



MAGNUSWORX™

Assess. Educate. Impact. Inspire. Transcend.

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

Dr. Mitch Javidi

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 visionary 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.



GREAT TO MAGNUS

Personal Growth + Organizational Growth + Wellbeing Growth = MAGNUS

CHALLENGES

Recruitment

Retention

Organizational Growth

Peak Performance

Wellness & Resilience

tactical athletes?

PEAK PERFORM

RESILIENT

WELLNESS



RFID TAGS in 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 like the FitGuard gauge the level of force when athletes experience impacts 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 foot and send data to an app about potential injuries.



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

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



tactical athletes?

PEAK PERFORM

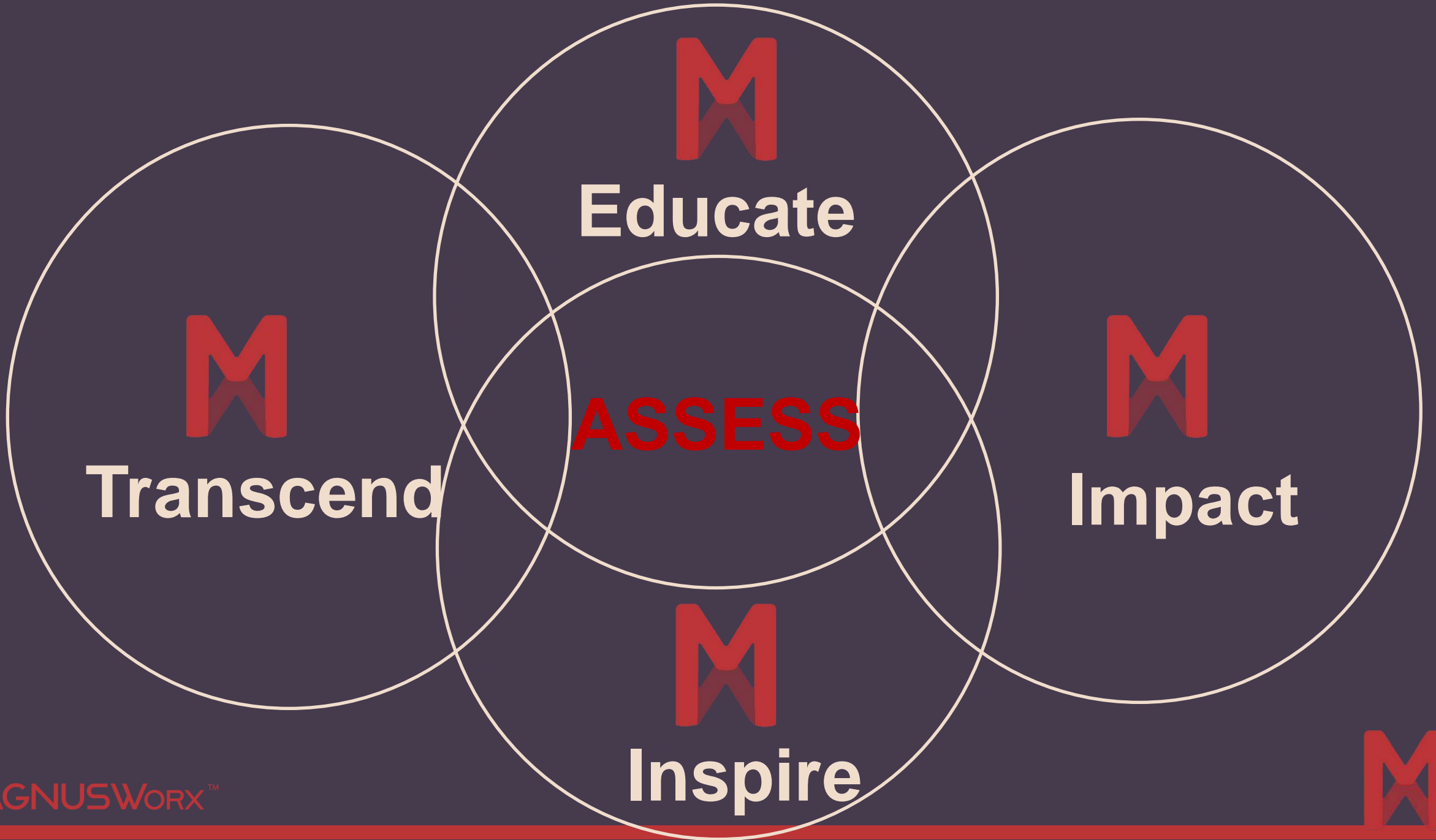
RESILIENT

WELLNESS

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

Interoperability





2 New Diagnostics

*MULTI FACTORIAL MEASURE OF
PERFORMANCE*

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



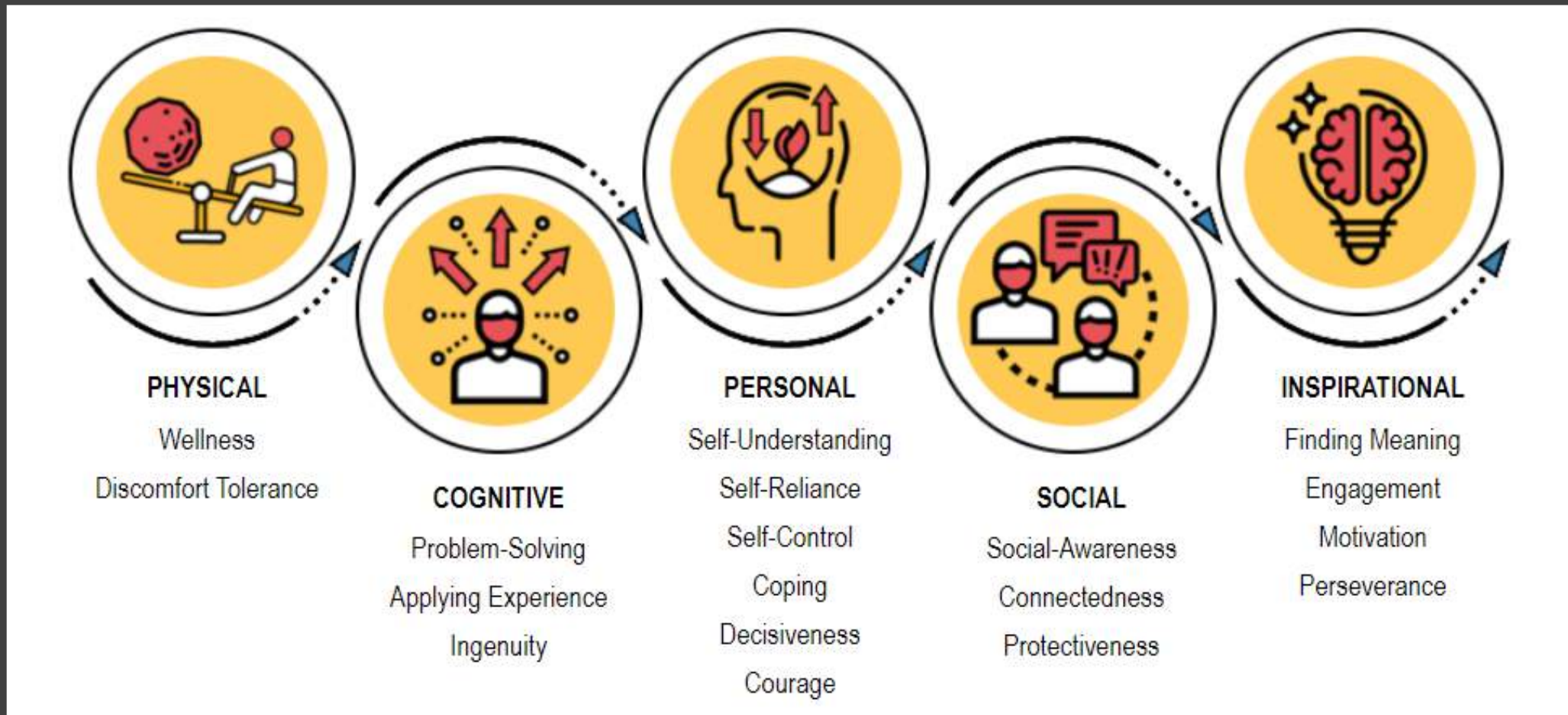
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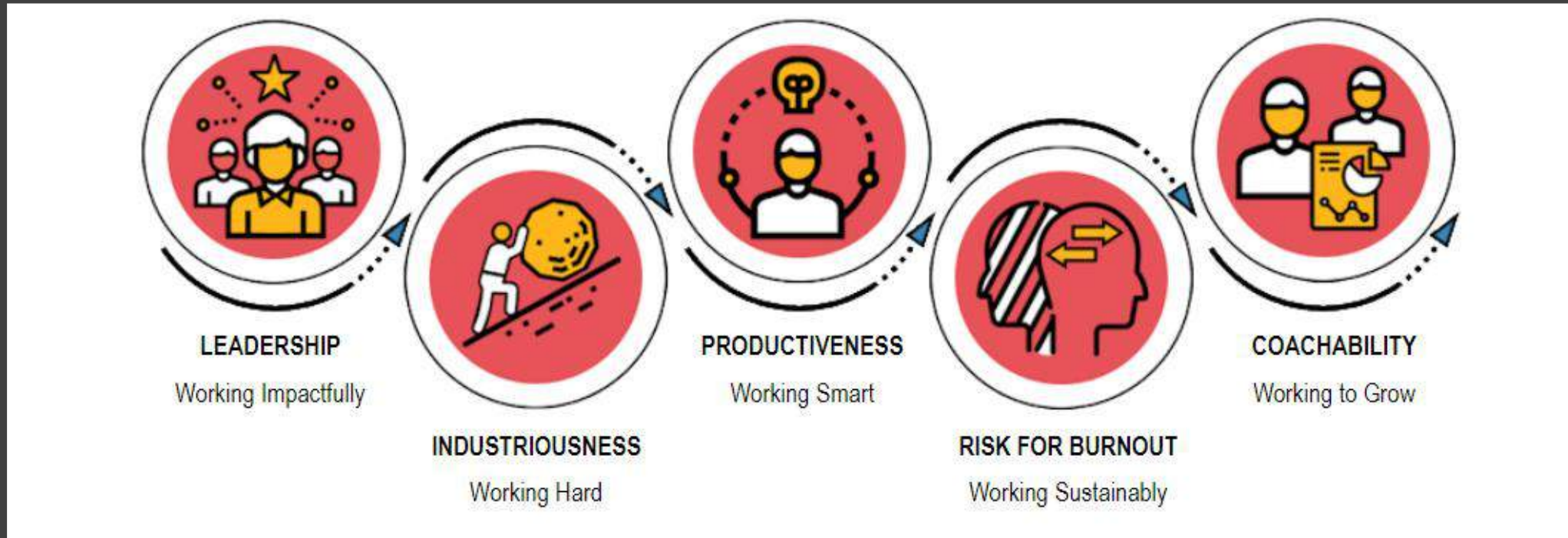
Read More



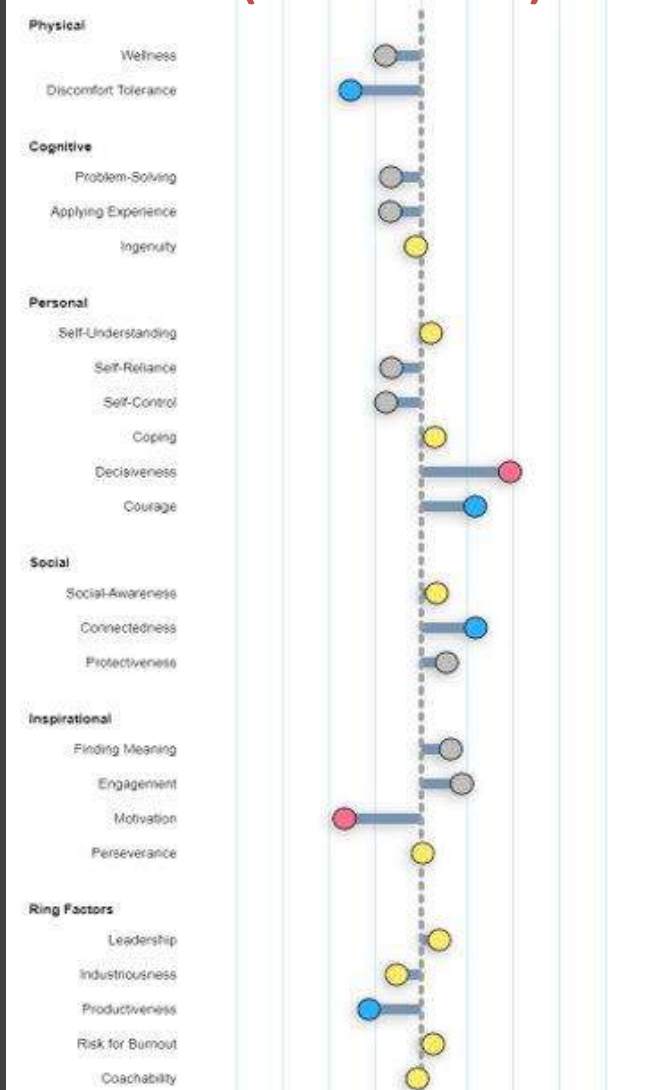
The Bar-On model of human performance provides a validated way to present comprehensive results. This model consists of 18 core factors, grouped into five categories.



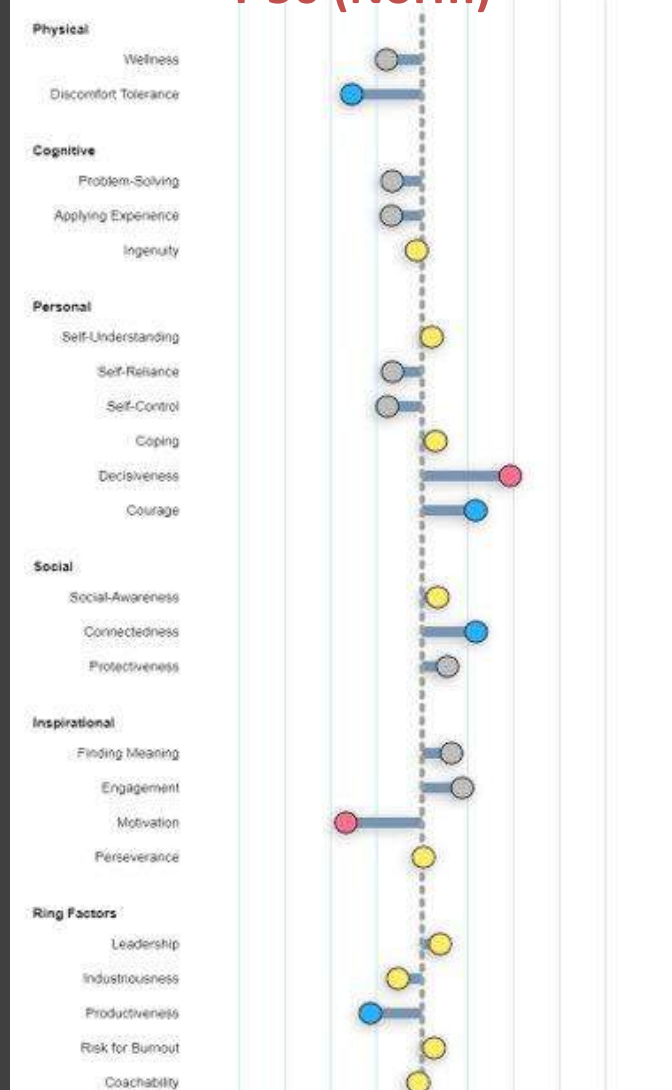
In the MMP, the core factors that contribute to the individual's performance are distinguished from ring factors, which describe how performance is displayed at work and elsewhere.



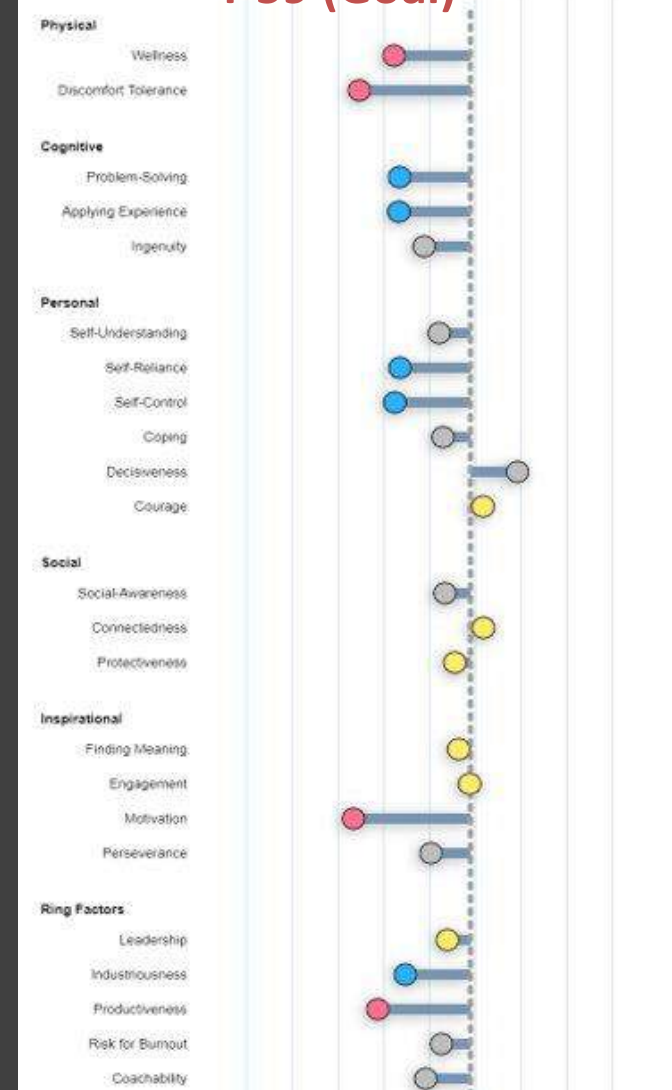
T 47 (Current CLP)



T 50 (Norm)



T 59 (Goal)



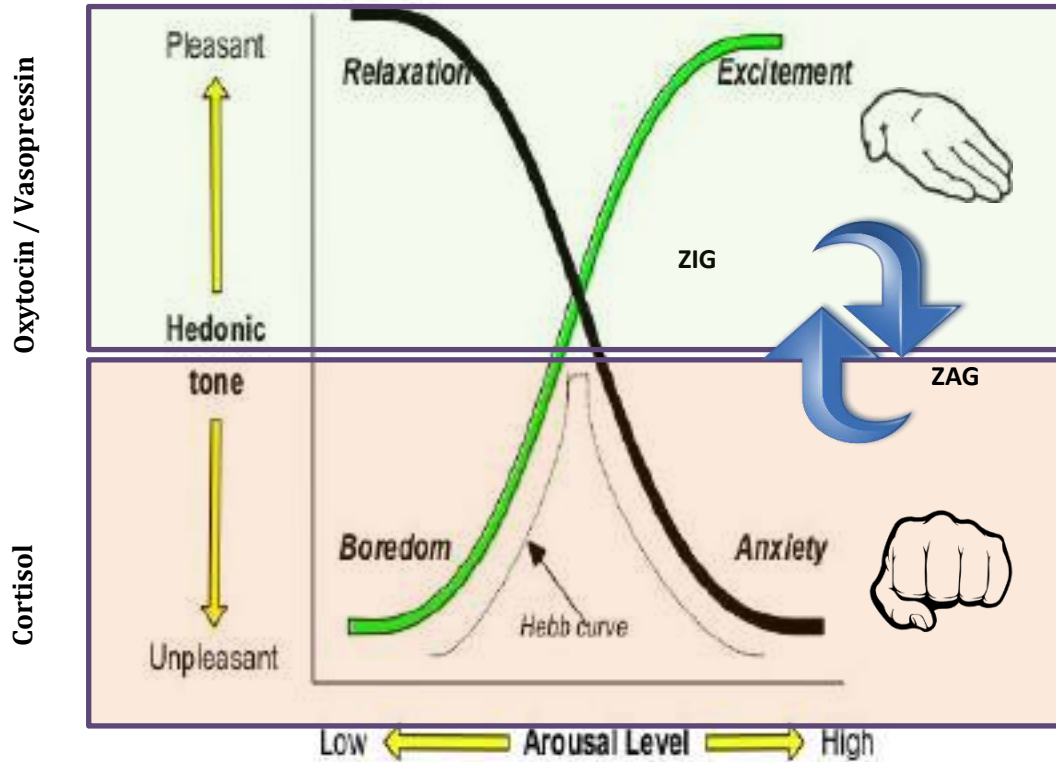
Apter Diagnostics



Dr. Michael Apter

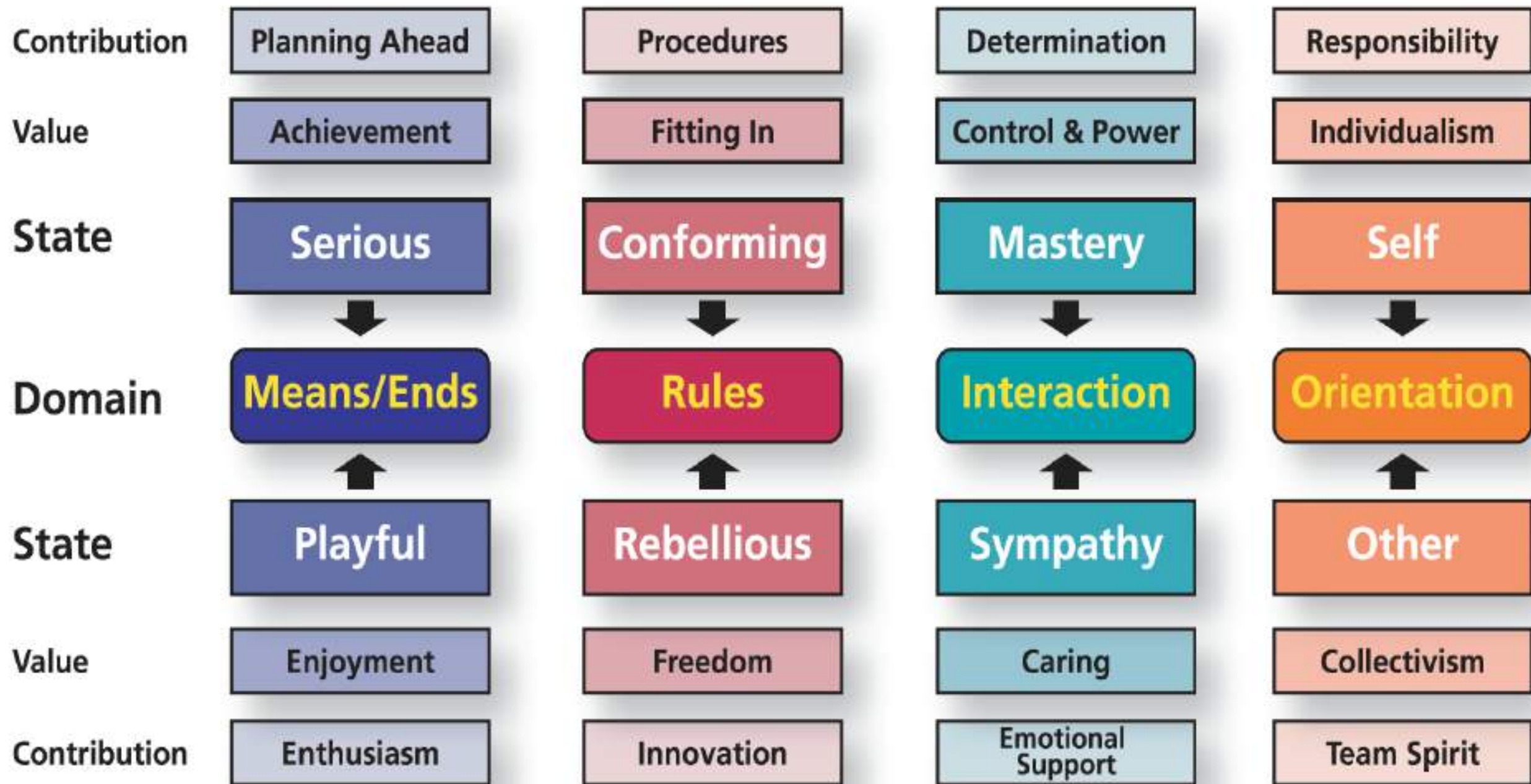


Apter Motivations and Emotions Diagnostics

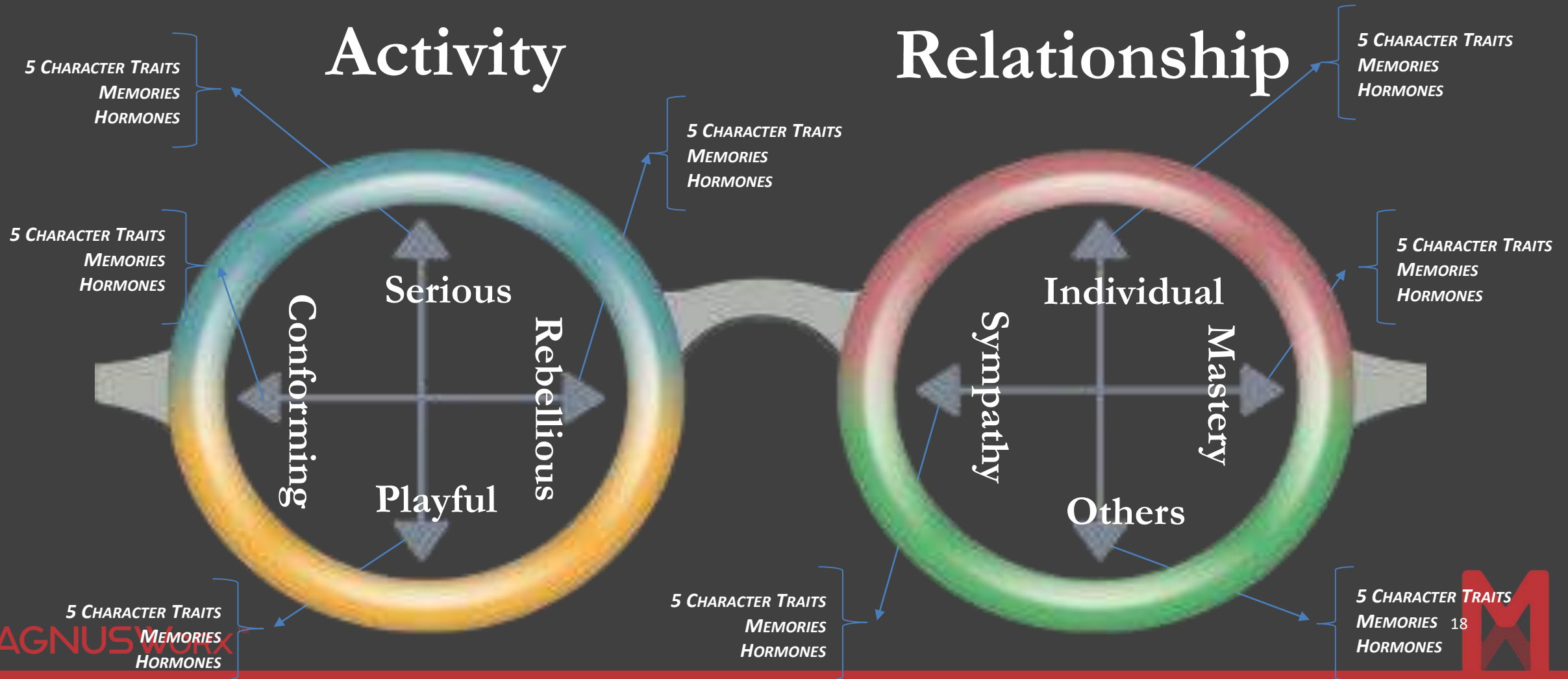


Reversal Theory is a psychological theory focusing on **motivation** and **emotion**.

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

MY 8 WAYS OF BEING

RELATIONSHIP

To win / To lose

ACHIEVEMENT / DUTY

AVATAR

THE ORGANISER

— THE SPIRIT OF THE QUEST —

A meaningful objective, deferred pleasure and achievement.
Anticipates, sets milestones, does what is expected and avoids being at fault. Tenacious and strives to perform. Under stress, can be vigilant or intransigent and judgemental.

The Project Manager
Values the objective and organises tasks with structure. Rigorous and controlling.

56%

ACHIEVEMENT / FREEDOM

AVATAR

THE CHALLENGER

— WINNING SPIRIT —

Taking up a challenge, making things happen, overcoming resistance.
Argues, refocuses, takes the lead and avoids unnecessary risks. Bold, with the desire to excel. Determined or aggressive under stress.

The Change Leader
Forward thinking and strategic, leading the team with composure and persistence. Straightforward, direct and critical.

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/conciliatory and expect the same from others.

65%

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 pugnacious or overwhelmed and depressed.

The Compulsive Leader
Power relationships, contests, empowerment

47%

DUTY
Conforming

FRAME

Fit in

FREEDOM
Rebellious

FRAME

Oppose

HARMONY
Sympathy

SUPPORT

Care

Control

POWER
Mastery

SUPPORT

MEANS / DUTY

AVATAR

THE ENTHUSIAST

— SPIRIT OF QUALITY —

The pleasure taken in the present moment, the enjoyment of the activity itself.
In a good mood, strives to excel and avoids being under pressure. Engaged, may be a perfectionist. Under stress, attentive or apathetic.

The Quality Manager
Knows how to inspire the team and value quality work. Inflexible, perfectionist with the potential to be inflexible.

57%

MEANS / FREEDOM

AVATAR

THE MAVERICK

— ENTREPRENEURIAL SPIRIT —

Pleasure of creating, excitement of being different, going against the current. Abounds with ideas, takes risks and avoids being trapped by obligations.

The Entrepreneurial Leader
Energetic with a taste for adventure. Challenging or hostile under stress.

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. Loves 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.

58%

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.

52%

ACTIVITY

Tensed / Relaxed

MAGNUS OVER

RELATIONSHIP

To win / To lose

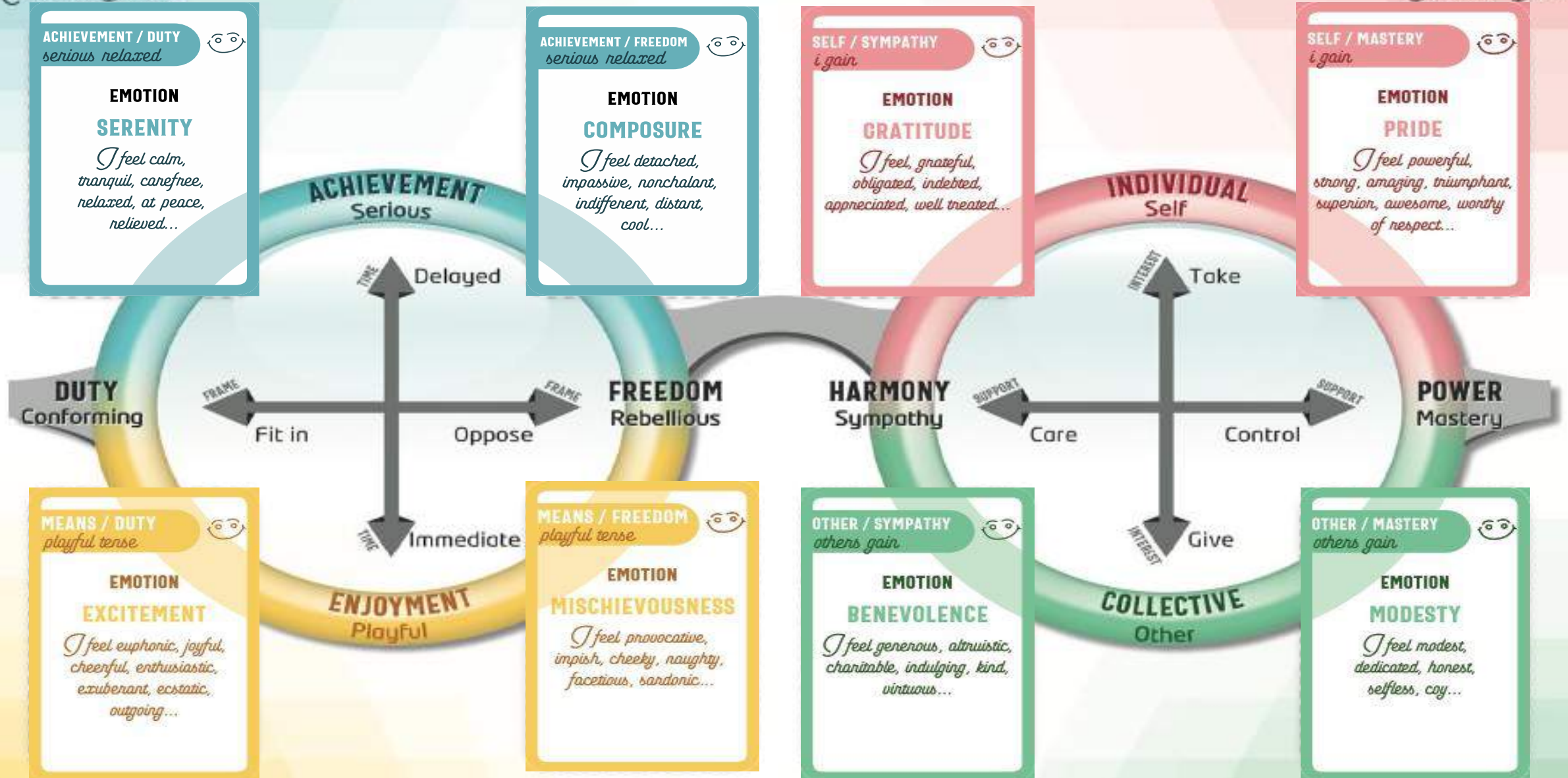
ACTIVITY

Relaxed / Tensed

HOW DO YOU LOOK AT THE SITUATION?

RELATIONSHIP

To win / To lose



ACTIVITY

Tensed / Relaxed

RELATIONSHIP

To win / To lose

ACTIVITY

Relaxed / Tensed

HOW DO YOU LOOK AT THE SITUATION?

RELATIONSHIP

To win / To lose

ACHIEVEMENT / DUTY
serious tense

EMOTION

ANXIETY

*I feel worried,
anxious, terrified,
distracted, fearful,
concerned, afraid...*

ACHIEVEMENT / FREEDOM
serious tense

EMOTION

ANGER

*I feel angry, edgy,
irritated, upset,
infuriated, rebellious,
frustrated...*

SELF / SYMPATHY
i give

EMOTION

RESENTMENT

*I feel disappointed,
hateful, bitter, resentful,
neglected, forgotten,
bullied...*

SELF / MASTERY
i give

EMOTION

HUMILIATION

*I feel belittled,
hurt, insulted, injured,
slighted, helpless,
ridiculed...*

ACHIEVEMENT
Serious

TIME
Delayed

DUTY
Conforming

FRAME
Fit in

FRAME
Oppose

FREEDOM
Rebellious

TIME
Immediate

ENJOYMENT
Playful

MEANS / DUTY
playful relaxed

EMOTION

BOREDOM

*I feel apathetic, weary,
down, tired, depressed,
idle...*

MEANS / FREEDOM
playful relaxed

EMOTION

SULLENNESS

*I feel annoyed, grumpy,
grouchy, unhappy, sulky,
moody...*

OTHER / SYMPATHY
others give

EMOTION

GUILT

*I feel wrongful,
blameworthy,
neglectful, full of
remorse.*

OTHER / MASTERY
others give

EMOTION

SHAME

*I feel confused,
embarrassed, unworthy,
useless, contemptible, abject,
at fault.*

INDIVIDUAL
Self

INTEREST
Take

HARMONY
Sympathy

SUPPORT
Care

SUPPORT
Control

POWER
Mastery

INTEREST
Give

COLLECTIVE
Other

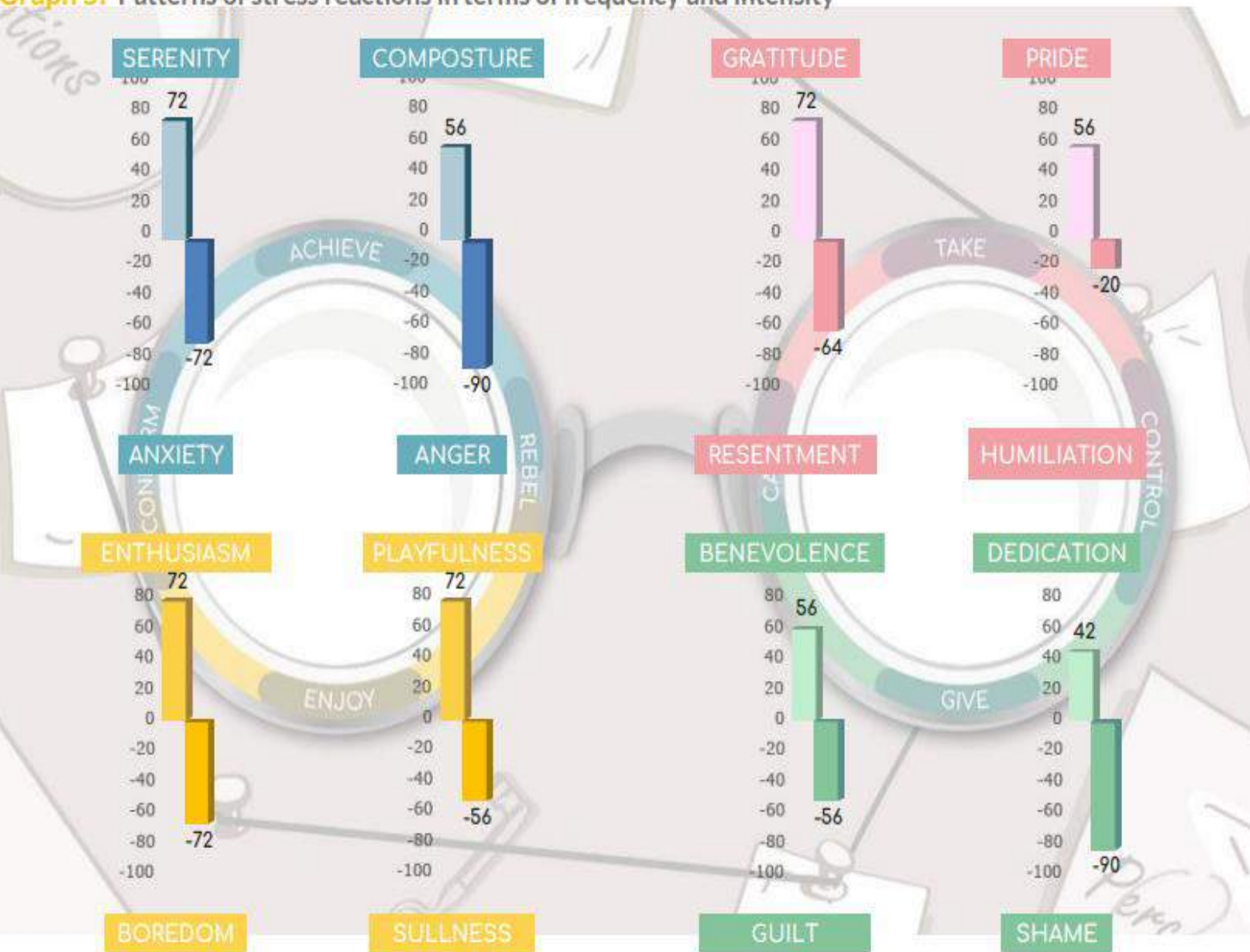
ACTIVITY

Tensed / Relaxed

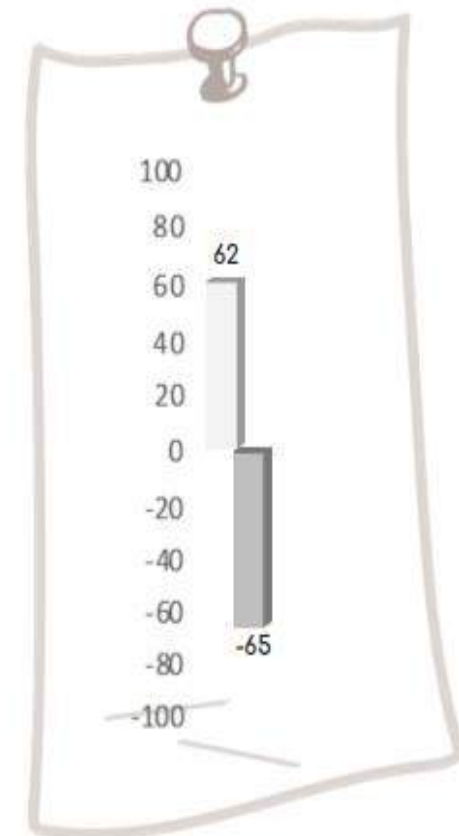
RELATIONSHIP

To win / To lose

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



Graph 5.2: Average Score of reaction patterns.

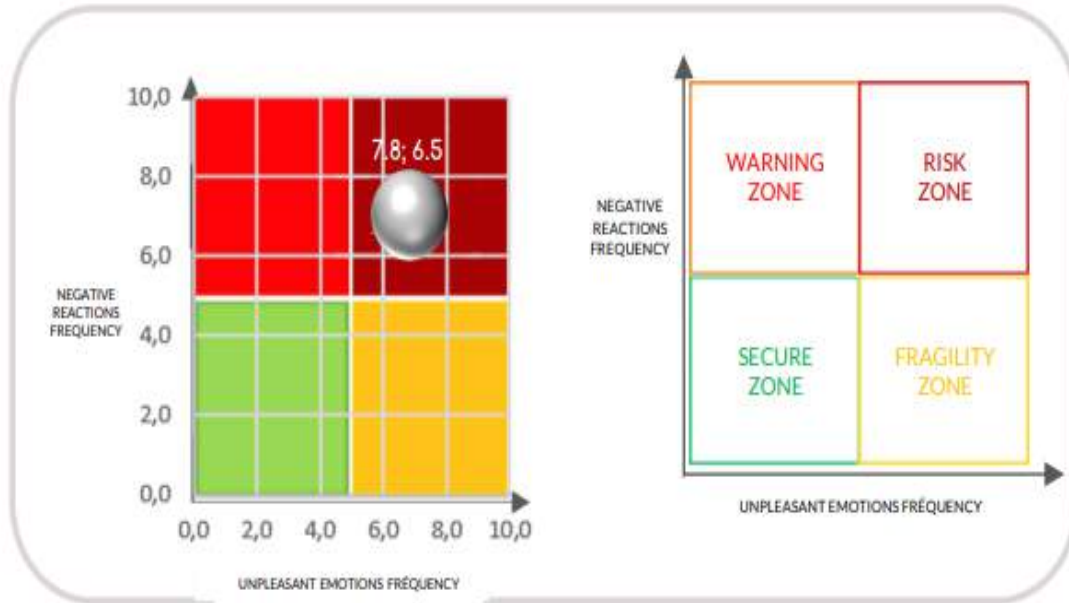


Scores are calculated based on your responses to the questions regarding emotions.
They are evaluated out of 100 which is the maximum total for the frequency multiplied by the intensity.



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.

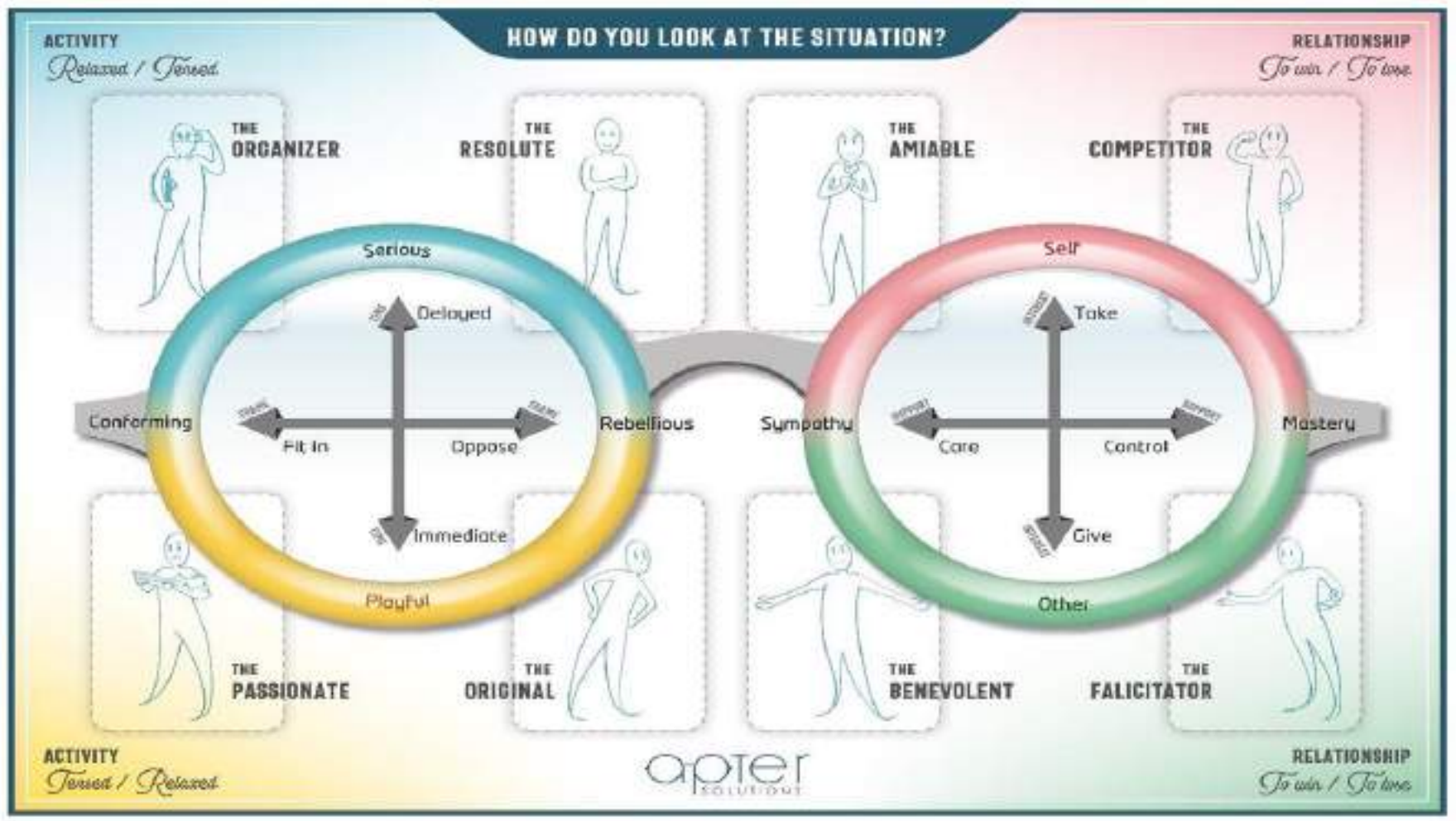
Graph 16: Your avatars in terms of frequency



NUMBER OF
AVATARS SCORES
WITH A DEVIATION
FROM THE MEAN
SUPERIOR THAN
10%:
0



Apter Motivations and Emotions Diagnostics



Contact Me



Website



MAGNUSWorx Peak Performance & Wellness APP







Passive

FOR PRESENTATION



Contact Me



Engaged



Pulse24

Power 12

Pulse 24

Power 12

Machine Learning
Applied Analytics
Functional
Learning Styles
Neuroplasticity
Habit Formation
Organizational
Culture

MAGNUS LEADER

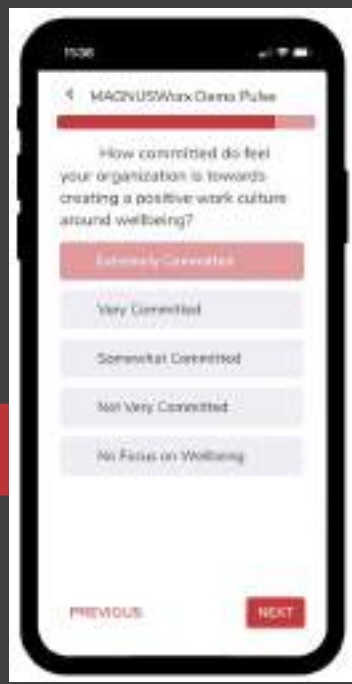


MAGNUSWORX™



AUTHENTICATED

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



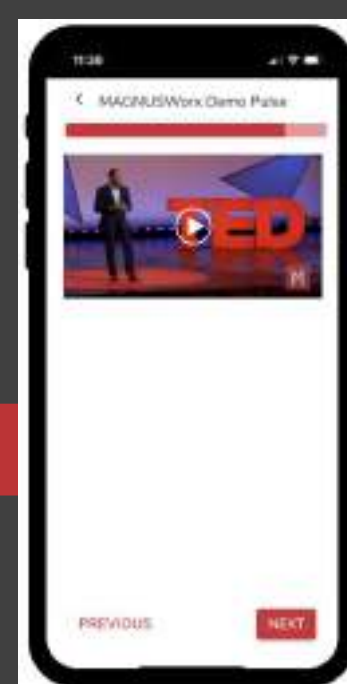
CONFIDENTIAL

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**



Data is collected in such a manner to preserve and ensure **anonymity** and privacy but allow for analytics based on demographic data embedded in the user profiles



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**



West Point Leadership Online



ONE FREE ACCESS

