# THE HUBU TEAM

## IDENTITY & MINDSET REPORT

### Your Guide to Understanding Yourself and Your Development Journey

*A simple guide for participants, parents and guardians.*

**Helping You Understand Your Assessment, Interpret Your Scores and Decide What to Do Next.**

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# WELCOME: WHAT IS THIS ASSESSMENT ABOUT?

**The HUBU Identity & Mindset Assessment** is designed to help you understand yourself better.

It explores how you see yourself, what you believe, what matters to you and how these things influence your choices, actions and habits.

It is based on an important idea:

**Who you become is influenced by what you believe, what you value, what you choose and what you repeatedly do.**

This assessment is not an examination. There are no pass or fail marks. It is not designed to judge you, compare you with others or put you into a category.

Think of it as a mirror. It helps you look at yourself, recognise areas of strength and discover areas you may want to understand or develop further.

### What will you get from the assessment?

Your report will help you to:

1. Understand different areas that shape your identity.
2. Recognise patterns in how you think about and express yourself.
3. Identify areas you may want to explore further.
4. Reflect on the relationship between your beliefs, values and behaviour.
5. Choose practical steps towards becoming the person you want to become.

The purpose is not to tell you who you are, but to help you become more aware of yourself and take greater ownership of your development.

# 2. UNDERSTANDING THE ASSESSMENT

The HUBU Identity & Mindset Assessment is a self-reported reflection questionnaire containing 25 items. Your responses generate scores across five development domains, each with a maximum score of 25.

### THE FIVE ASSESSMENT DOMAINS

| Domain | What it explores |
|---|---|
| **1. Identity Clarity** | How well you understand and describe who you are. |
| **2. Belief Alignment** | How your beliefs and inner conversations influence how you see and treat yourself. |
| **3. Values Orientation** | What matters to you and how your choices reflect those priorities. |
| **4. Character Expression** | How your convictions and values appear through your actions. |
| **5. Habits & Virtue Strength** | The choices and practices you repeat and develop over time. |

### A note about your responses

Because this is a self-reported assessment, your scores reflect how you currently see and describe yourself. They are not independent observations of your behaviour or a complete measure of your abilities.

Sometimes, what we believe about ourselves may differ from what others experience. This makes honest reflection, practical experience and constructive conversations important parts of understanding your results.

**Be honest with yourself.** There are no answers you need to give to impress your parents, teachers or anyone else. The purpose is to understand yourself, not to produce answers that other people want to hear.

## 3. UNDERSTANDING THE HUBU IDENTITY PYRAMID

The HUBU Identity Pyramid provides the foundation for understanding the relationship between your identity and behaviour.

It has seven interconnected layers:

| Layer | Simple explanation | Question to ask yourself |
|---|---|---|
| **Purpose** | Your sense of direction and why you exist. | Why am I here? |
| **Identity** | Your understanding of who you are and who you are becoming. | Who am I? |
| **Beliefs** | What you accept as true about yourself and the world. | What do I believe? |
| **Values** | What matters to you and guides your choices. | What is important to me? |
| **Character** | How your convictions appear in your actions. | How do I act? |
| **Habits** | The things you repeatedly do. | What do I do regularly? |
| **Environment** | The people, places and circumstances influencing you. | What surrounds and influences me? |

### How do the layers work together?

Consider a simple example.

You believe that every person deserves respect.

Because you hold this belief, you begin to value respect. You express that value by treating people politely, listening to them and considering their feelings.

As you repeatedly practise these actions, they become part of your habits. Over time, these choices contribute to the character you express.

Your environment may reinforce or challenge these beliefs and habits. Your understanding of your purpose may also influence the choices you make.

This is why understanding yourself goes beyond looking at your behaviour. It also involves understanding the beliefs and values behind your actions.

**An important distinction:** The assessment measures five domains, not all seven layers individually. Purpose and Environment provide additional areas for reflection.

# 4. HOW TO READ AND INTERPRET YOUR SCORES

Each of the five domains has a score out of 25.

For example:

**Identity Clarity: 16/25**

This means that your reported score for Identity Clarity is 16 out of a possible 25.

It does not mean you have failed to understand yourself, nor does it mean you are 64% developed as a person.

The score is an indicator that helps you identify areas worth exploring.

### Understanding the score descriptions

| Score | Description | What it means |
|---|---|---|
| **5–11** | Lower reported alignment | An area to explore further. Consider your experiences, needs and available support. |
| **12–17** | Developing reported alignment | Some understanding or alignment is emerging. Consider what is working and what could be strengthened. |
| **18–25** | Higher reported alignment | A relatively stronger reported pattern. Recognise what supports it and continue developing it. |

## What do these descriptions mean in everyday language?

1. **Very low or lower reported alignment**

These results are invitations to pay closer attention to an area. You may benefit from further reflection, conversations, learning opportunities or support.

They are not judgements about your ability or worth.

2. **Developing reported alignment**

This suggests that some understanding or positive development may be emerging. You can build on what you already know and explore what could be strengthened.

3. **Higher reported alignment**

This indicates a relatively stronger reported pattern. Recognise what is working and consider how to sustain and deepen it. A higher score does not mean you have completely mastered that area.

### An example: Understanding your results

Imagine someone receives the following scores:

| Domain | Score | Description |
|---|---|---|
| **Identity Clarity** | 20/25 | Higher |
| **Belief Alignment** | 14/25 | Developing |
| **Values Orientation** | 19/25 | Higher |
| **Character Expression** | 12/25 | Developing |
| **Habits & Virtue Strength** | 16/25 | Developing |

### What might this suggest?

The individual reports relatively stronger Identity Clarity and Values Orientation, while Character Expression is an area worth exploring.

### A useful question might be:

*I know what matters to me, but how consistently do my actions reflect what I believe is important?*

This is a starting point for reflection, not a conclusion about the individual.

### Three important things to remember

1. A lower score does not mean something is wrong with you.
2. A higher score does not mean you have nothing more to learn.
3. The difference between two scores does not automatically mean there is a problem or weakness.

**The most important thing is not the number itself, but what you discover when you reflect on it.**

## 5. UNDERSTANDING YOUR FIVE ASSESSMENT DOMAINS

The five domains are interconnected. They help you explore the relationship between how you understand yourself, what you believe, what you value and how these things are expressed through your actions and repeated choices.

The objective is not simply to develop each area independently, but to become increasingly intentional and consistent in how they work together.

### 1. Identity Clarity: Who Am I?

This explores how well you recognise, understand and describe yourself.

Consider your qualities, interests, strengths, preferences and the person you are becoming.

**Ask yourself:**

- What three qualities best describe me?
- What do I genuinely enjoy?
- What makes me different?
- Which parts of my identity have I chosen for myself?
- What am I still discovering about myself?

**What you can do next:** Spend a week observing your everyday choices. Write down three moments that reveal something about who you are.

Remember, not having all the words to describe yourself does not mean you have no identity.

### 2. Belief Alignment: What Do I Believe?

This explores the relationship between your beliefs, self-worth and inner conversations.

What you believe about yourself can influence how you interpret situations, respond to mistakes and approach opportunities.

**Ask yourself:**

- What do I tell myself when I make a mistake?
- Do I believe I can learn something new?
- Do other people's opinions determine how I see myself?
- Are my thoughts about myself fair and balanced?

**What you can do next:** When you notice a negative thought, pause and examine it. Ask what happened, what you are telling yourself about it, whether that thought is necessarily true and whether there is another reasonable way to understand the situation.

### 3. Values Orientation: What Matters to Me?

This explores what you consider important and how your choices reflect those priorities.

Examples include honesty, respect, responsibility, kindness, courage, excellence and integrity.

**Ask yourself:**

- What matters most to me?
- Which values do I want to live by?
- Do my decisions reflect what I consider important?
- When is it difficult to stand by what I believe is right?

**What you can do next:** Choose one value and practise expressing it through a specific action.

For example, I will express responsibility today by completing an important task without being reminded.

### 4. Character Expression: How Do I Act?

This explores how your beliefs and values become visible through your actions.

It considers qualities such as respect, responsibility and accountability.

**Ask yourself:**

- Do my actions reflect what I say I believe?
- How do I treat people when I disagree with them?
- Do I take responsibility for my decisions?
- What do I do when I realise I have made a mistake?

**What you can do next:** Identify one recent action that reflects a value you hold. Write down what you did, the value behind it and what you learnt from the experience.

### 5. Habits & Virtue Strength: What Do I Do Repeatedly?

This explores the routines and repeated choices that contribute to your personal development.

Understanding what is important is one thing. Practising it consistently is another.

**Ask yourself:**

- What positive habits do I practise regularly?
- Which habits support the person I want to become?
- What makes it difficult to remain consistent?
- What small action can I practise more regularly?

**What you can do next:** Choose one manageable habit and practise it consistently. At the end of each week, reflect on what worked, what was difficult and what you might adjust.

## 6. WHAT SHOULD I DO WITH MY RESULTS?

Your scores should help you decide what to explore next. You do not have to work on all five domains at the same time.

| Your result | Suggested response |
|---|---|
| **Very low or lower** | Explore the area patiently. Have conversations, seek understanding and identify helpful support. |
| **Developing** | Build on what you already understand. Practise and strengthen the area. |
| **Higher** | Recognise your strengths. Continue practising and find opportunities to express them more intentionally. |

### How do I choose where to start?

Consider three questions:

1. Which result surprised me?
2. Which area do I most want to understand better?
3. Which area, if developed, could make a meaningful difference in my everyday life?

Choose one area to begin with.

Your development priority should be based on your reflection, not simply on which score is lowest.

## 7. YOUR NEXT STEPS: WHAT OPTIONS ARE AVAILABLE?

The assessment is the beginning of a journey, not the end.

The HUBU Team provides different opportunities for individuals and young people to continue their identity development.

### OPTION 1: PERSONAL REFLECTION AND CONVERSATION

**Best for:** Anyone who wants to understand their report better and begin working on their own development.

You can:

- Discuss your report with a parent, guardian or trusted mentor.
- Complete the reflection exercises.
- Identify one area you would like to develop.
- Practise one small action and review your progress.

You do not necessarily need a programme to begin growing. Sometimes, a good conversation and intentional practice are the best starting points.

### OPTION 2: BECOMING ME WORKSHOP

**Best for:** Young people who want guided support in discovering who they are and who they want to become.

The HUBU Team's Becoming Me Workshop provides a structured environment for exploring identity, beliefs, values, character and personal choices.

Through guided reflection, discussions and practical activities, participants learn to connect their beliefs with their everyday behaviour.

It provides an opportunity to go beyond simply knowing what to do and begin understanding why they do it.

Parents interested in this option can enquire about upcoming workshops.

### OPTION 3: THE HUBU TEAM 12 MONTH IDENTITY JOURNEY

**Best for:** Individuals who want continuous guidance, reflection and structured personal development.

The 12-Month Identity Journey provides an opportunity for ongoing identity exploration, mentoring, intentional practice and the development of positive habits.

Rather than treating personal development as a one-time activity, it creates an opportunity to keep learning, reviewing choices and growing intentionally.

Participation in either programme is optional. Individuals can choose the pathway that best suits their needs and circumstances.

## 8. A SPECIAL GUIDE FOR PARENTS AND GUARDIANS

As a parent or guardian, your response to this report is just as important as the assessment itself.

The purpose is not to find faults in your child or identify everything that needs correcting. It is to understand your child better and support them in discovering who they are.

**How to discuss the report with your child**

**Step 1: Allow your child to speak first.**

Ask what they understood from the report and which results caught their attention.

**Step 2: Listen without judging.**

Do not immediately challenge their answers or explain what you think their scores mean. Allow them to share their experiences.

**Step 3: Ask questions rather than give labels.**

Instead of saying, "You have a problem with your identity", ask, "What do you think this result tells you about yourself?"

**Step 4: Recognise existing strengths.**

Do not focus exclusively on lower scores. Recognise positive qualities, choices and efforts.

**Step 5: Agree on one practical next step.**

Support your child in choosing an area they would like to explore or develop.

**What parents should avoid** *(Your role is to provide support, not to take ownership of your child's identity journey.)*

- Comparing their child's results with those of siblings or friends.
- Treating a lower score as evidence of poor character.
- Using the report as a tool for punishment or criticism.
- Forcing a child to accept an interpretation they disagree with.
- Expecting immediate behavioural changes simply because the report has been completed.

# 9. YOUR PERSONAL 30 DAY DEVELOPMENT CHALLENGE

Understanding yourself is important. Putting that understanding into practice is where intentional development begins.

Use this simple four-week plan.

| Week | What to do | Your focus |
|---|---|---|
| **Week 1: NOTICE** | Observe your thoughts, decisions and actions. | What am I discovering about myself? |
| **Week 2: EXPERIMENT** | Practise one small action that expresses a chosen value. | What can I do differently? |
| **Week 3: ADJUST** | Identify what helps or makes your chosen action difficult. | What support or adjustment do I need? |
| **Week 4: REFLECT** | Review your experiences and decide what to continue. | What have I learnt about myself? |

### Weekly reflection

At the end of each week, ask yourself:

- What did I intend to practise?
- What did I actually do?
- What made it easier or more difficult?
- What did I discover about myself?
- What will I adjust next week?

### My personal commitment

**The area I want to explore:** .....

**The value or quality I want to develop:** .....

**One action I will practise:** .....

**When and where I will practise it:** .....

**Someone I can speak to for support:** .....

**What I hope to learn:** .....

At the end of 30 days, reflect on what you understand better about yourself, the positive choices you have made, what you found difficult and what you would like to continue practising.

## 10. FREQUENTLY ASKED QUESTIONS

**1. Is this an examination?**

No. It is a personal development assessment. There are no pass or fail marks.

**2. Does a low score mean I have a problem?**

No. It indicates an area worth exploring. Your score does not define your personality, worth or future.

**3. Should I aim to score 25 in every domain?**

Not necessarily. The objective is not to achieve perfect scores. It is to develop greater understanding and intentionality in how you think, choose and act.

**4. What if I disagree with something in my report?**

You are encouraged to question it. The report is a starting point for discussion. Your personal experiences and explanations are important in understanding your results.

**5. Does the report explain why I behave in a particular way?**

No. It provides areas for reflection, but it cannot independently establish the reasons behind your behaviour.

**6. Do I have to participate in another HUBU programme?**

No. You can use the report for personal reflection. Further programmes are optional opportunities for continued development.

**7. Can my scores change over time?**

Your understanding, experiences, beliefs, choices and habits can develop. A future assessment may provide another opportunity to reflect on your progress. However, a change in score should not be treated as proof of personal growth on its own.

**8. Is this a psychological or clinical assessment?**

No. It is an educational and reflective personal development assessment. It is not designed to diagnose psychological or mental health conditions.

# THE MOST IMPORTANT THING TO REMEMBER

The HUBU Identity & Mindset Report is not about telling you who you are. It is about helping you discover who you are, understand what shapes you and become more intentional about who you want to become.

You do not have to have everything figured out today. You are allowed to question, discover, learn, change your mind and grow. What matters is that you become increasingly aware of the person you are becoming and take ownership of the choices that shape your journey.

**THINK. ACT. GROW.**

*Understand your mindset. Make intentional choices. Shape your future.*