



# PRISM BRAINMAPPING

PRISM Brain Mapping is simply the world's most comprehensive  
online neuroscience based behaviour profiling system.

PRISM Debrief: NAME  
Practitioner: NAME  
Date DATE

## Welcome and set the scene.

- Build rapport
- Check for understanding of session
- Get insight into their current context

## IMPORTANT to set out the process:

Let me step you through what we are going to be doing to day:

Firstly I am going to ask you some questions to get you thinking

I will then introduce you to the PRISM model of behaviour and a blank map so you can get your bearings

We will then explore (1/2/3) of your maps. [Select from:]

Your underlying map – all things being equal this is how you would prefer to operate

Your adapted map – which can provide insight into how you are perceiving your current work environment and hence adapting your behaviour

Your role benchmark – which is a blueprint for how your role needs to be taken up

## Questions:

Warm up:

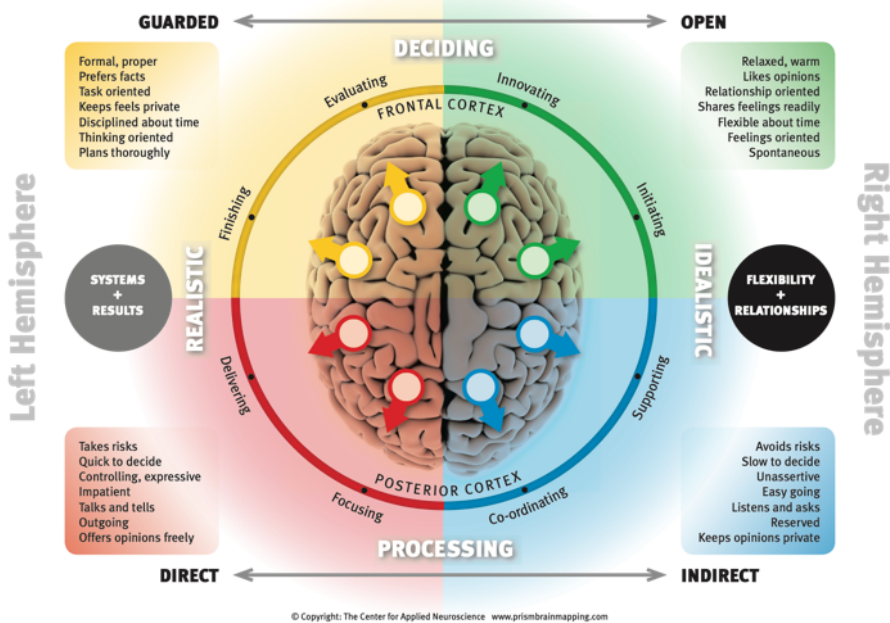
- How they experienced completing the inventory
- What their current role is

## ALWAYS ASK:

1. What are 1 - 2 things that energise you in your work?
2. What are 1 - 2 things that de-energise you in your work?
3. Do you currently have any goals or aspirations you are/or would like to work towards?

*NB: The intention for these questions are for you to get the person thinking about themselves and how they prefer to behave. It will also allow for you to help them identify these behaviours in their underlying map.*

Select other questions that reflect the intention of of the debrief.



This is the PRISM model of behaviour. PRISM has been developed based on the structure and functioning of the brain. Because it has been developed through neuroscience we are focusing on behaviour. What that means is that all of these behaviours we see on this model we have access to. There is nothing here that we can not do. What it comes down to is the economics of energy. How much is it going to cost me to exercise particular behaviours and what is going to be my return on that investment.

When I have a look at a map whether it is my map or your map. The first question I ask is 'why do I do what do?' The four colour quadrants give us this insight. If we start at green and go clockwise around to the gold.

**Green** has an orientation to seeing the world as a place of possibility, for being flexible in creative thought and expression.

**Blue** has an orientation to putting people first or serving others. It likes to be a member a valued member of the community and to create harmony.

**Red** has an orientation to being competitive and winning. It likes to get results and do so in a fast and furious way

**Gold** has an orientation to create certainty and to get things right. It likes to ensure that all systems, process, rules are in place and ensure that they are being followed.

Once we gain the insight into why I do what I do, we can ask a second question which is: 'how do I prefer to operate?' what is my preferred operating model. If we start in the green at innovating and go clockwise around to evaluating.

**Innovating** is a rule breaker, it likes to work with a blank canvas and generate ideas and possibilities that never existed before.

**Initiating** is an influencer, it likes to buy into an idea and go out and sell it to the world. It loves to have an audience and influence that audience to come around to its kind of thinking.

**Supporting** likes to go out of its way to do things for others. It is very aware of people around them and will step into support/help particularly if that person is feeling stressed.

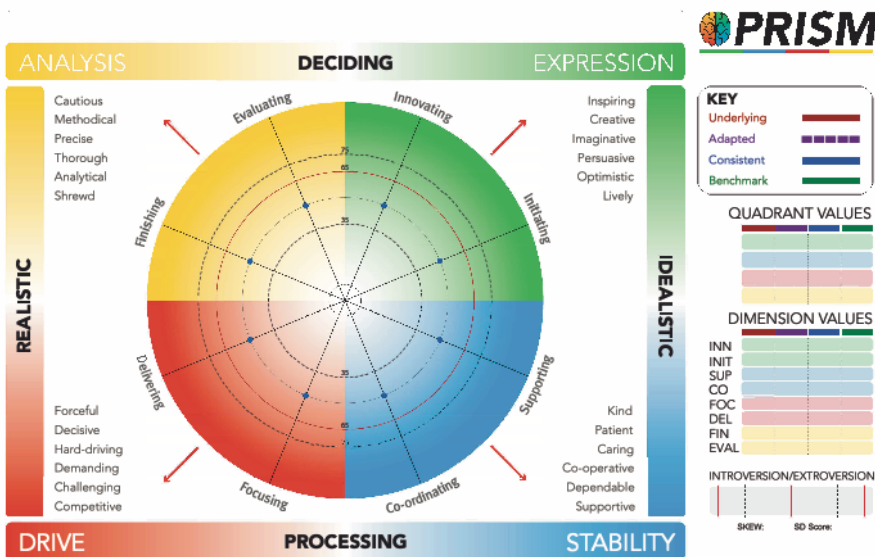
**Co-ordinating** likes to do things through others. It is very adept and identifying who are the people that need to be involved and facilitating those conversations.

**Focusing** likes to achieve its own personal goals and improves its own personal status. It likes at times to be belligerent and to undertake a win –lose negotiation because it feels personally powerful.

**Delivering** likes to achieve results and in a very measured way. It likes to set goals and milestones and work in a fast and furious way to achieve them

**Finishing** likes to work in the details. It likes to be clear and rules and processes and ensured that all steps are taken to create a quality outcome

**Evaluating** likes to work on the data. It holds the bigger picture in mind, trouble shooting complexities and ensuring that errors are identified and addressed to continuously improve



Here we have a blank, before we look at your first map I would like to point out some of the things that will appear.

Firstly we will have a look at your [red underlying map](#), the underlying map gives us insight into our behavioural operating model as if we were immune to the environment

Next we will have a look at your [adapted map](#), which is a moment in time and can provide insight into how we may perceiving our work environment and hence adapting our behaviour

We wont be looking at your [consistent map](#). The consistent map is what we reserve for a PRISM 360 profile and it gives us insight into how we prefer to behave 70 - 80% of the time. It is how people who know you well will generally describe you

We also wont be having a look at a [role benchmark](#). If we had created a role benchmark for your role and it could provide us with a blueprint of how your role needs to focus its attention, how it needs to be undertaken. We haven't undertaken that process for today.

We will then have some numbers appear in the quadrant and dimension values. It is important to remember that these are NOT scores but our level of intensity for particular behaviours. When we see them plotted: If we start in the centre of the circle and go out to the first ring (35). If we have things plotted in here it does not mean that we can exercise these behaviours it just means that our brain has to work harder because our behavioural wiring is less developed. When our brain works harder it uses more energy/more oxygen and we can fatigue easily and can become stressed, hence we prefer not to exercise these behaviours

If we have behaviours plotted between 35 and the blue dot 50, we are happy to exercise these behaviours in small amounts but not too much because we will start to feel exhausted

If we have behaviours plotted between the blue dot 50 and the red ring 65, we have flexibility, we can exercise these more or less, they will not have any bearing on our energy, they are simply a resource to utilise in order to achieve what we are working on

If we have behaviours that are plotted above the red ring 65 it means they are very easy to exercise and it is where we get rewarded for using them. We get the good neurotransmitters and hormones running through our systems. It is important to note that if we do have behaviours plotted above 65 and we are not able to exercise them we can go home feeling a bit flat/ a bit ho hum, because we have not been energised through our work.

When we have behaviours plotted above 75, this is where our behaviours are considered deeply habitual and unconscious. It means that we do not have to think about exercising them at all, we getting rewarded for using them and most times we are exercising them before we are consciously aware. That is why we need to mindful that if we are feeling stressed we may try to overdo our most preferred behaviours because we are trying to generate the good feelings we get, however in the overuse the outcome can be counter-productive.

I am now about to present you with you red underlying map. Take a moment to have a look at your map. Let me know where your eye takes you first and what you would like to explore.