



KENON

From Brainwaves to Breakthroughs:
Unlocking Human Competence

INTRODUCTION TO;

KENON TrueNorth Mind™

From neurometric assessment to practical, lifelong human support

Prepared for funders, policy makers, institutional partners, new team members and the wider public

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WHY KENON EXISTS

Across education, work and ageing, many people are judged mainly by what they can produce, remember or earn. Their natural talent, emotional life, values and deeper sense of calling are often left disconnected. KENON was created to repair that fragmentation. It begins with brain-informed evidence from practitioner-administered VTQ neurometric assessment using BCI-EEG, then brings that evidence together with human judgement, lived context and practical support. Its aim is to help people understand intrinsic strengths, form the qualities needed to express them and turn inner calling into meaningful, sustainable contribution. Assessment supports that formation; it does not define the person.



A Clear Starting Point: The Science and the Story Behind KENON

KENON begins from work across neuropsychology, neurophysiology, neurotechnology and the study of multiple forms of intelligence. Within this foundation, Verbatoria Talent Quotient (VTQ) uses a brain-computer interface and electroencephalography—commonly known as BCI-EEG—to record patterns of electrical brain activity during structured tasks. Through the VTQ model, these neurometric patterns can contribute useful, brain-informed evidence about a person’s inborn talent tendencies and potential. They do not define identity, motivation, calling or destiny on their own. Their value grows when they are interpreted alongside the person’s interests, values, experience, recurring motivation and environment.

The KENON story began in 2021, when BK AFROBEAT Ltd introduced VTQ services in Uganda and began serving families and institutions. The COVID-19 lockdown period consumed much of the original franchise investment, but client experience revealed a deeper problem. VTQ could produce a detailed and comparatively objective, brain-informed report, yet families, schools and employers were still asking, “What do we do with this information?” The organisation paused its wider market operations, retained mobile services for former clients and referrals, and used the period for research and redesign. KENON grew from that work as a post-assessment support infrastructure and has since expanded into a lifelong human-formation system.

Today, KENON brings responsibly obtained assessment evidence together with life history, lived experience, human judgement, environmental redesign and continuing support. It can serve learners, workers, parents, retirees and the institutions around them. VTQ operations are being prepared to resume under KENON TrueNorth Mind™ while stronger governance, delivery standards and future BNL technology are developed. The pages that follow explain what can be offered now, what is ready for controlled piloting, what Bezalel Neuroenhancement Lab is being created to build, and how the work will grow without running ahead of the evidence.

KENON IN ONE SENTENCE KENON helps a person understand intrinsic strengths, discern a deeper calling and develop the personal, cognitive, emotional and environmental support needed to turn that calling into useful, meaningful and sustainable contribution.

How to Use This Document

This is the main introduction to the KENON ecosystem. It is written for funders, policy makers, partners, prospective team members, institutions and families. Detailed scientific, operating and commercial decisions remain governed by the White Paper, Blueprint, interpretation protocol and approved onboarding handbooks.

Document Control

Field	Controlled position
Edition and date	Edition 1.3 • August 2026
Document owner	KENON founding office / approved document custodian
Primary audience	Funders, policy makers, partners, team members, institutions, families and the public
Review cycle	Every six months, or immediately after an important legal, scientific, product or governance change
Supersedes	Edition 1.2 and earlier KENON introductory language about “Phase 2,” TTQ, assessment neutrality or strategic separation
Status	A high-level introduction. It is not a clinical protocol, investment agreement, licence or product validation report.

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1. KENON in One View

KENON TrueNorth Mind™ is a lifelong human-formation and neurometric post-assessment support system. It helps people understand their intrinsic strengths, see how those strengths are—or are not—showing in daily life, and develop the inner and environmental conditions needed to express them. The work covers learning, parenting, calling and career formation, employment, relationships, retirement, emotional wellbeing and institutional planning.

KENON does not ask only, “What job can this person do?” or “Which occupation pays most?” It asks a deeper question: what pattern of inborn talent, recurring motivation, values, emotional life and lived evidence points towards this person’s intrinsic calling—and what kind of formation and support will help that calling mature into useful, meaningful and sustainable contribution? An assessment can offer important clues, but it cannot complete that work. KENON carries the evidence into life.

Question	KENON’s answer
What is used today?	Verbatoria Talent Quotient (VTQ) is the present neurometric assessment foundation. Trained KENON specialists provide interpretation, support planning, follow-up and referral.
What is ready for piloting?	KENON develops human-led and AI-supported services in controlled stages. Current readiness, pilot approval and release status are maintained in the dated operating roadmap and approved pilot documents.
What is being built for the future?	Bezalel Neuroenhancement Lab (BNL), a proposed KENON subsidiary, is the intended home for BTQ and related neuroenhancement, presence and smart-environment research. Individual product status is controlled in the Blueprint and product register.
What is not yet available?	No BNL or BTQ capability may be presented as available merely because it appears in the vision. A product becomes available only after its intended use, evidence, safeguards, legal status and release approval are documented.
What remains human?	The discernment of calling, consent, explanation, context, relationship, professional judgement, formation, safeguarding, referral and high-impact decisions.

WHY THIS MATTERS KENON works against fragmentation. Its value lies in bringing talent, character, cognition, emotional life, relationships, calling, environment and contribution into one coherent developmental journey. Technology and assessment support that formation; they do not define the person.



2. Background and Origin of KENON

The story began in 2021, when BK AFROBEAT Ltd started operating the Verbatoria Talent Quotient (VTQ) service in Uganda. The first investment built a franchise operation and introduced families and institutions to neurometric assessment. VTQ's major strength was its ability to provide a more objective, brain-informed route to identifying inborn talent tendencies and human potential than guidance systems based only on examinations, questionnaires, observed behaviour or declared interests. Then two developments changed the direction of the work.

First, the COVID-19 lockdown period consumed much of the money invested in the franchise initiative. Second, work with clients revealed a more important service gap. VTQ could produce a detailed report, but many families, schools and employers still needed help answering the next question: "What do we do with this information?" A brain-informed finding could still end as an unused report if no one helped the client connect it to learning, parenting, work, emotional wellbeing, calling and environment. That gap was especially visible in settings where education remains dominated by examination performance and the same learning path is expected to fit everyone.

A deliberate decision was made to withdraw from the wider market. Offices and major operations were closed. A mobile kit was kept for past clients who needed a repeat assessment or wanted to introduce someone in their network. The pause created space for research, reflection and redesign. KENON grew out of that period.

KENON therefore began as a post-assessment support infrastructure. Its first purpose was to stop useful findings from ending as a report on a shelf. Over time, the idea expanded into a lifelong human-formation system that can support a learner, a worker, a parent, a retiree and the institutions around them. VTQ operations are now being prepared to resume under KENON TrueNorth Mind™ while the team builds stronger governance, delivery standards and future technology through BNL.

THE LESSON FROM THE FIRST MARKET ENTRY Assessment creates insight. Support creates value. KENON was formed to connect the two.

3. The Human Problem KENON Addresses

Schools and workplaces were largely shaped for a time when information was scarce, occupations changed more slowly and knowledge was mainly delivered by people in the same room. That setting is changing. Information is abundant. AI can perform more routine cognitive work. Jobs are being redesigned. Social life, commerce, media and public debate now pass through digital systems.

KENON uses the term cognitive supremacy for a common mistake: treating examination scores, qualifications, memory and visible output as though they describe the whole person. Thinking and knowledge still matter. The problem begins when the easiest thing to grade becomes the main measure of human worth and future possibility.

The result is human fragmentation. Talent becomes separated from character. Career becomes separated from calling. Cognitive performance becomes separated from emotional wellbeing. Livelihood



becomes separated from meaning and contribution. KENON's answer is human formation: the patient work of bringing these dimensions back into relationship so that a person does not merely function, but develops as a coherent human being.

A fast-changing world also places pressure on attention, emotional regulation, belonging, identity and purpose. The effect is not the same for everyone, and technology is not automatically harmful. Still, institutions must ask whether their systems are helping people adapt with agency and meaning—or merely asking individuals to absorb more pressure. KENON responds by working on both sides of the fit: the person and the environment.

Old question	Better KENON question
How high did the person score?	What does the result show, what does it miss, and how is the person functioning in real life?
How do we make the learner fit the school?	How can the learner and the learning environment move toward a better fit?
Which available or well-paying job matches this score?	What intrinsic calling is emerging from this person's talent, values, motivation and lived experience—and which forms of work can express that calling meaningfully, usefully and sustainably?
How do we correct this behaviour?	What need, pressure, skill gap, environment or blocked strength may be producing the behaviour?
What happens after retirement?	How can purpose, learning, relationship and contribution continue in a new form?

4. Vision and Mission

VISION A world where every person's innate talent, emotional wellbeing, and life purpose are scientifically understood and nurtured — transforming education, work, and ageing into one lifelong journey of intrinsically motivated human potential.

MISSION To convert responsibly obtained human-assessment evidence into accessible, ethical and continuously improving support systems that help people learn, work, relate, transition and contribute in alignment with their intrinsic strengths and changing environments.

The vision is ambitious, but the mission is practical. It means that career guidance cannot be reduced to filling a vacancy, chasing the highest income or matching one score to one occupation. Economic sustainability matters, but it supports the calling rather than defining it. KENON gathers defined evidence, explains its limits, places it beside the person's values, recurring motivation and lived experience, and helps the person form a purpose-aligned pathway that can be tested and refined over time.



5. How KENON, BNL, VTQ and BTQ Fit Together

KENON and BNL are not competing ideas, and they are not two names for the same work. They are connected parts of one development path. KENON is the client-facing support system. BNL will be the research, technology and product-development subsidiary. VTQ is the assessment used now. BTQ is the assessment family BNL intends to build for the future.

Name	Main role	Current status	Important boundary
KENON TrueNorth Mind™	Uses VTQ findings now; provides specialist-led support; pilots KENON AI; works with families and institutions; tracks outcomes.	Preparing a controlled return to market. Specialist-led services are the present operating core.	KENON does not own VTQ. It must not present a support interpretation as a fact directly measured by VTQ.
Bezalel Neuroenhancement Lab (BNL)	Will research, build and test BTQ, devices, AI models, neuroenhancement tools, immersive presence, smart environments and the proposed institute.	A proposed KENON subsidiary. Legal formation and product work are still staged.	BNL's products must pass scientific, ethical, technical and legal gates before sale or high-impact use.
VTQ	Provides the present practitioner-administered neurometric report used by KENON.	Existing external technology used under the applicable permissions and operating arrangements.	VTQ is the current input. It is not owned by KENON or renamed as BTQ.
BTQ — BNL Talent Quotient	A proposed BNL-owned family of guided remote assessments, devices, tasks, models, quality controls and follow-up reviews.	Idea and research programme. Not yet validated, manufactured or ready for sale.	BTQ may replace VTQ only after evidence, safety, fairness, legal approval and service-continuity requirements are met.

ONE CONNECTED PATH VTQ supplies today's assessment. KENON turns the result into support. KENON's human-led service and AI pilots generate practical learning. BNL uses that learning to develop BTQ and related products. When BTQ is ready, KENON manages the careful changeover.

6. How VTQ Is Applied in KENON

Within KENON, a VTQ report is a starting point, not a final judgement. The report provides structured findings within the VTQ model. KENON keeps those source findings unchanged, places them beside the person's history and environment, and then develops a separate interpretation and support plan.



Setting	How VTQ is used	Typical KENON output
Learner and family	Read TQ, PQ, EQ, CQ and Emotionality; compare TQ with CQ; examine interests, values and recurring motivation; check how strengths appear at home and school.	Personalised Learning Plan, Psycho-Social Support Plan, Green-Zone learning strategies, parent and classroom guidance, an intrinsic-calling and career-formation pathway, and follow-up.
Work and HR	Compare the profile with the actual role, demonstrated work, credentials, environment, wellbeing, values, purpose and the person's own account of calling.	Calling–role alignment, WAGA, job crafting, training design, internal movement, burnout-risk support and employee-controlled sharing.
Retirement and senior living	Read talent, regulation, interests, values, health context and life history beside the person's changing energy and roles.	Purpose and calling continuity, cognitive activity, mentorship, Wisdom Bank participation, family guidance and dignified support.
Institutions	Use consented, minimum-necessary and usually aggregated evidence to improve programmes and environments.	Implementation advice, staff training, support pathways and programme evaluation—not a central registry of individual neural profiles.

A KENON specialist reads the whole report. Attractive findings are not selected while difficult findings are ignored. Contradictions are recorded. Advice stays provisional until the source, the context, the person's own account and real-life evidence have been considered. Referral is used when the need falls outside KENON's competence.



7. The Core Philosophy of KENON

KENON is built on the TrueNorth Mind idea: many human problems are not only performance problems; they are alignment and formation problems. A learner may be struggling because the teaching method, pace, environment or emotional climate does not let a strength appear. A worker may be competent but inwardly depleted because the role is far from natural fit and deeper calling. A retiree may feel lost because identity, contribution and purpose were tied too tightly to one job title.

7.1 Human formation rather than fragmentation

Fragmentation occurs when institutions develop one part of a person while neglecting the relationship among the others. A school may train memory but leave talent, emotional regulation, values and purpose largely untouched. A workplace may reward output while ignoring whether the role is eroding intrinsic motivation. Retirement planning may focus on money while failing to prepare the person for continued identity, relationship, service and meaning.

KENON's goal is formation: helping talent, personal qualities, cognition, emotional life, relationships, values, environment and calling develop into a coherent way of living and contributing. Formation does not mean forcing every part of life into a perfect pattern. It means helping the person understand the parts, see where they support or obstruct one another, and make responsible changes over time.

THE FORMATION PRINCIPLE KENON does not prepare a human being merely to pass, perform, earn or occupy a role. It helps the person become able to express intrinsic design through mature character, sound judgement, healthy relationships and purposeful contribution.

7.2 Career guidance: calling before job title

KENON's career-guidance philosophy begins with intrinsic calling, not with salary, social status or the vacancies currently available. Calling is the deeper pattern of contribution towards which a person's natural strengths, recurring interests, values, emotional commitments and lived experience appear to point. It is usually larger than one job title. The same calling may be expressed through several roles, enterprises or forms of service across a lifetime.

An assessment cannot announce a person's calling on its own. KENON treats calling as something to be discerned from several kinds of evidence: TQ and the wider neurometric profile; hobbies and enduring interests; values and personal meaning; recurring intrinsic motivation; life history; BBA/O and PBA; opportunities to serve real human needs; and the person's own informed reflection. Spiritual interpretation may be included only when the person freely chooses it.

Role trials and practical projects still matter, but they serve this larger purpose. They help the person test whether a possible calling produces sustained engagement, useful performance, growth, service and psychological sustainability. They also reveal what further formation, education, experience or environmental change is needed. Livelihood matters because a calling needs a sustainable form; it is not the measure of the calling's worth.



THE GOVERNING CAREER QUESTION What intrinsic calling is emerging from this person's full pattern of talent, values, motivation and lived experience—and which forms of work can express that calling meaningfully, usefully and sustainably?

7.3 What different assessments can—and cannot—show

KENON uses a simple working classification to keep evidence clear. Most conventional evidence enters through Performance-Based Assessment (PBA) or Behaviour-Based Assessment/Observation (BBA/O). Some tools also use self-report or bodily signals. Neurometrics adds a different layer by recording nervous-system activity during a defined task. None of these layers should be mistaken for the whole person.

Evidence layer	Examples	What it can show	What it cannot settle alone
PBA — performance	School exams, work samples, drawing, practical tasks, many ability tests and timed exercises.	What the person produced under stated conditions.	Whether the result reflects natural potential, practice, fear, fatigue, access, coaching or intrinsic motivation.
BBA/O — behaviour	Parent or teacher observations, workplace behaviour, repeated routines, participation and real-life choices.	Patterns that can be seen in a particular setting and period.	The person's fixed identity or the single cause of the behaviour.
Self-report and psychometric response	Personality questionnaires, interest surveys, interviews, ratings and reflections.	How the person describes experience, preference or behaviour within the tool's model.	Private truth without error; answers may be shaped by language, self-knowledge, mood, culture or social pressure.
Biometric or bodily response	Heart rate, HRV, skin conductance, sleep or movement data.	A bodily state or change during a period or task.	The meaning of that response, identity, talent or motivation without context.
Neurometric evidence	EEG recorded during a defined protocol and interpreted through a stated model.	Electrical brain activity and model-derived features linked to the task.	A direct reading of identity, purpose, private thought, destiny or exact motivation.

7.4 The drawing example

Imagine asking someone to draw a picture of their parent. The person may hold a clear and emotionally rich picture in mind, yet produce a weak drawing on paper. Drawing depends on more than mental



representation. It also uses visuospatial organisation, eye–hand coordination, fine-motor control, planning, confidence, practice and the conditions of the task.[9] A poor drawing therefore does not prove that the internal picture was poor. In the same way, a good drawing may partly reflect training rather than a natural preference for drawing.

THE KENON LESSON Visible output is real evidence, but it is evidence of performance under conditions. It should not be treated as a complete picture of potential or identity.

7.5 Performance does not reveal motivation

Two learners can earn the same high mark for very different reasons. One may be deeply interested. Another may be working for a reward, avoiding punishment, protecting family expectations or fearing failure. The mark shows what each learner produced. It does not tell us whether the drive was intrinsic or extrinsic. Research on self-determination makes the same distinction: behaviour can be driven by different forms of regulation even when the visible result looks similar.[8]

Neurometrics does not solve this question by itself. KENON must combine the assessment, the person's account, repeated behaviour, performance, opportunity, environment and follow-up. Motivation is a supported interpretation, not a hidden label read directly from a score or waveform.

7.6 Behaviour is a signal, not an identity

A behaviour may be a symptom or signal of many different things: fear, unmet need, overload, habit, poor fit, pain, lack of skill, social pressure, blocked talent or a reasonable response to an unreasonable setting. The same behaviour can have different causes in different people. KENON therefore avoids statements such as “this is who the person is.” It asks, “What may be happening here, what evidence supports that view, and what safe change can we try?”

CORE RULE No single score, behaviour, examination, questionnaire, biometric signal or brain measure should become a permanent identity label.

8. The Scientific Foundations of KENON

KENON is multidisciplinary. It does not claim that one field can explain the whole person. Each discipline answers a different part of the problem.

Foundation	Contribution to KENON	Boundary
Neuropsychology	Connects cognition, emotion, behaviour, self-regulation, learning and daily functioning.	Developmental support must remain separate from diagnosis unless a qualified clinician is providing an approved clinical service.



Foundation	Contribution to KENON	Boundary
Neurophysiology and EEG	Provides a biological signal layer for studying nervous-system activity during defined tasks.	A signal becomes a talent or cognitive finding only through a model. Brain activity should not be over-read as a private mental state.[7]
Measurement science and psychometrics	Clarifies reliability, validity, norms, error, confidence and whether a tool works fairly for a stated group and purpose.	A named construct is not valid merely because a test or algorithm produces a number.
Neuroplasticity and learning science	Supports repetition, feedback, retrieval, graded challenge, emotional meaning and environment design.	KENON's "Neural Sculpting" is a support-design idea, not a claim that it can reshape a brain on demand.
Developmental and lifespan psychology	Keeps support appropriate to age, life stage, health, relationships and changing responsibilities.	A child, employee and retiree require different consent, evidence and support designs.
Motivation and self-determination	Helps distinguish interest, autonomy and purpose from pressure, reward, fear and controlled compliance.[8]	Intrinsic motivation cannot be confirmed from performance or neurometrics alone.
Person–environment fit	Explains why the same person may flourish in one role, team, classroom or culture and struggle in another.	Support should not force all responsibility onto the individual.
Multiple-intelligences tradition	Howard Gardner's work widened educational thinking beyond one narrow academic score.	It is an educational lens, not proof that each intelligence is a separate EEG measure or a complete validated taxonomy.
Neuroethics and data governance	Protects dignity, autonomy, mental privacy, fairness, consent, explanation and appeal across the product life cycle.[6]	Good intentions do not replace lawful governance, independent review and evidence.

This foundation leads to one practical rule: keep direct measurements, model-derived findings and KENON's later interpretation separate. The further a statement moves from the source data, the more explanation, uncertainty and human review it needs.

9. The KENON Human-Alignment Framework

KENON organises support around TQ and PQ + EQ + CQ, shaped by Emotionality, interests, developmental stage and contextual fit through Nymetrics. The formula is not arithmetic, and it is not a



collection of separate scores. It is a formation framework: a way of asking how interacting capacities can mature together in service of intrinsic calling, healthy relationship and useful contribution.

Construct	Plain-language meaning	How KENON uses it responsibly
TQ — Talent Quotient	The natural direction of talent or potential described within the assessment model.	Use possible strengths as important clues to intrinsic calling, then check interests, values, exposure, behaviour, performance and context. Never treat TQ as destiny.
PQ — Personal Qualities	Self-regulatory tendencies including Mindfulness, Stress Resistance and Risk Behaviour Quotient (RBQ).	Support awareness, safer choice, persistence, recovery and help-seeking without moral labels.
EQ — Emotional Quotient	Self-esteem, empathy, relational participation, group role and related social-emotional functioning.	Support confidence, relationship and teamwork while respecting privacy and context.
CQ — Cognitive Quotient	Thinking type, attention and memory functioning within the provider model.	Adjust pace, modality, workload, task design, rest and support. Separate current state from stable capacity.
Emotionality	The intensity and regulation conditions that can change access to other strengths.	Treat it as a modifier, not a diagnosis or moral judgement.
Nymetrics	The fit between the person and a real classroom, home, team, role, culture or retirement setting.	Ask whether the environment gives intrinsic calling room to mature. Change the environment as well as supporting the person.
WAGA	Weighted Assessment & Gap Analysis comparing potential, expression, calling, role demands, opportunity and support.	Make the evidence and weighting clear. Use it for formation and purpose-aligned development, not automatic selection.
STR	Silent Talent Resentment: a possible burden from long-term talent suppression or role misalignment.	Use life history, wellbeing and qualified follow-up. STR is not a raw EEG label.
NTCF / proposed NTCI	A framework—and possible future index—for neuro-talent compatibility.	Do not calculate NTCI until its weights, uncertainty, scoring engine and validation are approved.

9.1 Support concepts retained from the wider KENON vision

Concept	Practical meaning	Safety boundary
Neuro-adaptive, talent-anchored learning	Use a learner's likely strengths as bridges into harder material, then adjust support as real outcomes become clear.	No fixed neurological streams. The plan must change when the evidence changes.
Neural Sculpting	Structured repetition, emotionally meaningful practice, environmental cues, reflection, retrieval, graduated challenge and feedback.	A research and support-design concept—not direct brain control or guaranteed neural change.
Implicit Learning Protocols	Low-burden, repeated and context-sensitive practice that does not depend only on formal explanation.	No hidden manipulation. The purpose and method must be appropriate, reviewable and respectful.
Psychospiritual and Jungian reflection	Voluntary values work, life review, calling, service, belonging and qualified use of persona, shadow, archetype or individuation as reflection prompts.	Not a VTQ measurement, universal theology, diagnosis or substitute for mental-health care.

10. How KENON Works in Practice

KENON follows a clear path from assessment to formation and action. The purpose is not to make a longer report or select a job from a score. It is to help the person discern a coherent direction, develop the capacities needed to live it, test it in real settings and review what is learned.

Step	What happens	Quality check
1. Prepare and consent	Explain the service, purpose, data use, limits, alternatives and right to stop.	For a child, obtain guardian consent and age-appropriate assent. No pressure or hidden use.
2. Assess	A trained neurometrist administers VTQ using the approved process.	Confirm the correct person, age version, device conditions, task completion and data quality.
3. Preserve the source	Record VTQ findings exactly as issued.	Do not change scores, colours or provider wording. Keep later KENON interpretation clearly separate.



Step	What happens	Quality check
4. Read the whole person	Cross-map TQ and CQ; examine PQ, EQ, Emotionality, interests, values, recurring motivation, history and context.	Do not choose only attractive results or infer a calling from one Green Zone.
5. Form a calling hypothesis	Describe the pattern of contribution towards which the full evidence appears to point.	Present it as a person-led, reviewable hypothesis—not a destiny statement or a job selected by an algorithm.
6. Test real-life expression	Use BBA/O, PBA, interviews, exposure, projects, role trials and environment evidence to see whether the possible calling is expressed.	Record engagement, usefulness, performance, growth, strain, contradictions and missing evidence.
7. Build formation and support	Choose practical actions that strengthen the person and improve the environment.	Include character, knowledge, skill, emotional regulation, relationship, opportunity and livelihood where relevant.
8. Review and learn	Follow up on motivation, behaviour, performance, wellbeing, contribution, access and environment change.	Keep high-impact advice under human review. Refine the calling hypothesis and revise or stop what is not helping.

THE METHOD IN PLAIN WORDS VTQ identifies a neurometric pattern. KENON places it beside the person's values, motivations, life story and lived evidence, then helps the person discern a possible calling, form the capacities needed to express it and test that direction in real life.

11. What KENON Offers Now

KENON does not need to wait for full automation before serving the market. Human-led, or “analogue,” post-assessment support is a real service. It also gives the team the cases, feedback and quality discipline needed to test the AI personas properly.

Current service or product	What the client receives	Current status
VTQ assessment	A practitioner-administered neurometric assessment and provider report for children, teenagers or adults, using the correct pathway.	Available through the authorised VTQ operating process.



Current service or product	What the client receives	Current status
KENON specialist-led support	Report explanation, real-life validation, practical planning, follow-up and referral for learning, family life, work or retirement.	The main present service. Trained specialists are being prepared for market activation.
Parenting a Child You Know	Strength-based parenting workshops, guided discovery and a route into assessment and tailored family support.	A pilot workshop is part of the first return-to-market cycle; later workshops will use what is learned.
Neuro-talent-oriented career guidance camps	Calling-centred career formation using assessment evidence, values and motivation reflection, practical projects, role experiments, sponsor support and follow-up for students.	Planned from Quarter 2, beginning with renewed discussions with Uganda Christian University and sponsor outreach.
Learner AI persona	Structured draft support for learners based on approved VTQ inputs and KENON rules, with specialist review.	Built and ready for a funded controlled pilot.
Retiree AI persona	Support for purpose, cognitive activity, contribution, mentorship and life after work, with human review.	Built and ready for a funded controlled pilot.
HR AI persona	Support for calling–role alignment, WAGA, Nymetrics, staff formation, development and employee-controlled reflection.	Still being completed; expected to be pilot-ready before the end of 2026 if the work remains on schedule.

11.1 Ways institutions and professionals can work with KENON

Route	Simple description
Support Programme Partnership	An approved professional or institution offers or supports KENON/VTQ services as an agent under a negotiated commission, retainer or combined arrangement.
Location Renting Operations Model	A partner provides a suitable local base. KENON may train up to three selected staff members to deliver supervised services under a written revenue-sharing arrangement.



Route	Simple description
Sublicence Model	A qualified partner operates approved KENON/VTQ services with greater independence in an agreed territory under written sublicence, payment, training, quality and performance terms.
Research, sponsor and public-interest collaboration	Universities, government bodies, sponsors and funders support pilots, camps, evaluation, access, research or responsible technology development under clear agreements.

12. Applications Across the Lifespan

People or setting	What KENON can help with	What KENON must not do
Learners	Strengths language, whole-person formation, learning bridges, pacing, attention and memory support, psychosocial planning, portfolios and age-appropriate calling exploration.	Create a permanent brain-based stream, diagnose from VTQ or declare a child's calling or future from one report.
Parents and families	Home routines, communication, strength-based parenting, environment fit, follow-up and referral.	Use a report to shame, compare or control a child.
Teachers and schools	Classroom strategies, observation prompts, learning support, human formation, calling-centred career guidance, specialist access and programme evaluation.	Replace pedagogy and formation with a score or give unrestricted report access to staff.
Employees	Private calling–role alignment, job crafting, development goals, training, transition planning and employee-controlled sharing.	Use neural data for covert monitoring, automatic hiring, discipline, promotion or dismissal.
Employers and institutions	Aggregated patterns, environment redesign, voluntary formation programmes, workforce transition and implementation learning.	Reduce people to productivity units, build hidden neurological rankings or demand participation as a condition of work.
Retirees and senior communities	Calling and purpose continuity, cognitive activity, social connection, mentoring, legacy work, accessible routines and family guidance.	Assume that calling ends with paid employment, infantilise older people or confuse developmental support with medical care.



People or setting	What KENON can help with	What KENON must not do
Policy makers	Pilot evidence, equity review, support allocation, calling-centred youth development, workforce transition, Wisdom Bank models and public-interest governance.	Create a central individual neurodata registry or tie neurodata to citizenship, public benefit, school or insurance.

13. What BNL Will Build

Bezalel Neuroenhancement Lab will be the proposed KENON subsidiary responsible for the slower work of research, engineering, testing and product development. It gives the future technology vision a clear home, budget, team, evidence plan and legal identity.

BNL module	Purpose	First realistic step
BTQ assessment family	A guided remote neurometric system for baseline assessment, repeat reviews and carefully limited state checks.	Define intended use, build a research kit, test adult feasibility and validate each use before sale.
Consent and neuro-rights dashboard	Make purpose, recording status, access, withdrawal, correction and appeal visible.	Build the dashboard before collecting new BNL neural data.
Cognitive Twin Lite	A user-controlled model of approved goals, calling reflections, history, context, formation, support and outcomes.	Start without new EEG. It is a decision-support model, not a copy of a mind and not an authority that declares a person's calling.
Neuroenhancement portfolio	Support focus, recovery, learning, Mindfulness, RBQ, Stress Resistance, emotional development, creativity and healthy longevity as parts of whole-person formation.	Begin with low-risk human-guided practices. Add sensor feedback only when evidence shows value.
Presence Studio	XR, spatial or holographic presentation and telepresence for masterclasses, conferences and remote specialists.	Use existing partner technology to run honest, accessible demonstrations and paid pilots.
Smart environments	Help users adjust light, sound, pace, alerts, ergonomics and sensory load.	Begin with user-controlled room and workstation guidance before automation.
Team learning and collective intelligence	Help teams reflect on participation, workload, collaboration and psychological safety.	Start with non-neural teamwork tools. Never rank individual "brainwaves."



BNL module	Purpose	First realistic step
BNL Institute	A place for integrated human formation, short courses, demonstrations, research, innovation and human-flourishing programmes.	Launch as a non-degree academy and lab with accredited partners where recognised awards are needed.

BTQ TRANSITION RULE. BTQ will not replace VTQ because of ownership, enthusiasm or a launch date. It will replace VTQ only for uses where it has shown suitable reliability, validity, safety, fairness, usability, legal readiness and continuity of service.

14. XR, Immersive Presence, Telepresence and Neuroadaptation

Extended Reality (XR) includes virtual, augmented and mixed reality. Telepresence allows a remote person to take part live and bidirectionally. Immersive holographic presence uses spatial, volumetric, light-field or projection-based methods to strengthen the sense that the remote person is present. The actual technology must always be described honestly. Ordinary video should not be sold as a true hologram.

Presence technology and neuroadaptation are related, but they are not the same. Presence brings the expert or experience closer. Adaptation changes the way the experience is delivered. KENON can begin with human-guided adaptation now; BNL can study sensor-guided neuroadaptation later.

Layer	What happens	What is possible now
1. Access and presence	A remote teacher, specialist, mentor or speaker joins through high-quality streaming, telepresence, XR or spatial display.	Masterclasses, conferences, mentoring, remote specialist participation and recorded content.
2. Human-responsive adaptation	A facilitator changes pace, explanation, language, activity, breaks or support after observing the learner and receiving feedback.	Available without BTQ. This is responsively adaptive, not yet signal-driven neuroadaptation.
3. Validated signal-assisted adaptation	A system changes a narrow feature using an agreed neural or physiological state measure during a defined task.	Future BNL research only. Each signal, population, purpose and adaptation needs separate validation.
4. Closed-loop neuroenhancement	Sensing and feedback repeatedly produce a defined, useful improvement with safety monitoring.	A later evidence stage. No public claim until controlled research and lawful intended use support it.

14.1 Why the Presence Studio should not wait for BTQ

The BNL Presence Studio is one of the few parts of the wider vision that can begin before custom neurotechnology is ready. It does not need a finished BTQ device to bring a global expert into a classroom, enable a remote specialist to join a case conference, or deliver an immersive masterclass. It can be built with mature cameras, displays, audio, streaming, translation and telepresence tools supplied by partners.

Reason it can earn earlier income	What this means in practice
It uses technology that already exists	BNL can rent, partner or integrate proven equipment instead of waiting for years of device research and validation.
It sells a service, not an unvalidated assessment claim	Clients can pay for an event, production, connection or specialist session without being told that the system measures talent or treats a condition.
The buyer groups already exist	Schools, universities, conference organisers, companies, professional bodies, faith communities and health or rehabilitation networks already pay for learning and events.
Revenue can begin one project at a time	A single paid masterclass, conference service or remote specialist engagement can produce income before a national platform is built.
It strengthens the wider ecosystem	Every event builds production skill, content rights, partner relationships, audience reach and a future route into KENON support and BNL research.
It can be tested with clear unit economics	BNL can measure equipment cost, staff time, connectivity, attendance, learning value and repeat demand before expanding.

The first studio offer should be modest: one demonstration, a small menu of services, strong production partners, accessible non-immersive options and transparent pricing. Possible income lines include studio or equipment hire, event production, remote specialist sessions, masterclass tickets or institutional licences, sponsor packages, translation and captioning, and approved content distribution. None should be presented as guaranteed revenue until a pilot has tested demand and costs.

Research on online learning supports the importance of social, teaching and cognitive presence, but presence alone does not guarantee learning.[10] KENON therefore pairs global expertise with local facilitation, practice, feedback, safeguarding and contextual understanding. The purpose is not to distribute more fragmented content. It is to widen access to knowledge while local people protect relationship, calling, formation, judgement and care.



15. Partners, Funding and Public-Interest Value

KENON and BNL need different kinds of support. KENON can earn and learn through approved present services. BNL requires patient capital, research partnerships and grant funding for work that must be tested before it can be sold. Current fundraising figures, staffing arrangements, quarterly targets and release schedules belong in dated investor, budget and implementation documents rather than this permanent introduction. Keeping those records separate allows KENON to change responsibly without repeatedly rewriting its foundational explanation.

15.1 Partnership and funding roles

Stakeholder	Where they can contribute	What responsible collaboration requires
Funders and early investors	Market activation, AI pilots, Presence Studio, team capacity, governance and staged BNL research.	Milestone-based funding, honest status reporting and no pressure to sell unvalidated claims.
Government and grant bodies	BNL formation, BTQ research, local validation, university collaboration, innovation infrastructure and public-interest access.	A clear problem statement, ethics and data plan, measurable public value, budget control and transparent results.
Universities and hospitals	Research design, ethics review, neuropsychology, neuroscience, engineering, statistics, human factors and independent replication.	Written research, IP, data, publication and conflict-of-interest agreements.
Schools and universities	VTQ/KENON services, parenting programmes, calling-centred career camps, formation and learning pilots, and Presence Studio use.	Voluntary participation, child safeguards, alternatives and no unsupported streaming or placement.
Employers and pension bodies	Calling–role alignment, workforce transition, AI pilots, retirement calling and senior contribution pathways.	Employee autonomy, minimum-necessary data and no covert monitoring or automatic employment decisions.
Professional partners	Psychology, neuropsychology, counselling, education, rehabilitation, HR, career guidance and specialist referral.	Verified competence, written authority, supervision and clear scope of practice.
Technology and manufacturing partners	XR production, telepresence, devices, software, security, signal engineering and manufacturing advice.	Evidence gates, safe design, IP clarity, accessibility and no premature product claims.



Stakeholder	Where they can contribute	What responsible collaboration requires
Sponsors	University career camps, scholarships, masterclasses and access for communities that could not otherwise participate.	No hidden data access, forced branding, favourable findings or control over individual recommendations.

15.2 Public-policy value

KENON can help policy makers move from a narrow supply of credentials toward whole-person formation. The aim is not simply to place people into available economic slots, but to help citizens develop intrinsic strengths, sound judgement, emotional capacity, relationship and calling into socially useful contribution. Possible public-interest uses include calling-centred career-transition programmes, school-support allocation, youth talent and opportunity mapping, retirement mentorship networks, workforce reskilling and evaluation of human-alignment programmes.

PUBLIC-POLICY BOUNDARY Population planning should use aggregated, minimum-necessary and functional evidence. Individual neural data must never become a condition of citizenship, education, employment, insurance or public benefit.

16. Ethics, Safeguarding and Scientific Honesty

The more intimate the data and the more vulnerable the user, the stronger the safeguards must be. UNESCO's 2025 Recommendation on the Ethics of Neurotechnology places dignity, autonomy, mental privacy, fairness, freedom of thought, scientific integrity and accountability at the centre of responsible development.[6]

Rule	KENON / BNL practice
Choice	Secure the UGX 182.8 million first-quarter requirement; activate the seven-person team; resume controlled VTQ/KENON service; train specialists; run one parenting pilot; begin outcome tracking; fund Learner and Retiree AI pilots; prepare HR pilot rules.
Children and dependent adults	Use guardian consent where required, age-appropriate assent, best-interest review and non-neural alternatives.
Mental privacy	Treat neural data and inferences about mental states as highly sensitive. Collect less, separate it, control access and delete it on schedule.



Rule	KENON / BNL practice
Scientific honesty	Separate facts, provider outputs, KENON interpretations, hypotheses, prototypes and future hopes. Keep an approved-claims register.
Human review	Do not let an AI, score or neural signal make a high-impact decision alone. Provide explanation, correction, second opinion and appeal.
Fairness and inclusion	Test language, culture, disability access, hair and skin-related device performance, age, gender and infrastructure differences.
No covert use	Ban hidden sensing, subliminal influence, neurological ranking, secret employee monitoring and automatic punitive action.
Clinical boundary	KENON's present services support development and wellbeing. They do not diagnose or treat disease. Any future medical intended use requires a separate regulated pathway.
Independent oversight	Use scientific, ethics, data-protection and safeguarding advisers; report incidents and conflicts; publish negative as well as positive findings where appropriate.

A CLAIM KENON SHOULD ALWAYS BE WILLING TO MAKE This assessment is one source of evidence. We will explain what it measured, what we inferred, what remains uncertain and what other information should guide the decision.



17. Implementation Priorities

The wider vision becomes credible when it is broken into smaller pieces that can be governed, funded, tested and improved. The priorities below keep present delivery moving while the harder BNL research develops at the right pace.

Horizon	KENON priorities	BNL priorities
Now to 6 months	Resume controlled VTQ/KENON service; train specialists; run approved market-learning activities; begin outcome tracking; and prepare human-led and AI-supported pilots under current governance and quality controls.	Prepare BNL registration; define the first BTQ use; appoint scientific and ethics advisers; prepare government and research grant applications; design a Presence Studio demonstration.
6 to 18 months	Improve specialist-led service; test AI against human review; restart UCU talks around calling-centred career-formation camps; build sponsor routes; pilot institutional support.	Launch paid Presence Studio pilots; build consent dashboard and Cognitive Twin Lite; select university and engineering partners; develop the BTQ research kit and adult feasibility protocol.
18 to 36 months	Expand the trained network only where service quality and outcomes support it; refine HR and institutional applications.	Run controlled adult studies; test reliability, usability, signal quality and construct validity; publish evidence and decide which uses should continue.
36 months and beyond	Prepare a careful VTQ-to-BTQ transition only for approved uses. Scale support through qualified partners and public-interest programmes.	Release only validated, lawful and monitored BTQ products; expand the institute, smart environments and neuroadaptive tools one approved module at a time.

17.1 The government grant pathway for BNL and BTQ

Government grant funding should be treated as a planned workstream, not a last-minute application. The first package should define the public problem, the proposed adult research use, expected Ugandan capability, university and manufacturing partners, ethics and data safeguards, milestones, budget, co-funding, jobs and knowledge transfer. Calling-centred career-formation camps and the Presence Studio can show public value while the BTQ research plan is being prepared, but they must not be used to pretend that BTQ has already been validated.

Grant preparation step	Required output
Opportunity map	A live register of Ugandan innovation, science, education, youth, health, digital-transformation and manufacturing grants, plus regional and international programmes.



Grant preparation step	Required output
Evidence pack	Problem definition, user research, intended use, literature review, current product status, ethics, risk, data and evaluation plan.
Partner pack	Letters or MoUs from research, university, engineering, manufacturing, policy and pilot partners. No institution is named as a partner before written agreement.
Milestone budget	Separate legal formation, research, equipment, people, validation, safeguarding, data, dissemination and contingency costs.
Submission calendar	Named lead, internal review dates, required approvals, submission date, response tracking and revision plan.
Post-award control	Ring-fenced accounts, procurement rules, milestone evidence, funder reporting, research publication and conflict management.

18. Founder and Closing Invitation

Benon Kasenene is the founder of KENON TrueNorth Mind™. He is a Ugandan neuropsychological assessments specialist and independent scholar with practical experience in VTQ interpretation, human-capital alignment, post-assessment support design and institutional engagement. His founding role is to protect the mission and methodology, guide strategic direction and keep the future product vision connected to field reality. Current executive appointments, reporting lines and role holders are maintained separately in the approved organisational chart and operating records so that this introduction remains accurate when the organisation changes.

KENON is an invitation to rethink what happens after we learn something important about a person. The answer cannot be another label or a quick job match. It must be a better conversation about calling, a thoughtful process of formation, a safer real-life experiment, a more suitable environment, a clearer support plan and a chance to review what actually changed.

For funders, the opportunity is to support a staged African-led system that can earn through present services while building stronger science for the future. For policy makers, it is a chance to replace fragmented human-capital preparation with integrated formation without creating a surveillance system. For partners and team members, it is a disciplined way to turn assessment into calling-aligned support. For families and individuals, it is a promise of something simpler: evidence should open a path towards meaningful contribution, not close a person inside a label.

THE KENON COMMITMENT Start with evidence. Keep the person in control. Seek calling before job title. Form the whole person rather than one isolated capacity. Support the environment as well as the individual. Test what we build. Say clearly what is ready, what is being piloted and what is still only an idea.



Important Status Note

STATUS AND VERSION CONTROL

KENON currently uses VTQ as its assessment foundation while it develops its own future BNL/BTQ pathway. Human-led support, AI-assisted services, research concepts and released products must always be described separately. The current status of personnel, pilots, budgets, commercial targets, BNL formation and product readiness is governed by dated organisational, investor, implementation and product-control records. No idea, prototype or pilot may be presented as a validated or generally available service without formal approval.

Selected Sources and Controlled References

This introduction is a plain-language synthesis. The White Paper, Blueprint, interpretation protocol and operating handbooks remain the controlling sources for detailed scientific, product, ethical, commercial and delivery decisions.

[1] KENON TrueNorth Mind™ Introductory Document, 25 June 2026.

Original internal source for KENON's background, VTQ application, scientific foundations and core philosophy.

[2] KENON Introduction—Revised 2026.

Earlier internal source for the changing human environment and immersive-delivery ideas. Its neutrality, “strategic separation” and TTQ language are superseded by this edition.

[3] KENON Expanded White Paper—Revised Edition 7.1, August 2026.

Current internal source for the KENON–VTQ–BNL/BTQ architecture, applications, evidence tiers, governance and roadmap.

[4] KENON–BNL Integrated Development, Product and Implementation Blueprint—Revised Edition 2.1, August 2026.

Current internal source for BNL modules, current status, Presence Studio, early revenue logic, validation gates and first actions.

[5] KENON VTQ Post-Assessment Interpretation Methodology Protocol v0.3.

Controlled internal method for source preservation, TQ–CQ cross-mapping, BBA/PBA distinction, expression checks, support design and human review.

[6] UNESCO. Recommendation on the Ethics of Neurotechnology, adopted 11 November 2025.

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[10] Mykota, D. (2025). A meta-analysis of social presence in higher education online learning.

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