



Brain Sense™

SWAP™

SENSORY WORKSTYLE ASSESSMENT PROFILE

CANDIDATE: High Test

REPORT DATE: 08 November 2024

CONFIDENTIAL REPORT

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Senses Impacting Work Style

This report provides feedback on your sensory thresholds, based on the responses given on the SWAP Questionnaire. Through awareness of sensory thresholds - how *quickly* and *intensely* we register sensory stimuli - we can determine Sensory Work Styles. Sensory Work Styles refer to our unconscious preferences at work as result of the unique way in which we process sensory stimuli.

Two easy-to-implement aspects are highlighted in the report: Wellbeing Strategies and Productivity Adaptations, making the workplace healthier and more productive. A summary of the results is provided on page 3, followed by a discussion of each individual sensory system.



Visual System

Vision is the most complex of all sensory systems. It is the process of discovering what we see in our environment and where it is. From light receptors in the retina, visual stimuli travels down the optic nerve and culminate in the visual cortex. Vision is one of two information senses.



Auditory System

Hearing should fill us with a sense of awe and wonder. It connects us with the world around us and protects us from danger. From the hair cells in the cochlea, sound waves travel to the bottom brain and then to the auditory cortex which forms part of the upper part of the temporal lobe. Hearing is an information sense.



Tactile System

Touch is our first language and crucial to emotional and social development. Touch is for connection, protection, and communication. Touch receptors in the skin cover the entire body, and neurons carry stimuli to the sensory cortex in the parietal lobe. Touch is one of three social senses and powerfully impacts our relationships.



Smell System

Smell receptors are situated in the soft palate at the back of the nose and shortcuts directly to the primary olfactory cortex. This cortex lies near the hippocampus involved with memory, learning, and emotions. A smell can transport us to places, people, and memories within milliseconds. Smell is one of the social senses.



Taste System

Taste receptors are situated in our taste buds; each taste bud contains 50 - 100 receptors. Taste receptors detect sweet, bitter, sour, salty, or savoury/umami. Taste messages are relayed to the bottom brain and from there to the taste cortex. Taste is one of the social senses.



Movement Systems

The Vestibular System detects changes in head movement and is responsible for balance, spatial orientation, and a stable gaze. Receptors situated in the inner ear travel to the brainstem and cerebral cortex. Vestibular is one of two regulation senses - it impacts our ability to remain focused and attentive.

The Proprioceptive System detects a physical sense of self; our body's position in space. Proprioception contributes to body movement and behaviour. Receptors are situated in muscles, tendons, and joints. Messages are relayed to the spinal cord and brain. Proprioception soothes all other sensory systems and helps us feel calm and focused.



Sensory Work Style

Sensory needs across all seven sensory systems determine work style habits, rituals, behaviour, and preferred environment. We are mostly unconscious of sensory needs, although we constantly seek sensory balance - less stimuli if we are in overload and more stimuli if we feel bored. If we know what our sensory work style is, we can optimise person/workspace fit and determine which tasks should be completed where, with whom, and when. This will improve wellbeing and performance.

Summary of Results

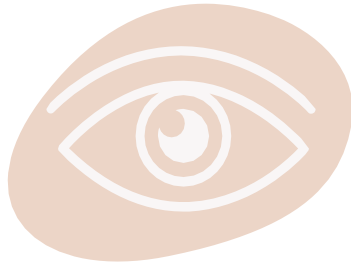
Sensory Threshold Scores indicate how you respond in the work environment across all seven sensory systems measured by the SWAP. Your scores highlight which sensory experiences you are more likely to seek out (if you score high) and which sensory experiences you are more likely to avoid (if you score low).

- Low Thresholds:** You avoid more, or seek less. You have a quick, intense registration.
- Medium Thresholds:** You do not seek or avoid. You have a neutral registration.
- High Thresholds:** You seek more. You do not have a quick, intense registration.



How these scores influence your Work Style is discussed from the next page onwards, together with wellbeing strategies and environmental adaptations for a healthy and productive workday.

*Please note that this is not a clinical diagnostic assessment.



Your Visual Score: **High**

What this means:

Your brain subconsciously under-registers visual messages; you need more intense visual input from your work environment for registration and focus.

Preferences:

Bright and strong colours, bold patterns, and interesting visual detail. You enjoy spending time online reading, doing research, gaming, and/or browsing the internet. You seek out visual stimulation during your workday. You prefer brightly lit spaces.

Words of Wisdom:

You may be vulnerable to visual overload and distractibility due to visual seeking. Do not multi-task on many screens or devices; it does not equate to productivity. Visual overload may occur without registration; monitor eye irritation, stress, irritability, frustration, errors, and poor concentration. Pay attention to the activities prior to visual overload and connect the dots for wellbeing and performance.

Wellbeing Plan:

Awareness around the signs of visual overload is key. Take regular multi-sensory breaks away from all screens. Prioritise 5-minute offline breaks. Find balance around screen time. Every 20 minutes, look away from your screen. Close your eyes regularly and massage temples. Nature (pot plants, vertical gardens, greenery) and visual interest (photos or art) is recommended. Spend time outdoors before and after work. Take short naps or rest quietly with your eyes closed. Prioritise sensory-rich leisure time for sport, exercise, socialising, arts and crafts, gardening, and cooking. Be vigilant when driving. Adjust all devices to reduce blue light.

Productivity Adaptations:

Under-registration of visual input may result in errors or missed detail. Focus on noticing inaccuracies. Where possible, read out loud. Keep documents short and concise. You are unlikely to notice clutter or untidy workspaces – utilise a good filing system and regularly declutter. Store valuable items in designated places. Reposition to face a wall/corner, use dividers and visual screens. Optimise natural light. Visual breaks offline will improve productivity. Schedule walking meetings outside. In-person meetings are recommended. The less time on a screen the night before an important work event, the better performance will be. Unplug an hour before bedtime for improved sleep; better sleep leads to improved productivity.



Your Auditory Score: **High**

What this means:

Your brain subconsciously under-registers auditory messages; you need more intense auditory stimulation for registration, focus, and attention.

Preferences:

You are not distracted by background noise, chatter, or workspace buzz. You may unknowingly generate auditory input through talking, humming, singing, or pen clicking. You prefer a vibey workspace. Music improves your productivity and mood.

Words of Wisdom:

You sometimes miss or misinterpret instructions. Focus on listening. Ask clarifying questions and repeat instructions. Maintain eye contact. Always take down notes. You may unknowingly be perceived as "loud" by auditory sensitive colleagues. Open-plan office etiquette is important. Reduce ringer volume on devices, take phone calls outside, and use a headset during virtual meetings.

Wellbeing Plan:

Use a diary or planner to schedule important tasks. Where possible use recordings and revisit later, with permission. Repeat instructions to ensure accurate processing. Listen to energising music when distracted or lethargic. Prioritise a few moments of silence every day. Listen to calming music when stressed.

Productivity Adaptations:

Listen to music en route to work for a productive day. Always take down notes. Use a diary/calendar/daily planner. Listen to energising music through headphones while working. When stressed, listen to calming music. Read out loud where possible. Sit in the middle of the office floor or work in a vibey coffee shop or shared workspace. Nourish your need of more auditory stimulation after hours through podcasts, audiobooks, attending music festivals, concerts, restaurants, or places which you find energising and vibey.



Your Touch Score: **High**

What this means:

Your brain subconsciously under-registers touch messages; you need more touch stimulation during your workday for registration, energy, and focus. You are not irritated with touch stimuli.

Preferences:

You are productive in shared workspaces and group desk settings. You enjoy touch during your workday, and may engage in fidgeting, drawing, or taking down notes. You appreciate signs of affection from friends at work. You do not easily experience irritation from hair in your face, clothing, jewellery, scarves, or colleagues moving into your personal space. You can focus in a fairly people-dense work environment. You enjoy "shopping with your hands" to experience and appreciate different textures.

Words of Wisdom:

You may accidentally forget to wash hands, sanitise, or disinfect - this is not on purpose. Acknowledge large personal space needs amongst team members. Keep communal or shared workspaces neat and tidy. Stimulate your sense of touch for improved mood and energy. Incorporate enjoyable touch activities in your daily routine to optimise wellbeing and productivity. Schedule touch-rich leisure time for swimming, team sport, gardening, cooking, time with pets, or arts and crafts.

Wellbeing Plan:

Use a stress ball, clay, or fidget toy at work. Magnets, resistance bands, grip strengtheners, or fidget-jewellery may also provide energising touch stimulation. Prioritise touch-rich recreational activities. Take cold showers before work and vigorously exfoliate the skin. Where possible schedule massages, hair treatments, and other self-care treatments. Place a pot plant on your desk. Spend time outdoors with bare feet. Visit shopping malls, concerts, restaurants, and other people-dense spaces when feeling under-stimulated. Invest in textured clothing, scatter cushions, bedding, blankets, bath sponges, or pets.

Productivity Adaptations:

Place a fidget productivity box on your desk. Always take down notes and doodle or draw. Fidget with stationery and stress balls. Cold showers or swims before work will increase performance. Enjoy the proximity of colleagues in an open-plan environment or shared workspace. Sit in the middle of the room. Groupwork and off-site team builds are energising and enjoyable to your system.



Your Smell Score: **High**

What this means:

Your brain subconsciously under-registers smell. You need more smell stimulation for registration, focus, and energy. You are not distracted or irritated by smell.

Preferences:

You are not sensitive to smell and are able to work near lunch areas as well as colleagues. You can concentrate regardless of office smells. You may enjoy variety in perfume, aftershave, or cologne. You do not get headaches from smells. You may enjoy fragrant oils, candles, burners, flower arrangements, fragrant foods, and spices.

Words of Wisdom:

Smell-sensitive colleagues may experience overload due to your unconscious overuse of perfume or aftershave. When commuting with colleagues, use perfume and aftershave sparingly. Enjoy fragrant lunches outdoors or in well-ventilated areas. Never use oil or desk diffusers in a shared workspace.

Wellbeing Plan:

Smell can activate concentration and regulate emotions through the brain's hippocampus; use this strategy only when working remotely. Choose a 'work smell' for your home office and a 'sleep smell' for your bedroom with your partner's consent. Chew fragrant chewing gum while working. Take time to smell the roses, enjoy fragrant meals, spend time visiting gardens, perfume counters, and visit food or spice markets. Choose your own preferred smell, as the sense of smell is individualised and connected to memories and past experiences.

Productivity Adaptations:

Clean smells are alerting and may improve productivity - use scents like peppermint, spearmint, eucalyptus, fir needle, pine, tea tree oil, cinnamon, and citrus. Consider smell-sensitive colleagues and only use this strategy when working remotely. Subtly utilise your focus smell while working as a sensory trigger for improved performance - try fragrant clay or stress balls, a scented handkerchief, scarf, or inhalation stick. Chew strongly flavoured chewing gum.



Your Taste Score: **High**

What this means:

Your brain subconsciously under-registers taste. You may seek out spicy or strongly flavoured foods. You can be described as an adventurous eater. You need more intense taste stimulation during your workday for energy and focus.

Preferences:

You may enjoy adding spices, flavourants, and condiments to food. You enjoy unfamiliar tastes. You may eat or snack to stay focused and to combat boredom. You may prefer sparkling over still drinks and still water. You may find food bland and too predictable.

Words of Wisdom:

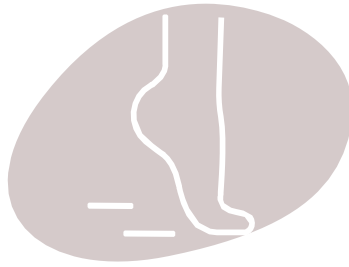
You may overeat due to taste seeking tendencies. Awareness is key - keep food choices healthy. Include a wide variety of foods in your diet. Be aware of sensory deprivation if you are not able to try out new and exciting foods. Communicate your need of variety respectfully to colleagues and loved ones. Respect colleagues with low taste thresholds, not feeling up to adventurous eating.

Wellbeing Plan:

Visit new and exciting restaurants or try out new recipes and food combinations at home. Do not pack the same lunch; keep meals and snacks interesting and varied. Crunchy and chewy foods are regulating and will improve concentration while also reducing stress. Prepare fragrant, flavourful, healthy, and satisfying meals. Add herbs and spices to food. Drink lots of water to prevent eating when dehydrated. Chew flavoured chewing gum when distracted. Flavour drinks with mint, lemon, cucumber, or other energising flavours. Enjoy herbal teas.

Productivity Adaptations:

Eat healthy crunchy and chewy meals and snacks when distracted. Be considerate towards noise sensitive colleagues! Chew strong flavoured chewing gum, drink lots of water, and enjoy fragrant meals outdoors. Plan, prepare, and pack interesting and varied 'focus snacks' for optimal productivity. Nuts, raw uncooked vegetables with spicy dips, frozen grapes, crunchy green apples, and pineapple are all examples of healthy and energising snacks. When preparing smoothies, use lots of ice. Sour, bitter, and spicy tastes are energising for improved productivity. Sweet and salty tastes are calming when stressed.



Your Movement Score: **High**

What this means:

Your brain subconsciously under-registers movement. You may seek out more movement. Alternatively, you may become passive, forgetting to move. You need more movement throughout your workday for energy, productivity, and wellbeing.

Preferences:

You need to move throughout your workday. A standing desk, vertical workspace, gym ball, dynamic office chair, and other flexible seating options where you can change body position, will improve wellbeing and performance. Movement will assist with reaching deadlines. You are fidgety and may become distracted when sitting still. You may enjoy bouncing your leg, drumming your fingers, fidgeting, taking down notes, or doodling.

Words of Wisdom:

You may forget that movement energises you and as a result, move less than required and sit for extended periods, making you feel lethargic, demotivated, or even irritable. The movement system activates performance and concentration. If you are movement seeking, you may display some reckless behaviours, like high adrenaline activities, extreme adventure sports, or speed when driving. Be aware of these potential risky behaviours. Prioritise high-intensity workout sessions and movement-rich leisure activities, providing safe movement stimulation.

Wellbeing Plan:

Prioritise exercise before or during your workday. Schedule 5-minute movement breaks throughout your workday. Never stop exercising, especially with increased work pressure. Choose an enjoyable and sustainable workout routine. You may prefer moderate exercise on your own or in smaller groups, or you may prefer intense exercise routines in sensory-rich environments or groups.

Productivity Adaptations:

Take regular movement breaks. Adjust the work environment for moving and standing options. Schedule walking meetings. Drink lots of water for increased toilet breaks. Set an alarm and move every 20 minutes for at least 1 minute. Visit clients in person. Always use stairs. Do squat jumps, jumping jacks, and other exercises during a break. Groupwork and off-sites are energising. Stretch, do in-chair exercises, perform chair push-ups, and fidget with stationary. Taking down notes, chewing gum, playing with clay, rotating ankles, performing calf flexes, etc. are examples of "mini-movements" while seated. Look up-and-down and left-and-right (x4) to improve productivity through vestibular input.



Your Sensory Work Style: High

What this means:

You prefer varied, interesting, and sensory-rich work environments. You enjoy novelty and change. You need more intense sensory input from your work environment for focus, motivation, and productivity.

Preferences:

You enjoy challenging tasks and have a higher appetite for risk. You may not enjoy routine, predictability, or rules. You need a workspace with a buzz, social interaction, and collaboration. You may feel frustrated with detail. You enjoy starting new projects. You prefer energising tasks, activities, and environments. You enjoy strong, unexpected, sensory input. You enjoy last-minute initiatives and changes in routine.

Words of Wisdom:

You are energised when challenged. You do not enjoy repetitive work or tasks requiring attention to detail; this may result in errors. Be attentive to this. Distractibility and procrastination may present when you are under-stimulated, resulting in low energy levels. You often need deadlines to get going. Use a diary and planner as well as external reminders. Break tasks up into small, achievable steps, and do not wait to 'feel like it'.

Wellbeing Plan:

Working in-office likely improves wellbeing and mood. Self-activate through multi-sensory strategies like sitting on a ball, working in groups, listening to music, snacking, using energising work smells, taking movement breaks, or scheduling walking meetings. Stick to a vigorous exercise routine before and/or during work. Include sensory-rich experiences where possible, like lunch in an unfamiliar setting. Energising leisure time is crucial – group sports, gardening, cooking, social clubs, get-togethers, learning of new skills and travel opportunities. Take time out as you tend to over-schedule, which may result in exhaustion or burn-out. Do sensory check-ins to increase self-awareness and self-care. Guard against digital overload. Schedule offline breaks between meetings. Do not work after hours.




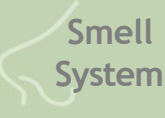



Productivity Adaptations:

Use a standing desk, vertical workspace, or sit on a gym ball. Do routine tasks early in the day. When performing mundane tasks, engage your senses: chew gum, walk or stand, listen to music, sit in the middle of the room, drink icy/tangy drinks, fidget. You are most productive when working from the office, and when collaborating. Negotiate through the if-then method to reach deadlines: "If I finish this document, then I will take a coffee break with my colleague". Adjust the work environment for increased multi-sensory stimulation. If possible, do stimulating tasks from home and mundane tasks at the office. Write to-do lists (high to lower priority) at the end of each day. You are a great change driver.

Concluding Comments

Sensory Thresholds determine Sensory Work Styles – habits, preferences, and rituals at work. Sensory Work Styles are our unconscious responses to environments, tasks, and colleagues. Sensory Work Styles can vary significantly within teams. What your colleague may find overloading and exhausting, may be energising to you. Respect, empathy, and increased awareness of sensory diversity are crucial to effective teams.

High-threshold scores represent our seeking senses where we need MORE stimulation to feel happy and focused. Low-threshold scores indicate our avoiding senses where we need LESS stimulation to feel happy and focused. Self-awareness and self-management are imperative for a healthy and productive workday.

 Visual System	<ul style="list-style-type: none">• You may miss visual detail or errors, collaborate within a team for accuracy.• You are not easily overloaded by visual stimuli but seek out visual stimuli and may spend too much time online.• Find balance for wellbeing and productivity.
 Auditory System	<ul style="list-style-type: none">• You may experience difficulty following instructions.• You are not overloaded by background noise but may seek out music, chatter, and a workspace with a buzz.• Focus when listening and try to always take down pen-and-paper notes.
 Tactile System	<ul style="list-style-type: none">• You may miss touch stimuli and unknowingly stand too close to colleagues.• You are not irritated by touch, but seek it out to feel energised, motivated, and focused.• Remote work may leave you feeling disconnected; spend a few days per week in office.
 Smell System	<ul style="list-style-type: none">• You under-register smell and may unknowingly overuse perfume or cologne.• You are not irritated by smells but find smells energising and enjoyable.• You may need an alerting workspace smell for increased productivity, but only use this strategy in your own space.
 Taste System	<ul style="list-style-type: none">• You may enjoy adding spices, condiments, and flavourants to food.• You are not overloaded by tastes but find tastes energising and enjoyable.• Manage your sense of taste for wellbeing and productivity through bitter, sour, spicy, and icy foods with a crunchy/chewy texture.
 Movement Systems	<ul style="list-style-type: none">• You may sit for too long or may seek out movement and battle to sit still.• You are not overloaded by movement but find movement energising and enjoyable.• Utilise movement throughout your workday for wellbeing and productivity.
 Sensory Work Style	<ul style="list-style-type: none">• You do not register environments intensely and are a good fit for in-office and hybrid work.• You are energised during group tasks and team collaboration and enjoy sensory novelty, variety, and surprises.• Self-awareness and self-activation are imperative to wellbeing and productivity – change your head position, body position, and physical environment immediately when productivity dips.

THANK YOU!

Self-awareness and self-management of unique sensory needs will improve wellbeing and performance for a happy and productive workday.

Pay attention to either sensory overload or sensory deprivation and use calming or energising strategies. Custom-fit sensory strategies and environmental adaptations are effective when implemented according to unique sensory needs.

Fiercely guard and rest the information systems of visual and auditory, lovingly nurture the social senses of touch, smell, and taste; and utilise the regulation senses of movement.

The science behind our sensory systems is a differentiating and powerful tool for a happy and productive workday!

The successful person in the art of living makes little distinction between their work and their play, their labour and their leisure, their mind and their body, their education and their recreation, their love and their religion.

**They hardly know which is which, they simply pursue their vision of excellence in whatever they do, leaving others to decide whether they are working or playing.
To them, they are always doing both."**

- ZEN PHILOSOPHY

DEVELOPED BY IDA DOYER


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