is an alternative to the general Adult instrument with questions that focus more on general life. The report is the same as the NBI® Adult Profile.

NBI ADULT P:

The NBI® Adult P is a preference picture profile for illiterate adults. The report is the same as for the NBI® Adult 4 quadrants. The report is the same as the NBI® Adult Profile.



PROFILE RANGES

NBI® TEACHER TRAINER

The NBI® Teacher/Trainer instrument offers insight into the way you as teacher/trainer prefer to think. The questions are the same as for the Adult instrument, but this instrument includes an additional section with information on how the different quadrants influence their teaching style. It is therefore not necessary to complete an Adult profile in conjunction with the Teacher/Trainer profile. Our personal thinking preferences begin to develop during childhood years. They manifest in the ways in which students prefer to learn and study. In today's competitive world, education has become more important than ever, and the NB® can help students gain the mental whole-brain edge they need to become successful, well-adjusted adults.

By identifying the personal thinking preferences of students, and teachers or trainers, learning can be tailored to achieve successful results. Study methods and learning and development environments can be adapted to create the ideal space for learning and development. Conflict will be reduced as communication becomes more effective.

An understanding of a student's unique thinking preferences will:

- Give the student and employees the ultimate edge in coping with their environments and the world.
- Give a unique insight into their thinking preferences.
- Nurture an understanding on why and how one person differs from another in the way they communicate, play and learn.
- Enable the creation of an ideal environment for the student or employee.
- Facilitate whole-brain creativity in doing and thinking.
- Equip teachers and trainers to fill the gaps at an early stage

By understanding their own personal thinking preferences, teachers and trainers can be whole-brain leaders or teachers, and they can apply their knowledge to the learner's environment, contributing to happy, well-functioning and creative people.

PROFILE RANGES

NBI® SENIOR STUDENT (16 YEARS AND UP):

The NBI® Senior Student instrument measures thinking preferences as a student (from the age of 16). Subject choices are key decisions for every student. Making an informed decision can lead to a great measure of satisfaction and achievement for the student, as well as to an interesting and rewarding career.

In the teenage years, children enter an often-traumatic period of transition from childhood to adulthood. Significant changes take place in terms of their body, mind, emotions, sexuality, values and relationships.

- The NBI® Senior Student profile can help teenagers:
- Develop whole-brain, creative think
- Deal more effectively with difficult situations and expectations
- Make the right subject and career choices
- Develop successful study methods
- Interact with members of the same and opposite sex
- Develop entrepreneurial skills to succeed in their careers



PROFILE RANGES

NBI® JUNIOR STUDENT (10 - 16 YEARS):

The NBI® Student instrument measures the thinking preferences as a young student (10-15 years). The NBI® Student instrument does not include the 8 dimensions.

During these years, children enter a new phase where the school environment and social interaction are extremely influential. Children need a new level of understanding and support to meet the challenges of this new world.

The NBI® Student profile can help children:

- Get a good understanding of how they prefer to think
- Develop a positive self-image
- Make the right subject choices
- Become creative thinkers
- Deal more effectively with stress
- Study according to their thinking preferences



PROFILE RANGES

NBI® STUDENT P (7 - 10 YEARS):

The NBI® Student P is a picture profile for young students between 7 and 10 years. It was developed for students still developing their reading skills. The report is the same as for the NBI® Student 4 quadrants.

During these years, children enter a new phase where the school environment and social interaction are extremely influential. Children need a new level of understanding and support to meet the challenges of this new world.

The NBI® Student profile can help children:

- Get a good understanding of how they prefer to think
- Develop a positive self-image
- Make the right subject choices
- Become creative thinkers
- Deal more effectively with stress
- Study according to their thinking preferences

NBI® STUDENT P (4 - 6 YEARS):

The NBI® Young Child Indicator measures the thinking preferences of young children (4–8 years). This instrument only indicates whether the child is left brain or right brain dominant and is not divided into four quadrants. As a parent or teacher, it is very important to know that children's thinking preferences determine how they make decisions, communicate and socialise. The NBI® Young Child Indicator does not include the 8 dimensions.

The NBI® Young Child Indicator can help the development of a child by:

- Giving insight into the WHAT, HOW, WHO and WHY of the child's behaviour.
 - Giving the opportunity, at a very early stage, to create a whole-brain environment for the child.
- Helping parents and teachers understand what whole-brain discipline, communication, activities and relationships - and a whole-brain life - are all about.



BUSINESS SUPPLEMENTARY PROFILES

A primary thinking preference profile reflects an individual's natural and dominant cognitive preferences—the way they instinctively think, process information, and make decisions. This profile remains relatively stable over time and serves as a foundation for how a person approaches problem-solving, communication, and learning.

In contrast, a supplementary profile is influenced by external factors such as work environment, education, responsibilities, and learned behaviours. It represents the thinking preferences a person develops or adapts to in specific situations, such as their professional role or academic setting.

The following instruments must always be used in conjunction with one of the thinking preference profiles mentioned above. It is important to note that these profiles may differ from the thinking preference profile.

BUSINESS SUPPLEMENTARY PROFILES

Reasons for Differences Between Primary and Supplementary Profiles:

- Work or Study Requirements – A job or academic setting may demand specific cognitive approaches that differ from an individual's natural preferences. For example, a creative person with a preference for big-picture thinking may need to adopt structured, detail-oriented processes in a finance role.
- Learned Adaptations – Over time, individuals develop new skills and habits that influence their thinking style. This can happen through training, mentorship, or experience in a particular field.
- Situational Context – People may adjust their thinking preferences depending on the environment. In a personal setting, someone might prefer intuitive decision-making, while at work, they may rely on data-driven analysis to meet expectations.
- External Influences – Factors such as company culture, team dynamics, or leadership expectations can encourage individuals to adapt their cognitive approach to align with organisational goals.
- Cognitive Growth and Change – While primary thinking preferences are relatively stable, they can evolve due to significant life experiences, continuous learning, or personal development efforts.

Recognising the differences between these profiles allows individuals to better understand their natural strengths while also identifying areas where they have adapted or may need further development.

BUSINESS SUPPLEMENTARY PROFILES

NBI® Business Analyst

The NBI® Business Analyst assessment identifies the thinking preferences of the Business Analyst. It gives insight into the way the Business Analyst prefers to think during projects and makes them more aware and sensitive to the thinking styles of fellow role players.

NBI® Business Relationship Style

The Business Relationship Style profile will give insight into the preferences in relationships in the workplace.

NBI® Client Relationship Style

The Business Relationship Style profile will give insight into the preferences in relationships with clients.

NBI® Desired Job Profile

The Desired Job profile provides an Indication of the kind of JOB a person would like to have.

NBI® Job

The NBI® Job instrument is a descriptive, non-judgmental assessment that identifies the skills needed in every quadrant to succeed at a particular job. The Job profile report focuses on the specific quadrant scores and makes recommendations based on these scores - it gives the 'job brain'. This profile shows in which quadrants lie most of the actions needed to do, that the job entails. It does not indicate the individual's preferences for the job, as it primarily indicates what the job entails.

BUSINESS SUPPLEMENTARY PROFILES

NBI® Followership Profile

The Followership profile will give insight into the type of manager that a person prefers and how that impacts their followership style. It will highlight issues that are important to them (but maybe not to their employer or colleagues) and even where there could be room for improvement!

In recent decades, there has been a strong focus on leadership within organisations. While this emphasis has been crucial, the concept of followership has received significantly less attention. However, effective leadership is closely linked to strong followership, and both are essential for success. Leaders depend on followers who are engaged, committed, and supportive, while followers look to leaders for guidance, direction, and vision. High-performing organisations cultivate an environment where both leadership and followership are recognised, valued, and nurtured.

The NBI Followership instrument aims to highlight this interdependent relationship by fostering mutual understanding and respect. When leaders develop a deeper awareness of their followers' cognitive preferences, they can strengthen relationships, enhance teamwork, and boost overall productivity. One of a leader's key responsibilities is to motivate and inspire—and motivation is most effective when leaders understand their employees' followership styles. This principle applies to all aspects of leadership, ensuring a more cohesive and dynamic organisational culture.

BUSINESS SUPPLEMENTARY PROFILES

NBI® Personal Negativity

The NBI® Personal Negativity instrument will give a greater insight into the origin of one's negative thinking. It identifies the processes most likely to cause negativity and to block happiness and success. Once a person (and the organisation) has identified the essence of the negativity the right solutions become very possible.

NBI® Skills

The Skills profile gives an indication of the individual's learned skills, which can be the same as the preferences. If an individual lives or works in an environment where they must move into quadrants that are not their strongest, they can over time develop skills in those quadrants, but because it does not come naturally, it can take a lot of energy to function there for long periods of time. An individual's skills can therefore change, depending on where they are in the respective phase of their life.

NBI® Wealth Indicator

The NBI® Wealth profile identifies the thinking preferences of the individual. The premise of this particular NBI® instrument is to determine the thinking profile of an individual when he or she has to make investment decisions.



PERSONAL SUPPLEMENTARY PROFILES

Overview of Personal Supplementary Profiles

A primary thinking preference profile reflects an individual's natural and dominant cognitive preferences—the way they instinctively think, process information, and make decisions. This profile remains relatively stable over time and serves as a foundation for how a person approaches problem-solving, communication, and learning.

In contrast, a supplementary profile is influenced by external factors such as work environment, education, responsibilities, and learned behaviours. It represents the thinking preferences a person develops or adapts to in specific situations, such as their professional role or academic setting.

The following instruments must always be used in conjunction with one of the thinking preference profiles mentioned above. It is important to note that these profiles may differ from the thinking preference profile.

Reasons for Differences Between Primary and Supplementary Profiles:

- Work or Study Requirements – A job or academic setting may demand specific cognitive approaches that differ from an individual's natural preferences. For example, a creative person with a preference for big-picture thinking may need to adopt structured, detail-oriented processes in a finance role.
- Learned Adaptations – Over time, individuals develop new skills and habits that influence their thinking style. This can happen through training, mentorship, or experience in a particular field.



PERSONAL SUPPLEMENTARY PROFILES

NBI® Creativity Style

The following profile is a 15-question instrument and should always be used in conjunction with one of the thinking preference profiles.

The NBI® Creativity Style instrument provides insight into the way people approach creativity and where their creative strengths lie. The instrument identifies the type of creativity they prefer and apply.

NBI® Driving Style

The NBI® Driving assessment identifies the thinking preferences of road users. It gives insight into the way a person prefers to think while driving and makes them more aware and sensitive to the thinking styles of fellow drivers. Understanding thinking preferences around driving will lead to better decisions during key moments and will lead to safer roads.

NBI® Eating Habits

The NBI® Eating Habits instrument provides insight into weight-loss style and approaches. It highlights issues that are important to a person, as well as identifying where there could be room for improvement.

NBI® Innovator

The NBI® Innovator Role instrument identifies the skills needed to fulfil a specific innovation role well. The Innovator Role Profile report focuses on the specific quadrant scores and makes recommendations based on these scores. This instrument can therefore be used to design a profile for a specific innovation role.



PERSONAL SUPPLEMENTARY PROFILES

NBI® Learning Style

The following profile is a 15-question instruments and should always be used in conjunction with one of the thinking preference profiles.

The NBI® Learning Style instrument provides insight into learning style and issues that are important to a person when studying, as well as identifying where they may have to focus their efforts.

NBI® Parenting Style

The following profile is a 15-question instruments and should always be used in conjunction with one of the thinking preference profiles.

The NBI® Parenting Style instrument provides insight into parenting style and issues that are important to a parent (but may not be to their child or partner), as well as identifying where there could be room for improvement.

Our personal thinking preferences begin to develop during childhood years. They manifest in the ways in which children prefer to learn and study. In today's competitive world, education has become more important than ever, and the NB® can help children gain the mental whole-brain edge they need to become successful, well-adjusted adults.

By identifying the personal thinking preferences of children, parents and teachers, learning can be tailored to achieve successful results. Study methods and learning environments can be adapted to create the ideal space for learning. Conflict will be reduced as communication becomes more effective.



PERSONAL SUPPLEMENTARY PROFILES

The NBI® Parenting Style profile can give parents:

An understanding of a child's unique thinking preferences will:

- Give the child the ultimate edge in coping with the world.
- Give parents a unique insights into the child's thinking preferences.
- Enable parents to understand why and how one child differs from another in the way they communicate, play and learn.
- Enable parents to create an ideal environment for the child.
- Facilitate whole-brain creativity in doing and thinking.
- Enable parents to fill the gaps at an early age.

By understanding ones own personal thinking preferences, parents can be a whole-brain parent or teacher, and can apply their knowledge to the child's environment, contributing to a happy, well-functioning and creative child.

NBI® Personal Wealth Profile

The NBI personal wealth profile identifies the thinking preferences of the individual. The premise of this particular NBI instrument is to determine the thinking profile of an individual when he or she has to make financial decisions.

NBI® Relationship Style

The following profile is a 15-question instruments and should always be used in conjunction with one of the thinking preference profiles. Your Relationship Style profile will give insight into the brain preferences in relationships. Insights into your own and your partner's unique preferences and how this impact on your relationship will go a long way towards growing understanding, tolerance and excitement instead of frustration and criticism.

NBI® Spirituality Style

The following profile is a 15-question instruments and should always be used in conjunction with one of the thinking preference profiles. The NBI® Spirituality Style profile is a descriptive, non-judgmental assessment with no profile above another. It identifies the strengths of the person's faith concepts in each quadrant. It does not determine the strength of one's faith.

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SPORT PROFILES

Overview of Sport Profiles

The various NBI® Sport instruments give insight into the way one prefers to think during the game and will make a person more aware of the thinking styles of fellow players. These instruments should also be used in conjunction with their thinking preference profile.

Developing one's game and making better decisions during key moments will lead to a better understanding and overall picture of the game. The various NBI® Sport profiles measure thinking preferences, rather than the skills or abilities necessary to execute those preferences.

- NBI® for a Player
- NBI® Cricket Assessment
- NBI® Golf Skills
- NBI® Hockey
- NBI® Netball Assessment
- NBI® Rugby
- NBI® Soccer Assessment
- NBI® Tennis Skills
- NBI® Touch Rugby

Successful sportspeople need more than to be physically fit. To excel at their game, they need to understand their personal thinking preferences and how these impact on their approach to training, their game strategies and their interaction with team-mates and opponents.

Once a player understands their thinking preferences, they will be in a better position to focus on mental skills that might be underdeveloped or underused. This will give them the competitive whole-brain edge to excel.



SPORT PROFILES

The NBI® will help players do the following:

Training

- Increase commitment to training sessions.
- Enhance ability to drill specific steps and procedures.
- Remember and apply the techniques learned during training when you are on the field.

Game strategy

- Increase focus on the game.
- Use creativity when existing techniques fail.
- Find a balance between tried-and-tested strategies and the need to adapt to the unique circumstances of each game.

Interaction

- Increase personal capacity and passion.
- Forge stronger bonds with team-mates.
- Increase ability to handle stress.

Leadership

- Increase ability to see the bigger picture without losing sight of the detail
- Enable them to successfully handle conflict and moments of crises during a game.



SPORT PROFILES

NBI® for Coaches

NBI® Rugby Coach

The NBI® assessments for coaches provide valuable insights into a coach's preferred thinking style, influencing their leadership approach, decision-making, and communication with players. Understanding these preferences allows coaches to:

- Adapt their coaching methods to better align with the learning styles of individual players.
- Enhance team dynamics by recognising and leveraging the diverse thinking preferences of athletes.
- Make more effective strategic and tactical decisions under pressure.
- Improve motivation and player engagement by using tailored communication and feedback strategies.
- Develop self-awareness and refine coaching techniques to optimise player performance.

By using the NBI® alongside their personal thinking preference profile, coaches can create a more effective and player-centred training environment, fostering both individual and team success.

NBI® for Referees

NBI® Netball Umpire

NBI® Rugby Referee Skills

NBI® Soccer Referee Skills

For referees, decision-making is critical, often requiring split-second judgments under intense pressure. The NBI® referee assessments help officials understand their cognitive approach to:

- Processing game situations and making quick, fair, and consistent decisions.
- Managing pressure and staying composed during high-stakes moments.

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A stack of smooth, grey, rounded stones is visible in the top right corner of the page, partially overlapping the title banner. The stones are stacked in a traditional zen-like fashion, with one stone on top of another. The background behind the stones is a soft, out-of-focus green, suggesting foliage.

ORGANISATIONAL WELLNESS INSTRUMENT

Overview of the Organisational Wellness Instrument

Historically, assessing the creative environment within an organisation was a complex and time-consuming task, often overlooked. However, leading companies have demonstrated that regularly evaluating the work environment is essential for fostering a proactive business culture - one that identifies potential challenges early and swiftly addresses issues to maintain energy and enthusiasm within the organisation.

Dr. Kobus Neethling dedicated several years to studying the most successful Fortune 500 companies to uncover strategies that contribute to a thriving workplace culture. Through this research, he identified ten key factors that are crucial in cultivating a productive and innovative environment. These factors formed the foundation of a model that highlights both the strengths and areas for improvement in an organisation's creative climate. The insights provided by this model serve as an immediate indicator of where the company stands in relation to these critical elements.



ORGANISATIONAL WELLNESS INSTRUMENT

The Organisational Wellness Instrument (OWI) is a component of the Neethling Brain Instruments (NBI). It offers a clear and current analysis of an organisation's overall state, making it an invaluable tool for tracking workplace dynamics. Designed for ease of use, the OWI is simple to administer, quick to complete, and delivers prompt, insightful reports. Unlike traditional organisational climate surveys—which are often costly, time-consuming, and may not provide real-time insights—the OWI generates comprehensive results within minutes of employees completing the questionnaire online.

Research has consistently shown that any decline in these critical factors can impact different areas of the organisation and, in severe cases, the entire company. The OWI measures the extent to which each factor contributes to—or detracts from—the overall "wellness" of the organisation. These factors include:

- Trust
- Learning
- Gratification
- Language
- Ownership
- Energy
- Change
- Interaction
- Creativity and Innovation
- Communication
- 2 Additional factors may be added

The assessment takes approximately 10-15 minutes to complete.



ORGANISATIONAL WELLNESS INSTRUMENT

How It Works

Clients have the flexibility to determine the number of participants included in the survey. Whether assessing the entire organisation or a selected sample, we assist in selecting a representative group to ensure the results are meaningful.

Our team collaborates with you to set up a participant database, allowing us to generate reports tailored to your needs. These reports can be structured at various levels, including company-wide assessments or breakdowns by department, division, location, or job level. The flexibility in reporting ensures that insights are relevant and actionable.

Employees can complete the questionnaire either online or in paper format at a designated time. Once the responses are submitted, results are available immediately.

Continuous research and development have enabled us to offer customisation options. Organisations can now incorporate up to two additional factors, each with four tailored questions, to address specific business concerns. This adaptability allows for a more personalised analysis of workplace dynamics.



ORGANISATIONAL WELLNESS INSTRUMENT

Key Outcomes

Upon completing the survey and analysing the results, organisations can:

- Identify essential wellness factors.
- Recognise negative thought patterns and behaviours that may hinder growth.
- Highlight positive behaviours that drive success.
- Pinpoint root causes of workplace challenges.
- Foster a dynamic and forward-moving organisation.
- Restore and enhance organisational wellness.
- Implement strategies to sustain energy and engagement.
- Track changes and improvements across different business units or locations.

By leveraging the OWI, organisations gain valuable insights into their internal environment, empowering them to create a workplace culture that fosters creativity, innovation, and sustained success.