

MAGNUSWORX™

Assess. Educate. Impact. Inspire. Transcend.

The 21st Century Leader Pt. 1: Assessing Personality  
Measures to Elevate Leadership & Resilience

Dr. Mitch Javidi

MAGNUSWORX™

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# Mitch Javidi, Ph.D

**Chancellor – International Academy of Public Safety**

**Emeritus Professor - NC State University**

**Founder – MAGNUS Worx Peak Performance & Wellness**

**Honorary Member of the US Army Special Operations Command ~ 1999**

**Honorary Sheriff - National Sheriffs' Association ~ 2015**

**National Tactical Officers Association “Spirit Award” ~ 2019**



Mitch is an envisioneer with over 30 years of practical and hands-on Leadership Development experience in diverse industries including Academia, Military, Law Enforcement, Government, and Technology. He served as a tenured Professor at NC State University for 16 years before taking an early retirement but continues to serve as an Adjunct professor without pay (by choice) at both NC State and Illinois State Universities. He is a member of the “Academy of Outstanding Teachers and Scholars” at NC State University and the Distinguished 2004 Alumni of the University of Oklahoma. Mitch is the developer of “MAGNUS,” a general theory of Officers’ Wellness, Resiliency and Leadership. He is a published scholar with over 890+ conference presentations worldwide to include presentations for Fortune 500 companies as well as top Public Safety organizations. His most recent co-authored article was published in the [Police Chief Magazine](#). Two of his coauthored articles have been published by the FBI Law Enforcement Bulletin ~ “[Human Factors: Police Leaders Improving Safety While Developing Meaningful Public Trust](#)” and “[Unbundling Beliefs and Values](#).” His select books include “[Deliberate Leadership: Achieving Success Through Personal Styles](#),” “[Handbook of Research on Effective Communication, Leadership, and Conflict Resolution](#)”, and “[Moral Compass for the Law Enforcement Professionals](#)”. Dr. Javidi was the recipient of prestigious “Person of the Year” award by the National Society of Accountants ~ Senator William Victor “Bill” Roth, Jr. “Roth IRA” received the award in the following year.



**262 Days YTD**

# 65 Presentations

## 10 Countries

## At home – 31% (82 Days)

## On the road – 73% (180 DAYS)

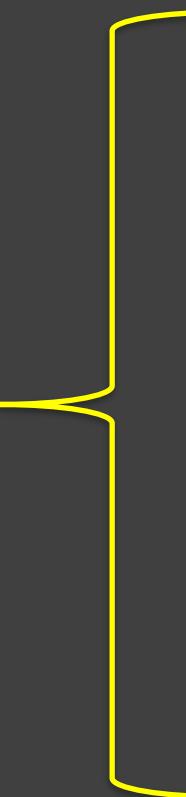


# TOGETHER, WE ARE ELEVATING PEAK PERFORMANCE & WELLNESS FOR THOSE WHO SERVE

# GREAT TO MAGNUS

Personal Growth + Organizational Growth + Wellbeing Growth = **MAGNUS**

## CHALLANGES



Recruitment

Retention

Organizational Growth

Peak Performance

Wellness & Resilience



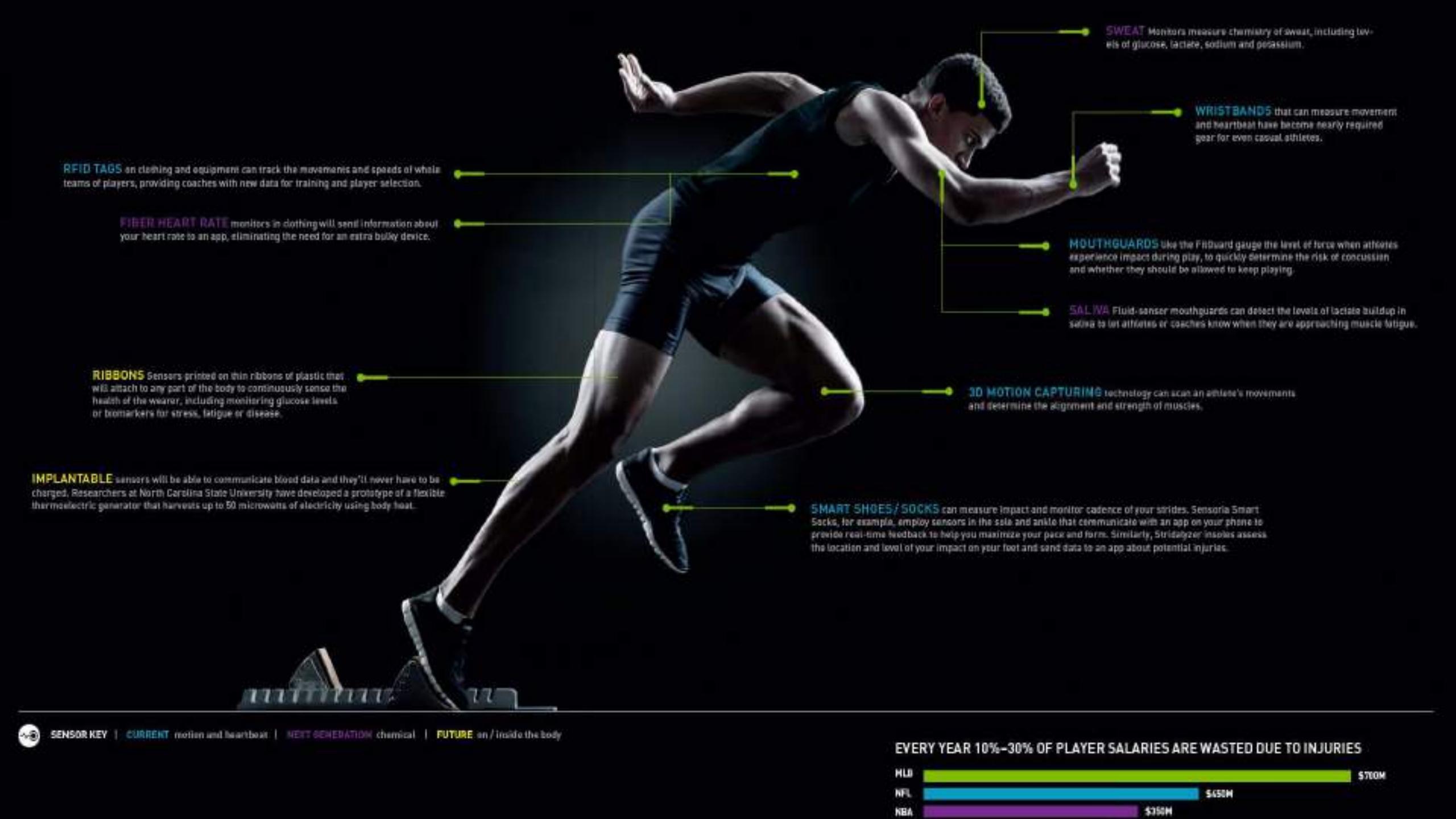
# tactical athletes?

**PEAK PERFORM**

**RESILIANT**

**WELLNESS**





**RFID TAGS** on clothing and equipment can track the movements and speeds of whole teams of players, providing coaches with new data for training and player selection.

**FIBER HEART RATE** monitors in clothing will send information about your heart rate to an app, eliminating the need for an extra bulky device.

**RIBBONS** Sensors printed on thin ribbons of plastic that will attach to any part of the body to continuously sense the health of the wearer, including monitoring glucose levels or biomarkers for stress, fatigue or disease.

**IMPLANTABLE** sensors will be able to communicate blood data and they'll never have to be charged. Researchers at North Carolina State University have developed a prototype of a flexible thermoelectric generator that harvests up to 50 microwatts of electricity using body heat.

**SWEAT** Monitors measure chemistry of sweat, including levels of glucose, lactate, sodium and potassium.

**WRISTBANDS** that can measure movement and heartbeat have become nearly required gear for even casual athletes.

**MOUTHGUARDS** use the FR1board gauge the level of force when athletes experience impact during play, to quickly determine the risk of concussion and whether they should be allowed to keep playing.

**SALIVA** Fluid-sensor mouthguards can detect the levels of lactate buildup in saliva to let athletes or coaches know when they are approaching muscle fatigue.

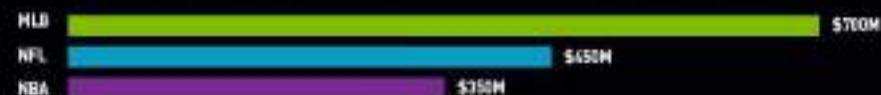
**3D MOTION CAPTURING** technology can scan an athlete's movements and determine the alignment and strength of muscles.

**SMART SHOES/ SOCKS** can measure impact and monitor cadence of your strides. Sensoria Smart Socks, for example, employ sensors in the sole and ankle that communicate with an app on your phone to provide real-time feedback to help you maximize your pace and form. Similarly, Stridalyzer insoles assess the location and level of your impact on your feet and send data to an app about potential injuries.



**SENSOR KEY** | **CURRENT** motion and heartbeat | **NEXT GENERATION** chemical | **FUTURE** on/inside the body

EVERY YEAR 10%-30% OF PLAYER SALARIES ARE WASTED DUE TO INJURIES



# tactical athletes?

**PEAK PERFORM**

**RESILIANT**

**WELLNESS**

- 1. Mental
- 2. Emotional
- 3. Physical
- 4. Relationships
- 5. Family
- 6. Financial
- 7. Occupational
- 8. Social
- 9. Spiritual
- 10. Resilience
- 11. Leadership

**Interoperability**





Educate



Transcend

ASSESS



Impact



Inspire



# 2 New Diagnostics

*MULTI FACTORIAL MEASURE OF  
PERFORMANCE*

*APTER DIAGNOSTICS*



# Multi-Factorial Measure of Performance



Dr. Reuven Bar-On



# The Bar-On Multifactor Measure of Performance™ (MMP)

The MMP assesses how people currently perform at work and elsewhere. It indicates which possible contributing factors might be strengthened to enhance performance. The MMP accurately differentiates between individuals to help recruit, hire, promote and retain high performers for enhanced organizational productiveness and profitability.

The MMP is the crowning success of the <b>BAR-ON BRAND</b> in assessment development to date.	It describes how <b>well</b> individuals are performing and <b>HOW THEY CAN IMPROVE</b> their performance.	It can assess <b>CHANGES IN PERFORMANCE</b> multiple times.
The MMP is based on a comprehensive performance model of <b>THE WHOLE PERSON</b> .	It applies a scoring method that produces <b>ENHANCED ACCURACY</b> of performance results.	It distinguishes <b>WHAT UNDERLIES PERFORMANCE</b> based on current behavior.
The MMP assesses individuals, as well as groups and organizations of <b>ANY SIZE</b> .	It offers sets of <b>INTERACTIVE REPORTS</b> for all business needs.	Its assessment and reports runs on <b>SOPHISTICATED ONLINE PLATFORMS</b> .



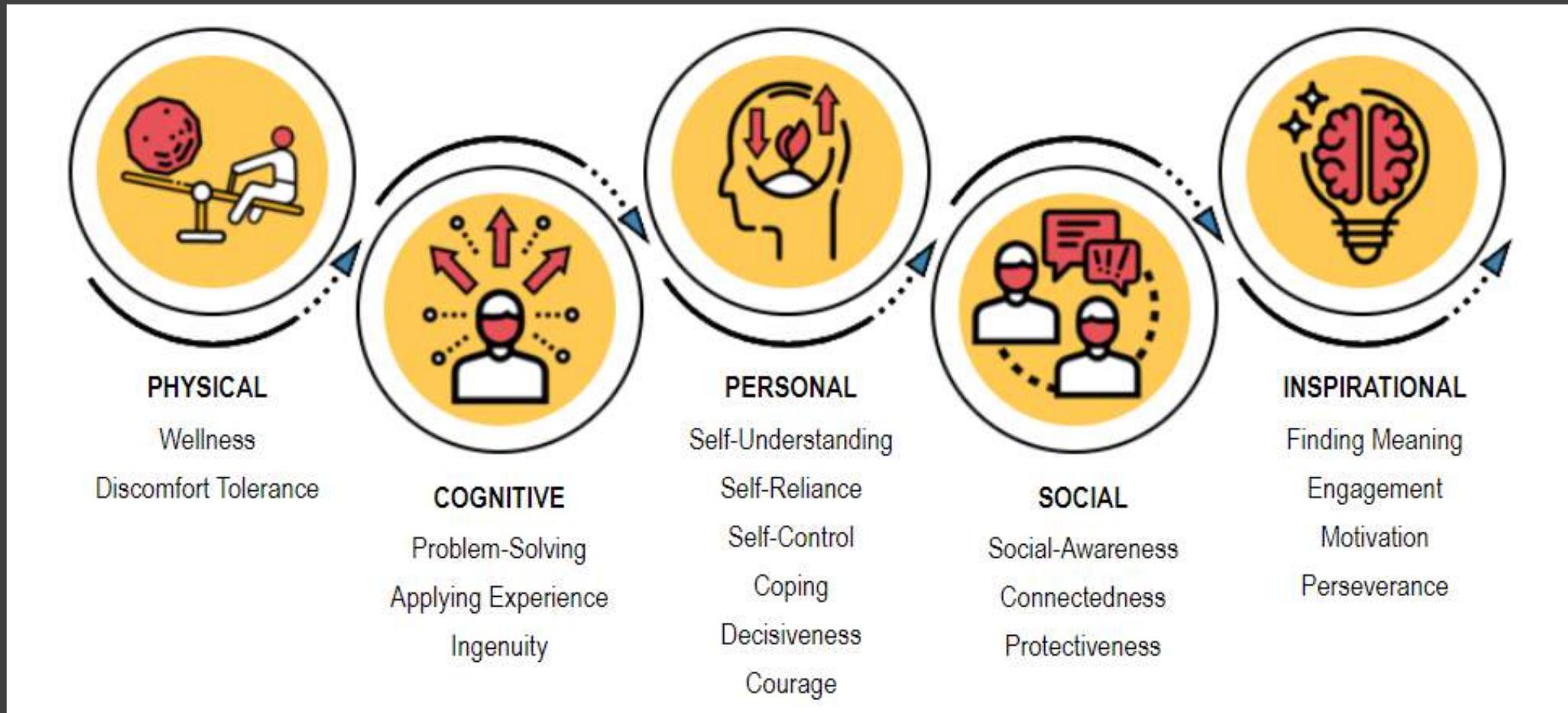
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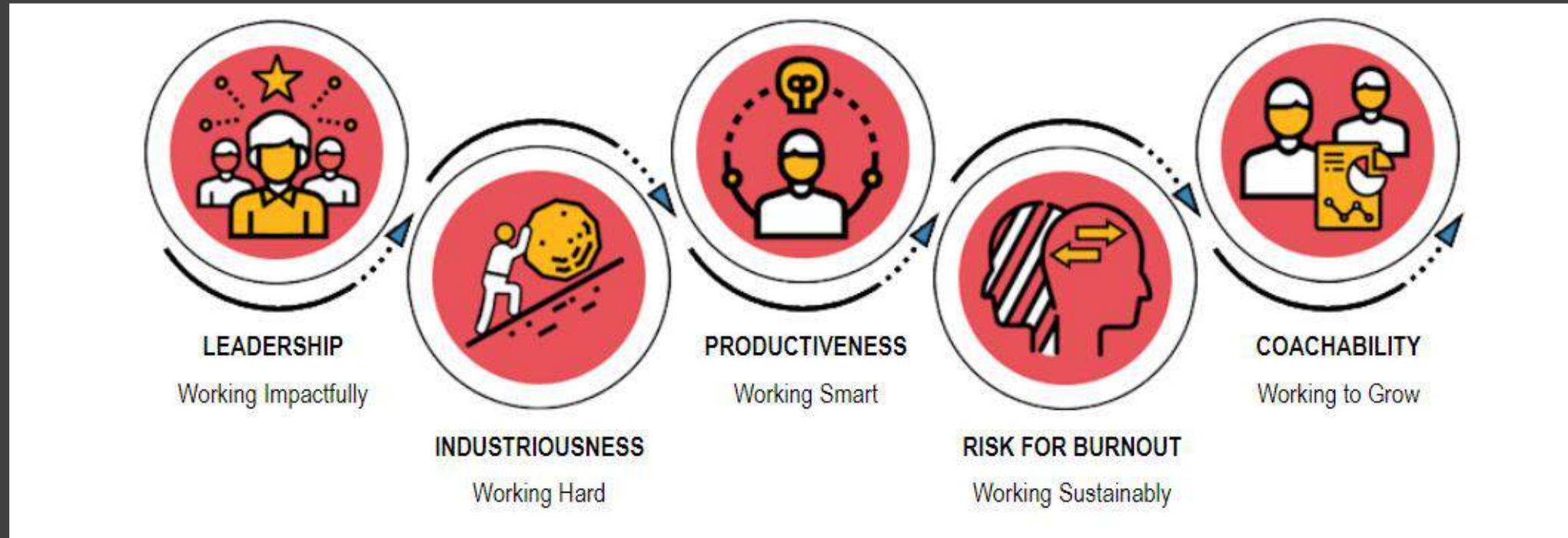
Read More



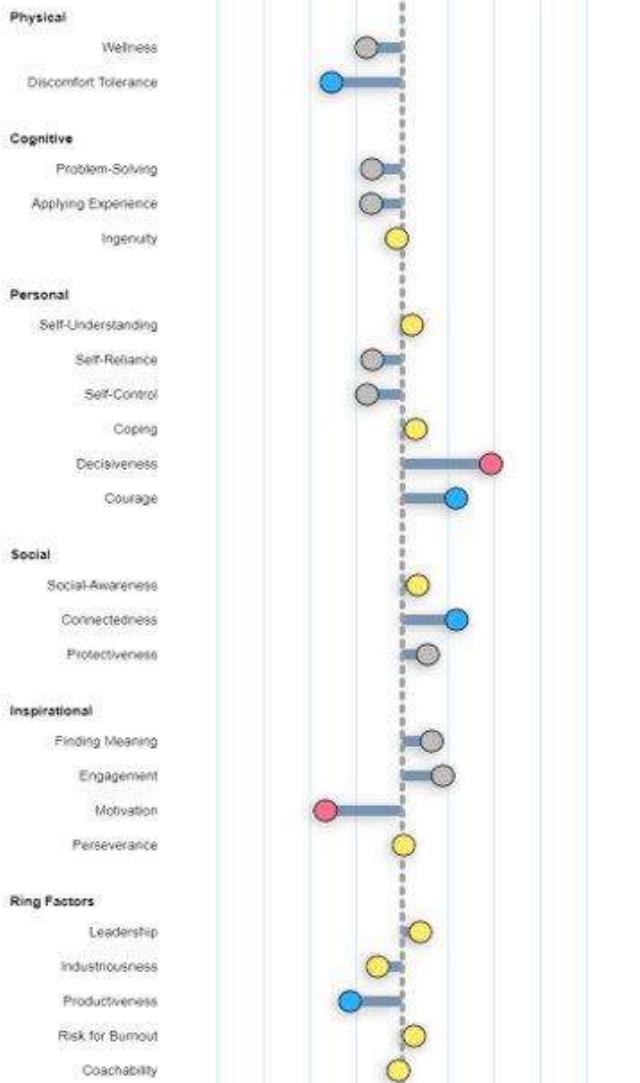
The Bar-On model of human performance provides a validated way to present comprehensive results. This model consists of 18 core factors, grouped into five categories.



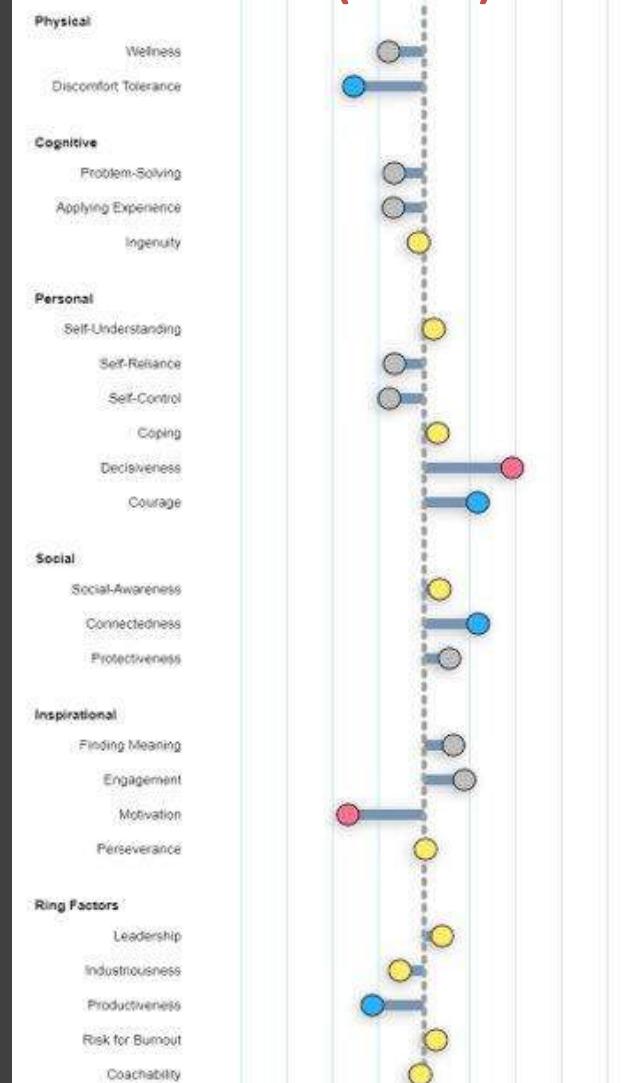
In the MMP, the core factors that contribute to the individual's performance are distinguished from ring factors, which describe how performance is displayed at work and elsewhere.



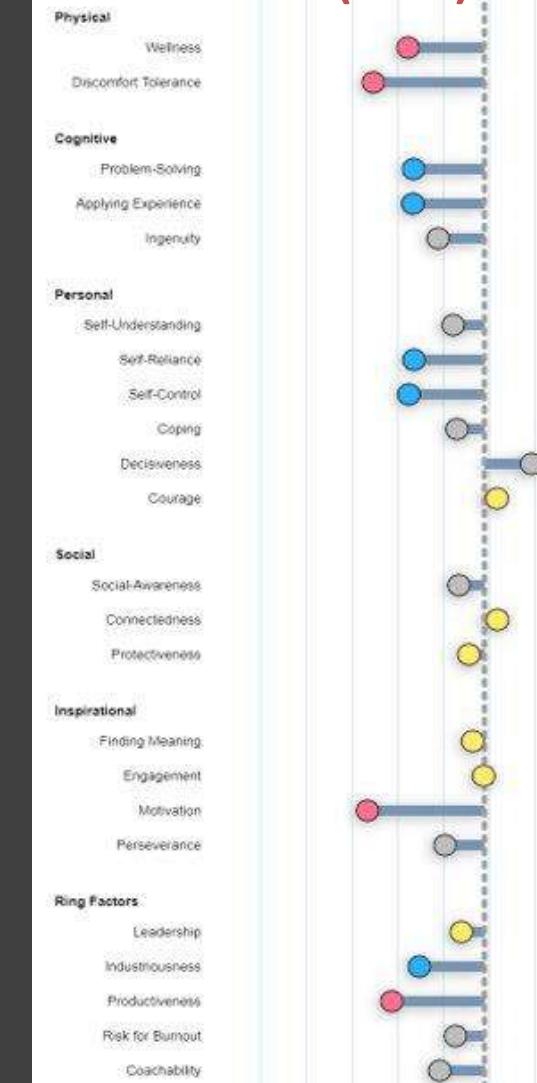
## T 47 (Current CLP)



## T 50 (Norm)



## T 59 (Goal)



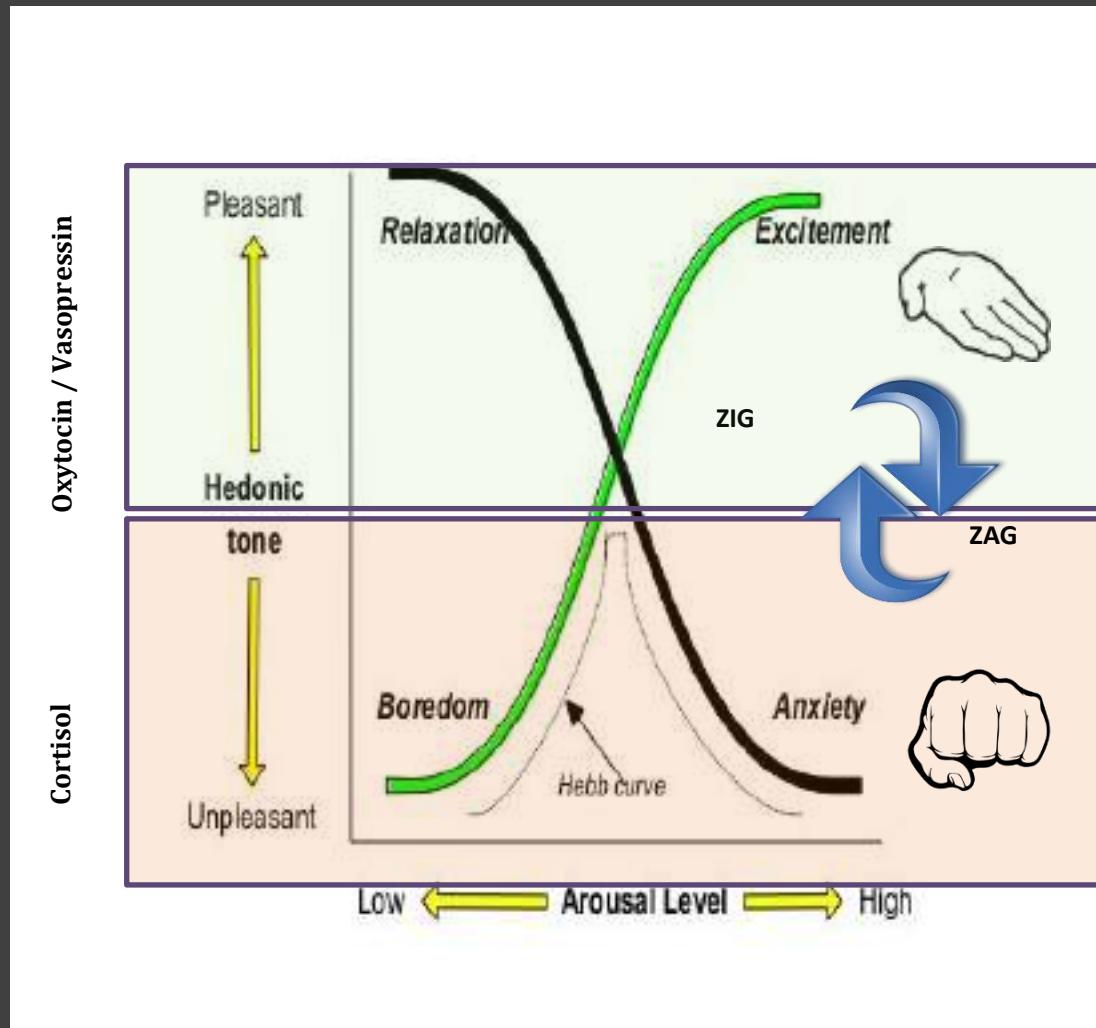
# Apter Diagnostics



Dr. Michael Apter

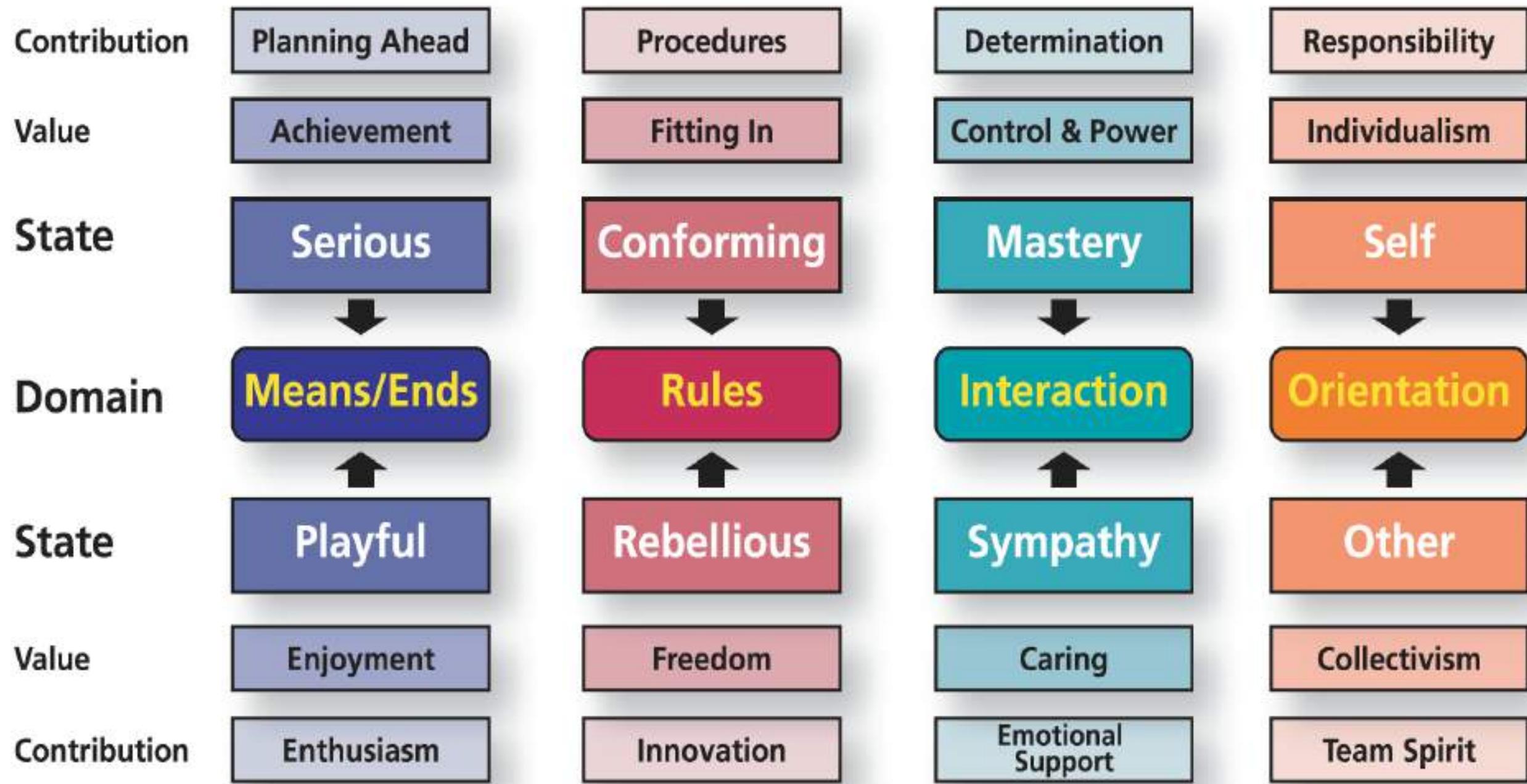


# Apter Motivations and Emotions Diagnostics

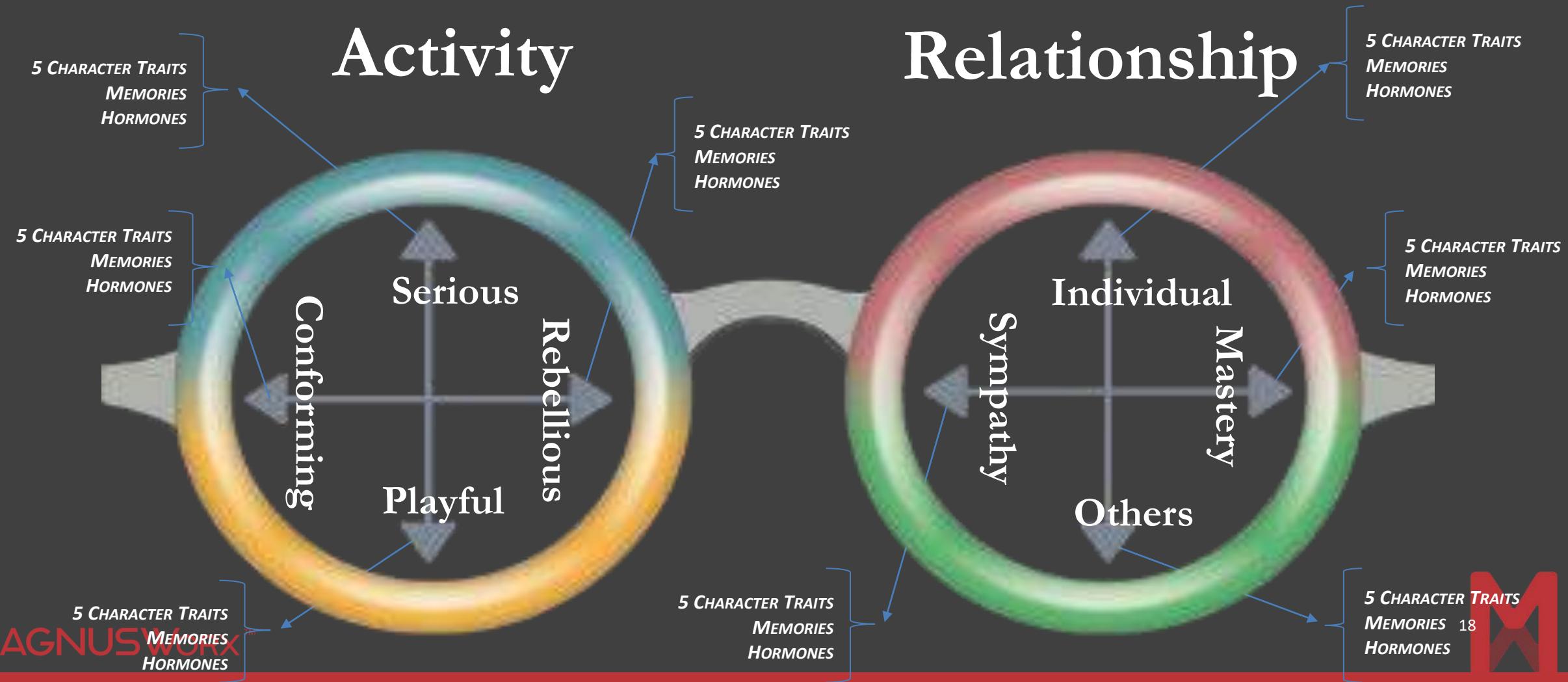


Reversal Theory is a psychological theory focusing on **motivation** and **emotion**.

Whereas many theories of personality focus on hard-wired preferences, Reversal Theory focuses instead on an individual's **changeability** and **flexibility**.



# EACH STATE HAS SPECIFIC CHARACTER TRAITS, ASSOCIATED POSITIVE MEMORIES & HORMONES



## ACTIVITY

Relaxed / Tensed

48%

## MY 8 WAYS OF BEING

## RELATIONSHIP

To win / To lose



56%



SELF / SYMPATHY

**AVATAR THE AMBIVALENT**  
— SPIRIT OF CONSIDERATION —

Sympathetic to feel the pleasure of being appreciated. Engaging and affirming, they are the center of attention and avoid confrontations. Flexible, they can be seductive. Under stress, they are strongly convincing, seductive or bitter, resentful and oppressive.

The Pleaser leader. Friendly, perhaps charismatic, they unite the team through sympathy. They are compromising/conciliation and expect the same from others.

**HARMONY**  
Sympathy**AVATAR THE BENEVOLENT**  
— CARING SPIRIT —

Pleasure of being emotionally united and together in a friendly environment. Humane and caring, seeks company and avoids conflicts. Likes to be identified with a group or fight for a cause. Under stress, shows enthusiasm and devotion but can also be invasive.

The Caring Manager. Values benevolence and solidarity. Manages the team with a participative approach in order for everyone to give their all.

SELF / MASTERY

**AVATAR THE COMPETITOR**  
— COMPETITIVE SPIRIT —

Uses strength and skills for the pleasure of winning. A fighter and aims to tip the balance of power. Avoids being in a weak position. Persistent and hard working. Under stress, courageous and pyromaniac or overwhelmed and depressed.

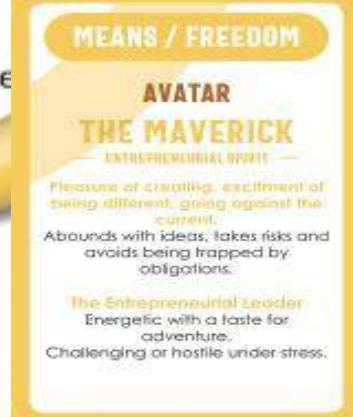
The Competitive Leader. Power relationships, contests, empowerment.

**DUTY**  
ConformingFRAME  
Fit in**FREEDOM**  
Rebellious

Oppose

60%

57%

**OTHER / SYMPATHY****AVATAR THE BENEVOLENT**  
— CARING SPIRIT —

Pleasure of being emotionally united and together in a friendly environment. Humane and caring, seeks company and avoids conflicts. Likes to be identified with a group or fight for a cause. Under stress, shows enthusiasm and devotion but can also be invasive.

The Caring Manager. Values benevolence and solidarity. Manages the team with a participative approach in order for everyone to give their all.

**OTHER / MASTERY****AVATAR THE HELPER**  
— TEAM SPIRIT —

Help and support others for the pleasure of winning together. Cooperative, dedicated to collective success and wants to be useful. Altruistic, always ready to help. Under stress, helpful and respectable or cowardly and hypocritical.

The Coaching Manager. Values cooperation and collective performance. Leads the team by bringing its members to the forefront.

58%

52%

## ACTIVITY

Tensed / Relaxed

MAGNUS OVEA

## RELATIONSHIP

To win / To lose

## ACTIVITY

Relaxed / Tensed

## HOW DO YOU LOOK AT THE SITUATION?

## RELATIONSHIP

To win / To lose

ACHIEVEMENT / DUTY  
serious relaxedEMOTION  
SERENITY*I feel calm, tranquil, carefree, relaxed, at peace, relieved...*DUTY  
ConformingFRAME  
Fit inMEANS / DUTY  
playful tenseEMOTION  
EXCITEMENT*I feel euphoric, joyful, cheerful, enthusiastic, exuberant, ecstatic, outgoing...*ACHIEVEMENT  
Serious

Delayed

Oppose

TIME  
ImmediateENJOYMENT  
PlayfulACHIEVEMENT / FREEDOM  
serious relaxedEMOTION  
COMPOSURE*I feel detached, impassive, nonchalant, indifferent, distant, cool...*FREEDOM  
Rebellious

FRAME

MEANS / FREEDOM  
playful tenseEMOTION  
MISCHIEVOUSNESS*I feel provocative, impish, cheeky, naughty, facetious, sardonic...*

Oppose

TIME

Immediate

SELF / SYMPATHY  
*i gain*EMOTION  
GRATITUDE*I feel, grateful, obligated, indebted, appreciated, well treated...*HARMONY  
Sympathy

SUPPORT

OTHER / SYMPATHY  
*others gain*EMOTION  
BENEVOLENCE*I feel generous, altruistic, charitable, indulging, kind, virtuous...*INDIVIDUAL  
SelfINTEREST  
Take

Core

Control

INTEREST  
GiveCOLLECTIVE  
OtherSELF / MASTERY  
*i gain*EMOTION  
PRIDE*I feel powerful, strong, amazing, triumphant, superior, awesome, worthy of respect...*POWER  
MasteryOTHER / MASTERY  
*others gain*EMOTION  
MODESTY*I feel modest, dedicated, honest, selfless, coy...*

## ACTIVITY

Tensed / Relaxed

## RELATIONSHIP

To win / To lose

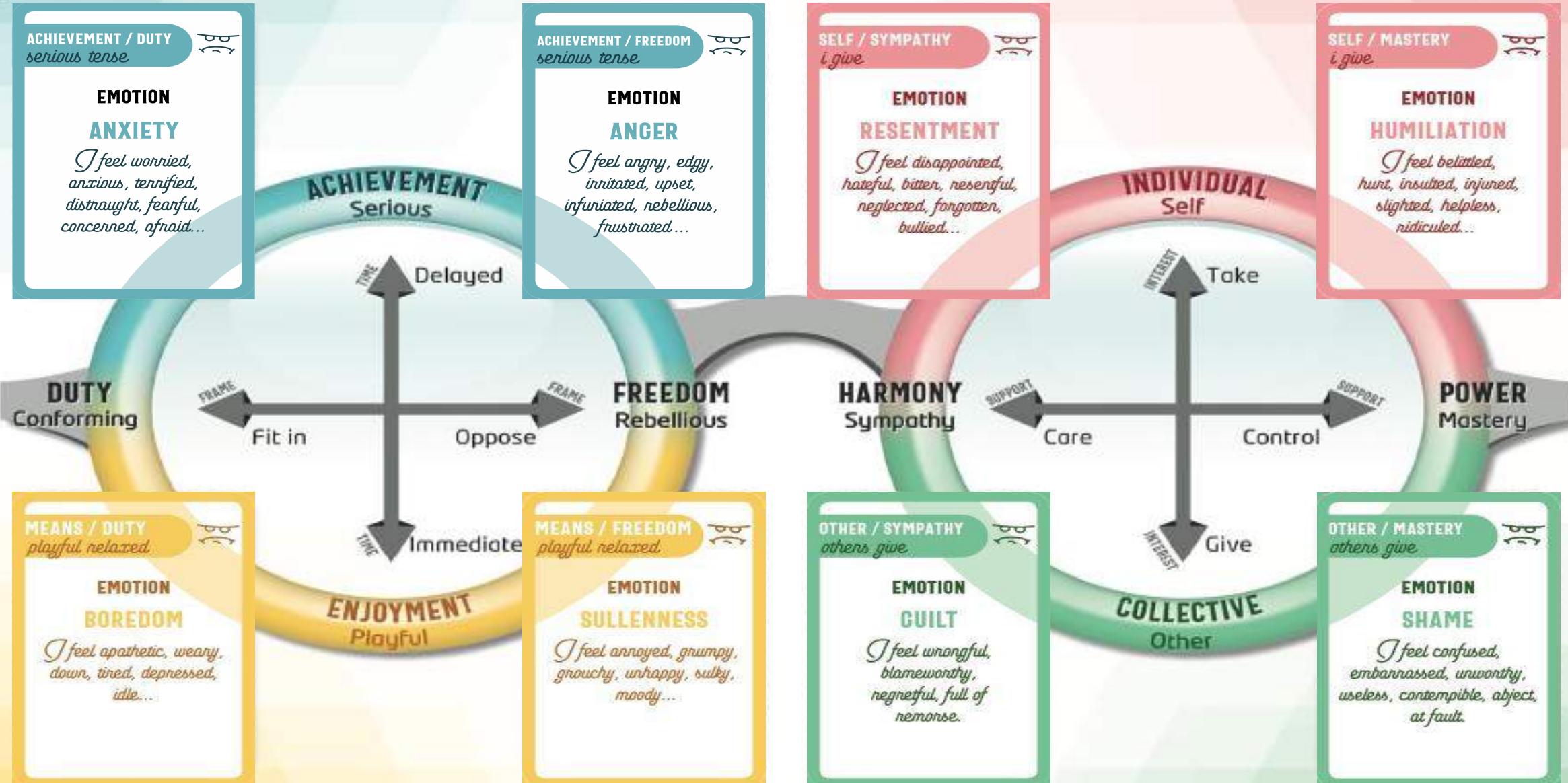
## ACTIVITY

Relaxed / Tensed

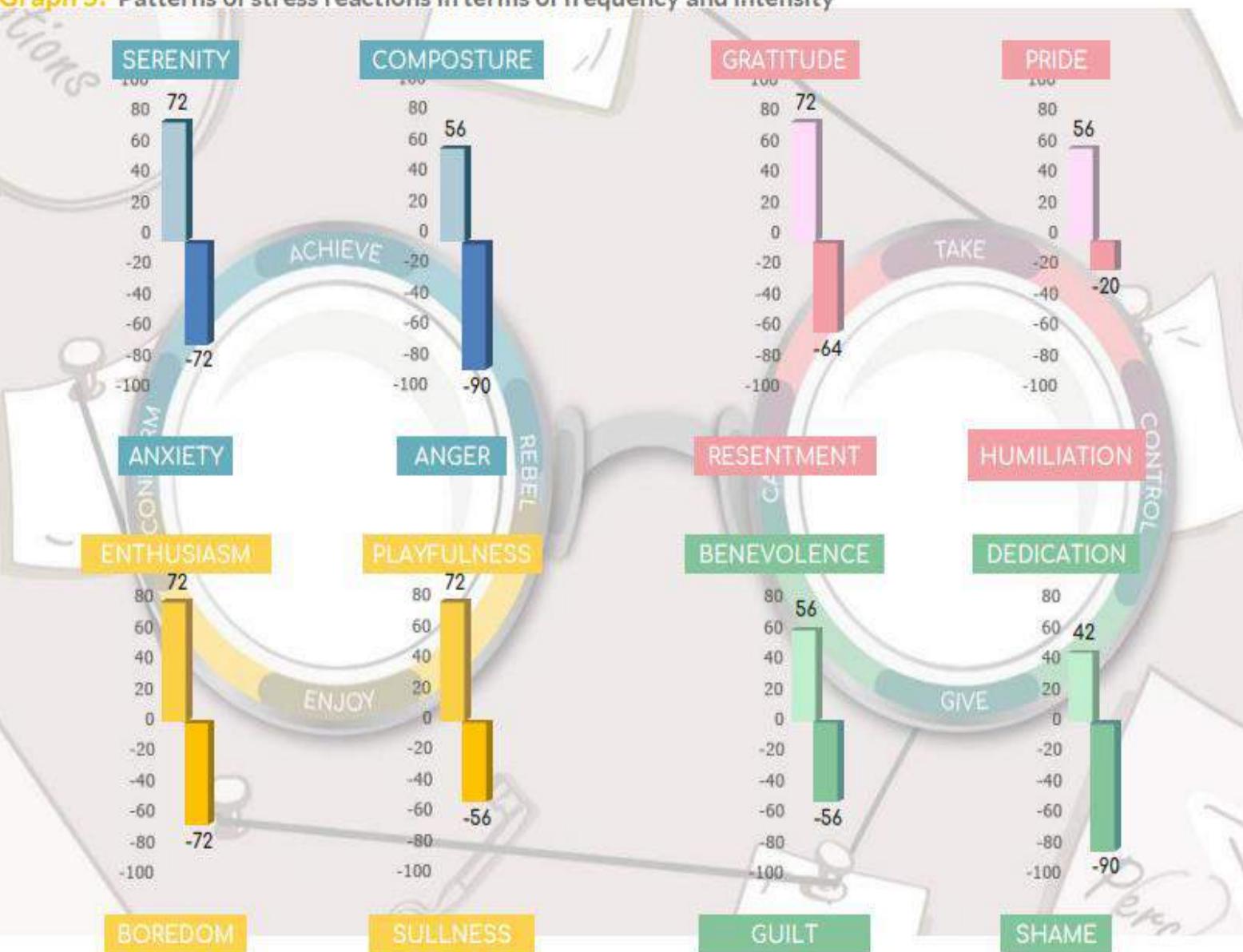
## HOW DO YOU LOOK AT THE SITUATION?

## RELATIONSHIP

To win / To lose



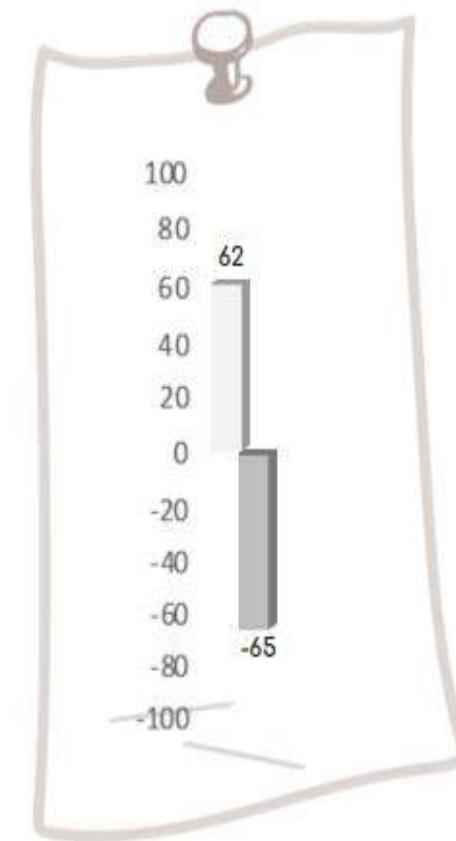
Graph 5: Patterns of stress reactions in terms of frequency and intensity



Scores are calculated based on your responses to the questions regarding emotions.

They are evaluated out of 100 which is the maximum total for the frequency multiplied by the intensity.'

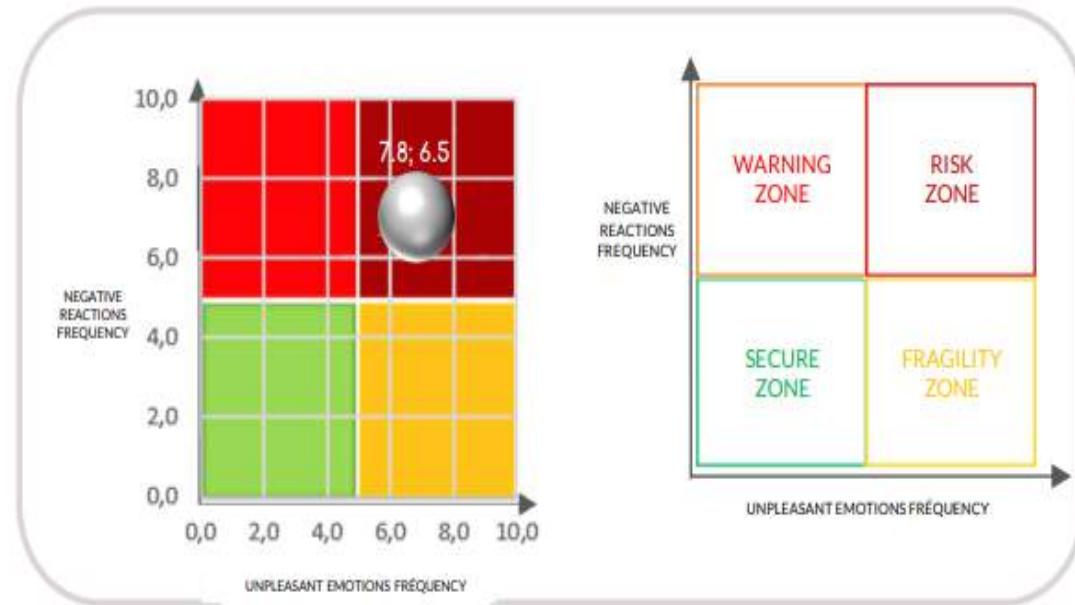
Graph 5.2: Average Score of reaction patterns.





You often experiment unpleasant emotions  
And you often react in a negative way

### Graph 15: Frequency link between unpleasant emotions and negative reactions



**YOUR NEGATIVE REACTION INDEX IS:** 0.65



So you quite often react negatively to the stresses you're under. That's not a good indicator of resilience. Check which avatars this is linked to to correct the shot.

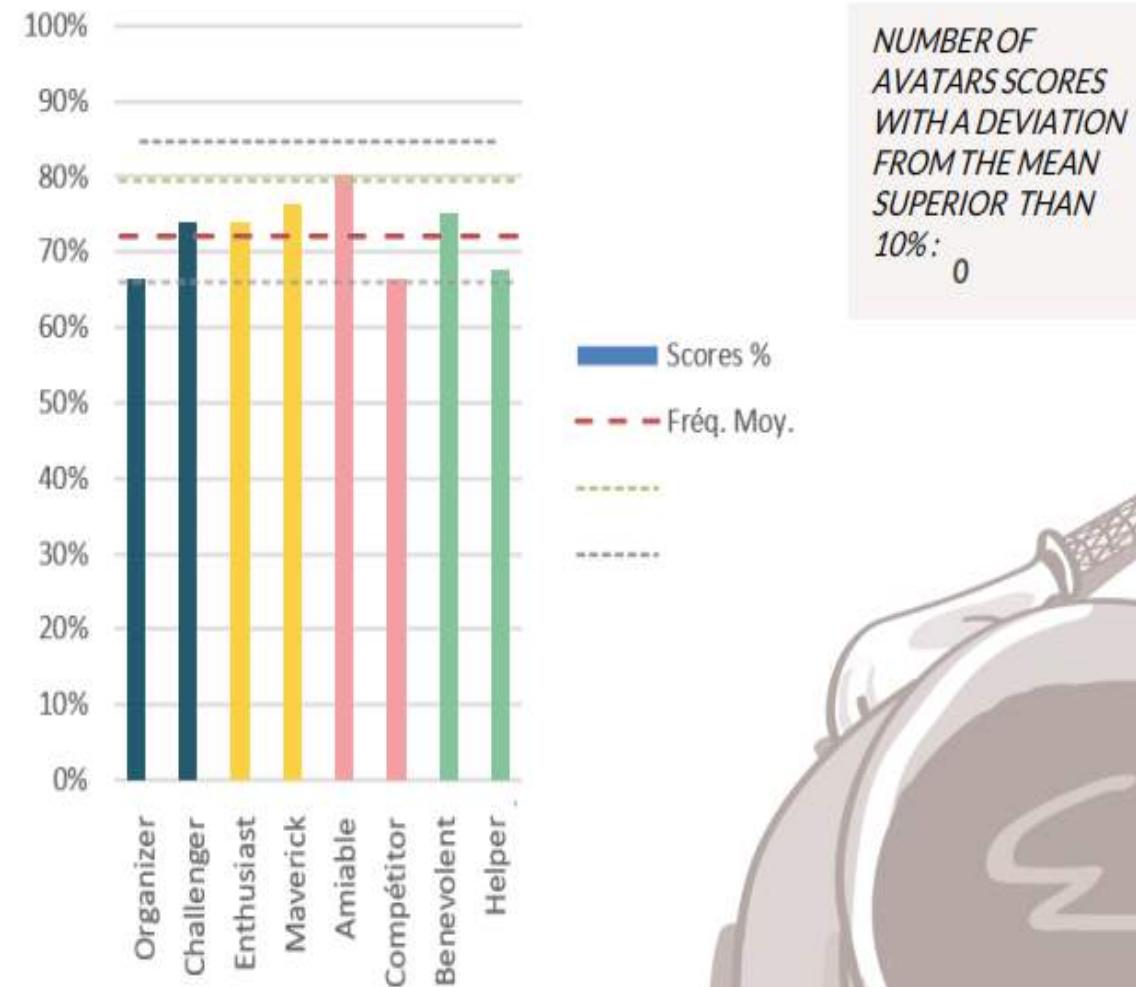


**YOUR AVERAGE FLEXIBILITY INDEX IS:**

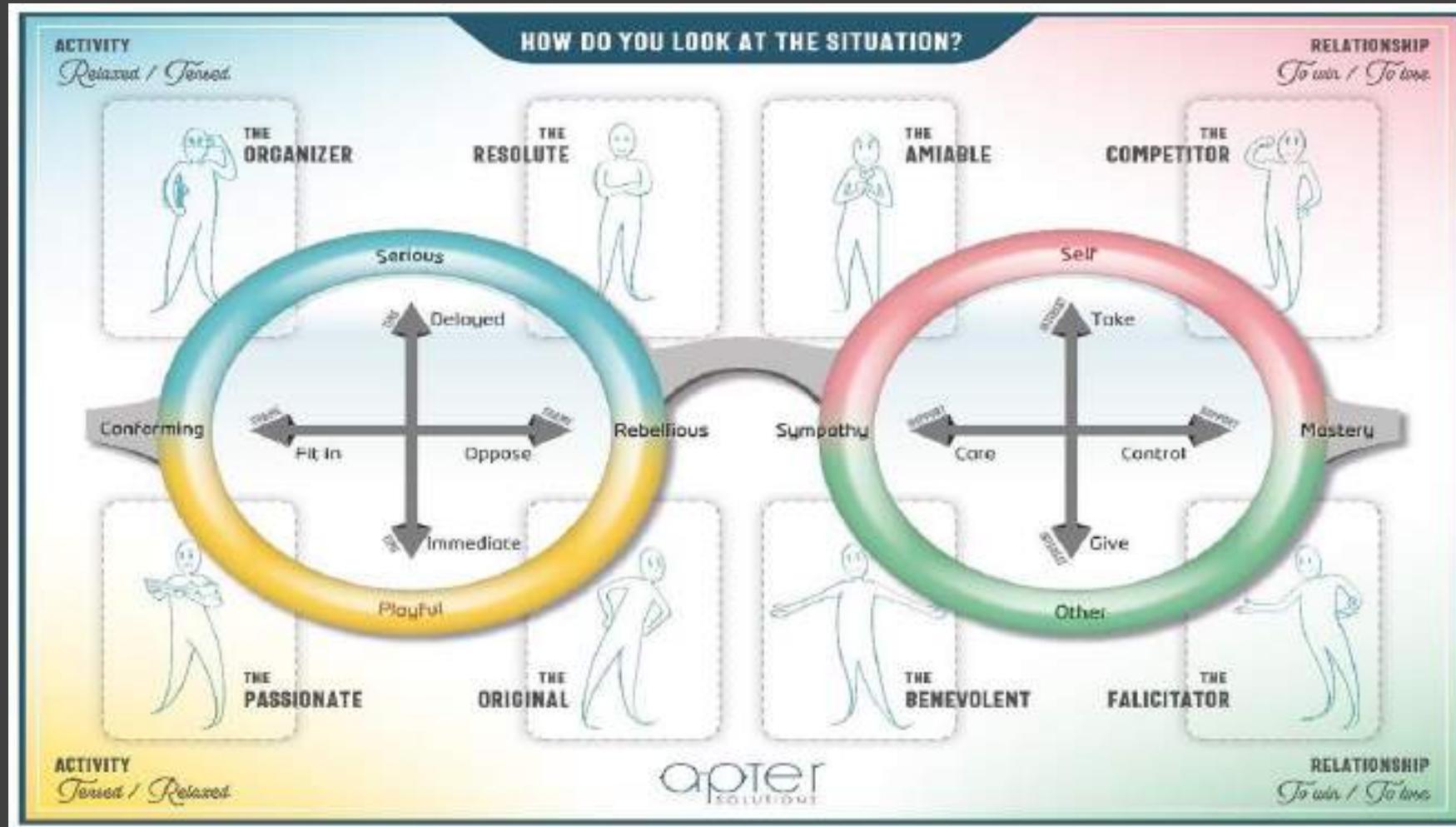
0.96

Scores vary from 0 to 1; the higher the score, the less deviation there is and the more resilient you might be. And this even more if all your scores are close to the average. Have a look at the graph below to find out.

### Graph 16: Your avatars in terms of frequency



# Apter Motivations and Emotions Diagnostics



 Contact Me



Website



MAGNUSWORX™



# MAGNUSWorx

## Peak Performance

### & Wellness

#### APP







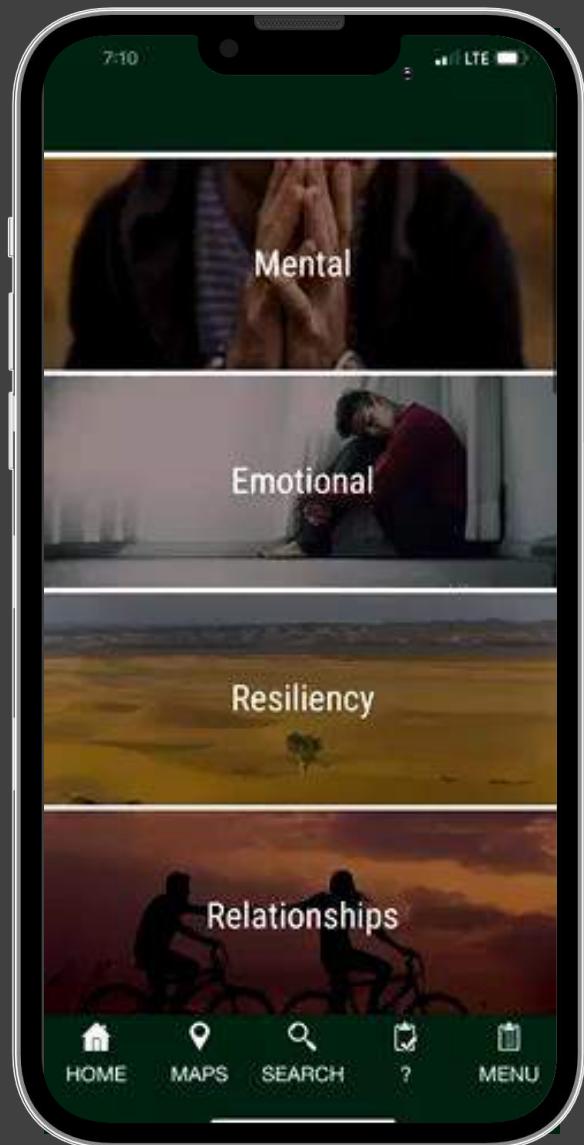
Passive

FOR PRESENTATION

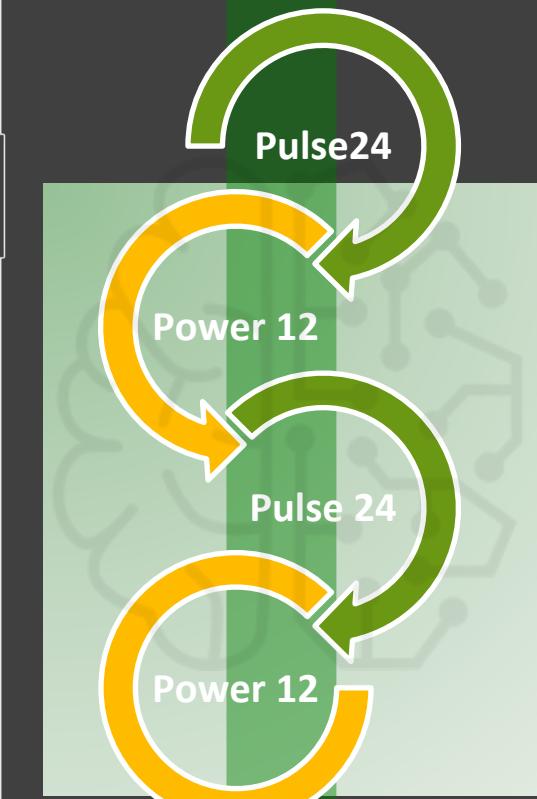


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Engaged



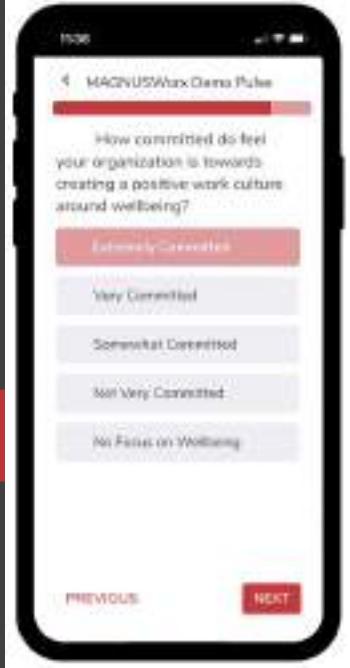
MAGNUS LEADER





## AUTHENTICATED

Officers subscribe to MAGNUSWorx™ and receive regular **pulses to push and pull** information to understand and support the 11 Domains of Wellness



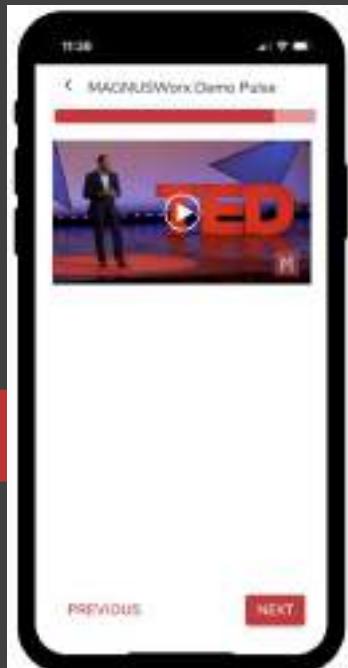
## CONFIDENTIAL

MAGNUSWorx™ engages weekly with its subscribers to listen and support the needs for officer wellness. The APP **encourages actions and behaviors** to help create positive habits



## EFFECTIVE

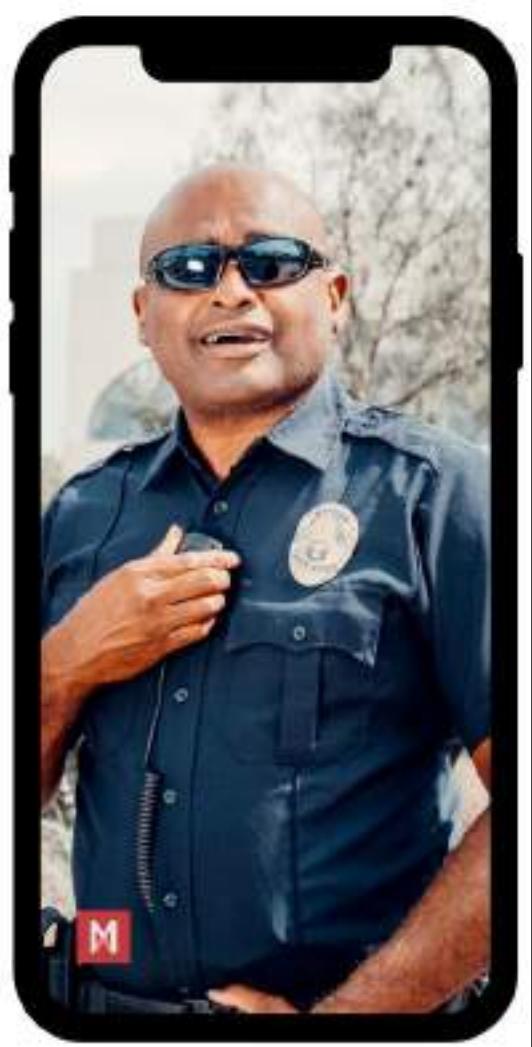
Confidential data is collected, categorized and analyzed to create profiles used by the **SMEs to target content** based on demands



## CURATED

Content is curated, measured and categorized so that our data scientist can use the data to inform the algorithms to **drive content and measure impact**





**Peer Support / Wellness Team accessibility**, coupled with a greater ease of interaction, gives the peer the edge needed to provide extremely effective intervention in times of crisis. Peers are equals. They would be confidants even if they were not crisis interveners. This is also why the MAGNUSWorx peer support is helpful even when agencies have other EAPs. An **EAP may offer many of the same services, but it might not be located where the officer is, or available 24 hours** a day, or be staffed with people with direct law enforcement experience.

- **Peer Support and direct outreach in APP**
- **Peer Support Dashboard review**
- **Supports both Anonymity and Confidentiality resources**



MAGNUSWORX™





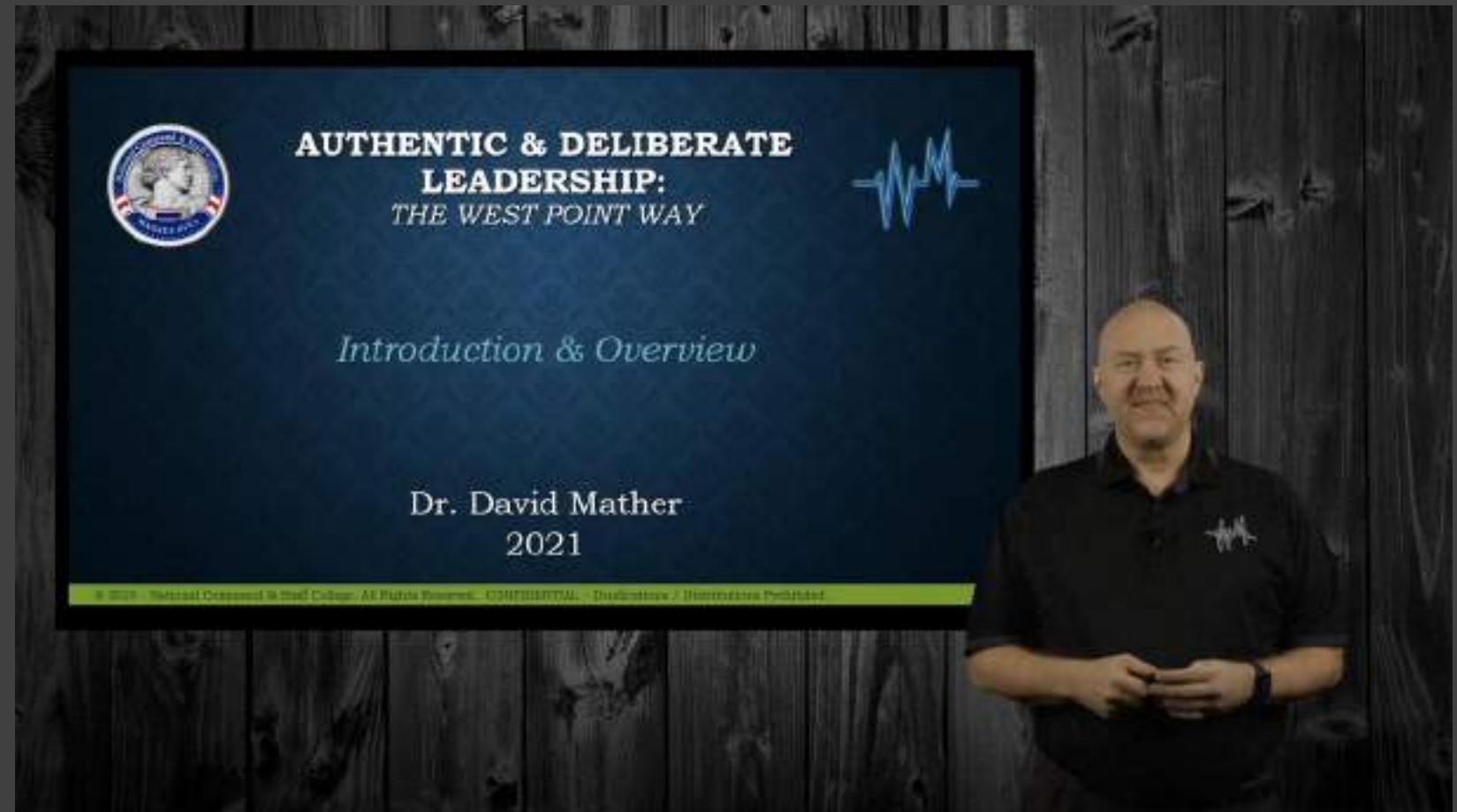
# West Point Leadership Online



ONE FREE ACCESS



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