The **CTRL** Model

Assessment

Introduction

The CTRL Self-Awareness Assessment is your mirror to mindset maturity. It offers a clear way to explore the four levels of awareness (*Concealed, Triggered, Regulated & Lead)* and see where you are today. This is not about judgment or ranking, it is an invitation to notice how you respond to everyday situations and to reflect on what that reveals about your growth.

Name:

Date:

Created by

The Neverending Learner

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The CTRL Awareness Model™

The CTRL model is a mirror to mindset maturity. It defines four stages of self-awareness:

Concealed	Triggered	Regulated	Lead
Unaware or guarded, feedback feels like a threat.	Awareness sparked by others, but not yet stable.	Actively seeks feedback and reflection, ready to grow.	Intuitive and relationally attuned, creating safety for others.

Unlike traditional tools, CTRL isn't just descriptive — it's both diagnostic and developmental. It shows *where you are now* and what support you may need to move forward.

About the Creator

This assessment was developed by **Toby Newman**, founder of *The Neverending Learner*. Toby's work focuses on practical ways to strengthen self-awareness and psychological safety in modern workplaces. Drawing on both research and over 25 years of corporate experience, he designed CTRL to turn vague concepts into visible, relatable stages of awareness.

Why This Matters

Most of us believe we know ourselves well, yet research shows that while **95% of people think they're self-aware, only 10–15% truly are** (Eurich, NIH Record). That gap matters. Without accurate self-awareness, we misread our patterns, misunderstand how others see us, and limit our ability to grow.

The CTRL model helps bridge this gap by recreating the psychological process of awareness itself: noticing contrasts, testing instincts, hesitating, and recalibrating.

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How the Assessment Works

Rather than asking you to rate yourself in the abstract, this assessment placed you in five everyday scenarios alongside four characters:

Art (Concealed)	Fal (Triggered)	Mika (Regulated)	Sam (Lead)

1. **Compare and choose** – You first judged between **Fal** (Triggered) and **Mika** (Regulated).

2. **Sharper calibration** – Based on that choice, you were shown either **Art** (Concealed) or **Sam** (Lead) for contrast.

3. **From choices to sequence** – Each final choice mapped to one of the four states, creating a sequence such as **C → T → R → R → L**.

Sequence Scoring Mechanics

Each state is scored on a scale: **C=1, T=2, R=3, L=4**. Your five final choices therefore form a numerical sequence (e.g., **[1, 2, 3, 3, 4]**).

We analyse two layers:

- **Frequency** — how often each state appeared (dominant and secondary states).

- **Sequence** — the order of choices (progression vs. fluctuation). A smooth upward slope suggests momentum in awareness; random jumps or regressions signal instability.

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Tie handling (when two states are equally frequent):

1. **Recency** — pick the tied state that appears **latest** in the sequence.

2. **End stability** — if still tied, pick the one with the **longer streak at the end**.

3. **Level order** — if still tied, pick the **higher state** (**L > R > T > C**).
   Note: Co-dominant states are still acknowledged in the analysis text.

Examples:

- **C → T → R → R → L → [1, 2, 3, 3, 4]**

   - Dominant: **Regulated** (chosen twice)

   - Secondary: **Lead** (once, at the end)

   - Pattern: steady upward slope (growth)

- **C → T → T → R → R** (tie: T=2, R=2)

   - **Recency**: last occurrence is **R** → Dominant **Regulated**

   - Analysis note: "Also strong: Triggered (co-dominant)."

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The Role of Themes

Self-awareness always shows up in context. How you respond to lateness among friends is not the same as how you handle feedback at work. That's why each situation in this assessment is pre-mapped to **themes**.

Why themes matter

Themes are established psychological domains that shape awareness, such as **feedback handling, emotion regulation, social navigation, and awareness of impact**. They are not extracted from your answers but embedded into the design of each scenario. This means every choice captures both your **state of awareness** and the **context in which it emerged**.

This layering adds depth. Instead of saying only *"you chose Regulated twice,"* the report can highlight *"your regulated choices appeared in contexts linked to feedback and emotion regulation."* That makes the results more grounded, actionable, and meaningful.

Example – Café scenario
Four friends wait for someone who arrives ten minutes late. This scenario is designed to test:

- Social navigation (balancing politeness and frustration)

- Awareness of impact (how your response lands with others)

- Emotion regulation (whether you manage irritation or let it spill out)

Your chosen state is interpreted through these lenses. Across all five scenarios, the combination of states and themes creates a richer psychological profile of your self-awareness in action.

🔎 **Your Results:** Snapshot

Your chart looks like this...

How this shows up is...

🔍 **Your Results:** General Analysis

Tips and Potential Next Actions:

Here's the serious legal stuff, so we're all clear

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