

Here are the elements of ABL's S.A.F.E.T.Y.™ framework:

S.A.F.E.T.Y.™ MODEL



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Please reflect on the question: How awareness of ABL's S.A.F.E.T.Y.™ framework can help you plan for and manage your interactions with others in the workplace?

In more detail:

S is Security. This is our brain's need for predictability. To preserve resources our brain is a prediction machine. It makes assumptions about what is likely to happen next, and can feel threat if there is uncertainty.

A is Autonomy. This covers our need to feel in control of our environment and destiny, and over the choices we make.

F stands for **Fairness.** We can trace the roots of this need to engage in and experience fair exchanges to our desire to receive an adequate allocation of the resources for our tribe. When we perceive something as unfair an area of the brain called the insula is activated, and it happens that this area of the brain deals with the primary emotion of disgust. The activity of the insula interferes with the functioning of the prefrontal cortex (PFC).

E is Esteem. Another way of looking at this need to be regarded highly is to see it as a need to be respected or valued for who we are. It includes how we see ourselves in relation to others and how others see us. Research has shown that social rejection by way of

public insult or challenge has the same impact on the brain as a punch to the face.

T is for **Trust**. We have a social need to belong to and protect our tribe. Our lower brain is working behind the scenes to categorise people into two groups – friend or foe – often referred to as the in versus out crowd impact. We can override this bias but if we are under stress our PFC is weakened and we are more likely to see others as a threat.

Lastly, there is **Y** for **You**. We are all unique. Whilst the other five domains we have covered have a commonality in their roots in what we know about the brain, factors that are unique to you will influence how the other domains show up.

Link for self-assessment:

<https://academy-bbl.com/safety-assessment/>