

# THE HUGHES AUTHORITY BEHAVIOR INVENTORY

OFFICIAL COPY: BEHAVIOR OPS TRAINING



NAME:

DATE:

# AUTHORITY BEHAVIOR INVENTORY

Version 21.09



Make a mark next to each behavior trait that you identify with in each of the five categories of authority behavior traits. This assessment is an accompaniment to the behavior tradecraft course intended only for US Government / Agency personnel. HUMINT (Exp. Control 603.c)

## CONFIDENCE:

**CRITICAL ABILITY:** Definitive behavioral influence. Confidence is the ability to maintain an excellent reputation with self, and fully trust in one's own ability to generate positive and powerful outcomes.

LEVEL ONE	LEVEL TWO	LEVEL THREE	LEVEL FOUR	LEVEL FIVE
<ul style="list-style-type: none"> <li>○ Unable to start conversations with a stranger</li> <li>○ Panic when meeting new people</li> <li>○ Unable to introduce self to strangers</li> <li>○ Socially withdrawn</li> <li>○ Unable to accept compliments</li> <li>○ Takes criticism far too personally</li> <li>○ Unable to offer own opinions in conversation</li> <li>○ Frequent, gripping indecision</li> <li>○ Gives up on goals frequently</li> <li>○ Changes self to please others</li> </ul>	<ul style="list-style-type: none"> <li>○ Can't put phone down in social situations</li> <li>○ Frequently accentuates the negative in situations</li> <li>○ Backs down easily in disagreements</li> <li>○ Unable to offer differing opinions</li> <li>○ Gives up on goals after setbacks</li> <li>○ Compares self to others frequently</li> <li>○ Frequent slouching body posture</li> <li>○ Doubts own judgment regularly</li> <li>○ Allows others to be rude or allows 'putdowns'</li> <li>○ Feels inferior around most strangers</li> </ul>	<ul style="list-style-type: none"> <li>○ Tendency to over analyze what people say</li> <li>○ Sometimes unable to voice contradictory opinions</li> <li>○ Compares successes to others' success</li> <li>○ Measures self worth by outside opinions and factors</li> <li>○ Confidence comes from validation from others</li> <li>○ Need to reassure self with personal accomplishments</li> <li>○ Able to start conversations with strangers if all circumstances are supportive of it</li> <li>○ Able to receive compliments - somewhat uncomfortably</li> </ul>	<ul style="list-style-type: none"> <li>○ Influences and encourages others through behavior</li> <li>○ Influences others to become more confident</li> <li>○ Able to tactfully disagree and maintain harmony</li> <li>○ Takes action with little reservation or apprehension</li> <li>○ Thanks others for respectful criticism</li> <li>○ Sets relevant and focused goals and shares them</li> <li>○ Able to start conversations with strangers</li> <li>○ Able to become interested in others in conversation</li> <li>○ Able to be 'in the moment' in conversation</li> </ul>	<ul style="list-style-type: none"> <li>○ Confidence is contagious</li> <li>○ Able to converse with anyone at any time</li> <li>○ Receives criticism well, regardless of the source</li> <li>○ Self image is positive</li> <li>○ Has no need for reassurance</li> <li>○ Takes action without reservation</li> <li>○ Tactfully stops all negativity</li> <li>○ Sets detailed, relevant and timely goals</li> <li>○ Others emulate their behavior and personality traits</li> </ul>

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## DISCIPLINE:

**CRITICAL ABILITY:** Discipline is the level of control exhibited over one self, or the capacity for the same. Discipline brings confidence and composure to new levels through internal diffusion of nonverbal communication and feelings produced in others.

LEVEL ONE	LEVEL TWO	LEVEL THREE	LEVEL FOUR	LEVEL FIVE
<ul style="list-style-type: none"> <li>○ Neglects daily tasks</li> <li>○ Does not set active Goals</li> <li>○ Does not make plans from goals</li> <li>○ Unable to form new habits</li> <li>○ Does not follow a personal routine</li> <li>○ Makes poor fitness and diet choices</li> <li>○ Poor personal appearance</li> <li>○ Unable to prioritize time</li> <li>○ Unable to correct negative behaviors</li> <li>○ Unable to keep a clean living space</li> </ul>	<ul style="list-style-type: none"> <li>○ Only accomplishes tasks that are of self-interest</li> <li>○ Minimal contribution to appearance and hygiene</li> <li>○ Sets goals that contribute little to personal growth</li> <li>○ Sets goals and neglects them</li> <li>○ Starts forming new habits but quits</li> <li>○ Prioritizes only what's enjoyable</li> <li>○ Impulsive shopping and buying behavior</li> <li>○</li> </ul>	<ul style="list-style-type: none"> <li>○ Neglects tasks that aren't 'fun'</li> <li>○ Gets the most important things done</li> <li>○ Distracted by electronics frequently</li> <li>○ Spends money needlessly on occasion</li> <li>○ Mostly able to wake up on time</li> <li>○ Makes reasonable decisions on diet and fitness</li> <li>○ Sets goals with intent and plans to achieve them</li> </ul>	<ul style="list-style-type: none"> <li>○ Others follow their lead with discipline</li> <li>○ Able to wake up when planned</li> <li>○ Able to set focused, relevant goals, takes action</li> <li>○ Keeps up home environment and surroundings</li> <li>○ Neat physical appearance - well-groomed</li> <li>○ Makes and follows plans for health and development</li> <li>○ Financially responsible and makes financial plans</li> <li>○ Non-impulsive when spending and shopping</li> <li>○ Prioritizes time, plans ahead, follows schedule</li> <li>○ Able to say 'no' when priorities don't align</li> </ul>	<ul style="list-style-type: none"> <li>○ Able to form new habits easily without distraction</li> <li>○ Accomplishes goals and the milestones for them</li> <li>○ Manages time based on priority every day</li> <li>○ Manages finances and keeps a responsible budget</li> <li>○ Gets tasks done regardless of how 'fun' they are</li> <li>○ Will prioritize goals over enjoyment almost always</li> <li>○ Plans ahead, executes plans</li> <li>○ Creates a desire for self discipline in others</li> <li>○ Has a contagious sense of personal discipline</li> </ul>

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## LEADERSHIP:

**CRITICAL ABILITY:** Definitive and vital for composure level three discussed in Crossfade Training. Leadership is the operative's ability to produce following behavior in subjects through behavior alone - not necessarily through verbal means.

LEVEL ONE	LEVEL TWO	LEVEL THREE	LEVEL FOUR	LEVEL FIVE
<ul style="list-style-type: none"> <li>○ Takes personal credit for subordinates successes</li> <li>○ Blames others for life circumstances</li> <li>○ Poor communicator - unable to persuade friends</li> <li>○ Sets a low example for others in their life</li> <li>○ Lacks ability to endure stress</li> <li>○ Poor emotional control - prone to outbursts or fits</li> <li>○ Puts people around self down to feel better or superior</li> <li>○ Frequent lies told to family and friends</li> <li>○ Over-inflates success and contributions made</li> <li>○ Looks specifically for negative attributes in others</li> </ul>	<ul style="list-style-type: none"> <li>○ Self-aggrandizing attitude</li> <li>○ Blames circumstances for failures</li> <li>○ Poor communicator - unable to speak to goals</li> <li>○ Behavior changes drastically during stressful events</li> <li>○ Inflates stories with 'white lies' on occasion</li> <li>○ Unable to see good qualities in most people</li> <li>○ Mostly unconcerned for the development of others</li> </ul>	<ul style="list-style-type: none"> <li>○ Makes others feel comfortable</li> <li>○ Able to reason with others</li> <li>○ Sets a positive example for subordinates</li> <li>○ Engages with others fully when in a good mood</li> <li>○ Able to handle some stressful situations</li> <li>○ Allows some stress to burden others</li> <li>○ A clear communicator</li> <li>○ Displays humility when possible</li> </ul>	<ul style="list-style-type: none"> <li>○ Inspires others to behave in similar ways</li> <li>○ Sets a positive example through behavior</li> <li>○ Sets a positive example verbally</li> <li>○ Inspires growth in people around them</li> <li>○ Offers credit to subordinates whenever possible</li> <li>○ Genuine concern for the development of others</li> <li>○ Genuine interest in others in conversation</li> <li>○ Makes others feel interesting and significant</li> <li>○ Not prone to outbursts or fits when stressed</li> <li>○ Able to persevere through stressful events</li> </ul>	<ul style="list-style-type: none"> <li>○ Sets the example for everyone</li> <li>○ Personal leadership is contagious and spreads to others</li> <li>○ Never takes credit for team's accomplishments</li> <li>○ Lifts others up, looks for the best in others always</li> <li>○ Makes everyone feel significant and interesting</li> <li>○ Honest and tactful. Able to be respectful and still communicate 'bad news' or criticism</li> <li>○ Contagious composure inspires trust automatically</li> <li>○ Displays humility always</li> <li>○</li> </ul>

# AUTHORITY BEHAVIOR INVENTORY



## GRATITUDE:

**CRITICAL ABILITY:** Gratitude is a visible trait that attracts others, and allows the other behaviors to become more contagious. This practice/belief serves the operator by allowing them to maintain cognitive perspective when stakes are high.

LEVEL ONE	LEVEL TWO	LEVEL THREE	LEVEL FOUR	LEVEL FIVE
<ul style="list-style-type: none"> <li>○ Overall ungrateful - sees negative aspects of everything</li> <li>○ Unable to make a list of positive things in life</li> <li>○ Unable to express thanks for things</li> <li>○ Unable to express gratitude to others</li> <li>○ Sees negative where others are thankful</li> <li>○ Frequent illness and lack of concern for it</li> <li>○ Depression and worry about future ruins most days</li> <li>○ Doesn't thank others or try to repay favors -Cicero</li> <li>○ Believes people with gratitude are 'faking it'</li> </ul>	<ul style="list-style-type: none"> <li>○ Easily overcome by stress</li> <li>○ Has small sense of entitlement</li> <li>○ Easily shut down by setbacks</li> <li>○ Believes most people are 'faking it'</li> <li>○ Worries even when most things are going well</li> <li>○ Lacks appreciation for shelter, food, and health</li> <li>○ Mostly doesn't express appreciation to others</li> <li>○ Able to feel thankful if a major event occurs</li> </ul>	<ul style="list-style-type: none"> <li>○ Expresses thanks when it's needed</li> <li>○ Able to see what's important in most cases</li> <li>○ Will feel thankful when reminded</li> <li>○ Can see the positive side of events most of the time</li> <li>○ Able to express gratitude when joyous events happen</li> <li>○ Able to experience gratitude for other's happiness</li> <li>○</li> </ul>	<ul style="list-style-type: none"> <li>○ Encourages others to be grateful and give thanks</li> <li>○ Comfortable talking about how grateful they are to anyone</li> <li>○ Feels grateful throughout the day for small things</li> <li>○ Expresses gratitude openly to others</li> <li>○ Inspires others to notice how lucky they are</li> <li>○ Makes a conscious effort to see the best in others</li> <li>○ Able to feel thoroughly thankful while ill</li> <li>○ Points out the positives in 'negative' events</li> </ul>	<ul style="list-style-type: none"> <li>○ Says 'thank you' with behavior and actions</li> <li>○ Says 'thank you' internally throughout the day</li> <li>○ Appreciates things where others become bitter</li> <li>○ Creates an environment where others become thankful</li> <li>○ Contagious sense of gratitude</li> <li>○ Creates grateful people through behavior alone</li> <li>○ Expresses appreciation for others regularly</li> <li>○ Needs no reminder to 'count blessings'</li> <li>○ Sense of gratitude is socially magnetic</li> </ul>

# AUTHORITY BEHAVIOR INVENTORY



## ENJOYMENT:

**CRITICAL ABILITY:** The practice and habit of enjoyment is the ability to leverage gratitude and other traits to become more magnetic, creating behavioral focus and attention - increasing the efficacy of all tradecraft techniques and methods.

LEVEL ONE	LEVEL TWO	LEVEL THREE	LEVEL FOUR	LEVEL FIVE
<ul style="list-style-type: none"> <li>○ Lacks ability to express appreciation for things</li> <li>○ Thinks others are 'out to get them'</li> <li>○ Lacks the ability to deal with stressful situations</li> <li>○ Unable to be in a public setting without criticizing others</li> <li>○ No concern for the enjoyment of others</li> <li>○ Unable to encourage others</li> <li>○ Poor attitude - negative impact on people around them</li> <li>○ Depression is frequent</li> <li>○ Cannot fully complete tasks and assignments at work</li> <li>○ Sets goals to avoid pain - if at all</li> </ul>	<ul style="list-style-type: none"> <li>○ Frequent bouts of self-doubt during depression</li> <li>○ Feels that there is a force working against them</li> <li>○ Negative impact on others when stressed</li> <li>○ Starts tasks and endures only as long as they are enjoyable</li> <li>○ Goals are focused on avoidance of discomfort</li> </ul>	<ul style="list-style-type: none"> <li>○ Able to enjoy situations as long as conditions remain</li> <li>○ Experiences enjoyment when environment supports</li> <li>○ Experiences stress in traffic and occasionally</li> <li>○ Outside world dictates whether they have a 'good day'</li> <li>○ Experiences a mostly positive life</li> <li>○ Sees the good in others when it's very apparent</li> <li>○ Avoids negative discussions</li> <li>○ Able to overcome negative thoughts most of the time</li> </ul>	<ul style="list-style-type: none"> <li>○ Very rarely criticizes others</li> <li>○ Complains only when it's absolutely necessary</li> <li>○ Needs no environmental event to enjoy the moment</li> <li>○ Encourages others to feel good</li> <li>○ Encourages others in the pursuit of their goals</li> <li>○ Sets positive goals and is comfortable sharing them</li> <li>○ Positive impact on others during stressful circumstances</li> <li>○ Creates a positive experience for others in conversation</li> </ul>	<ul style="list-style-type: none"> <li>○ Sees the best in others</li> <li>○ Encourages others in their goals, dreams and life</li> <li>○ Positive impact on everyone they meet</li> <li>○ Magnetic sense of happiness and fun about life</li> <li>○ The 'rock' in stressful situations</li> <li>○ Seen by all as the example of composure</li> <li>○ Measurably contributes to other's lives - sometimes through presence alone</li> <li>○ Endures hardships without overwhelm or stress</li> <li>○ Sense of well-being is magnetic and contagious</li> </ul>

# AUTHORITY BEHAVIOR INVENTORY



## LIFESTYLE AND HABITS: SECTION 1: ENVIRONMENT BEHAVIORS AND BELIEFS

In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you.

This assessment should accompany the XRT HUMINT training or the Behavior Tradecraft Course for US Government only.

ENVIRONMENT	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to maintain the cleanliness of my environment		
My ability to never leave a mess		
My ability to handle disorganization immediately (never walk past a mess)		
My ability to maintain a clear and clean workspace		
My ability to remove excess items from my vehicle upon exiting		
My ability to prioritize tasks that allow my future self to thrive in an organized and clean environment		
My ability to create routines that support organization and order		
My ability to inspire others to follow my behavior		
My ability to maintain an organized electronic ecosystem for myself (files, desktop, e-storage)		
My ability to remain focused on maintaining cleanliness/order when stressors are present		
My ability to maintain control over my desires to 'leave it until tomorrow' when it comes to picking up after myself		

**AUTHORITY BEHAVIOR INVENTORY**  
**LIFESTYLE AND HABITS: SECTION 2: TIME BEHAVIORS AND BELIEFS**



In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you).

TIME	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to maintain a schedule		
My ability to plan my week in advance		
My ability to set goals and divide them into milestones		
The likelihood I will frequently review my goals and milestones		
The likelihood I will review my calendar or planner at the beginning of each day		
My ability to say 'no' when lower-priority requests or tasks are presented to me		
My ability to set clear priorities, and accomplish them in order		
My ability to avoid feeling overwhelmed (setting priorities)		
My ability to experience 'calm enjoyment' during tasks that I would rather not do		
My ability to experience 'calm enjoyment' in busy/stressful times		



# AUTHORITY BEHAVIOR INVENTORY



## LIFESTYLE AND HABITS: SECTION 3: APPEARANCE BEHAVIORS AND BELIEFS

In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you).

APPEARANCE	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to eat healthy foods despite my desire to do otherwise		
My ability to maintain a hygiene regimen on a daily basis		
My ability to keep my appearance similar to perceived authority figures in my own culture or social sphere		
My overall physical appearance of health		
The rating a stranger would estimate as my health if only given a photo of me		
The rating a stranger would estimate as my diet if only given a photo of me		
My ability to dress and present myself like a respected authority		
My ability to move confidently and slowly in the presence of stressful or authoritative/ domineering stimuli		

# AUTHORITY BEHAVIOR INVENTORY



## LIFESTYLE AND HABITS: SECTION 4: SOCIAL BEHAVIORS AND BELIEFS

SOCIAL (PAGE ONE OF TWO)

In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you).

SOCIAL	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to converse with people I don't know		
My ability to converse with people of higher 'status' than mine		
My ability to make new friends through in-person interactions		
My ability to admit fault when I'm wrong		
My ability to accept compliments from others gracefully		
My ability to introduce people		
* My ability to tell a good story		
My ability to make small talk to build rapport		
My comfort with overseeing a person or group of 'new' people I don't know		
My ability to ask a neighbor I don't know well to turn the music without conflict		
My ability to make a stranger laugh		
My ability to be vulnerable and open in conversations		
My ability to address difficult situations with people close to me		

# AUTHORITY BEHAVIOR INVENTORY

## LIFESTYLE AND HABITS: SECTION 4: SOCIAL BEHAVIORS AND BELIEFS

### SOCIAL (PAGE TWO OF TWO)



In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you).

SOCIAL	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to address difficult conversations with people at work		
* My ability to stay present and 'out of my head' during conversations		
My ability to issue orders when it's appropriate		
My ability to ask a stranger for a favor		

**AUTHORITY BEHAVIOR INVENTORY**  
**LIFESTYLE AND HABITS: SECTION 5: FINANCIAL BEHAVIORS AND BELIEFS**



In each of the rows, score your personal assessment in each ability from a 1-5 number (one being the absolute lowest, and 5 being that the ability is far above average and automatic behavior for you).

FINANCIAL	SCORE 1-5	DESCRIPTION OF PERSONAL BEHAVIORS AND BELIEFS THAT CAUSE LOWER SCORES
My ability to manage finances, and plan for the future		
My ability to focus spending on my future happiness		
My ability to resist impulse purchases		
My ability to pay bills on time or early		
The rating a bank would give y credit score on a 1-5 scale		
My ability to stay out of unnecessary debt		

# AUTHORITY BEHAVIOR INVENTORY

## ASSESSMENT WORKSHEET (RESTRICTED)



1. Lowest ABT (Authority Behavioral Trait) Score: C D L G E

For all scores lower than an average of 5 on the ABT Inventory, your personal goals are in the block to the right. For instance, if most of your tick marks were in block 3 in the Discipline Assessment, your goals to level up your level of self-discipline would be clearly marked in block 4. Your goal after achieving a higher score in Discipline would then be to set goals for personal development based on the data in block 5.

2. List the lowest two-number group in the L+H (Lifestyle and Habits) Assessment in each section.

For instance, if you tended to score yourself higher than others, list the lowest two numbers you used. If you used or scored nothing as a 1 or a 2, then all scores of 3 and 4 should be listed below. The 1-5 grading is only a self-assessed number and each individual will tend to score themselves higher or lower than others will. If you tended toward being harder on yourself, and scored some areas all the way down to 1 and 2, then list those below:

Environment:

Time:

Appearance:

Social:

Financial:

\* A note on behaviors.

\* All people are different. If you scored low on an L+H item, your priority is to discover the personal beliefs, behaviors, habits, and routines that are allowing it to occur; then develop a plan to level up the lowest section first. If you scored the lowest in the Social section, for instance, you would need to get that section handled first, and your goal-setting priorities would need to address this first. When scoring the ABT (the behavior traits section), the same principle applies: if Discipline was the lowest of the five traits, this is the single largest factor affecting your ability to influence and persuade people. Always leverage the correction of weakness more than the empowering of strong points.

The course instructor will walk you through the entire process to level each one of these low-level traits up as fast as possible, and will help you to discover the shortest path to getting to a 5 on every possible metric within this assessment. You will also be provided a detailed personal roadmap in the training with Applied Behavior Research built for you with a year's worth of goals, milestones, and daily checklists.

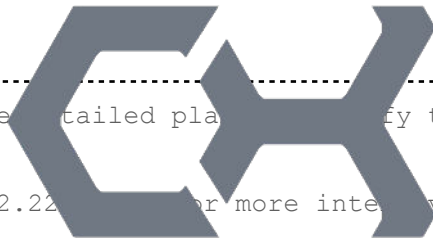
# AUTHORITY BEHAVIOR INVENTORY

## PLANNING AND MILESTONES: SECTION 2



Indicate current month with a triangle ▲ to the left of the current month. With your instructor or group, develop a list of milestones with specific dates on when each of your behavioral scores will be escalated.

MONTH	MILESTONES WITH DATES
JANUARY	
FEBRUARY	
MARCH	
APRIL	
MAY	
JUNE	
JULY	
AUGUST	
SEPTEMBER	
OCTOBER	
NOVEMBER	
DECEMBER	



Using the 8-step self-brainwashing formula, write detailed plans to modify the beliefs identified and make alterations to habits within your individual areas of concern.

For Government Clients, reference Secret/SIPR 802.22 for more intensive behavioral change procedures outlined through DoD or within Intelink-C/P

APPLIED BEHAVIOR RESEARCH

# AUTHORITY BEHAVIOR INVENTORY

APPLIED BEHAVIOR RESEARCH

NOTES:

INSTRUCTOR ASSESSMENT:

INSTRUCTOR SIGN: \_\_\_\_\_