

AREVITA 360

ASSESSMENT

PERSONAL REPORT PREPARED FOR

Sarah Chen

ASSESSMENT DATE

June 18, 2026

CONFIDENTIAL

EXECUTIVE SNAPSHOT

Your assessment at a glance

COMPOSITE SCORE

70%

469 of 670 possible · 134 scored items · core

● PHYSICAL 72% ● MENTAL 79% ● SPIRITUAL 87% ● EMOTIONAL 57% ● SOCIAL 65%
● ENVIRONMENTAL 63% ● LEADER BEHAVIORS 73% ● LEADERSHIP IMPACT 58%

KEY STRENGTHS

Spiritual 87%

GROWTH OPPORTUNITIES

Mental 79%

Leader Behaviors 73%

Physical 72%

Social 65%

FOCUS AREAS

Environmental 63%

Leadership Impact 58%

Emotional 57%

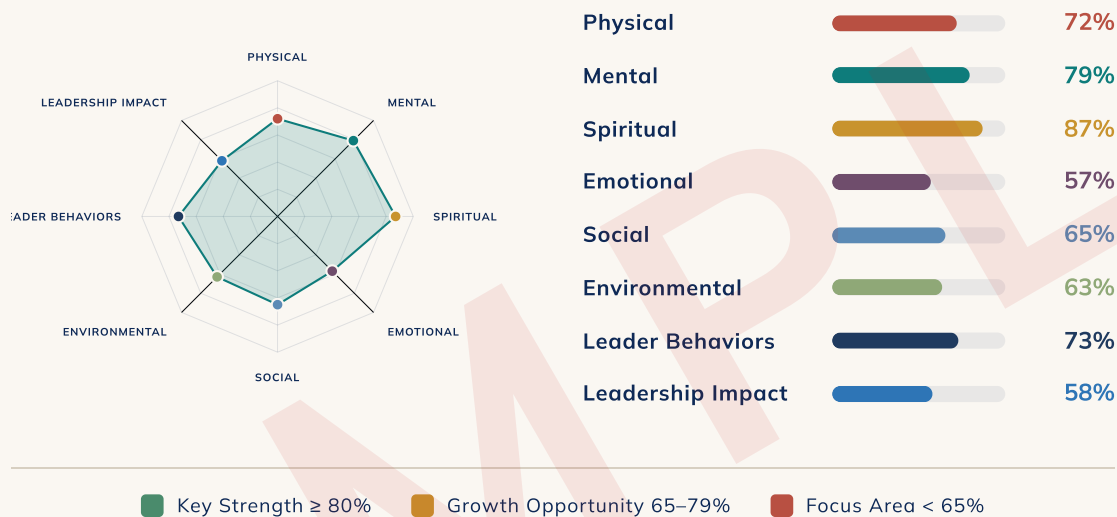
WHAT THIS PATTERN TELLS US

Your scores suggest a leader carrying significant ambient load across multiple domains. 3 pillars in the Focus band is not a verdict: it is a map. The pattern most often reflects extended high-stakes operating without recovery built in. The smallest, most sustainable move in any one focus pillar will free capacity in the others. Start there.

YOUR WHEEL AT A GLANCE

The Arevita 360 Wheel

Eight evidence-based pillars, scored individually and combined into your composite. Distance from the center reflects strength; the colors mark which pillars are strengths, growth opportunities or focus areas.



CORE COMPOSITE · 70% · 469 OF 670 POSSIBLE

KEY STRENGTHS DEBRIEF

Where you are already strong

WHAT THIS BAND MEANS

Pillars scoring 80% or higher represent established practices. Your team feels them, your calendar reflects them, and they have compounded into capacity. The work here is not improvement: it is protection. Resist optimizing weaker pillars by stealing the time that built these.

Spiritual

87% · 48/55

Meaning, purpose, values-action alignment, reflection and awe: what brings cohesive integration to your work and life beyond the metrics.

HOW THESE SHOW UP FOR YOU

Steady energy. Time recovers faster than it depletes. Decisions in your strongest domains feel obvious rather than effortful. You notice when you are out of practice because the gap is visible.

HOW THESE SHOW UP FOR PEOPLE AROUND YOU

Your team experiences a leader who shows up consistently in these areas. They model what they see. These strengths quietly raise the floor for everyone in your orbit.

GROWTH OPPORTUNITIES DEBRIEF

Where the next gains are sitting

WHAT THIS BAND MEANS

Pillars in the 65–79% range show consistent practice with specific, named gaps. The leverage here is high: small, sustainable moves typically lift these into the Key Strength band within one or two quarters.

Mental

79% · 67/85

Focus, decision quality, strategic thinking, creativity, problem-solving, stress and cognitive load management that separate leaders navigating complexity from those reacting to it.

Leader Behaviors

73% · 99/135

Psychological safety, feedback, delegation that develops, mentoring, repair after rupture, modeling wellness, 1:1 quality: the daily practices your team experiences.

Physical

72% · 101/140

The foundational practices that determine daily energy, cognitive clarity and the body's capacity to sustain executive load.

Social

65% · 26/40

Close-relationship quality, active listening, supportive workplace relationships, community involvement: the connections that protect against the cost of leadership isolation.

HOW THESE SHOW UP FOR YOU

You can feel the difference between the weeks you maintain these practices and the weeks you don't. The cost is rarely dramatic: it's the cumulative drag of inconsistency that you have learned to absorb.

HOW THESE SHOW UP FOR PEOPLE AROUND YOU

The variance shows up to your team and family before it shows up to you. They notice the weeks the practice is intact, and the ones where it isn't, even if they don't name it.

GROWTH OPPORTUNITIES · IN PRACTICE

How these show up, and what changes when they do

HOW THESE SHOW UP FOR YOU

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A NOTE BEFORE YOUR DEBRIEF

Pick one. The lift here is real, but only if attention is concentrated. Trying to move three pillars at once is the most common reason this band stays in this band.

FOCUS AREAS DEBRIEF

Where ambient load is accumulating

WHAT THIS BAND MEANS

Pillars scoring under 65% are not a verdict on you: they are the predictable cost of leadership organized around output. They quietly tax every other pillar. The smallest, sustained move in any one of them frees disproportionate capacity elsewhere.

Environmental

63% · 47/75

Home, office, travel: the spaces where significant time is spent, and whether they support or quietly undermine wellness across the other pillars.

Leadership Impact

58% · 58/100

Presence in high-stakes moments, decision quality under pressure, declining low-value work, feedback-seeking, coach utilization, values-driven leadership: how wellness expresses itself where it counts.

Emotional

57% · 23/40

Self-awareness, emotion regulation, self-compassion, gratitude practice, forgiveness and psychological flexibility: the inner work that shapes how you respond when pressure is on.

HOW THESE SHOW UP FOR YOU

These pillars often live in the periphery: the items you intend to address when the calendar clears. The cost is rarely a single event; it accumulates as fatigue, irritability, or a creeping sense that something important is being left undone.

HOW THESE SHOW UP FOR PEOPLE AROUND YOU

Your team adapts to the gaps. They are not the cause of your shortfalls in these pillars, but they bear some of the cost. Restoring these practices is one of the highest-leverage gifts you can give the people in your orbit.

FOCUS AREAS · IN PRACTICE

How these show up, and what changes when they do

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A NOTE BEFORE YOUR DEBRIEF

Choose the focus pillar with the lightest implementation cost, not the one with the largest score gap. Momentum matters more than magnitude in this band.

Physical

YOUR SCORE

72%

RAW SCORE

101 / 140

BAND

GROWTH OPPORTUNITY

WHAT THIS MEASURES

The foundational practices that determine daily energy, cognitive clarity and the body's capacity to sustain executive load.

WHY IT MATTERS

The body is the substrate of every other pillar. Sleep, movement, nutrition and recovery determine the cognitive bandwidth available to you. Walker's 2017 research at UC Berkeley shows that leaders sleeping under six hours per night demonstrate roughly 30% reduced executive function, the exact capacity required for high-stakes decision-making. The American Academy of Sleep Medicine puts the clinical standard at 7-9 hours. The math is unambiguous: physical practices are not separate from leadership performance. They are the foundation it stands on.

WHERE YOU ARE STRONG

Movement is non-negotiable in your week (4+ sessions weekly). · Sleep duration is protected even under high-stakes weeks.

WHERE YOU CAN GROW

Nutrition leans whole-food but slips during travel.

AREAS FOR FOCUS

Recovery after exertion is shorter than your output requires.

AN OPPORTUNITY FOR REFLECTION

How would the energy you bring to your team change if you protected one element of your physical practice for the next 30 days?

Mental

YOUR SCORE

79%

RAW SCORE

67 / 85

BAND

GROWTH OPPORTUNITY

WHAT THIS MEASURES

Focus, decision quality, strategic thinking, creativity, problem-solving, stress and cognitive load management that separate leaders navigating complexity from those reacting to it.

WHY IT MATTERS

How a leader thinks under load determines what their team experiences in the moments that matter. The cognitive practices captured here (protected focus, strategic thinking, recovery from cognitive load) separate leaders who navigate complexity from those who react to it. Goyal's 2014 JAMA meta-analysis demonstrated that mindfulness practice produces stress-reduction effect sizes comparable to first-line pharmaceutical interventions. Newport's research on deep work establishes the operational case: knowledge workers who protect uninterrupted focus blocks produce measurably better outputs over time.

WHERE YOU ARE STRONG

Deep focus windows protected most days.

WHERE YOU CAN GROW

Solitude and detachment from inputs is rare.

AN OPPORTUNITY FOR REFLECTION

What decisions in your week would land better with one more deep-focus block protected weekly?

Spiritual

YOUR SCORE

87%

RAW SCORE

48 / 55

BAND

KEY STRENGTH

WHAT THIS MEASURES

Meaning, purpose, values-action alignment, reflection and awe: what brings cohesive integration to your work and life beyond the metrics.

WHY IT MATTERS

Meaning is not philosophical. It is the engine that determines whether your leadership compounds over time or runs out of fuel. Steger's longitudinal research across cultures has shown that a felt sense of meaning predicts wellbeing, resilience and performance in ways that hedonic measures cannot. Keltner and Stellar's work on awe and prosocial behavior demonstrates that practices that move us outside ourselves (encounters with nature, art, the lives of others) reduce ego and increase generative behavior. Your team feels the difference between a leader rooted in purpose and one operating on default.

WHERE YOU ARE STRONG

Sense of purpose is felt and articulated.

WHERE YOU CAN GROW

Contribution beyond the role is occasional rather than rhythmic.

AN OPPORTUNITY FOR REFLECTION

What would the people closest to you say is the most consistent value they see in your daily actions?

Emotional

YOUR SCORE

57%

RAW SCORE

23 / 40

BAND

FOCUS AREA

WHAT THIS MEASURES

Self-awareness, emotion regulation, self-compassion, gratitude practice, forgiveness and psychological flexibility: the inner work that shapes how you respond when pressure is on.

WHY IT MATTERS

How a leader regulates emotion is what their team learns to model. Gross's 2002 research established that cognitive reappraisal (the practice of reframing situations as you experience them) produces healthier outcomes than emotion suppression. Neff's work on self-compassion shows that leaders who can extend kindness to themselves in moments of error build the same capacity in their teams. The emotional pillar is where the gap between the leader you intend to be and the leader your team experiences becomes most visible.

WHERE YOU CAN GROW

Self-compassion in moments of error is limited but improving.

AREAS FOR FOCUS

Emotion regulation under stress defaults to suppression. · Forgiveness and repair after rupture is delayed.

AN OPPORTUNITY FOR REFLECTION

What would change in your hardest conversations if you brought self-compassion to your own performance review?

Social

YOUR SCORE

65%

RAW SCORE

26 / 40

BAND

GROWTH OPPORTUNITY

WHAT THIS MEASURES

Close-relationship quality, active listening, supportive workplace relationships, community involvement: the connections that protect against the cost of leadership isolation.

WHY IT MATTERS

The Harvard Study of Adult Development (the longest-running study of adult life in history, now in its 85th year) confirms that the quality of close relationships is the single strongest predictor of life satisfaction and health at 80. Holt-Lunstad's 2010 meta-analysis put loneliness at a mortality risk equivalent to smoking 15 cigarettes a day. For executives, the cost is acute: leadership is one of the most isolating roles in modern work, and close relationships are one of the few protective interventions with this much evidence behind it.

WHERE YOU CAN GROW

Active listening narrows under time pressure.

AREAS FOR FOCUS

Loneliness is not zero.

AN OPPORTUNITY FOR REFLECTION

Who in your life have you not given the listening you would want from them?

Environmental

YOUR SCORE

63%

RAW SCORE

47 / 75

BAND

FOCUS AREA

WHAT THIS MEASURES

Home, office, travel: the spaces where significant time is spent, and whether they support or quietly undermine wellness across the other pillars.

WHY IT MATTERS

The spaces in which you spend your hours (home, office, travel) quietly shape every other pillar. White et al.'s 2019 Scientific Reports paper found that 120 minutes per week spent in nature produces measurable improvements in self-reported health and wellbeing. Workspace research consistently shows that environmental design (light, noise, interruption density, ergonomics) determines focus capacity, cognitive load and recovery. The Environmental pillar is the one most leaders underestimate. The spaces you don't actively design will quietly tax everything you're trying to build elsewhere.

WHERE YOU ARE STRONG

Home environment supports rest and recovery.

WHERE YOU CAN GROW

Travel kit has potential to support better routines.

AREAS FOR FOCUS

Office environment defaults to interruption and reactivity. · Spaces are not consciously designed to support your pillars.

AN OPPORTUNITY FOR REFLECTION

Which space in your week is quietly costing you energy you haven't named?

Leader Behaviors

YOUR SCORE

73%

RAW SCORE

99 / 135

BAND

GROWTH OPPORTUNITY

WHAT THIS MEASURES

Psychological safety, feedback, delegation that develops, mentoring, repair after rupture, modeling wellness, 1:1 quality: the daily practices your team experiences.

WHY IT MATTERS

The single largest study of team performance (Google's Project Aristotle) identified psychological safety as the #1 differentiator between high and low-performing teams, replicating Edmondson's 1999 foundational work. The specific behaviors captured here are the daily practices through which psychological safety is built or eroded: feedback delivered well, repair after rupture, delegation that develops rather than transfers, the modeled cues that tell a team what is and isn't safe. These behaviors are leadership made visible.

WHERE YOU ARE STRONG

1:1 cadence with directs is protected.

AREAS FOR FOCUS

Psychological safety self-assessment exceeds team perception (paired-item gap).

AN OPPORTUNITY FOR REFLECTION

If your team filled out this same assessment about your behaviors, where would the largest gap be?

Leadership Impact

YOUR SCORE

58%

RAW SCORE

58 / 100

BAND

FOCUS AREA

WHAT THIS MEASURES

Presence in high-stakes moments, decision quality under pressure, declining low-value work, feedback-seeking, coach utilization, values-driven leadership: how wellness expresses itself where it counts.

WHY IT MATTERS

Goleman's foundational 2000 HBR research established that leadership style accounts for roughly 30% of business outcomes, a larger effect than nearly any other operational lever. Eurich's 2018 research reveals the harder reality: only 10-15% of leaders are accurately self-aware about how their behavior lands. The Leadership Impact pillar measures the visible outputs of every other pillar in this report. It is where wellness, decision quality and presence either show up where it matters or quietly don't.

WHERE YOU ARE STRONG

Presence in high-stakes moments is consistent.

WHERE YOU CAN GROW

Asking for help is reserved for crisis rather than routine.

AREAS FOR FOCUS

Saying no to low-value work is hard. · Coach utilization is below peer benchmark.

AN OPPORTUNITY FOR REFLECTION

What is one low-value commitment you could decline this week, and what would you do with that reclaimed capacity?

CROSS-PILLAR PATTERNS

What the pillars say together

The pillars are not independent. Where two or three move together, they create a pattern that explains more than any single score. Three patterns surfaced in your results.

PATTERN 01 · STRENGTHS · SPIRITUAL × MENTAL FOUNDATION*Your strongest foundation is doing real work.*

Spiritual at 87% and Mental at 79% are the strongest layers of your overall pattern. This is the foundation everything else can lean on. Protect it. Resist optimizing weaker pillars by stealing time from these two.

PATTERN 02 · GROWTH · LEADER BEHAVIORS × LEADERSHIP IMPACT GAP*The behaviors land; the impact lags.*

You score 73% on behaviors and 58% on impact. The 15-point gap suggests your self-assessment of psychological safety exceeds the experience your team reports. This is not a behavior problem. It is a perception calibration opportunity.

PATTERN 03 · FOCUS · ENVIRONMENTAL × LEADERSHIP IMPACT × EMOTIONAL*Three quieter pillars carrying the heaviest load.*

These are domains where ambient stress accumulates outside your conscious attention. Each is doing background work on every other pillar's score. Small attention here moves the composite more than effort applied elsewhere.

REFLECT · CROSS-PILLAR

Three questions to bring into your debrief

Read each question once. Answer the one that lands.

01

What habits, mindsets or daily practices have you employed in your Key Strengths, and which could transfer to a Growth or Focus area?

02

Which Growth or Focus area, if it shifted by even 10%, would have the largest impact on how you show up for yourself, your family and your team?

03

What is one specific action you can commit to this week (small enough to keep, specific enough to measure) to begin that shift?

YOUR 30/60/90 ACTION PLAN

From insight to motion

Three phases, three actions per phase. Small enough to keep, specific enough to measure. Each phase has its own page in the report so you can plan, commit and review one phase at a time.

0–30 DAYS

Notice

1. Log one moment of self-criticism per day. Write what you would say to a peer in the same situation.
2. List three recurring commitments you'd decline if it weren't for habit. Decline one this month.
3. Audit your office. Photograph three things that interrupt focus.

30–60 DAYS

Adjust

1. Practice one new regulation skill (box breathing, somatic check-in) during a difficult conversation.
2. Identify the highest-stakes decision pending. Sleep on it before deciding. Note the difference in clarity.
3. Redesign one anchor space: your office or your travel kit. Measure focus quality before and after.

60–90 DAYS

Integrate

1. Invite a paired check-in with one trusted colleague to test your self-perception against their experience of you.
2. Establish a quarterly coaching or peer-conversation cadence. Treat it as you would a board meeting.
3. Reassess all three contexts (home, office, travel) for a sustained set-up that supports the other pillars.

THE NEXT THREE PAGES

Each phase gets a working page (commit the action) and a reflection page (capture what shifted). Bring the completed reflection pages to your next coaching session.

Notice

Write the one specific action you will keep this phase. Small enough to do on your worst day.

END OF PHASE REFLECTION · PHASE ONE

Capture what shifted.

01

Which of the three commitments has taken hold most easily? Which one has been the hardest to keep? What have you learned about yourself from the difference?

02

What has shifted in your daily energy or emotional evenness in the last 30 days that you can trace back to one of these commitments?

03

What have the people closest to you — a partner, a direct report, a candid friend — said about you unprompted during this phase?

04

If you had to name one commitment worth carrying deeper into Phase 02 exactly as it is, which is it and why?

END OF PHASE REFLECTION · PHASE TWO

Capture what shifted.

01

Of the three practices added in Phase 02, which has moved something visible for you? What specifically did you notice?

02

What have you observed in your regulation under pressure since Day 30? Where did you catch yourself intervening earlier than you would have before?

03

What has changed in the quality of your close relationships — the person you now call each week, the presence you now bring to family time?

04

Which practice has felt most difficult to sustain, and what has that difficulty told you about your own defaults?

Integrate

1. Invite a paired check-in with one trusted colleague to test your self-perception against their experience of you.
2. Establish a quarterly coaching or peer-conversation cadence. Treat it as you would a board meeting.
3. Reassess all three contexts (home, office, travel) for a sustained set-up that supports the other pillars.

Write the one specific action you will keep this phase. Small enough to do on your worst day.

END OF PHASE REFLECTION · PHASE THREE

Capture what shifted.

01

What is now different about how you show up to high-stakes conversations, compared to Day 1? What specifically has changed — in your body, your thinking, your first response?

02

What has the person closest to you at home noticed, unprompted, over the last 90 days? Write down the exact phrase they used.

03

What has a direct report or peer noticed and named? What did they say?

04

Which pillar has moved the most, and what one behavior most contributed to that movement? What made it possible to sustain?

05

What are you carrying forward from these 90 days into the next 90 — and what new commitment, if any, is now ready to be added?

CONTINUING MOMENTUM

Your next 90 days.

You have completed one 90-day cycle. The change most likely to last is the change you author yourself. Use the WOOP framework below — Wish, Outcome, Obstacle, Plan — developed by Gabriele Oettingen (NYU) and validated across dozens of behavior-change studies. WOOP works because it pairs the aspiration (what you want) with a specific mental picture of what will get in the way and how you will respond when it does.

Before you begin. Look back at your Phase 03 reflection. Which pillar has moved the most, which commitment produced the most visible change, and what does the person closest to you now say about you unprompted? That is the ground you are building from.

W**WISH**

What key areas from your last 90 days do you want to continue or expand on?

Name the specific practice, behavior or pillar. Make it something you already have some traction on — not a brand-new commitment.

O**OUTCOME**

What outcome do you expect if you sustain and expand this practice for another 90 days?

Be specific and concrete. Not “better sleep” — “waking without an alarm four mornings out of five.” Not “less reactive” — “handling my next quarterly review conversation without my chest tightening.” Picture it in one clear scene.

O**OBSTACLE**

What is most likely to get in the way?

Think honestly and specifically. Is it an internal pattern — the default of overriding your own limits when work gets heavy? An external pressure — the quarter-close crunch, the travel schedule, the family season that always compresses your practice time? Name the specific obstacle, not the abstract one.

P**PLAN**

When the obstacle shows up, what will you do?

Write this as an if-then statement. If [the specific obstacle happens], then I will [the specific response]. Example: “If a Monday meeting runs long, then I will take a 60-second pause standing at my desk before joining the next call.”

THE RESEARCH BEHIND WOOP

Oettingen & Gollwitzer’s Mental Contrasting with Implementation Intentions (MCII) — the formal name for WOOP — has been validated across health behavior, academic performance, workplace performance and relationship contexts. The

framework outperforms both positive thinking alone and problem-solving alone because it pairs the desired outcome with a mental rehearsal of the specific obstacle and response. In organizational settings, MCII-based goal-setting produces larger and more sustained behavior change than aspiration-based goal-setting.

Oettingen, G. (2014). Rethinking Positive Thinking. · Duckworth, Grant, Loew, Oettingen & Gollwitzer (2011), Educational Psychology. · Oettingen & Gollwitzer, meta-analytic review of implementation intentions.

AREVITA 360

ASSESSMENT

WHERE WELLNESS MEETS LEADERSHIP

The report is where the work begins.

YOUR NEXT STEP

Schedule your session with a Arevita 360 Certified Coach to put your plan into action.