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

⊙ Module	Module 1.5: Personality & Energy Profile
# Unit Number	1
⊙ Types	Assessment
❶ Mandatory	☑
🗃 Archive	☐

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

Module 1.5: Personality & Energy Profile | Assessment Unit

Unit Overview

This is the core assessment unit of Module 1.5. Participants will take the **Builder Personality & Energy Profile (BPEP)**—a 35-question assessment that maps their wiring across four core axes.

The BPEP is designed specifically for cycle-breakers who need to understand how they're wired so they can design environments (and ventures) that fit.

Learning Objectives

By the end of this unit, participants will:

1. Complete the BPEP assessment (35 questions)

2. Receive their Builder Type (one of 8 types based on their axis scores)

3. Understand what each axis measures and why it matters

What the BPEP Measures

The BPEP assesses participants across **four core axes:**

1. Structure (Rigid ↔ Fluid)

What it measures: How much structure, routine, and predictability you need to function well.

- **Rigid:** You thrive with clear systems, routines, and plans. Chaos drains you.
- **Fluid:** You thrive with flexibility and spontaneity. Too much structure feels suffocating.

2. Stimulation (High ↔ Low)

What it measures: How much intensity, variety, and urgency you need to feel engaged.

- **High:** You need intensity, fast pace, multiple projects. Boredom is painful.
- **Low:** You need calm, focus, and predictability. Overstimulation burns you out.

3. Social Energy (Introverted ↔ Extroverted)

What it measures: How you recharge and how much social interaction energizes vs. drains you.

- **Introverted:** You recharge alone. Social interaction drains your battery.
- **Extroverted:** You recharge around people. Isolation drains your battery.

4. Control (Autonomous ↔ Guided)

What it measures: How much autonomy vs. external structure you need in decision-making.

- **Autonomous:** You need to lead, decide, and own your path. Being told what to do feels stifling.
- **Guided:** You function best with clear direction, mentorship, and external accountability.

How the Assessment Works

Format

- **35 questions total**

- **Likert scale:** Participants rate statements from 1 (strongly disagree) to 5 (strongly agree)

- **No right or wrong answers:** This isn't a test—it's a map

Scoring

Each axis gets a score based on responses:

- **Structure:** Low scores = Fluid, High scores = Rigid

- **Stimulation:** Low scores = Low-stimulation, High scores = High-stimulation

- **Social Energy:** Low scores = Introverted, High scores = Extroverted

- **Control:** Low scores = Guided, High scores = Autonomous

Builder Type

Based on the combination of axis scores, participants receive one of **8 Builder Types:**

1. **Structured Sprinter** (Rigid, High-Stim, Varies on Social/Control)

2. **Fluid Sprinter** (Fluid, High-Stim, Varies on Social/Control)

3. **Structured Steady** (Rigid, Low-Stim, Varies on Social/Control)

4. **Fluid Steady** (Fluid, Low-Stim, Varies on Social/Control)

(Social and Control axes create sub-types within each of these four main types)

Unit Contents

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

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What it covers:

- Overview of the four axes

- Why we measure these specific dimensions

- How this is different from Myers-Briggs, Big Five, etc.

Reading: The Four Core Axes - Understanding Your Wiring

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What it covers:

- Detailed breakdown of each axis with examples

- Why these axes matter for cycle-breakers specifically

- Common misconceptions ("There's no good or bad axis score")

BPEP Assessment - The 35 Questions

BPEP Assessment - The 35 Questions

What it includes:

- Full 35-question assessment

- Instructions for completing it honestly (not aspirationally)

- Link to submit responses and receive Builder Type

Facilitation Notes

Before Participants Take the Assessment

Emphasize:

- **There are no right or wrong answers.** This isn't a test you can pass or fail.

- **Answer honestly, not aspirationally.** Don't answer based on who you wish you were—answer based on how you actually function.

- **Context matters.** If you've only ever been in mismatched environments, it might be hard to know your true wiring. Answer based on when you felt most like yourself.

Common Questions:

- **"What if I'm different in different contexts?"** → That's normal. Answer based on your most authentic, unmasked self.

- **"What if I don't like my results?"** → Remember, there's no good or bad type. The goal is fit, not performance.

After Participants Complete the Assessment

What happens next:

1. Participants receive their **Builder Type** and axis scores

2. They move to **Unit 2: Your Builder Type Breakdown**, where they'll read their full profile

3. They'll learn how to interpret their results and spot mismatch patterns

Tribe Role for This Unit

Normalizers

As participants start receiving their results, the tribe's role is to **normalize the range of types.**

- "Oh, I'm Structured Sprinter too!"

- "I'm the opposite on Social Energy—I'm way more introverted."

- "It's interesting how different we all are and we're still all here doing this work together."

This prevents participants from feeling like their type is "better" or "worse" than others.

Homework/Reflection

After completing the BPEP, journal on:

1. Were you surprised by any of your axis scores? Which ones and why?

2. Looking at your wiring, what's one past environment that was a clear mismatch?

3. What's one thing you need in your environment that you've never prioritized before?

Bring these reflections to the next unit or discussion forum.

What's Next

After completing the BPEP, participants will move to:

- **Unit 2: Your Builder Type Breakdown** (reading their full profile)

- **Unit 3: Mismatch Patterns** (learning how to spot environmental mismatch)

- **Unit 4: Building Your Operating Rules** (designing for fit)