

**Persona Development Framework — A
Proposal for Life-Work Balance
Methodology Development for those with
Mental Disabilities (Autism, ADHD and
Aspergers, Learning Disabilities. Etc).**

[Nnamdi Michael Okpala – Medium](#)



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Persona Development



“I play where the river meets the net. Built in motion, raised by water.”

— Sorami Takahane

Author Nnamdi Michael Okpala

Business: OBINexus Computing and UCHE

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Computing from the heart

Persona Development Framework — A

Proposal for Life-Work Balance

Methodology Development for those with

Mental Disabilities (Autism, ADHD and

Aspergers, Learning Disabilities. Etc).

Definition:

Constitutional — A Constitutional is a LIFE-WORK BUSINESS model in short obinexus
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acyclci grpah sector which uses allotmen to build smart homes based on
github.com/obinexus/patents founded by obinexus nnamdi who is autis adhd.

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Aura Seal Declaration)

When systems fail, we build our own.

— Motto of OBINEXUS

AURA SEAL Header

The Rebirth of OBINEXUS — HEART/SOUL Design and Technology Constitutional Sector

I will not become what sought out to break me;

I will build what must heal us all.

To heal the generation left behind, antifragile infrastructure must remove the mask while preserving the self.

Rise Spirits of the Masquerades — my time is now, our time is now.

The future is in our hands.

Let us shape a new foundation together.

For what is yet to be, I became.

We are their reckoning; let us heal ourselves.

Mend our souls with 95.4% Aura coherence.

When systems fail, build your own — the change starts with U.

This is my founder's promise — the seed sealed with Aura.

Problem Statement: Modern Methodology in the work environment focus on the work-life balance. I am researching persona development a term I coin to introduce and flip it into a life-work balance. I have devised a two track plan to aid people using the mosway pyramid.

To solve this problem I invented a two track plan system. This system focuses on:

1) Foundation TRACK: This track off focused on the individual urgent such as housing to mitigate problem that require urgent attention and I coin foundation problems. these problem is related to selther ,needs support either. the foundation plan addresses this problem of current needs in the work environment.

The “Persona Development Framework” introduces a dual-track system designed to support individuals in achieving a sustainable life-work balance. This system comprises:

1. **Foundation Track:** This track ensures basic stability by providing essential support such as housing, mental health resources, and flexible employment options. For instance, someone working in a supermarket might receive benefits tailored to their needs, enabling them to maintain employment without the risk of homelessness or severe stress.
2. Disabltywna to work says a survey done by citizen advice advice whcih provide service to help them get into work.
3. **Aspiration Track:** This track focuses on personal and professional growth. It allows individuals to set and pursue goals, such as advancing to managerial roles or undertaking specialized projects. Progress in this track is contingent upon the stability provided by the Foundation Track.

The framework employs an “if-else” policy to ensure that if an individual’s foundational needs are unmet, attention shifts back to the Foundation Track to restore stability before resuming aspirational pursuits.

Analogy: The Safety Net

Imagine the Foundation Track as a safety net beneath a trapeze artist (the individual). This net represents the support systems — like sick pay and benefits — that catch the individual during unforeseen falls (illness or personal crises). Without this net, the risk of injury (financial hardship or job loss) increases, making it perilous to perform (pursue aspirations).

Ensuring the net is strong and reliable allows the trapeze artist to perform confidently, knowing they have support if needed.

Conclusion:

Integrating robust sick pay and benefit systems within the Foundation Track is essential for the success of the Persona Development Framework. These measures provide the necessary stability for individuals to pursue their aspirations without fear of financial ruin during times of illness, thereby promoting a sustainable and balanced approach to personal and professional development.

Analogy: Building a House

Consider the process of constructing a house:

- **Foundation Track:** Laying a solid foundation is crucial. Without it, the structure cannot stand. This represents securing basic life necessities.
- **Aspiration Track:** Once the foundation is set, you can build upwards — adding rooms, designing interiors, and enhancing aesthetics. This symbolizes personal and career development.

If cracks appear in the foundation, it's imperative to address them before continuing with further construction. Similarly, if foundational life aspects falter, one must return focus to the Foundation Track to reestablish stability.

This dual-track approach ensures that individuals can pursue growth without compromising their essential well-being, leading to a balanced and fulfilling life.

2) Aspiration Needs: These are the individual aspirations and require a system approach together to focus and ensure it is resolved in the work environment.

If-Then Policy:

The beauty of the system is a if then policy if a plan track goes astray shift o the other plan foundation or Aspiration as required. Then mend the fpoucnation or aspiration track with a plan ervison wilst wokrign other other track which can bring income jobs etc.

I recommend enforce a if-then plan as early as possible. Neurodiverse first principle.

<https://www.therapistaid.com/therapy-worksheet/maslows-hierarchy-of-needs> — Monsway
Pryamid of needs reference

TODO:

- Scaling i a small -to meediuum team.
- Migrating from agile ,kanban,scrum to two track system variant

Introduction:

What is Persona Development?

In short, the “persona development” is a term I coined to explain the dynamic nature of

persona. In phycology, Carl Jung traditional concept of persona is a ‘true negative’ conclusion drawn for observations.

Carl Jung’s traditional concept of persona defines persona as:

“a kind of mask, designed on the one hand to make a definite impression upon others, and on the other to conceal the true nature of the individual.”

I strongly disagree with this notion. There is a key question that believe Carl Jung overlooked. This is

why do these people have given us a false sense of security with a deep ego. To do this effectively, I

will challenge the following characteristic that Carl Jung uses to justify these persona — jung persona.

1.Jung’s Persona (Identification):

According to Jung, the development of a viable social persona is a vital part of adapting to, and

preparing for, adult life in the external social world.[2] “A strong ego relates to the outside world

through a flexible persona; identifications with a specific persona (doctor, scholar, artist, etc.) inhibits

psychological development.”[3] For Jung, “the danger is that [people] become identical with their

personas — the professor with his textbook, the tenor with his voice.”[4] The result could be “the

shallow, brittle, conformist kind of personality which is ‘all persona’, with its excessive concern for

‘what people think”[5] — an unreflecting state of mind “in which people are utterly unconscious of

any distinction between themselves and the world in which they live. They have little or no concept

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of themselves as beings distinct from what society expects of them.”[6] The stage was set thereby for

what Jung termed enantiodromia — the emergence of the repressed individuality from beneath the

persona later in life: “the individual will either be completely smothered under an empty persona or

an enantiodromia into the buried opposites will occur.”[7]

Citation Source :Persona (psychology) — Wikipedia

1. Nnamdi Persona Development (Identification):

“A persona is the character/personality r that an individual want to portray to the others and the outside world. ” — By Nnamdi Michael Okpala.

In persona development, the persona is a dynamic development of a person core value, believe, moral framework etc. This unified persona is so dynamic It overwhelm that individual. Identification of healthy or unhealthy persona is ultimately determined by the influence given two factors: environmental (inherited from society) or genetic (caused by factors such as riches inherit).

These environmental factors can influence the induvial persona. Here is a concrete example of a persona of mine and how it is defined in the context of a problem statement:

My Gen Z Voice:

“I was born on the 19 May 2001, a new era. This era naturally being dialect diverse and due to the advanced of technology — I have decided to diverse my voice to tailor to this generation. This will ensure” Generational Appropriation” when communicating with my peers and suitable for documentation of my work”.

- <https://payhip.com/obinexuscomputing>

My Gen Z Voice is dynamic reflecting the social context which I show to others to explain how to use my codebase.

“A strong ego relates to the outside world through a flexible persona; identifications with a specific persona (doctor, scholar, artist, etc.) inhibits psychological development.” For Jung, “the danger is that [people] become identical with their personas — the professor with his textbook, the tenor with his voice.”

Stated on the Wikipedia post:

This is highly incorrect and is a true negative from poor analysis and observation; A strong ego is born from persona development which is influenced by social and environment factors
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or can be inherited from birth. A strong ego can develop to a person [good /bad] given the nature of influence and they subjective moral framework dedicating what is right or wrong. I will now justify this by providing a comprehensive analysis of two pairs of twins with a detailed comparison:

Source Used: <https://allthatsinteresting.com/kray-twins>

Ronnie and Reggie Kray and The Wright Brothers: A Comparison of Persona Development:

The Early Years of The Kray Twins:

Ronnie and Reggie Kray were born within ten minutes of each other on Oct. 24, 1933, in Hoxton, London. From a young age, the twins had both a taste for violence and an apparently insatiable desire to become somebody. — See Source.

The Early Years of the Wright Brothers:

Wilbur and Orville Wright were two of seven children born to Milton Wright (1828–1917), a clergyman of English and Dutch ancestry, and Susan Catherine Koerner (1831–1889), of German and Swiss ancestry.

I have chosen to compare these two for the following reasons:

1. A recurring theme to challenge within their persona development narrative — Poverty. I will investigate how each pair of twins deal with this struggle. This will make clear and justify the identification characteristic of persona development.

2. Current project management frameworks (e.g., Agile, Scrum, Kanban) often prioritize productivity and rapid task-switching, which can disadvantage neurodivergent individuals — particularly those with autism — who may struggle with abrupt transitions, sensory overload, or rigid communication norms. These frameworks frequently overlook the need for a life-first, work-next balance, where personal well-being, and environmental accommodations are foundational to workflow design. This gap creates barriers to inclusivity, reduces job satisfaction, and limits the potential contributions of autistic individuals in professional settings. Author Nnamdi Michael Okpala

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3.

Truely, I hypothesis there is a relationship between the poor persona development is a factor of struggle faced by those individuals with disabilities who want to work.

Objective: Develop a neuroinclusive project management model that, minimizes stress from task transitions, prioritizes life-first balance (flexible scheduling, sensory-friendly workflows) and maintains productivity while respecting neurodivergent needs.

Example: Evolving the Medical Persona for Effective Patient Communication

Consider a young man aspiring to become a doctor. In his medical training, he adopts the professional persona of a physician, characterized by the use of clinical jargon such as “myocardial infarction” instead of “heart attack.” This specialized language, while appropriate among medical peers, may hinder effective communication with patients who lack medical backgrounds.

Carl Jung described the persona as a “mask” individuals wear to conform to societal expectations, facilitating interactions within specific social roles iaap.org. In the case of our aspiring doctor, this mask manifests as the clinical demeanor and language adopted during medical training. However, if this persona remains static and unadapted to different contexts, it can impede the doctor’s ability to connect with patients on a personal level.

Effective communication in healthcare is paramount. Studies have shown that clear, empathetic communication enhances patient understanding, adherence to treatment plans, and overall satisfaction . Therefore, the doctor must develop a dynamic persona that balances professional expertise with accessible language and empathy. This evolution involves recognizing when to shift from technical terminology to layman’s terms, ensuring patients fully comprehend their health conditions and the necessary steps for improvement.

[School of Public Health+2online.umn.edu+2ACOG+2](http://School+of+Public+Health+2online.umn.edu+2ACOG+2)

For instance, instead of stating, “You are at risk of a myocardial infarction,” the doctor might say, “If you continue consuming high amounts of junk food, you could have a heart attack within a month.” This straightforward language conveys urgency and clarity, empowering the patient to take actionable steps toward better health.

In summary, persona development in the medical field entails cultivating a flexible identity that can adapt to various interactions, particularly between healthcare providers and patients. By doing so, doctors can foster trust, enhance patient engagement, and ultimately improve health outcomes.

Example: The Software Engineer’s Evolving Persona for Effective Team Collaboration

Consider a software engineer who has recently been promoted to a team lead position. Previously, their persona was that of a technical expert, focusing primarily on writing efficient code and solving complex problems. This role required deep concentration and minimal interaction with others, aligning with their introverted nature.

However, as a team lead, the engineer’s responsibilities have expanded to include mentoring junior developers, facilitating team meetings, and communicating with stakeholders. Clinging to their former persona of a solitary coder may hinder their effectiveness in this new role.

To succeed, the engineer must develop a more dynamic persona that encompasses leadership qualities, such as active listening, clear communication, and empathy. This transformation involves stepping out of their comfort zone to engage more openly with

team members, provide constructive feedback, and articulate project goals to non-technical stakeholders.

By consciously evolving their persona, the engineer not only enhances team performance but also fosters a collaborative work environment. This adaptability exemplifies the importance of persona development in achieving a balanced and effective professional identity.

Maslow-Based Track System — Nnamdi's Interpretation

Track A: The Foundation (Physiological + Psychological Needs)

*This is the survival tier. It's about securing essentials — food, water, warmth, rest — and extending that into mental health. In a Gen Z workspace, this is about promoting **mental stability**, emotional support, and ensuring people aren't in "fight or flight" mode at work. If this track isn't handled, nothing else flows.*

Track B: Aspiration (Belonging, Esteem, Self-Actualization)

*This is the "what I want to achieve at this company" tier. Once the base is secured, people start thinking about dreams, meaning, expression, and goals. Whether it's social media aspirations (like popping off on TikTok), personal career growth, or making an impact, this track thrives in a **safe, expressive** environment.*

Policy System = Logic Flow

You framed policies like conditional logic:

"If X happens in A, then go to Y in B."

[Work Life Balance](#)

[Work](#)

[Mental Health](#)

[Authen](#)

