Overview

Once someone has completed their HBDI® assessment and journey, they are ready to attend a 1:1 debrief with a Certified Practitioner. The 1:1 debrief is a pivotal opportunity for the Thinker to deepen their understanding of their unique thinking preferences and explore how to apply Whole Brain® Thinking in a meaningful, practical way. It's a personalized space where insights turn into action, and the Thinker begins to intentionally stretch and strengthen their Whole Brain Thinking "muscle" - unlocking new potential in how they solve problems, communicate, and collaborate.

This guide assumes the HBDI® assessment and journey are complete, and you are starting with scheduling the debrief. You will learn about the HBDI® invitation process in your certification.

Tips for Facilitators

- Tailor to context: Ask early what the participant wants from the session (goal, purpose, etc.).
- Remind them that this is their data they provided, that we are providing back to them. If they have concerns about what they selected, remind them that each individual selection has little impact on the overall score and that the profile is a "trend" analysis of their thinking preferences and they can stretch into any quadrant as needed.
- Remember to use a communication approach that meets the preferences of the individual.
- Listen for any areas of concern and address them as part of the process. Examples include:
    - Should I be worried that my profile is different than my colleagues?
    - I see my profile "flatlines" in my under pressure score in this quadrant, should I be concerned?
    - I struggle with leaning into this quadrant - should I change my role?"
- Listen for areas of curiosity and connection (ex. "oh, that's interesting, that explains my boss", "That's an area I didn't think about"). Follow their curiosity and interest.
- The HBDI® Digital ("My HBDI®" in the Thinker Portal) has text that explains each section. The Thinker Journey also explains each section in depth. Refer to these resources if you run into any questions.

Scheduling the 1:1 Debrief

We recommend that you schedule 45 minutes for the 1:1 debrief. We know, however, you might be asked to deliver a debrief in a smaller window of time. This is why we have designed this guide to be modular and flexible.

- A **45 minute** debrief will cover all three phases outlined in this guide.
- **30 minutes** is the shortest time frame we recommend for a 1:1 debrief. We recommend planning the following adjustments in each phase:
    - Phase One: A focused **5 minutes** on an introduction, Whole Brain® model confidentiality and asking what context would be most helpful.
    - Phase Two: Plan for **15 minutes** of data insights. Take a closer look at the data, find what might generate the most insightful discussion.
    - Phase Three: **10 minutes** for Q&A. You can create a bank of questions you would like to ask - but pay closer attention in the debrief to get a sense of which questions you can focus is on to generate a powerful action step.

Preparing the 1:1 Debrief

- Check to see the level of Journey completion and prepare to spend more time on the Whole Brain® model review if it has not been completed.
- Access the Thinker's HBDI® Digital Report. Also open the HBDI® 2-page PDF.
    - On the 2-page PDF: Note the person's occupation for context and scan the data summary for visual patterns that emerge.
    - Review the HBDI® Digital data seeking key patterns and elements that represent possible discussion points including:
        - Under pressure profile shifts
        - Modes
        - In the Dashboard section, review:
            - "How I See Myself" and what is heavily or lightly selected
            - Top Work Elements highlighted in "At Work"
            - Energy Level
            - Intro/Extroversion placement
        - Clusters in strong preference and low preference quadrants
- Be prepared to describe the "HBDI® profile" page of the HBDI® Digital (ex. preference code, thinking flow implications on the "Profile Description" page.

1:1 Debrief Outline

- Phase One: **10 minutes** for Rapport Building and Whole Brain® model review
- Phase Two: **20 minutes** for a focused debrief of their profile.
- Phase Three: **15 minutes** for Q&A or additional insights.

Phase 1: Rapport Building & Whole Brain® Model Review (10 minutes)

Purpose: Establish psychological safety and personal relevance. Ensure that the Whole Brain® model is well understood before diving into the HBDI® data.

Outline

- Warm welcome + orientation
    - Meet and greet with introductions if this is the first time you have met.
    - Briefly explain what the HBDI® is:
        - A thinking styles assessment based on over 40 years of research on the brain that describes how we prefer to process information.
    - Also explain what today's conversation cover:
        - Diagnostics: Reviewing data from their HBDI® assessment.
        - Insights: Exploring questions that connect their data to their work and life to generate insights.
        - Application: Applying insights to an action step they can take to leverage their preferences or tap into lesser preferred quadrants of their thinking.
    - Confirm confidentiality and participant comfort with the dialogue.
        - **Note:** if recording, offer to stop the recording or offer to share a copy with the participant.
    - **Ask:** What context would be most helpful for us to review your profile today?
        - *Examples:* Communication approaches? Problem solving? Decision making? Working with others?

Phase 1: Rapport Building & Whole Brain® Model Review (cont.)

- Whole Brain® Model Review:
    - **Note:** You can either access the Thinker's HBDI Digital and share your screen or ask the Thinker to log on to the Thinker Portal, open "My HBDI®" and share their screen. The link to the Thinker Portal is below:
        - https://axon.herrmannsolutions.net/account/login
    - Start with the "Whole Brain® Model" tab in the HBDI® Digital
    - Remind them that this was explored in "My Journey" on the Thinker Portal.
    - **Optional:** Ask which occupations come to mind for each quadrant as a test of understanding.
    - Ask which of the quadrants resonates most for them and which are less descriptive of them and why?
    - Ask one of the following questions as a transition to the HBDI® Profile:
        - "What's something about your day-to-day work that energizes you?"
        - "If you could pick one word that describes how you like to think - what would it be?"
        - "When do you feel most 'in flow' at work?"

Phase 2: Focused HBDI Debrief (20 minutes)

Purpose: Guide the participant through a structured interpretation of their HBDI® profile referring to the Whole Brain® model as needed.

Outline

1. HBDI® Profile and Modes: Profile Scores & Flow of Thinking

- Go to the "HBDI® Profile" tab. Explain their preference codes (ex. 1, 2, 3) and implications for their thinking process (ex. you prefer "X" or "Y" quadrants, you have a singular strong preference for "X", You have a low preference for "Z", You have a highly multi-dominant profile).
- Ask, "Did anything surprise you about your profile?"
- On the "HBDI® Profile" tab, click on the "Profile Description" button and share their process flow at the bottom of the page. Ask, "Does this represent your typical process flow?"

Phase 2: Focused HBDI Debrief (cont.)

- Ask: “Does this match how you typically problem solve or make decisions?”
- Go to the “Modes” tab and explain their left vs. right and upper vs. lower mode scores.
- Briefly explain the left vs right and upper vs lower percentages, highlighting which are stronger and reminding them of the implications.

2. Under Pressure Profile

- Highlight the degree of shift between the regular and under pressure profiles.
- Note that if there is no shift that often means others may not recognize the person is under pressure.
- If there is a shift, ask: “Have you noticed this change in yourself when under pressure?” Where does your thinking typically go? Ask for an example.
- Briefly explain the left vs right and upper vs lower percentages, highlighting which are stronger and reminding them of the implications.

3. Dashboard: How I see Myself (Key Descriptors) & Personal Reflections

- Explain that the descriptor with the asterisk is the one they selected that most describes them.
- Describe how the quadrants “stack up” and explain that for some key descriptors are a general view of self vs at work. For some that may mean more at home or both.
- Ask: “Which descriptors resonate most? Are there any surprises?”

4. Dashboard: At Work (Work Elements) & Personal Reflections

- Explore their “Work Elements” (what energizes vs. drains them).
- Ask: “Does this match how you currently spend your time at work?”

Explore any implication for work elements that are least preferred. Ask, “do those drain you?

Phase 2: Focused HBDI Debrief (cont.)

5. Dashboard: Intro/Extroversion and Energy Level

- Explain that the introvert/extrovert data was their placement on the scale (vs. a derived score like MBTI).
- Ask: "Do interactions with others energize or drain you, especially when you have a very full week of meetings? How do you recharge your ''batteries.". Suggest they manage their work schedule to best accommodate getting time to recharge.
- Ask: "What time of day is best for you? Suggest they consider doing the work that is most demanding at that time.

Tips

- Let the thinker ask questions and do most of the talking.
- Align your language to their quadrant preference.

Phase 3: Q&A, Insights & Action Planning (15 minutes)

Purpose: Translate insights into action. Personalize and close with a sense of clarity and value.

Discussion Prompts

- "What surprised or affirmed your self-perception today?"
- "What is one strength you want to lean into more deliberately?"
- "Do you see any patterns you'd like to shift in your communication, problem solving or workflow?"
- "Do any areas of lower preference create challenges for you? What strategies might you adopt to best address those? (ex. work with a colleague, develop skills, prioritize that work at a time of day when they have the most energy, etc.)
- "How can you apply this awareness with your team, a colleague who represents a challenge for you or your manager?"

Action Steps

Based on the above discussion, ask for very specific action steps they will commit to.

- Ask, "Now that you know this information, how will you apply it? What actions will you take? How can you best leverage your preferences and address your lower areas of preference?
- **Optional:** Have the participant define one small action or "stretch goal" per quadrant.