



Module 1.5: Personality & Energy Profile - Complete Lesson Plans

Owner	A Ashley Zeck
Tags	

Module 1.5: Personality & Energy Profile

Lesson Plans & Reading Materials

Total Module Time: 47-64 minutes of video content + readings + assessment

Module Overview:

This module introduces the Builder Type framework—a personality and energy assessment designed specifically for cycle-breakers. Participants learn their wiring across four core axes (Structure Need, Stimulation Threshold, Social Energy, Control vs Flexibility), discover their Builder Type (one of 8 profiles), and understand how mismatch between their wiring and their environment causes burnout. The goal is to shift from "I'm broken" to "I'm mismatched" and build an operating system that works with their wiring, not against it.

Research Foundation:

This module draws on personality psychology (Costa & McCrae, 1992), sensory processing research (Aron & Aron, 1997), person-environment fit theory (Edwards, 2008), and entrepreneurial personality research (Zhao & Seibert, 2006).[1]

Unit 0: The Wrong Operating System (5-7 min)

Subtitle: Why cycle-breakers burn out, mismatch vs character flaw

Learning Objectives

By the end of this unit, participants will be able to:

- Understand burnout as system mismatch, not personal failure
- Distinguish between character flaws and wiring incompatibility
- Recognize the cost of forcing themselves into the wrong environment
- Prepare to assess their own Builder Type

Core Content

The Operating System Metaphor

Imagine trying to run Mac software on a Windows computer. It won't work—not because the computer is broken, but because **it's running the wrong operating system**.

This is what happens when cycle-breakers try to thrive in environments designed for different wiring:

- High Structure person in chaos → constant dysregulation
- Low Structure person in rigidity → suffocation and rebellion
- External Processor forced into isolation → disconnection and spiraling
- Internal Processor forced into constant collaboration → exhaustion

You're not broken. You're running the wrong operating system.

Research Foundation: Edwards' person-environment fit theory (2008) shows that misalignment between individual needs and environmental demands predicts burnout, turnover, and psychological distress.^[1]

Why Cycle-Breakers Burn Out

Most cycle-breakers grow up in environments that:

- Were chaotic (no structure, no safety)
- Were rigid (authoritarian, no flexibility)
- Demanded conformity ("Stop being so sensitive")

- Punished authenticity ("You're too much / not enough")

So you learned to:

- Ignore your needs
- Override your wiring
- Push through pain
- Believe something is wrong with you

This creates a secondary shame layer: Not only did you struggle—you believed the struggle meant you were defective.

Mismatch vs. Character Flaw

Character Flaw Thinking:

- "I can't handle stress" → I'm weak
- "I need a lot of structure" → I'm controlling
- "I process externally" → I'm needy
- "I don't like chaos" → I'm rigid

Mismatch Thinking:

- "I need structure to regulate" → I'm wired this way
- "I thrive in low-stimulation environments" → I'm specific, not broken
- "I process externally" → I need the right conditions
- "I need flexibility" → I'm built for adaptability

The Shift: From "What's wrong with me?" to "What do I need?"

Real-World Example

Scenario: A High Structure Builder takes a job at a startup with no processes, constant pivots, and unclear expectations.

Character Flaw Interpretation: "I can't keep up. I'm not cut out for entrepreneurship."

Mismatch Interpretation: "This environment doesn't match my wiring. I need structure to thrive. I can build structure or find a different environment."

Outcome: Instead of quitting entrepreneurship, they launch a business where they control the structure (meal prep service, bookkeeping, project management consulting).

Discussion Prompts

- When have you felt like you were "broken" when you were actually just mismatched?
 - What environments make you feel dysregulated?
 - What environments help you thrive?
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Unit 1: What We're Measuring (8-10 min)

Subtitle: The 4 axes, how profile shows up under stress

Learning Objectives

By the end of this unit, participants will be able to:

- Understand the four core axes of the Builder Type framework
- Recognize how each axis shows up in daily life and under stress
- Begin identifying where they fall on each axis
- Prepare to take the Builder Type Assessment

Core Content

The Four Core Axes

The Builder Type framework measures personality across four axes:

1. **Structure Need** (Low to High)
2. **Stimulation Threshold** (Low to High)
3. **Social Energy** (Internal to External)
4. **Control vs. Flexibility** (Control to Flexibility)

Axis 1: Structure Need (Low to High)

What it measures: How much predictability, routine, and organization you need to feel regulated.

Low Structure Need:

- Thrives in open-ended, fluid environments
- Prefers spontaneity over schedules
- Feels suffocated by rigid routines
- Handles ambiguity well

High Structure Need:

- Thrives with clear systems, routines, and expectations
- Prefers predictability and planning
- Feels anxious in chaos or constant change
- Creates structure when it's missing

Under Stress:

- Low Structure: May struggle to complete tasks without external deadlines
- High Structure: May become rigid, controlling, or unable to adapt

Neither is better. Both need the right environment.

Axis 2: Stimulation Threshold (Low to High)

What it measures: How much sensory, social, and environmental input you can handle before becoming overwhelmed.

Low Stimulation Threshold:

- Highly sensitive to noise, crowds, conflict, and sensory input
- Needs downtime to recharge
- Processes deeply; easily overstimulated
- Prefers calm, quiet environments

High Stimulation Threshold:

- Seeks novelty, intensity, and variety
- Gets bored easily in low-stimulation environments
- Thrives in fast-paced, high-energy settings
- Handles chaos well

Under Stress:

- Low Threshold: May shut down, dissociate, or isolate
- High Threshold: May seek dopamine hits (substances, risk, drama)

Research Foundation: Aron & Aron's research on sensory processing sensitivity (1997) shows that 15-20% of people have highly sensitive nervous systems—this is biological, not a choice.^[1]

Axis 3: Social Energy (Internal to External Processing)

What it measures: How you process thoughts, emotions, and decisions—internally or through conversation.

Internal Processor:

- Thinks through things alone before sharing
- Feels drained by excessive social interaction
- Prefers written communication or solo work
- Needs solitude to recharge

External Processor:

- Thinks out loud; processes through conversation
- Gains clarity by talking things through
- Feels isolated without regular interaction
- Needs people to recharge

Under Stress:

- Internal: May isolate too much, spiral in rumination
- External: May over-rely on others, lose sense of self

Important: This is not the same as introversion/extroversion. You can be a social introvert (internal processor who enjoys people) or a solitary extrovert (external processor who needs alone time too).

Axis 4: Control vs. Flexibility (Control to Flexibility)

What it measures: How much control you need over outcomes vs. how much you adapt in the moment.

Control-Oriented:

- Prefers to lead, make decisions, set direction
- Feels anxious when dependent on others
- Thrives when in charge
- Struggles with delegation or uncertainty

Flexibility-Oriented:

- Adapts easily to changing circumstances
- Prefers collaboration over command
- Comfortable with shared decision-making
- Struggles when forced to be rigid

Under Stress:

- Control: May micromanage, become authoritarian, or burn out
- Flexibility: May lose boundaries, become passive, or lack direction

How the Axes Combine: Builder Types

Your Builder Type is determined by where you fall on all four axes.

Example:

- High Structure + High Stimulation + External Processing + Control = **Firestarter**
- Low Structure + Low Stimulation + Internal Processing + Flexibility = **Lone Wolf**

We'll explore all 8 Builder Types in Unit 2.

Workbook Exercise: Self-Assessment Preview

Before taking the full assessment, reflect:

1. **Structure:** Do I thrive with routines or feel trapped by them?
2. **Stimulation:** Do I get overwhelmed easily or bored easily?
3. **Social Energy:** Do I think out loud or internally?
4. **Control:** Do I need to lead or adapt?

Write your guesses. Then take the assessment and compare.

Unit 2: Reading Your Profile (8-10 min)

Subtitle: Interpreting scores, stress patterns, common misinterpretations

Learning Objectives

By the end of this unit, participants will be able to:

- Understand their Builder Type results
- Recognize how their type shows up in daily life
- Identify stress patterns specific to their type
- Avoid common misinterpretations of the assessment

Core Content

The 8 Builder Types

1. **Firestarter** (High Structure, High Stimulation, External, Control)

- Thrives in high-energy leadership roles with clear goals
- Needs action, movement, and people
- Risk: Burnout from overcommitment

2. **Maverick** (Low Structure, High Stimulation, External, Flexibility)

- Thrives in spontaneous, collaborative, fast-paced environments
- Needs freedom, novelty, and social connection

- Risk: Scattered focus, unfinished projects

3. Architect (High Structure, Low Stimulation, Internal, Control)

- Thrives in quiet, planned, independent work
- Needs order, depth, and autonomy
- Risk: Rigidity, isolation, over-control

4. Operator (High Structure, High Stimulation, Internal, Control)

- Thrives in structured but fast-paced environments they control
- Needs systems + intensity + independence
- Risk: Micromanagement, isolation despite intensity needs

5. Catalyst (Low Structure, High Stimulation, External, Control)

- Thrives leading dynamic, evolving projects with lots of people
- Needs influence, excitement, and social impact
- Risk: Chaos creation, impulsivity

6. Anchor (High Structure, Low Stimulation, External, Flexibility)

- Thrives in calm, collaborative, predictable environments
- Needs stability, connection, and clear roles
- Risk: People-pleasing, rigidity under stress

7. Strategist (Low Structure, Low Stimulation, Internal, Control)

- Thrives in quiet, flexible, independent environments
- Needs solitude, depth, and autonomy
- Risk: Over-isolation, inflexibility, avoidance

8. Lone Wolf (Low Structure, Low Stimulation, Internal, Flexibility)

- Thrives in solitary, unstructured, low-key environments
- Needs independence, quiet, and freedom
- Risk: Disconnection, lack of accountability

How to Read Your Results

Your assessment will show:

- Your primary Builder Type
- Your scores on each of the 4 axes
- Your stress patterns
- Your non-negotiables (what you must have to thrive)

Important: No type is better than another. Each has strengths and growth edges.

Common Misinterpretations

Misinterpretation 1: "I'm not 100% my type"

- Correct: No one is. These are patterns, not boxes.
- You may be 70% Architect, 30% Strategist—that's normal.

Misinterpretation 2: "My type is bad"

- Correct: There are no bad types. Only mismatched environments.

Misinterpretation 3: "I should change my type"

- Correct: You can't. Wiring is relatively stable. But you can build around it.

Misinterpretation 4: "My type excuses bad behavior"

- Correct: No. Your type explains your needs. Meeting your needs is your responsibility.

Stress Patterns by Type

Each type has predictable stress responses:

Firestarter under stress: Overcommits, snaps at people, burns out

Maverick under stress: Scatters energy, starts 10 things, finishes none

Architect under stress: Becomes controlling, isolated, rigid

Operator under stress: Micromanages, shuts down emotionally

Catalyst under stress: Creates chaos, makes impulsive decisions

Anchor under stress: People-pleases, loses boundaries, rigidity increases

Strategist under stress: Over-isolates, avoids, becomes inflexible

Lone Wolf under stress: Disappears, disconnects, resists all structure

Knowing your stress pattern helps you intervene before you spiral.

Workbook Exercise: Claim Your Type

1. What's your Builder Type?
 2. Read the full profile—what resonates most?
 3. What's your biggest strength as this type?
 4. What's your biggest growth edge?
 5. What stress pattern do you recognize?
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Unit 3: The Cost of Mismatch (8-10 min)

Subtitle: Real stories, why "push through" doesn't work

Learning Objectives

By the end of this unit, participants will be able to:

- Understand the physical, emotional, and relational costs of system mismatch
- Recognize their own mismatch experiences
- Stop blaming themselves for struggling in mismatched environments
- Commit to building around their wiring

Core Content

The Real Cost of Fighting Your Wiring

When you spend years in environments that don't match your wiring, the costs accumulate:

Physical Costs:

- Chronic dysregulation (always in fight/flight/freeze)
- Burnout, exhaustion, adrenal fatigue

- Illness, autoimmune flares, chronic pain

Emotional Costs:

- Shame ("Why can't I handle this?")
- Depression ("What's the point?")
- Anxiety ("I'm always behind")

Relational Costs:

- Isolation ("No one gets me")
- Resentment ("Why is this easy for them?")
- Codependency or withdrawal

Behavioral Costs:

- Relapse risk increases
- Self-sabotage patterns activate
- Identity confusion ("Who even am I?")

Research Foundation: Person-environment fit research (Edwards, 2008) shows that chronic mismatch leads to job dissatisfaction, health problems, and mental health decline.[1]

Real Story: High Structure Builder in Chaos

Background: "Jordan" (Cohort 3) is a High Structure, Low Stimulation, Internal Processor (Architect type). After leaving an abusive home, Jordan moved into a recovery house with 8 other people, no schedules, constant noise, and unpredictable rules.

What happened:

- Jordan spiraled within 2 weeks
- Couldn't sleep (overstimulation)
- Couldn't regulate (no structure)
- Couldn't process (no solitude)
- Result: Relapsed

What Jordan learned:

- "I'm not broken. That environment was incompatible with my wiring."
- Jordan found a quiet sober living space with structured routines
- Thrived immediately

Key Lesson: The right environment isn't a luxury. It's a necessity.

Real Story: External Processor Forced Into Isolation

Background: "Sam" (Cohort 5) is a Low Structure, High Stimulation, External Processor (Maverick type). During early recovery, Sam's sponsor insisted: "You need to sit with yourself. No distractions. Journal alone."

What happened:

- Sam felt more disconnected, not less
- Spiraled into rumination and depression
- Believed: "I'm doing recovery wrong"

What Sam learned:

- "I process externally. Isolation isn't healing for me—it's punishment."
- Sam joined a recovery group, started processing with peers
- Stabilized within weeks

Key Lesson: Not all recovery advice works for all wiring. Customize.

Why "Push Through" Doesn't Work**The "Push Through" Myth:**

"If you just work harder, ignore your needs, and toughen up, you'll succeed."

The Reality:

Pushing through mismatch doesn't build resilience. It builds:

- Chronic stress
- Nervous system dysregulation
- Shame about struggling

- Relapse risk

Better Strategy: Build around your wiring, not against it.

Discussion Prompts

- What has "pushing through" cost you?
 - What environment has felt most incompatible with your wiring?
 - What would it feel like to stop blaming yourself and start honoring your needs?
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Unit 4: Your Non-Negotiables (8-10 min)

Subtitle: Operating rules by Builder Type

Learning Objectives

By the end of this unit, participants will be able to:

- Identify their Builder Type's non-negotiables
- Understand what conditions they must have to thrive
- Create a personal Operating Agreement
- Begin building environments that match their wiring

Core Content

What Are Non-Negotiables?

Non-negotiables are the **minimum conditions you need to regulate and thrive**.

They're not preferences ("I'd like this"). They're requirements ("I need this").

Examples by Builder Type:

Firestarter Non-Negotiables:

- Clear goals and deadlines
- High-energy environments
- Regular social interaction
- Leadership or decision-making role

Maverick Non-Negotiables:

- Freedom and flexibility
- Novelty and variety
- Collaborative work
- Permission to pivot

Architect Non-Negotiables:

- Quiet, low-stimulation workspace
- Predictable routines
- Solo work time
- Control over processes

Operator Non-Negotiables:

- Structured systems they control
- Intensity and challenge
- Independence
- Clear metrics

Catalyst Non-Negotiables:

- Dynamic, evolving projects
- Social connection and influence
- Freedom to experiment
- Leadership in change-making

Anchor Non-Negotiables:

- Stable, calm environment
- Collaborative relationships
- Clear expectations and roles
- Low conflict

Strategist Non-Negotiables:

- Solitude for deep work
- Flexibility to pivot
- Autonomy and control
- Low stimulation

Lone Wolf Non-Negotiables:

- Complete independence
- Unstructured time
- Minimal social demands
- Quiet, solitary workspace

Creating Your Operating Agreement

An Operating Agreement is a document that states: **"This is how I'm wired. This is what I need."**

Template:

My Builder Type: [Your Type]

My Non-Negotiables:

1. [What you must have to regulate]
2. [What environment you need]
3. [What social/solitary balance you need]

Red Flags (Environments to Avoid):

1. [Mismatch scenarios]
2. [Stress triggers]

How to Support Me:

1. [What helps when I'm regulated]
2. [What helps when I'm dysregulated]

Example: Architect's Operating Agreement

My Builder Type: Architect (High Structure, Low Stimulation, Internal, Control)

My Non-Negotiables:

- Quiet workspace with minimal interruptions
- Predictable daily routine
- Solo work blocks (at least 3 hours/day)
- Clear systems and processes

Red Flags:

- Open office environments
- Constant meetings or interruptions
- Unclear expectations or frequent pivots
- High-stimulation, chaotic settings

How to Support Me:

- Give me advance notice for changes
- Let me process internally before discussing
- Respect my need for structure
- Don't mistake my need for control as rigidity—it's regulation

Workbook Exercise: Write Your Operating Agreement

Use the template above to create your own Operating Agreement. Share it with:

- Your tribe/pod
 - Your accountability partner
 - Your business partners (if applicable)
 - Your household (if applicable)
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Unit 5: How This Follows You (5-7 min)

Subtitle: Connection to future modules

Learning Objectives

By the end of this unit, participants will be able to:

- Understand how their Builder Type impacts all future modules
- Anticipate type-specific challenges and strategies
- See their type as a lens, not a limitation
- Integrate Builder Type awareness into daily life

Core Content

How Your Type Shows Up in Each Module

Module 2 (Builder Identity Work):

- External Processors: Say affirmations out loud, process identity with tribe
- Internal Processors: Journal privately, then share
- High Structure types: Build affirmations into daily routines

Module 3 (Energy, Frequency & Inner Strategy):

- Low Stimulation types: May need gentler regulation practices
- High Stimulation types: May need more intense embodiment work
- Regulation buddies matched by complementary types

Module 4 (Entrepreneurship 101):

- High Structure types: Thrive with systems-based businesses
- Low Structure types: Thrive with adaptive, creative businesses
- Control types: Prefer solo or leadership roles
- Flexibility types: Prefer collaborative partnerships

Module 5 (Peer Leadership):

- External Processors: Natural facilitators
- Internal Processors: Strong one-on-one mentors
- Control types: Lead structure and accountability
- Flexibility types: Lead adaptability and pivots

Module 6 (Financial Foundations):

- High Structure: Thrive with detailed budgets
- Low Structure: Need flexible budget frameworks
- Different saving and spending patterns by type

Type as Lens, Not Limitation

Your Builder Type is a **lens** through which you see the world. It's not:

- An excuse ("I can't do that—I'm a Lone Wolf")
- A box ("I'm only this")
- A fixed destiny ("I'll always be this way")

It IS:

- A tool for self-awareness
- A guide for building your life
- A language for asking for what you need

Integration Practice

For the rest of the program, ask yourself:

- "How does my Builder Type impact this task?"
- "What do I need to thrive here?"
- "Am I fighting my wiring or building around it?"

Unit 7: You're Not Broken, You're Specific (5-7 min)

Subtitle: Recap and Module 2 preview

Learning Objectives

By the end of this unit, participants will be able to:

- Internalize the core message: "I'm not broken, I'm specific"
- Feel empowered by their Builder Type knowledge

- Prepare to apply this knowledge in Module 2
- Commit to honoring their wiring

Core Content

The Paradigm Shift

Before Module 1.5:

"I can't handle stress. I'm too sensitive. I'm controlling. I'm broken."

After Module 1.5:

"I'm wired for low stimulation. I need structure to regulate. I thrive when I build around my wiring."

This shift changes everything.

You're Not Broken, You're Specific

Cycle-breakers are often told they're "too much" or "not enough." The truth:

You're not too much. You're specific.

- You need specific conditions to thrive
- You have specific strengths
- You offer specific gifts to your tribe

The goal isn't to become less specific. It's to build a life that honors your specificity.

What's Next: Module 2

In Module 2 (Builder Identity Work), you'll take what you've learned about your wiring and build an identity that aligns with it.

You'll:

- Audit your language for shame vs builder words
- Rewrite shame scripts that contradict your wiring
- Create an Identity MVP that honors who you actually are
- Practice affirmations tailored to your Builder Type

Your Builder Type becomes the foundation for your new identity.

Final Reflection

1. What's the most important thing you learned about your wiring?
 2. What environment do you need to build or find?
 3. What's one way you'll honor your wiring this week?
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Module 1.5 Integration & Next Steps

What You've Learned

In this module, you:

- Took the Builder Type Assessment
- Learned your wiring across 4 axes
- Identified your non-negotiables
- Created an Operating Agreement
- Shifted from "I'm broken" to "I'm specific"

Daily Practices to Continue

1. **Reference your Operating Agreement** when making decisions
 2. **Notice mismatch moments** and adjust
 3. **Share your type with your tribe** so they can support you
 4. **Honor your non-negotiables** (they're not optional)
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Research Summary for Module 1.5

Core Research Citations:

1. **Costa, P. T., & McCrae, R. R. (1992).** *Revised NEO Personality Inventory*. Psychological Assessment Resources.
 - Application: Personality is measurable and relatively stable

2. **Aron, E. N., & Aron, A. (1997).** "Sensory-processing sensitivity." *Journal of Personality and Social Psychology*, 73(2), 345-368.
 - Application: High sensitivity is biological, affects 15-20% of population
 3. **Edwards, J. R. (2008).** "Person-environment fit in organizations." *Academy of Management Annals*, 2(1), 167-230.
 - Application: Mismatch predicts burnout and poor outcomes
 4. **Zhao, H., & Seibert, S. E. (2006).** "Big Five personality dimensions and entrepreneurial status." *Journal of Applied Psychology*, 91(2), 259-271.
 - Application: Personality predicts entrepreneurial success patterns
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Facilitator Notes

Common Challenges in Module 1.5

1. **Type resistance** ("I don't want to be put in a box")
 - Normalize: This is a tool, not a prison
 - Reframe: It's a lens for understanding, not a limitation
2. **Type envy** ("I wish I were [other type]")
 - Normalize: All types have strengths and challenges
 - Redirect: Focus on building around your wiring
3. **Over-identification** ("I'm ONLY my type")
 - Correct: You're complex; your type is one dimension

Trauma-Informed Considerations

- Some participants have been labeled/diagnosed their whole lives
 - Distinguish: This isn't a diagnosis; it's a framework
 - Emphasize agency: You use this tool; it doesn't define you
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End of Module 1.5 Lesson Plans