

The IRIS Behavioral Framework

IRIS helps people see how they're showing up, where they're aiming next, and how to grow with intention.

It measures **over 100 observable behaviors** and the mindsets they reflect—tracking change over time to support well-being, relationships, and performance.

Behavioral Attributes (92)

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|----------------------------|----------------------------|---------------------------|-------------------------|
| • Accountability | • Decision-Making | • Interpersonal Skills | • Self-Assessment |
| • Achievement | • Determination | • Inward Focus | • Self-Awareness |
| • Adaptability | • Developing Others | • Justice | • Self-Confidence |
| • Aesthetic Sense | • Diligence | • Leadership | • Self-Control |
| • Analytical Thinking | • Emotional Intelligence | • Life Balance | • Self-Criticism |
| • Assertiveness | • Emotional Self-Awareness | • Love of Learning | • Self-Management |
| • Boldness | • Empathy | • Moderation | • Self-Restraint |
| • Care for Others | • Encouragement | • Motivation | • Service Orientation |
| • Challenge | • Entrepreneurship | • Optimism | • Social Awareness |
| • Change | • Equilibrium | • Order | • Social Responsibility |
| • Citizenship | • Generative Thinking | • Organiz. Awareness | • Stewardship |
| • Civic Engagement | • Grit | • Outward Focus | • Stress Tolerance |
| • Collaboration | • Grounded Clarity | • Perceptivity | • Support-Seeking |
| • Commonality | • Guardedness | • Persistence | • Supportiveness |
| • Conceptual Thinking | • Humanity | • Personal Power | • Transcendence |
| • Conflict Management | • Ideation | • Perspective | • Transparency |
| • Connection | • Imaginative Thinking | • Playfulness | • Visibility |
| • Consideration | • Independence | • Practical Thinking | • Vitality |
| • Conventionality | • Influence | • Problem Solving | • Well-Being |
| • Courage | • Initiative | • Productivity | • Wisdom |
| • Creative Expression | • Innovation | • Receptivity | |
| • Creativity & Imagination | • Inspiration | • Relationship Management | |
| • Critical Thinking | • Integrative Thinking | • Resilience | |
| • Curiosity | | • Self-Alignment | |

Behavioral Dynamics (11)

Conflict Style	People Approach	Thinking Resources	Work Environment
Inward-Outward Focus	Self-Determined Agency	View of People	Work Orientation
Leading & Developing Style	Think-Act	Work Approach	