



Module 1.5: Personality & Energy Profile

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Tags	

"How Your Engine Actually Runs"



Placement

Immediately **after Module 1**

Immediately **before Module 2**

MODULE OVERVIEW

1. Understand Your Operating System

Discover how you're wired to function under pressure—your structure needs, stimulation threshold, social energy, and control style—so you stop forcing yourself into systems that cause burnout or relapse.

2. Identify Mismatch Patterns

Recognize where you've been fighting your wiring in past programs, jobs, and relationships, and learn to name your needs without shame.

3. Build Your Operating Rules

Create a personalized manual for how you actually function best—not aspirational, but sustainable—to guide every decision from Module 2 forward.

WHY THIS MODULE EXISTS (IN ONE LINE)

Module 1 released the *old target*.

Module 1.5 explains the *machine*.

Module 2 builds an identity that actually fits.

Without this, Module 2 risks becoming aspirational instead of sustainable.

MODULE OBJECTIVE

Help participants understand **how they are wired to function under pressure**, so they stop forcing themselves into systems, identities, and business paths that cause burnout, relapse, or self-sabotage.

This is **not** self-discovery for fun.

This is **failure prevention**.

LEARNING OUTCOMES

By the end of Module 1.5, participants will be able to:

- Identify how they naturally operate (structure, stimulation, social energy)
 - Understand *why* certain tools have worked or failed for them in the past
 - Name their **personal operating constraints** without shame
 - Use their profile to guide identity, regulation, and venture choices
 - Recognize when they're fighting their wiring (burnout early warning system)
 - Stop forcing "best practices" that don't fit their engine
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CORE FRAME (BUILDER-FRIENDLY)

"There's nothing wrong with you. You just keep running the wrong operating system."

TIME: ~90-120 minutes

Note: This works best as a single session with immediate debrief. Don't split the assessment and the interpretation—the integration happens live.

OpenEdX Course Structure

Unit 0: Why You Keep Breaking the Same Way (10 min)

Purpose: Reframe repeated "failure" as operating system mismatch, not character flaw.

Video (5-7 min): The Wrong Operating System

- Why cycle-breakers burn out even when sober
- The exhaustion of forcing yourself into systems that don't fit
- How shame compounds when you "fail" at tools that work for others
- The difference between fixing yourself vs. understanding your machine
- What "wiring" means (neutral, not diagnostic)

Reading: You're Not Broken, You're Mismatched

Mismatch is what happens when your environment demands that you operate against your natural wiring, especially when the stakes are high. This forces you to expend enormous energy just to function, leading to an inevitable system clash.

The Cost of Fighting Your Wiring:

When your innate wiring (your OS) is incompatible with the demands of a system —be it a job, a relationship, or a recovery program—the result is always friction, dysregulation, and eventual failure. This isn't evidence of your weakness; it's a diagnostic printout of a system clash.

Common Mismatch Patterns:

High-Structure Person in "Go With the Flow" Startup

- **The Mismatch:** A person who needs clear expectations and systems is thrown into a chaotic environment where they are told to "figure it out as you go."
- **The Result:** Anxiety, paralysis, and feeling like a complete failure.

High-Stimulation Person in Rigid, Repetitive Job

- **The Mismatch:** A person who thrives on intensity and variety is placed in an environment with slow, predictable, and monotonous tasks.
- **The Result:** Restlessness, self-sabotage, and quitting.

External Processor in Solo Entrepreneurship

- **The Mismatch:** A person who gains energy from collaboration and thinks out loud is forced to work in isolation without a team or feedback loops.
- **The Result:** Loneliness, decision paralysis, and loss of motivation.

The Secondary Shame Layer:

When these outcomes occur, we often blame ourselves, creating a layer of "secondary shame." We believe we failed because we weren't disciplined or resilient enough, when in reality, we were simply trying to run software on incompatible hardware.

Why This Module Comes Before Identity Work:

Module 1 released the old target. Module 1.5 explains the machine. Module 2 builds an identity that actually fits. Without this, Module 2 risks becoming aspirational instead of sustainable.

Discussion Forum:

"What's one tool, program, or strategy that 'should have worked' for you but didn't? What do you think was the mismatch?"

Unit 1: The Builder Personality & Energy Profile (BPEP) (30 min)

Purpose: Administer the assessment and generate individualized profiles.

Video (8-10 min): What We're Measuring (and Why)

- This is not a personality test—it's an **operating manual**
- The 4 axes:
 1. **Structure Need** (high ↔ low)
 2. **Stimulation Threshold** (high ↔ low)
 3. **Social Energy Orientation** (external ↔ internal)
 4. **Control vs. Flexibility Bias** (control ↔ adaptation)

- Why these dimensions matter for builders
- How your profile shows up under stress
- What auto-scoring will and won't tell you

Reading: [The Four Core Axes - Understanding Your Wiring](#)

Your personal operating system is defined by four core components, or "axes," that determine how you function best under stress.

The Four Core Axes:

1. Structure Need

This axis describes how you relate to systems, routines, and clear expectations versus ambiguity and improvisation. Under pressure, this axis determines whether you seek stability in a clear plan or in the freedom to adapt.

- **High Structure:** You need systems, routines, clear expectations. Ambiguity feels like chaos.
- **Low Structure:** You need flexibility, autonomy, room to improvise. Too many rules feel like prison.
- **Key Insight:** High structure isn't better than low structure. The only thing that matters is the match. Mismatch is the enemy.

2. Stimulation Threshold

This axis describes how much intensity, variety, and pace you need to function optimally. When the stakes are high, this reveals the "dosage" of external input your nervous system is built to handle before it either stalls out or gets fried.

- **High Stimulation:** You need intensity, variety, fast pace. Boredom feels like death.
- **Low Stimulation:** You need calm, predictability, slower pace. Chaos fries your system.
- **Key Insight:** Neither is better. Forcing the wrong dosage of stimulation is what causes nervous system dysregulation.

3. Social Energy Orientation

This axis describes how you process information and recharge your energy in relation to other people. Under stress, this determines whether you gain clarity by thinking out loud with others or by retreating to think things through alone.

- **External Processor:** You think out loud, build with others, need collaboration. Isolation drains you.
- **Internal Processor:** You think alone first, need solo time to recharge. Constant interaction exhausts you.
- **Key Insight:** Neither is better. A mismatched work environment is a direct path to burnout.

4. Control vs. Flexibility Bias

When pressure mounts, this axis describes your instinctual survival strategy for staying functional and stable. It's how your system instinctively tries to manage chaos.

- **Control Bias:** You stabilize by planning, preparing, reducing variables. Chaos feels threatening.
- **Flexibility Bias:** You stabilize by adapting, pivoting, staying loose. Over-planning feels rigid.
- **Key Insight:** Neither is better. They are simply different strategies for the exact same goal: staying functional under pressure.

Read the full breakdown:  [The Four Core Axes - Understanding Your Wiring](#)

Activity: Take the BPEP Assessment

 [BPEP Assessment - The 35 Questions](#)

Format: 35 statements, Likert scale (1 = Strongly Disagree → 5 = Strongly Agree)

Time to complete: 10-12 minutes

Answer based on how you **actually** function, especially under pressure—not how you think you *should* be.

All 35 Assessment Items are available in:  [BPEP Assessment - The 35 Questions](#)

The assessment includes:

- **Structure Need Axis** (9 items)
- **Stimulation Threshold Axis** (9 items)
- **Social Energy Orientation Axis** (9 items)
- **Control vs. Flexibility Bias Axis** (8 items)

Research Foundation: These items are original creations for Legacy Rising, grounded in established personality constructs:

- Structure Need ↔ Big Five Conscientiousness (Costa & McCrae, 1992)
- Stimulation Threshold ↔ Sensation Seeking (Zuckerman, 1994)
- Social Energy ↔ Big Five Extraversion (Goldberg, 1993)
- Control Bias ↔ Locus of Control (Rotter, 1966)

Submission: Complete assessment (auto-scored)

Output: Participants receive:

1. **Primary Builder Type** (combination of axes)
 2. **Secondary Modifiers**
 3. **Stress Pattern** (how you break under pressure)
 4. **Burnout Triggers**
 5. **Best Working Conditions**
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Unit 2: Your Builder Type Breakdown (20 min)

Purpose: Help participants interpret their results and recognize patterns.

Video (8-10 min): Reading Your Profile

- How to interpret your scores on each axis
- Why you're not "just one thing" (context matters)
- How stress shifts your operating mode
- Common misinterpretations to avoid
- The difference between preference and requirement

Reading: The 8 Builder Types - Full Profiles

Your Primary Builder Type is determined by the combination of your Structure Need and Stimulation Threshold.

Based on combinations of Structure + Stimulation:

1. The Firestarter (Low Structure + High Stimulation)

- **Strengths:** Idea generation, adaptability, high energy, thrives in chaos
- **Burnout triggers:** Repetition, micromanagement, slow pace, rigid systems
- **Best conditions:** Fast-moving, autonomous, variety-rich environments
- **Watch out for:** Shiny object syndrome, overcommitment, lack of follow-through

2. The Maverick (Low Structure + Low Stimulation)

- **Strengths:** Independence, calm under pressure, self-directed, steady pace
- **Burnout triggers:** High-intensity environments, constant collaboration, pressure to perform
- **Best conditions:** Solo work, flexible timelines, low-key operations
- **Watch out for:** Isolation, under-stimulation, lack of accountability

3. The Architect (High Structure + Low Stimulation)

- **Strengths:** Planning, systems thinking, attention to detail, methodical execution
- **Burnout triggers:** Chaos, ambiguity, constant pivots, high-pressure urgency
- **Best conditions:** Clear processes, predictable workflows, time to think
- **Watch out for:** Analysis paralysis, rigidity, fear of starting

4. The Operator (High Structure + High Stimulation)

- **Strengths:** Execution, intensity management, thrives under structured pressure
- **Burnout triggers:** Lack of clarity, unstructured chaos, slow or ambiguous environments

- **Best conditions:** High-intensity with clear systems, fast-paced but organized
- **Watch out for:** Burnout from over-intensity, difficulty delegating, control issues

5. The Catalyst (External Processor + High Stimulation)

- **Strengths:** Collaboration, energy transfer, team building, quick connection
- **Burnout triggers:** Isolation, solo work, lack of feedback, slow-moving teams
- **Best conditions:** Team environments, co-working, verbal processing
- **Watch out for:** Over-reliance on others, difficulty with solo tasks

6. The Anchor (External Processor + High Structure)

- **Strengths:** Team stability, relationship maintenance, process adherence with people
- **Burnout triggers:** Solo work, ambiguous team roles, lack of relational structure
- **Best conditions:** Clear team systems, regular check-ins, collaborative planning
- **Watch out for:** People-pleasing, boundary issues, difficulty saying no

7. The Strategist (Internal Processor + High Structure)

- **Strengths:** Deep analysis, solo planning, systematic thinking, independent execution
- **Burnout triggers:** Constant collaboration, interruptions, high social demands
- **Best conditions:** Solo deep work, clear timelines, minimal interruptions
- **Watch out for:** Over-isolation, difficulty communicating needs, perfectionism

8. The Lone Wolf (Internal Processor + Low Structure)

- **Strengths:** Independence, self-direction, thrives alone, creates own systems
- **Burnout triggers:** Forced collaboration, rigid schedules, constant check-ins
- **Best conditions:** Solo work, flexible hours, minimal oversight
- **Watch out for:** Isolation, lack of support, difficulty asking for help

Note: Most people are a **blend** of 2-3 types. Your primary type shows up under normal conditions; your secondary shows up under stress.

Full detailed profiles available:  [The 8 Builder Types - Full Profiles](#)

Written Assignment: Profile Reflection

Answer these prompts:

1. What's your primary Builder Type?
2. What immediately made sense about this?
3. When have you been forced into the *opposite* type? What happened?
4. What environment have you been most productive in? (Connect to your type)
5. What environment burned you out fastest? (Connect to opposite type)
6. One pattern I now understand about myself:

Submission: Profile reflection (300+ words)

Discussion Forum:

"Share your Builder Type and one 'aha' moment from your profile. Support at least 2 others by reflecting what you see in their stories."

Unit 3: Mismatch Patterns — Where You've Been Fighting Your Wiring (20 min)

Purpose: Name the specific ways participants have been forced into incompatible systems.

Video (8-10 min): The Cost of Mismatch

- Real stories of builders in the wrong systems
- How mismatch creates shame spirals
- Why "just push through" doesn't work
- The difference between growth edges and breaking yourself
- How recovery programs, jobs, and relationships can all be mismatched

Reading: Common Mismatch Patterns

High Structure + Chaotic Recovery Environment:

- You needed clear steps, schedules, expectations
- Program was "figure it out as you go"
- Result: Anxiety, dropout, feeling like a failure

Low Structure + Rigid Recovery Environment:

- You needed autonomy, flexibility, room to breathe
- Program was strict rules, constant check-ins, zero flexibility
- Result: Rebellion, resentment, relapse

High Stimulation + Boring Job/Program:

- You needed intensity, variety, fast pace
- Got repetitive tasks, slow environment, no challenge
- Result: Restlessness, self-sabotage, quitting

Low Stimulation + High-Pressure Job/Program:

- You needed calm, predictability, manageable pace
- Got chaos, urgency, constant crisis mode
- Result: Burnout, shutdown, health issues

External Processor + Isolation:

- You needed people, collaboration, verbal processing
- Got solo work, no community, no feedback
- Result: Loneliness, decision paralysis, loss of motivation

Internal Processor + Constant Collaboration:

- You needed solo time, space to think, minimal interruption
- Got open offices, constant meetings, group everything
- Result: Exhaustion, resentment, can't think clearly

Activity: Mismatch Inventory

 WORKSHEET: Mismatch Inventory

Identify **3 times** you were in a mismatched system:

For each:

1. What was the system/environment?
2. What did it require of you?
3. What's your actual wiring?
4. What happened? (outcome)
5. What did you make it mean about yourself at the time?
6. What do you understand now?

Submission: Mismatch Inventory (150+ words per example)

Use the structured worksheet to guide your reflection and pattern recognition.

Discussion Forum:

"Share one mismatch story. Where have you been fighting your wiring? What did you learn?"

Unit 4: Building Your Operating Rules (25 min)

Purpose: Create a personalized manual for how you function best—not aspirational, **actual**.

Video (8-10 min): Your Non-Negotiables

- The difference between "should" and "must"
- How to identify true operating constraints (vs. comfort preferences)
- Why protecting your wiring is not weakness
- Examples of operating rules by Builder Type
- How to communicate your needs without apology

Reading: Sample Operating Rules by Type

Firestarter Operating Rules:

- I need variety and autonomy, or I shut down
- I can't do the same task for more than 90 minutes

- I need fast feedback loops, not slow deliberation
- I start to spiral when: routine gets too rigid, pace slows down, creativity is restricted

Architect Operating Rules:

- I need time to plan before I execute
- I can't function well in constant chaos or ambiguity
- I need clear expectations and timelines
- I start to spiral when: too many variables change at once, no time to think, rushed decisions

Operator Operating Rules:

- I need structure + intensity (both, not one or the other)
- I can't do unstructured high-pressure or structured low-energy
- I need clear systems with fast execution
- I start to spiral when: chaos without clarity, slow pace with no challenge

Lone Wolf Operating Rules:

- I need solo time to recharge and think
- I can't do constant collaboration or open-office environments
- I need autonomy and minimal oversight
- I start to spiral when: too many meetings, interruptions, forced socializing

Activity: My Builder Operating Rules



WORKSHEET: Builder Operating Rules

Complete this worksheet:

1. I function best when I have:

- (Structure? Flexibility? Intensity? Calm? Solo time? Collaboration?)

2. I start to spiral when:

- (What conditions consistently break you?)

3. One condition I must protect while building:

- (What's non-negotiable for you to stay functional?)

4. One thing I'm done forcing myself to do:

- (What "best practice" have you been trying to adopt that breaks you?)

5. One boundary I will hold:

- (What will you say no to, even if others think you "should"?)

6. How I'll know I'm in the wrong system:

- (Early warning signs—physical, emotional, behavioral)

Submission: Builder Operating Rules worksheet (200+ words)

Key facilitator line:

"These rules are not optional. These are the conditions under which you don't break. Protecting them is not selfishness—it's sustainability."

Discussion Forum:

"Share one operating rule you're committing to. What boundary are you protecting? Support others in holding their rules."

Unit 5: Integration with Module 2 & Beyond (15 min)

Purpose: Show how Module 1.5 connects forward through the entire curriculum.

Video (5-7 min): How This Follows You

- Module 2: Builder identity that fits your wiring
- Module 3: Regulation strategies by Builder Type
- Module 4: Venture selection filtered through personality fit
- Module 5: Peer roles matched to your strengths
- Module 6-8: All personalized to your operating system

Reading: Using Your Profile Throughout the Program

In Module 2 (Builder Identity):

- Firestarters: Identity language emphasizes adaptability, idea generation

- Architects: Identity language emphasizes planning, systems thinking
- Don't build an identity that fights your engine

In Module 3 (Energy & Regulation):

- High Stimulation: Shorter, movement-based coherence practices
- High Structure: Routine-based regulation with clear steps
- External Processors: Co-regulation, buddy systems
- Internal Processors: Solo practices, journaling

In Module 4 (Entrepreneurship):

- Firestarters: Fast-iteration ventures, creative work
- Architects: Process-heavy, planning-intensive ventures
- Operators: High-accountability, structured execution roles
- Lone Wolves: Solo consulting, independent contractor work

In Module 5 (Peer Leadership):

- External Processors: Mentorship, facilitation, outreach
- Internal Processors: Content creation, research, systems building

Reflection Assignment: My Path Forward

Answer:

1. Now that you know your wiring, what changes about how you approach Module 2?
2. What identity language will *not* work for you? (What have you been forcing?)
3. What regulation strategies will you skip? (What's incompatible with your type?)
4. What kind of venture are you **not** building? (Based on your profile)
5. One way you'll use your Operating Rules to stay on track:

Submission: Path Forward reflection (300+ words)

Discussion Forum:

"What's one thing you're going to do differently now that you know your wiring?"

Unit 6: Group Normalization & Peer Matching (20 min)

Purpose: Normalize differences, prevent comparison, and set up regulation buddy matching for Module 3.

Live Activity (if in-person/synchronous): Builder Type Mixer

Small groups of mixed types (facilitator assigns):

Prompts:

- "What's one thing your type struggles with that others might not understand?"
- "What do you need from others to function well?"
- "What support can you offer based on your strengths?"

Time: 15 minutes of group discussion + 5 minutes share-out

Asynchronous Alternative: Video Introductions

Participants record or write:

- "I'm a [Builder Type], and one thing I need others to know is..."
- "One way I can support the group based on my strengths is..."

Post in discussion forum and respond to at least 3 others.

Reading: Why Opposite Types Make the Best Regulation Buddies

- High Structure + Low Structure = balance
- High Stimulation + Low Stimulation = nervous system diversity
- External + Internal = co-regulation without codependency
- How to support someone with a different profile

Preparation for Module 3:

You'll be matched with a **Regulation Buddy** (opposite Builder Type) in Module 3.

Discussion Forum:

"What's one strength you bring to the group based on your Builder Type? What's one thing you need from others?"

Unit 7: Module 1.5 Wrap & Handoff (10 min)

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

- Recap: Four axes, eight types, infinite blends
- This isn't who you are—it's how you function
- The goal: stop fighting your engine, start working *with* it
- Preview Module 2: Building an identity that fits

Final Reflection (optional but encouraged):

"What shifted for you in this module? What do you now understand about yourself that changes how you move forward?"

Certificate of Completion: Unlocked when:

- BPEP assessment completed
 - Profile reflection submitted
 - Mismatch Inventory submitted
 - Builder Operating Rules submitted
 - Path Forward reflection submitted
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HOW MODULE 1.5 CONNECTS FORWARD (NON-NEGOTIABLE)

→ Module 2 (Builder Identity)

- Identity language references builder type
- Vision boards must respect operating limits
- Affirmations framed as **function-aligned**, not hype

→ Module 3 (Energy & Regulation)

- Same tools, **different dosage**
- High-stimulation ≠ long stillness practices
- High-structure ≠ total flexibility
- Regulation Buddy System uses opposite types

→ **Module 4 (Entrepreneurship)**

- Venture ideas filtered through personality fit
- Prevents chaos-seekers from rigid ops roles
- Prevents structure-seekers from burnout startups

→ **Module 5-8**

- Peer roles matched to strengths
- Alumni contributions aligned with type
- Story stewardship respects processing style

OUTPUTS CREATED IN MODULE 1.5

Each participant leaves with:

1. **Builder Personality & Energy Profile (BPEP)**
 2. **Builder Operating Rules worksheet**
 3. **Mismatch Inventory** (pattern recognition)
 4. **Language to explain their needs without shame**
 5. **Preparation for Regulation Buddy matching** (Module 3)
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FUNDER-SAFE POSITIONING

If anyone asks:

"This is a personality-informed pathway alignment tool used to reduce burnout, dropout, and mismatched entrepreneurship by tailoring learning and venture paths to individual operating styles."

No therapy language.

No diagnosis.

Clean workforce + education framing.

OpenEdX Implementation Notes

Video Production:

- Unit 0: The Wrong Operating System (5-7 min)
- Unit 1: What We're Measuring (8-10 min)
- Unit 2: Reading Your Profile (8-10 min)
- Unit 3: The Cost of Mismatch (8-10 min)
- Unit 4: Your Non-Negotiables (8-10 min)
- Unit 5: How This Follows You (5-7 min)
- Unit 7: You're Not Broken, You're Specific (5-7 min)
- **Total:** ~47-64 min of video content

Assessment Setup:

- BPEP must auto-score and display results immediately
- Consider using Typeform, Google Forms, or custom OpenEdX quiz
- Results should generate a downloadable PDF profile

Discussion Moderation:

- Prevent type ranking or "better/worse" language
- Redirect comparisons to system fit
- Celebrate diversity of types
- Watch for shame spirals around "difficult" types

Materials to Create:

- BPEP assessment (30-35 items, validated)
- Auto-scoring algorithm
- Builder Type result pages (one per type)
- Builder Operating Rules worksheet (PDF)
- Mismatch Inventory template

Theoretical Foundation

Personality Psychology

- Big Five (empirical validation for structure, stimulation sensitivity)
- Person-Environment Fit Theory
- Self-Determination Theory (autonomy, competence, relatedness)

Neurodiversity & Trauma-Informed Practice

- Sensory processing differences
- Nervous system regulation needs
- Trauma impacts on structure/stimulation tolerance

Entrepreneurship Research

- Founder personality profiles
 - Burnout prevention
 - Team composition and complementary types
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Citations

Personality & Individual Differences:

- Costa, P. T., & McCrae, R. R. (1992). *Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI) professional manual*. Psychological Assessment Resources.
- Aron, E. N., & Aron, A. (1997). "Sensory-processing sensitivity and its relation to introversion and emotionality." *Journal of Personality and Social Psychology*, 73(2), 345–368.

Person-Environment Fit:

- Edwards, J. R. (2008). "Person-environment fit in organizations: An assessment of theoretical progress." *Academy of Management Annals*, 2(1), 167–230.

- Kristof-Brown, A. L., et al. (2005). "Consequences of individuals' fit at work: A meta-analysis." *Personnel Psychology*, 58(2), 281–342.

Entrepreneurship & Personality:

- Zhao, H., & Seibert, S. E. (2006). "The Big Five personality dimensions and entrepreneurial status: A meta-analytical review." *Journal of Applied Psychology*, 91(2), 259–271.
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Resources

Assessment Tools:

- Big Five IPIP-NEO (public domain baseline)
- High Sensation Seeking Scale (Zuckerman)
- Sensory Processing Sensitivity (Aron)

Workshops & Add-Ons:

- Builder Type Panel: Alumni of each type share experiences
 - Type-Specific Breakout Sessions: Small groups by type discuss strategies
 - Opposite-Type Speed Dating: Practice explaining your needs to opposite types
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Next Module: Module 2: Builder Identity Work

Now that you know how your engine runs, it's time to build an identity that fits the machine.

 [BPEP Assessment - The 35 Questions](#)

 [The 8 Builder Types - Full Profiles](#)

 [The Four Core Axes - Understanding Your Wiring](#)

 [WORKSHEET: Builder Operating Rules](#)

 [WORKSHEET: Mismatch Inventory](#)