



OVERVIEW

NeuroView is the first neuro-management based leadership assessment and measures eight practices associated with enhancing high performance and high trust cultures.

Trust is transformational in an organizational setting and imperative for organizational success. High-trust companies are more profitable because of increased productivity, lower turnover, and lower healthcare costs. Significantly, studies have shown that employees in high trust cultures report:

- 70% Less Stress
- 28% More Energy
- 26% More Joy
- 70% More Job Satisfaction
- 19% More Productive
- 22% More Innovative when Solving Problems

The role of leadership in building a culture of trust is fundamental and scientifically proven. Leaders create the conditions in which employees expend their effort, energy and creativity to move the organization towards its goals.

NeuroView is based on over 13 years of research by Dr. Paul Zak, a leading neuroscientist and one of the first researchers to explore the hormone Oxytocin and its role in trust.

AT A GLANCE

- 8 Factors
- 16 Behavioral Questions
- Internet Administration
- Feedback from Self/Direct Reports or available as a 360-degree feedback assessment
- Integrated with our goal setting and evaluation system (Momentor) to facilitate behavior/habit change
- Requires certification to interpret.

FACTORS



Ovation

Praising, Acknowledging and Recognizing the Efforts and Accomplishments of Others



Openess

Communicating Vision, Goals & Progress; Demonstrating Candor; Keeping Others Informed; Soliciting Input



eXpectation

Setting Challenging but Achievable Goals; Providing Ongoing Goal Feedback; Fostering Growth Mindset



Caring

Developing Relationships; Fostering Teamwork; Supporting Others; Demonstrating Consideration



Yield

Empowering Decision Latitude; Supporting Flexibility; Fostering Independence; Tolerance for mistakes



Invest

Coaching; Developing staff; Deploy Signature Strengths of Others; Facilitating talent mobility; ongoing learning



Transfer

Supporting Autonomy; Facilitating Mastery of Skill Development; Encouraging Self-Management



Natural

Being Genuine; Models Integrity; Standing Up in Face of opposition and Challenge; Being Willing to Ask for Help

MOMENTOR NEUROCHANGE PLATFORM



Based on the latest scientific research around behavior change, Momentor is a unique neurochange platform, which integrates with **NeuroView** to provide a step by step framework for translating the insights gained from the assessment into development planning activities to achieve amazing results.

The platform enables participants to define, create and measure goals; incorporate meaningful suggestions, set up practice plans, access relevant resources (books, articles, videos etc) targeted at their development goals; and sustain focus on their professional development.

Create a Goal For: Engenders Trust

We have a few suggested goals below. If you pick one of these you'll have the opportunity to edit the goal before you save it. If you don't like any of the suggested goals you can set your own goal instead.

Choose a suggested goal:

- Develop Greater Trust in Others [Use This Goal](#)
- Demonstrate Candor and Integrity [Use This Goal](#)
- Keep My Promises [Use This Goal](#)
- Be Able to Stand Up in the Face of Opposition [Use This Goal](#)
- Be Able to Admit Failure and Avoid Blaming Others When Things Go Wrong [Use This Goal](#)

[I don't like any of these suggested goals, I'll set my own.](#)

Sandy Sample : Goal Feedback [← Back to Sandy Sample](#)

Goal: Be Able to Make Decisions Faster and More Promptly
Initiated April 09, 2013 8 raters were invited, 6 responded

Compare to: (March 26, 2013) 1

Ratings Distribution

Worse | Net Improved | Improved

9 Apr | 20 Mar

Andy Parkinmenter left the following feedback: "Keep it up..."

Ovation	1	2	3	4	5	Avg
						4.50
	Self					2.50
	Direct Report					
eXpectation	1	2	3	4	5	Avg
						3.50
	Self					3.00
	Direct Report					
Yield	1	2	3	4	5	Avg
						2.00
	Self					2.63
	Direct Report					
Transfer	1	2	3	4	5	Avg
						3.00
	Self					2.50
	Direct Report					

NEUROVIEW CERTIFICATION PROGRAM

The **NeuroView** Certification is a 9-hour program that we deliver online, and provides experienced coaches and practioners with the training to use the **NeuroView** leadership assessment and neurochange platform **Momentor** with those they coach. This certification program is designed to provide participants with a proven process and the necessary understanding and skills to coach leaders to create a high performance culture.

Who Should Attend?

HR professionals, trainers, internal mentors, consultants, and managers who are involved in facilitating coaching and feedback. Those with the desire to become more effective coaches, as well as to help others within their organizations become better coaches, find this certification program extremely valuable and engaging.

ABOUT ENVISIA

Envisia Learning has been helping leaders, consultants and coaches deliver real and lasting behavior change in organizations for over 25 years. The company's 360-degree feedback assessments and online goal-setting tools merge their expertise in psychology, technology and coaching to offer a complete behavior change system. We invite you to look around our website at www.envisialearning.com or contact us.