

The **CTRL** Model

Assessment

Introduction

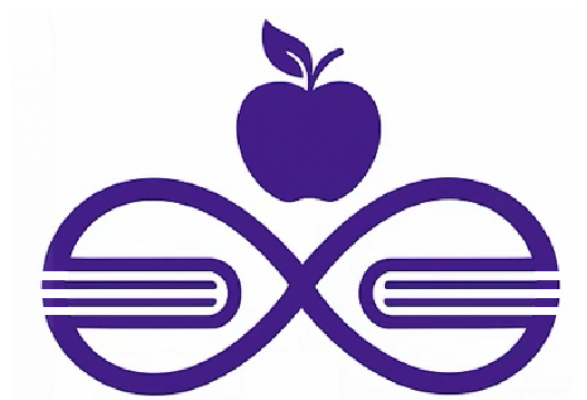
This report is your mirror to mindset maturity. It offers a clear way to explore the four levels of awareness (*Concealed, Triggered, Regulated & Lead*) and see where you are today. This report helps you to orientate, not rank yourself.

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

Unaware or guarded, feedback feels like a threat.

Triggered

Awareness sparked by others, but not yet stable.

Regulated

Actively seeks feedback and reflection, ready to grow.

Lead

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

You were placed in **ten everyday scenarios** with four characters:

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

For each scenario you saw their responses **one at a time** and chose the one you most **connected** with. You then indicated your **confidence** (High or Low).

Your selection maps to:

- a **main state** (Concealed / Triggered / Regulated / Lead), and
- one of **twelve sub-states** (Emerging / Developing / Established within each state).

High confidence concentrates your score in the chosen sub-state; **Low confidence** spreads some of that score into adjacent sub-states to reflect uncertainty.

Scoring at a glance

- **Frequency:** how often each state appeared for you (dominant and secondary).
- **Sequence:** the **order** of your choices across ten scenarios (steady climb, plateaus, or oscillations).
- **Sub-state weighting:** confidence shapes how tightly your score sits inside a state's sub-states.

This is a mirror, not a ranking. Results help you **orientate**—notice patterns, language, and habits—so you can grow with intention.





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A quick example.

If you choose Regulated with High confidence, most of your credit sits in Established Regulated. If you choose Regulated with Low confidence, more credit sits in Developing Regulated, with smaller amounts either side.

Fair and consistent

Each question contributes the same overall amount to your results. Confidence only shapes how that amount is shared across the three sub-states—it does not give extra points. This keeps things fair and comparable from one question to the next.

Why we ask about confidence

In real life, it is not just *what* you do that matters, but *how sure* you are while doing it. Confidence gives us a simple, psychologically relevant signal:

- **Strength of stance:** High confidence usually reflects a clearer, more practised behaviour; low confidence suggests the same intention is there, but still forming.
- **Consistency over time:** People tend to repeat high-confidence choices more reliably, while low-confidence choices wobble with context, pressure or mood.
- **Readiness to act:** High confidence often comes with energy to follow through; low confidence points to areas where support, skills or safety would help.

Importantly, **high is not “better”** and low is not “worse”. Confidence simply shapes *how firmly* a state shows up (Emerging / Developing / Established). It helps you (and your coach or team) see where you are steady, and where you are still finding your feet.





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Why the path matters

In the Observer assessment you see one character at a time. Sometimes you pick the first one you see; other times you pass on one or two before something fits. That *route* to your choice tells us a little about how settled, exploratory or cautious the decision felt, so we add a **small nudge** to reflect it.

What we nudge (lightly).

These adjustments are modest and always secondary to your confidence. They don't change your state; they fine-tune the **Emerging / Developing / Established** mix inside it.

- **Picked first** (immediate connection): a slight nudge towards **Established**.
- **Rejected the lower neighbour first** (e.g., you passed on Concealed before choosing Triggered): a small nudge towards **Developing** (suggests practice and intention rather than extremes).
- **Rejected the higher neighbour first** (e.g., you passed on Regulated before choosing Triggered): a small pull away from **Established** and towards **Developing** (suggests not quite ready to hold the higher level consistently).
- **Rejected both neighbours, then chose**: a small nudge towards **Established** (you explored options and then settled).

Neighbours are simply the adjacent states on the CTRL scale:
Concealed ↔ Triggered ↔ Regulated ↔ Lead.





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Two simple, real-world examples

- **Clear and confident (early pick).**

You see **Triggered** first and it fits straight away. You choose it with **High** confidence.

What this says: you recognised yourself quickly and decisively. We reflect that with a small tilt towards **Established Triggered**.

- **Considered and cautious (later pick).**

You see **Concealed**, then **Regulated**, neither feels right. The third option, **Triggered**, lands—but you mark **Low** confidence.

What this says: you explored nearby options and still leaned Triggered, but with hesitation. We reflect that with a tilt towards **Developing Triggered**, showing a pattern that may be stabilising but is not fully settled.

Why keep it small?

Confidence and your repeated choices across ten scenarios do most of the heavy lifting. The path-based nudge adds just enough texture to tell the story more faithfully—without overcomplicating the result.

In short.

- Your **choice** sets the state.
- Your **confidence** shapes how firmly that state shows up (Emerging / Developing / Established).
- Your **path to selection** adds a light, human-centred nuance based on how you arrived there.

Together, these pieces give a clearer picture of where you are now and how your awareness might be developing over time.





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Why you see one response at a time

This design mirrors how decisions show up in the real world:

- **Life is sequential:** We rarely see every option neatly side-by-side. We notice one cue, react, then adjust as more information appears.
- **Cleaner signal:** Seeing a single response reduces “shopping” or gaming between four choices. You answer to *your* instinct first, not to a comparison exercise.
- **Lower load, more honesty:** One option at a time simplifies the moment and makes it easier to notice your genuine reaction.

Because order can still influence choices, we use a **light “path to selection” nudge**. Picking something immediately with conviction carries a slightly different weight to arriving there after exploring neighbours. This keeps the result fair while staying true to how decisions unfold in daily life.





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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.





The **CTRL** Model

Assessment for



Your Results: Snapshot

Your current State is...

Your directional states

Representing the character...





Your Results: Snapshot

Your chart looks like this...

How this shows up...





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Your Results: General Analysis (frequency)

Tips





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Your Results: General Analysis (sequence)

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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