

The Theoretical Foundation of the “BOSS” Model

BOSS Personality Profiles were created as a result of analysis of your childhood experiences and the through the lens of the following four (4) stereotypical birth order styles:

- *First Born Stereotype (FBS),*
- *Middle Born Stereotype (MBS),*
- *Younger Born Stereotype (YBS), and*
- *Only Born Stereotype (OBS).*

The BOSS Personality Model is different from other “biologically based” Birth Order Models in that it is based on “stereotypical sibling experiences” and NOT only on the chronological order of birth.

Any specific individual may have a profile that does not reflect a “pure” stereotypical birth order. In fact individuals may have had a mixture of different “stereotypical sibling experiences” that have formed personality, behavior, and preferences as an adult. For example, if as a middle child with an older sibling that was much older or not present during the middle child’s childhood, the middle child may have taken up the responsibilities of a “stereotypical oldest child” such as taking care of younger siblings.

The BOSS Model survey is a set of questions designed to quickly elicit participants’ stereotypical sibling experiences. Based on these experiences it can then be concluded that an individual will typically exhibit certain adult leadership styles, preferences, and behaviors.

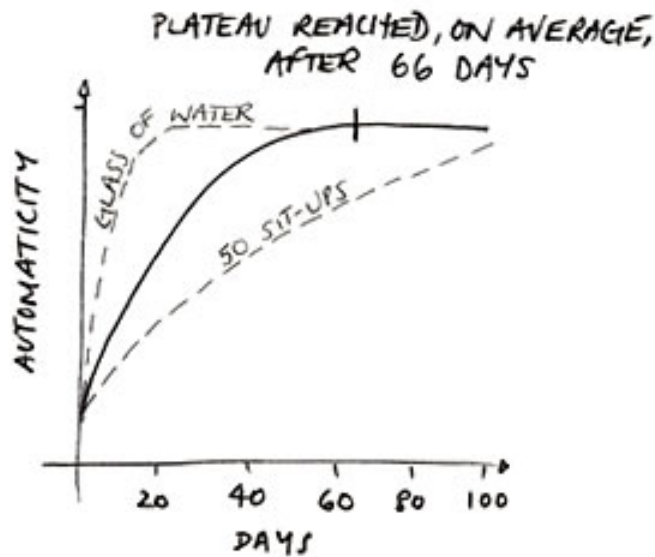
Core Assumptions of the BOSS Model

Assumption #1

Spaced Repetition of the Same Behaviors builds Habitual Behavior

Habitual behavior is formed through the spaced repetition of the same behaviors. For example, many scientists starting with Dr. Pavlov found that when children repetitively experienced X, they were more likely to do X when they were adults. To give a simpler example: As adults we can easily multiply simple numbers together because we repeatedly memorized multiplication tables in school.

Research recently published in the *European Journal of Social Psychology* (2009) by Phillippa Lally and colleagues from University College London discussed an experiment where 96 people were recruited who were interested in forming a new habit such as eating a piece of fruit with lunch or doing a 15 minute run each day. Participants were asked daily how automatic their chosen behaviors felt. These questions included things like whether the behavior was 'hard *not* to do' and could be done 'without thinking'. When the researchers examined the different habits, many of the participants showed a curved relationship between practice and automaticity of the form depicted below (solid line). On average a plateau in automaticity was reached after 66 days. In other words it had become as much of a habit as it was ever going to become.



This graph shows that early practice was rewarded with greater increases in automaticity and gains tailed off as participants reached their maximum automaticity for that behavior.

Assumption #2

Birth Order Stereotypical Sibling Experiences during childhood affect your Leadership Styles as an Adult

Living in a certain birth order position will typically expose a child to relatively higher repetitions of certain “birth order stereotypical sibling experiences”. The BOSS model assumes that these repetitive experiences lead to the formation of certain habitual behaviors and attitudes that are likely to manifest as an adult.

For example, a “stereotypical first born” may have had experiences such as “being asked by your parents to look after your younger siblings” and “diligently performed the duties requested by your parents”. The Model assumes that when those experiences and behaviors are repeated many times throughout childhood they form habitual adult attitudes and behaviors such as not only being comfortable in taking responsibility of people in a group or team but unconsciously assuming that role.

Assumption #3

Of course - Every individual is unique and complex!

We certainly assume that each individual is unique and complex and cannot be defined by a simple model. We only hope that you will find insight into your own uniqueness and complexity by looking at yourself through the BOSS lens.