THE HUMAN BEHIND THE PROFESSIONAL:

Why Aviation Safety Doesn’t Start at Work

The foundation for performance, presence, & relational safety

HPHC² HUMAN PERFORMANCE GROUP

altitude initiative

Introduction

Andrew Boniface

- Aviation 16yrs
- Human Performance guide & facilitator
- Health & Wellbeing background
- Mens Work Facilitator & coach
- Meditation & Breathwork teacher
- Mental Health First Aid
- Father of twin 9yo girls

Foundational Principles

"How we do one thing is how we do everything."

"We're all doing the best we can with what we know... it's a matter of skill, not will."

Dr. Stuart Ablon

"The privilege of a lifetime is to become who you truly are."

Carl Jung

"The Best Version of You"

Think of a moment from the last day, week, month or year that you're deeply proud of...

A harder time

Think of a moment IN THE SAME SETTING from the last day, week, month or year where you didn't show up as your best self...

The Mind: The Ultimate Variable

- People are redlining: the mind is under more load than at any time in human history
- Pace and pressure have grown, and when expectations rise it's the mind, not the body or skill, that goes missing in action
- We measure fitness, sleep and blood work, but rarely how we think under load

Learning to master it in moments that matter may just be the gap.

You can't manage what you can't measure.

THE CHALLENGE

The Reality We're Facing generally in society

1/5

Mental Disorders

Australian men affected annually

1/5

Partner Violence

Australian adults experienced abuse

2/5

Divorce Rate

Marriages ending in separation

4x

Mental Stress Claims

Longer time away than physical injury

The Upstream Gap

We're spending more than ever on intervention... but preventative work inside workplaces remains minimal.

Only 20% of Australian employees are engaged at work.

FOUNDATIONAL PRINCIPLES

The Foundation of Fulfilment... AND Performance

Self-actualisation-

Achieving one's full potential, self-fulfilment.

Esteem Needs

Feeling of accomplishment, self-respect, confidence

Love and Belonging Needs

A sense of connection, with family, friends, and community.

Safety Needs

Security of body, employment, resources, morality, family, health, finances

Physiological Needs

Air, water, food, shelter, sleep, clothing, and reproduction – the most basic and essential needs for survival.

CORE COMPETENCIES

Non-Technical Skills (NTS1): Essential for Safe Flight

Effective Lookout

Vigilantly monitor the environment, both internal and external, to identify potential risks.

Situational Awareness

Maintain a precise understanding of the current state and anticipate future developments.

Assess & Decide

Evaluate complex situations rapidly and make sound, timely decisions under pressure.

Prioritise & Manage

Effectively set priorities and manage multiple tasks to ensure smooth and safe operations.

Communicate & Relate

Foster clear communication and strong interpersonal relationships within the team.

Three Pillars of Human Performance

INTERNAL NTS

- Emotional regulation & nervous system capacity
- Awareness & Presence
- Identity & Self-Leadership
- Wellbeing & Resilience
- Moving from Head to Heart

INTERPERSONAL NTS

- Leadership & Teamwork
- Grounded Communication
- Aligned Decision-Making

FUTURE PROOFING NTS

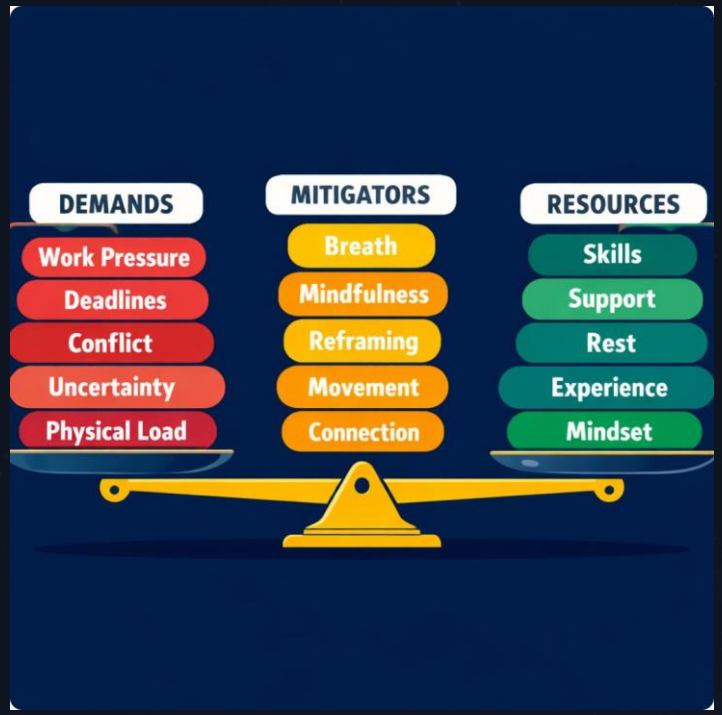
- Task Management & Prioritisation
- Building Culture

Emotional Regulation & Nervous System Capacity

"Human performance depends not just on skill, but on the state of the nervous system."

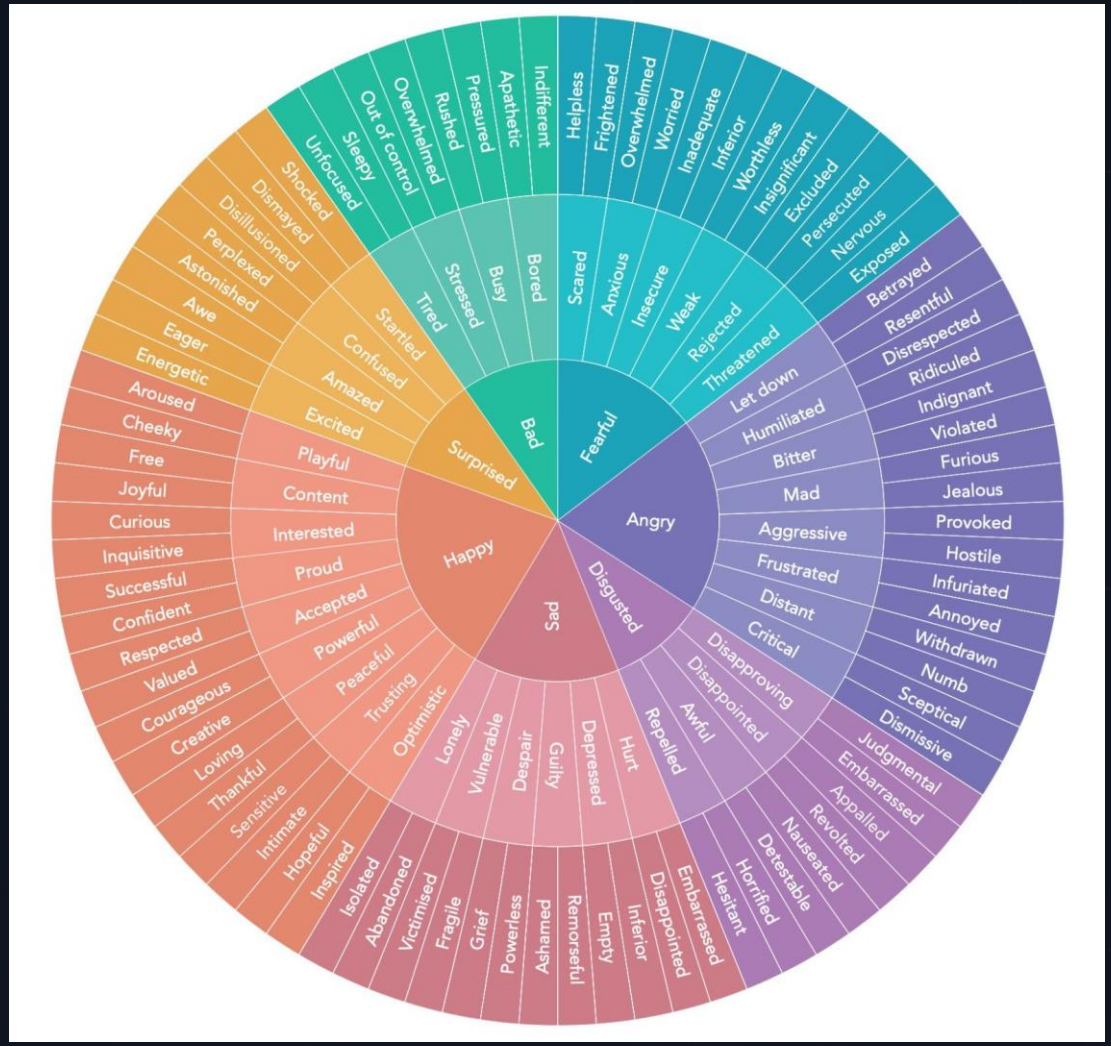
STRESS =

Our internal perception of the relationship between the demands versus our resources.



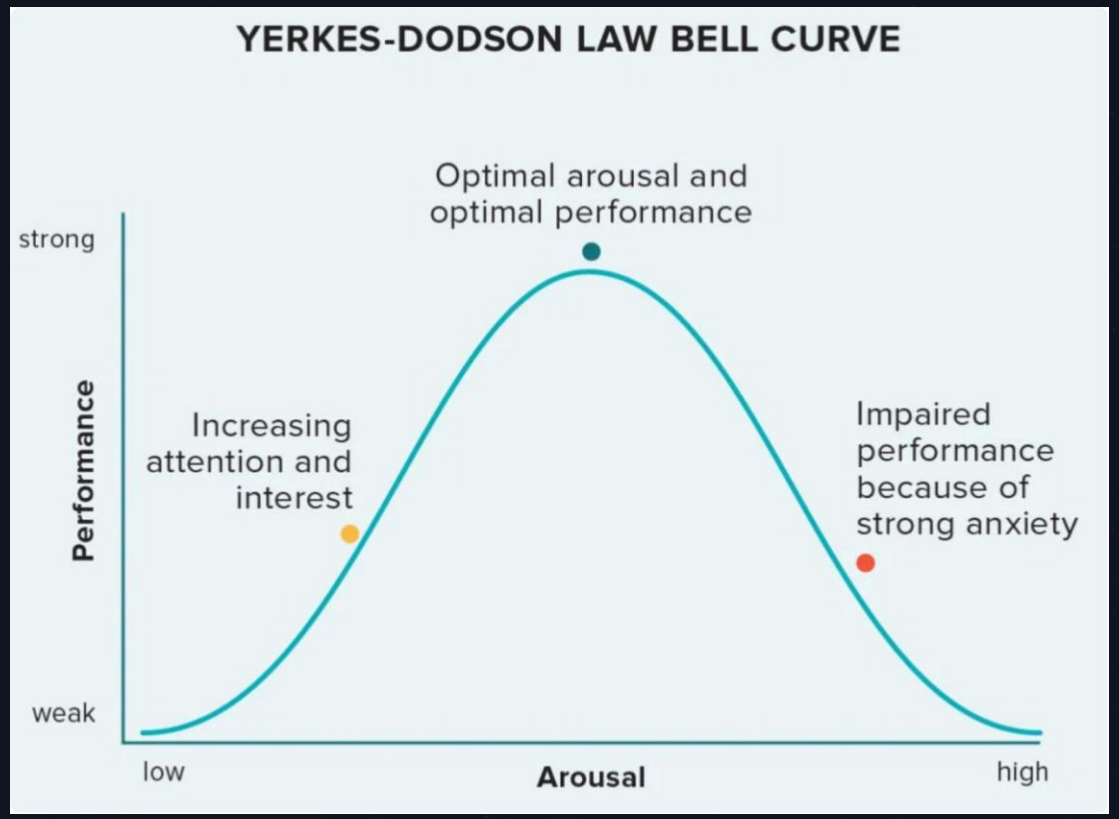
The Goal

Increase capacity to stay engaged & respond, not hijacked reacting from fear.



The Approach

RELAX your nervous system, don't **CONTROL** your response...



Yerkes–Dodson curve showing the relationship between arousal and performance

Hypo- and Hyper- Arousal

Which do I naturally adopt?

Nervous System Capacity

WEALTH = WELLNESS + HEALTH

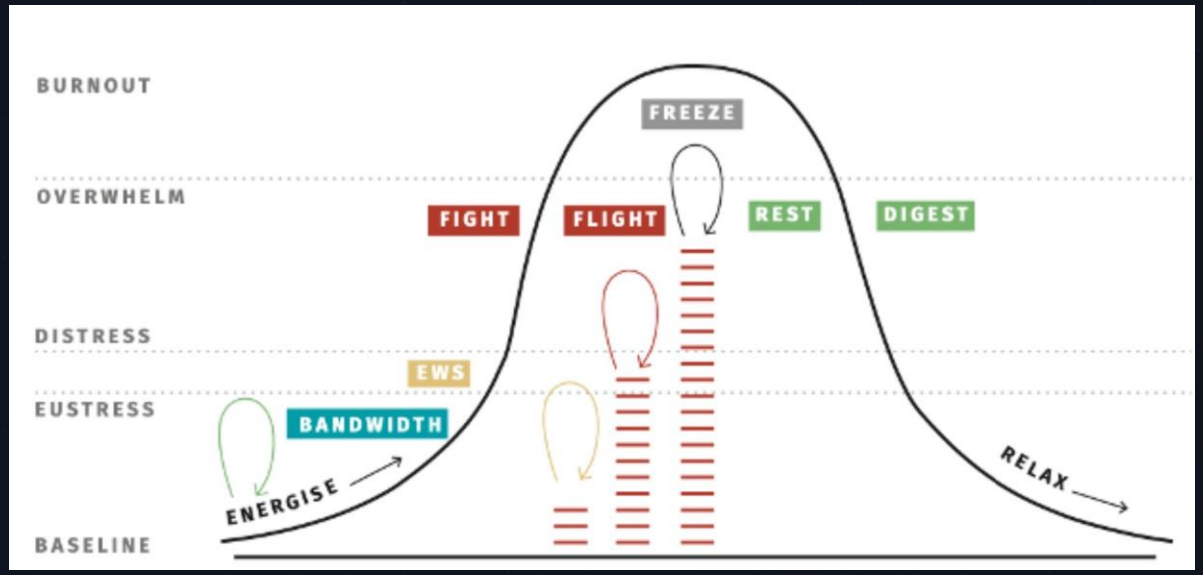
- "Between stimulus and response there is a space. In that space is our power to choose our response." - Viktor Frankl

- What does "Personal Responsibility" look like to each of us?

- The dilema of more vs less

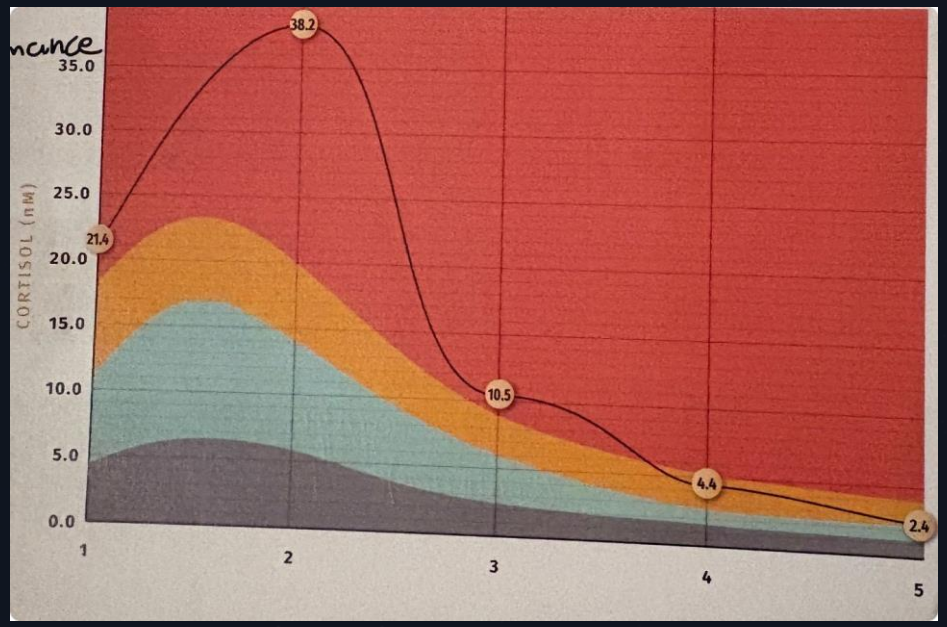
CAPACITY

RESPONSIBILITY



Stress curve as depicted in "Missing in Action", written by Amon Woulfe & Derek Leddie

A story....



Cortisol: The Long-Haul Stress Hormone

Adrenaline: The Quick-Burst Responder

“What kind of nervous system do people experience from you?”

TOOLS: Self-Talk

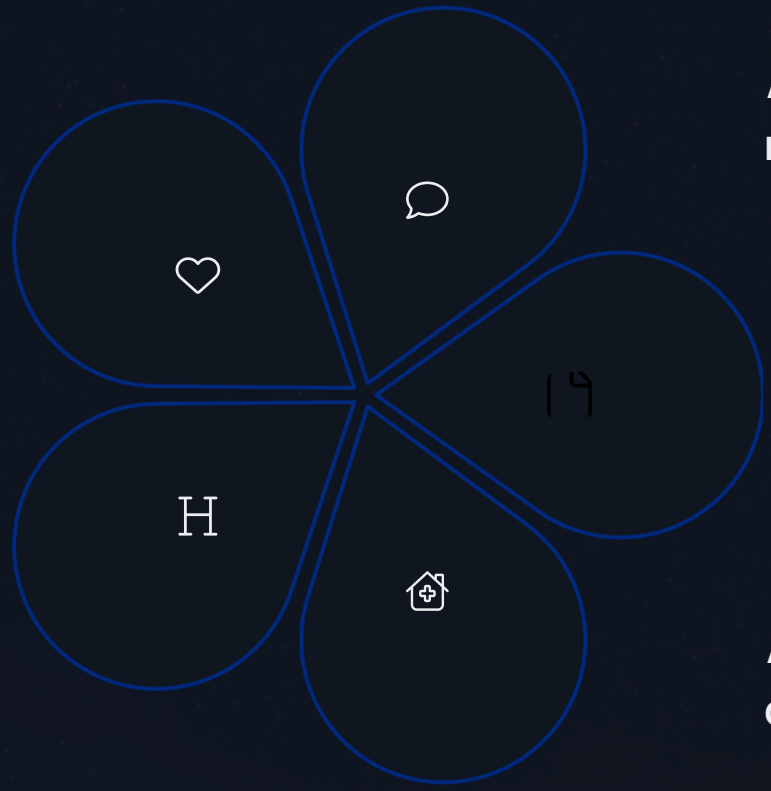
Would you speak to your child like you speak to yourself? Internal Judgement further closes us off and results in us reducing our capacity for all responses.

Compassion

Treating ourselves with kindness

Dialogue

Internal communication and understanding



Shared Experience

Everyone has something going on

Active Recovery & Growth

ALLOW - ACCEPT- EMBRACE

Practice

Consistent self-care routines

Reflection: What's my internal dialogue look like?

TOOLS

Practising regulation means consciously engaging strategies to manage your nervous system.

- Breath
- Body
- Meditation
- Sleep
- Emotions
- Pause
- Space
- Inner Dialogue
- Journaling
- Acceptance
- Self-Compassion
- Boundaries
- Repair

Reflection: "What's one tool you can commit to practicing when overwhelmed?

Integration & Commitment

Nervous system capacity is trainable.

1. At Work

How do I want to show up differently in stress?

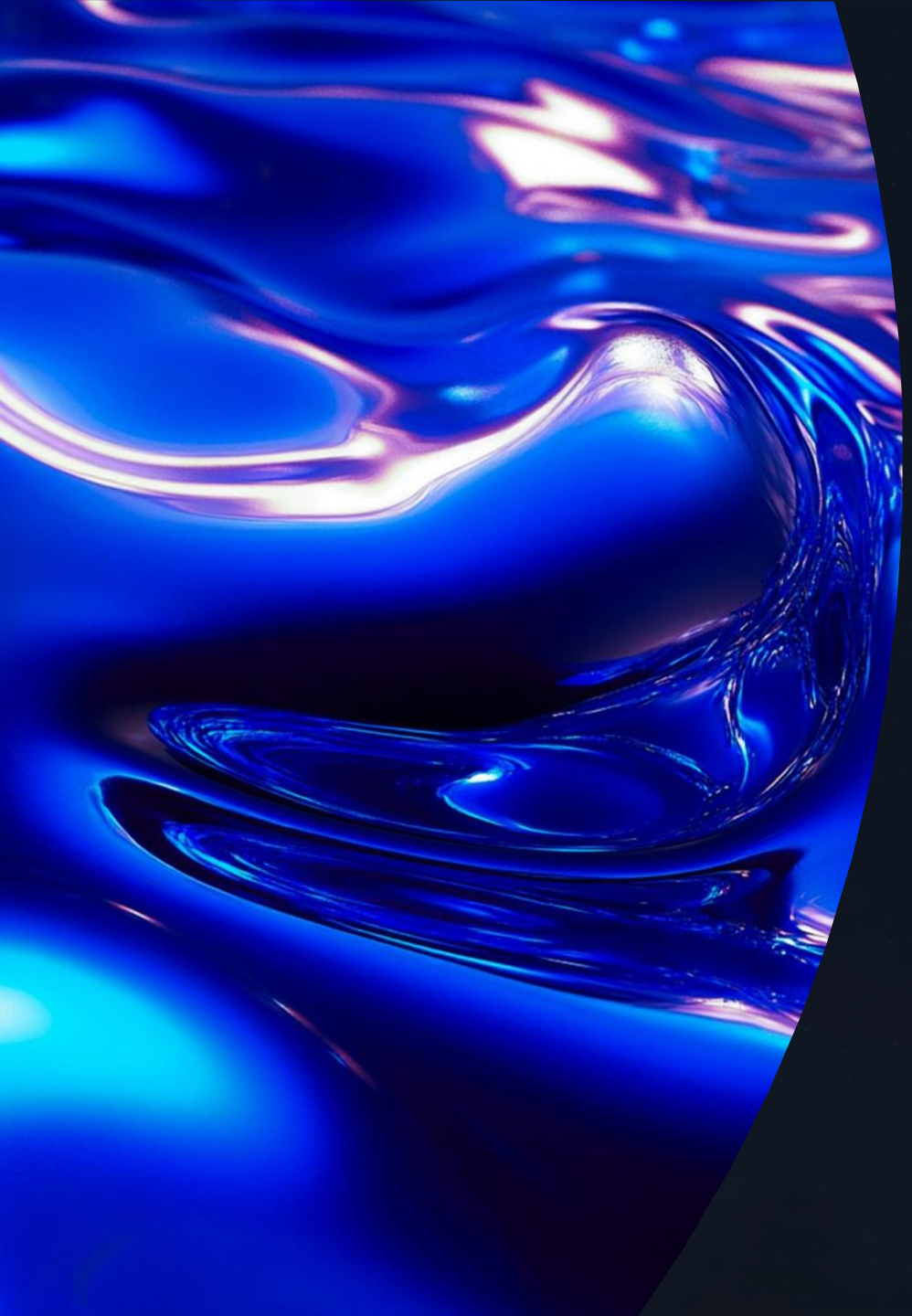
2. At Home

How do I want loved ones to experience me?

3. Commitment

One micro-practice to regulate when triggered

> The journey of emotional regulation begins with a single breath, a moment of pause, a choice to respond rather than react.



“Nervous systems communicate before words do- How am I impacting those around me... Is it positive?”

Leadership & Regulation

1 x

Regulated Leader

x 20

Impact

Calm Leaders Create

- Reduced anxiety in team members
- Model of steadiness under pressure
- Safe space for authentic communication
- Enhanced team performance

MIND PERFORMANCE PROFILE

Making the invisible... Visible. Unlocking your mental potential by measuring 30-mental skills across **7 critical dimensions** to reveal and train your true capabilities.

Determination

The unwavering will to achieve your goals.

Outlook

Maintaining a constructive perspective, even under pressure.

Focus

Sustained attention and concentration on key tasks.

Energy

The mental and physical vitality to perform consistently.

Courage

Facing challenges and taking action despite fear.

Poise

Composure and grace under intense scrutiny.

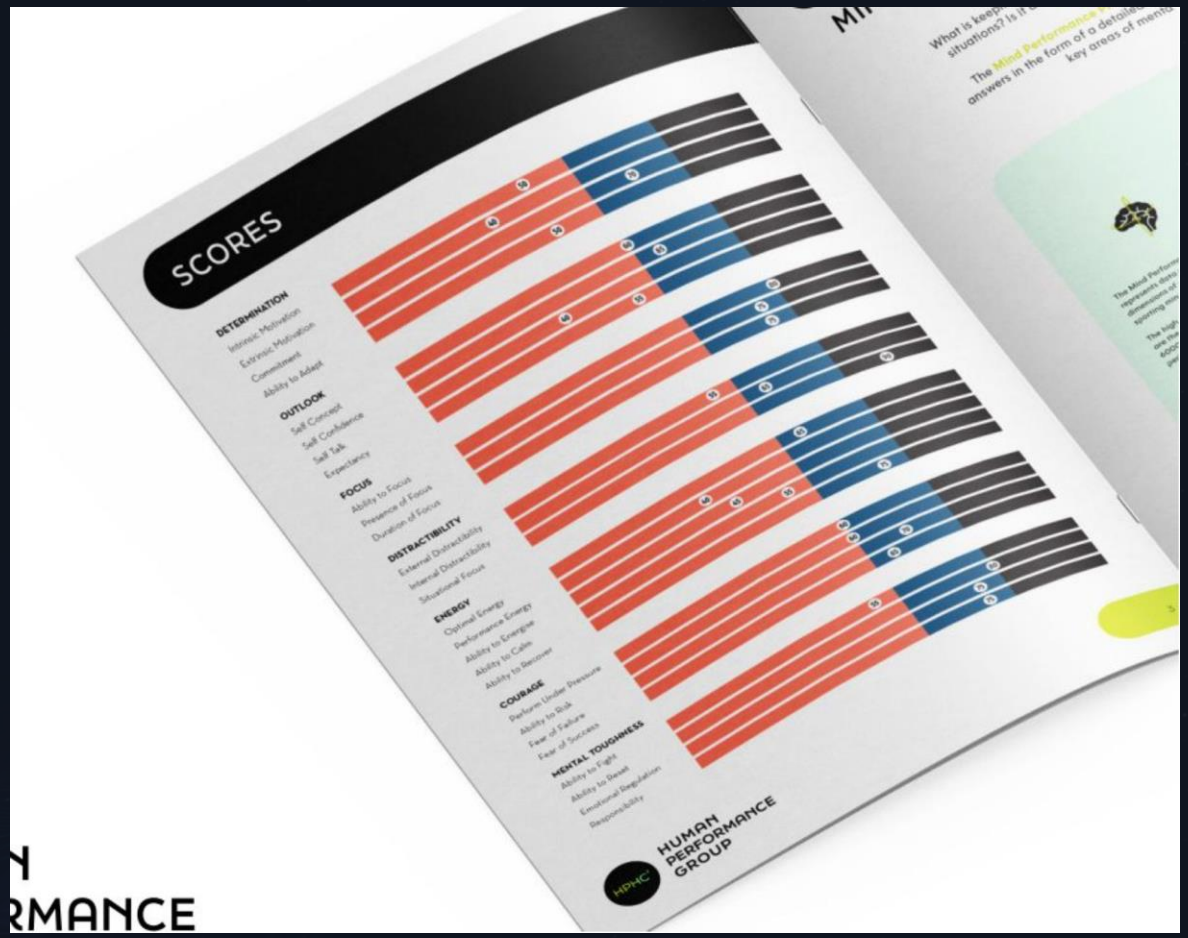
Resilience

Bouncing back strongly from adversity and setbacks.

A Foundation of Elite Experience

Developed from over **30 years of elite experience** in sport, leadership, military, and emergency services, the MPP provides a robust framework for understanding and enhancing mental agility.

MIND PERFORMANCE PROFILE (MPP)



What Do We Actually Want?

Healthier humans create healthier relationships, teams, families, and culture.

Cultural Change Requires

01

Regulated Leaders

Grounded decision-making under pressure

02

Present Partners & Parents

Generational impact at home

03

Steady Systems

Proactive, not reactive

Learn more...

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Organisational performance, leadership and mental skills development

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Men's coaching, fatherhood, connection and personal growth

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