

Subject: Sole Source—OKC PD/ADW Assessment Belonging Initiative

The A Deeper Way (ADW) assessment and its follow through process is based on copyrighted materials that is exclusive to Care Profiler. Brunel Group is an authorized Practitioner in the state of Oklahoma and is authorized to leverage these copyrighted assessments with police agencies.

The ADW assessment is the only assessment that:

- Measures the officer's psychological values, self-concepts, and mindset.
- Measures how the officer's makes decisions, problem solves, and builds relationships.
- Measures the officer's emotional intelligence and resilience (their intelligent regulation of their own emotional energy).
- Measures the ability of the officer to flex correctly & appropriately in situations.
- The ADW assessment is a proprietary set of 150 questions. No other assessment can generate the same results. No other assessment has the algorithms and brain research to measure the officers "self-talk" and how they build psychological safety within their agency.

Key areas of focus of the ADW Assessment:

- 1) That **the best day the officer has** is one that is still one that is out ahead of them. If not, they are on their way to being "post peak". Sometimes officers quit and never leave.
- 2) Increase the officer's self-awareness, social awareness, and situational awareness and help them see their **blind spots that could be causing blind behaviors**. You can't change what you can't see. Change happens inside...out.
- 3) Provide the science behind how each OKC PD employee naturally is **hard on the problem & respectful on the people**. That takes more than good will; it takes real skill.
- 4) **Low morale** among the rank and file. Each officer must be responsible for the energy they bring into the agency. When you overdo self-reflection, it comes across as complaining. Feeling safe & respected is important and so is getting used to discomfort.
- 5) The **spreading of false information** that always starts with "I heard". Ego is why we spread rumors because for that one moment we feel superior in what we know. Egotism is the anesthetic which nature gives us to deaden the pain of being a fool. Self-awareness is the biggest tool that decreases ego. Self-awareness > ego. Self-awareness + Others-awareness = Intentionality (How am I showing up?)
- 6) Addressing the **us versus them attitude** with the troops and command. This happens when the culture does not feel safe and respected. A safe and respected culture exists when each person in the OKC PD feels they won't be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. People don't want to see safe; they want to feel safe.

- 7) **Supervisors blaming corrective discipline** on command staff. Blame throwing is simple, fast, and effective. It's a justification for not wanting to evolve. Said differently, it's like saying I will get my act together when command staff gets their act together. We must all be mindful of our self-awareness gap.
- 8) **FTOs setting a terrible example with recruits** by voicing their complaints while training. As leaders everything we do and say has an effect...otherwise we are irrelevant. Your self-image exerts your influence.
- 9) A **lack of communication and delivery** by command staff to the troops. The best place for everyone in the agency is to be "in the loop" and the worst place to be is out of the loop. Some people do this naturally and some do not. Even though it is not natural, it is still worthwhile.
- 10) **Lack of leadership development** by first line and mid-level leadership. Leadership is about decision making, problem solving, and relationship building.
- 11) **FTOs training for the money** and not setting the standard as they should. People do sometimes promote for the wrong reason. Leading others is not about your position, it is about your disposition. K-9's can sniff fear and humans can sniff FTO intentions.
- 12) A **lack of accountability** across the board. We can't change what we tolerate. Officers behaving without accountability do so because coaching is either not happening or being conducted in an effective and or positive manner. There is a big difference between an inspection conversation and a coaching conversation.

The goal of the ADW assessment is to help the OKC PD employee safely explore the invisible habits of their emotional intelligence that eventually make the visible difference. Let's help them increase their self-awareness around people, pressure, and personality. This whole process is about enriching and shaping people's lives.

Signed: 
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