



THE SIX STAGES OF EVOLVE



BARDO NEURO-INCLUSIVE MATURITY MODEL | SCAN THE QR CODE FOR MORE INFORMATION

1 ENGAGE THE BRAIN

Unlocking awareness through neuroscience.

Before we change systems, we need to understand how the brain reacts to change, bias, threat, trust, and motivation. This is where it starts, unlocking awareness at the neural level.

Because if the brain's not engaged, the change won't land.

- **Keywords:** Cognitive priming, Neuroplasticity, Bias triggers, Behavioural patterns, threat response
- **Tools:** Brain hacks, NeuroNuggets, reflection activities, intro workshops

Maps to NIMM: Delta Level

2 VISUALISE THE SYSTEM

Map what's really going on beneath the surface.

Using NIMM and diagnostics, decode your culture's hidden habits: power, voice, inclusion gaps, and permission structures. It's where data meets design meets deep honesty.

What gets mapped gets moved.

- **Keywords:** Systems thinking, Organisational memory, Liminal dynamics
- **Tools:** NIMM assessment, culture mapping, neuro-informed diagnostics

Maps to NIMM: Delta Level

3 OWN THE DISCOMFORT

Hold space for vulnerability, resistance, and growth edges.

Inclusion work gets real and raw when people hit their resistance. We use neuroscience to make that moment safer and more constructive. Less personal blame. More of the brain's biology.

Growth and discomfort? They're roommates.

- **Keywords:** Amygdala hijack, Psychological safety, Emotional granularity
- **Tools:** "Bias Reboot" exercises, safety rituals, peer learning.

Maps to NIMM: Alpha Level

4 LEARN NEW PATHWAYS

Rewire habits and defaults at the personal and systemic level

Neurons that fire together wire together. And that means inclusion is less about intent and more about practice. We build muscle memory for equity, from micro-behaviours and micro-affirmations to macro-decisions.

You don't rise to the level of your goals. You fall to the level of your systems and synapses.

- **Keywords:** Habit rewiring, Repetition, Inclusion as practice
- **Tools:** 21-day habit challenges, NeuroNudges™, cue cards

Maps to NIMM: Alpha Level

5 VALIDATE AND EMBED

Turn inclusive moments into muscle memory

Now we hardwire it. What's working? What's landing emotionally? What's sticking cognitively? We validate progress, not perfection, and embed it into rituals, rewards, and routines.

Don't celebrate the workshop, campaign or audit. Celebrate the whisper that became a habit.

- **Keywords:** Reinforcement, Belonging signals, Cultural memory
- **Tools:** Dashboards, story capture, behavioural KPIs

Maps to NIMM: Gamma Level

6 EVOLVE THE LEGACY

Create enduring cultural impact, beyond compliance

This is leadership that outlives you. You shift from bias busting to legacy building – nurturing collective intelligence, equity ecosystems, and diverse decision-making that lasts.

Real legacy isn't in a policy. It's in the people who thrive because of it.

- **Keywords:** Generativity, Synaptic leadership, Inclusive foresight
- **Tools:** Board alignment, succession planning, storytelling labs

Maps to NIMM: Gamma Level


NIMM
Neuro-Inclusive Maturity Model

"BIAS IS NOT A BELIEF
— IT'S A NEURAL HABIT.
AND HABITS CAN BE
BROKEN."



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