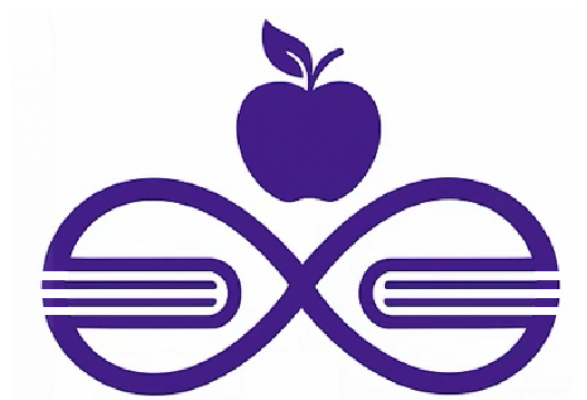# The **CTRL** Model

Assessment

Introduction

This report 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 report helps you to orientate, not rank yourself.

Name:

Date:

Created by

The Neverending Learner

🔍 Validity & Methodology

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.

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

This assessment placed you in five everyday scenarios alongside four characters:

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

1. You first compared and choose between **Fal** (Triggered) and **Mika** (Regulated).

2. Then, based on that choice, you were shown either **Art** (Concealed) or **Sam** (Lead) for contrast.

3. These final choices are then 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 (i.e. stable or oscillating).

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Tie handling (when two states are equally frequent):

1. **Recency:** picking 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).

Examples:

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

  ○ Dominant: *Regulated* (chosen twice)

  ○ Frequency*: 2xR, 1xC/T/L*

  ○ Sequence: *Transforming Guide (Full Increase)*

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

  ○ Dominant: *Recency (*last occurrence)

  ○ Frequency*: 2xR, 2xT, 1xC*

  ○ Sequence: *Emerging Explorer (Low → Mid Increase)*

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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. 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 and makes the results more grounded, actionable, and meaningful.

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 current State is…   Your chart looks like this…

Representing the character…

How this shows up is…

🔍 **Your Results:** General Analysis

Tips and Potential Next Actions:

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About the Creator

Hi, I'm **Toby Newman**, also known as *The Neverending Learner*.

I've spent over 25 years in Learning & Development across large multinational companies, helping people grow, designing leadership programmes, and rethinking how learning really fits into everyday life. Along the way, I've had the privilege of sharing my ideas as a **TEDx speaker** and as a guest on a variety of learning podcasts.

My own journey has included plenty of self-doubt and imposter syndrome, so I know first-hand that growth isn't about being perfect. It's about staying curious, being vulnerable, and learning a little more each day.

When I'm not designing tools like this or writing my book *The Learning Mindset*, you'll usually find me exploring films (I often sneak them into my talks), experimenting with new tech, or simply asking, "What can we learn from this?"

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