AREVITA 360™

PEAK EXCELLENCE. WHOLE SELF.

SAMPLE

PERSONAL REPORT PREPARED FOR

Sarah Chen

AREVITA DEMO

ASSESSMENT DATE

August 11, 2026

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BEFORE YOU CONTINUE

Pause before you continue.

You've just done something difficult that most of your peers avoid.

By stepping outside of your comfort zone, you've given yourself one of the most valuable gifts that we can give ourselves...the gift of growth.

Honest self reflection is uncomfortable and necessary for anyone who wants to grow personally or professionally. It is one of the most well documented practices to enhance both wellbeing and leadership.

So give yourself a pat on the back. Take a deep breath. Stand up and stretch or take a sip of water.

Before moving into your results, ask yourself these three questions. Take your time with each one.

QUESTIONS FOR REFLECTION

01 What thoughts and gut reactions did this assessment bring up for you?

02 What emotions did this assessment bring up for you?

03 What actions, if any, are already beginning to surface for you?

As you dive in to your report, keep in mind...

This tool is meant to help you surface actions and habits to support your life, both personal and professional. You may not have even considered the link between your holistic health, your performance and your ability to lead, until now. So give yourself some grace.

By simply gaining awareness, you are already beginning to step ahead of your competition.

You are not expected to change everything at once. This is why your Arevita 360™ action plan focuses on simple actions in 30, 60 and 90 day intervals.

Our coaches are here to support you each step of the way. Schedule a session with an Arevita 360™ certified coach.

SAMPLE

YOUR REPORT

What you'll find inside.

Your Arevita 360 Report is designed to move from insight to action. Start with your Story, move through your data at your own pace and use the Continue / Stop / Start commitment at the beginning of each phase of your Action Plan.

YOUR STORY

A Snapshot of Your Story	How your practices show up in your leadership: what is working, what may be worth growing and what may be a blind spot.

YOUR DATA

The Arevita 360° Wheel	Your 360° view across eight dimensions.
Executive Snapshot	Your composite score and pillar bands.
Your Quick Reference	One page for your desk. Bring it to your coaching conversations.
Your Pillar Debriefs	Strengths, Growth Opportunities, Focus Areas.
Your Eight Pillars	Deep dive on each dimension, ordered from your strongest to your growth zone.

YOUR PATTERN

Energizers & Drainers	What fuels you. What depletes you.
Leadership Strategies	Three personalized strategies for effectiveness.
Stepping Outside Your Comfort Zone	Where your growth begins.
Your Leadership Patterns	How your pattern shows up with your team.

YOUR PLAN

30 / 60 / 90–day Action Plan	Your specific, research-anchored commitments. Each phase begins with your own Continue / Stop / Start.
Continuing Momentum (WOOP)	Your next 90 days, authored by you.

SAMPLE

A SNAPSHOT OF YOUR STORY

How your practices are showing up in your leadership.

Prepared for Sarah Chen at Arevita Demo.

WHAT IS WORKING

You have built something that most leaders talk about and few sustain. Your scores are consistent across most pillars, which is what integrated practice looks like in the data. There is no single pillar carrying the rest of the picture. There is no dramatic weakness the report has to protect you from. For your team, this shows up as leadership they can predict. For your career, it shows up as durability across every kind of season. For your organization, it shows up as the calm, integrated capability that gets asked to take on the harder problems. This is your through-line, and it is worth naming clearly.

KEY STRENGTHS TO CONTINUE

The following items in your assessment stand out as key areas that are working well and should be continued:

- **Mental.** Current stress feels manageable
- **Mental.** Daily stress-management practices are in place
- **Spiritual.** Values and calendar are in strong alignment
- **Spiritual.** Working on something exciting that uses your strengths most weeks

SAMPLE

A SNAPSHOT OF YOUR STORY, CONTINUED

WHERE GROWTH WOULD SERVE YOU

Your growth zone identifies the one or two pillars where the compounding effect has slowed. These are not crisis areas. They are precision areas. When the rest of the picture is strong, deliberate work on a specific pillar can produce disproportionate returns. Choose one, work on it consistently, with the same rigor you have brought to the practices in your strength band, and you should see the effects within 90-days.

WHERE SMALL CHANGES CAN MAKE AN IMPACT

The following items in your assessment stand out as areas where small, consistent changes would make an impact:

- **Physical.** Some colorful, plant-based foods; range is limited
- **Physical.** Time for physical practices is sometimes protected, sometimes not
- **Emotional.** Notice emotional shifts sometimes; response varies
- **Emotional.** Small frustrations sometimes land bigger than they should

BLIND SPOTS TO WATCH

Your Focus Area — if you have one — is the single most productive place to spend the next 90 days. When most of your pillars are integrated and one is not, targeted work on that one pillar tends to move the whole picture. This is where your action plan concentrates, and where your composite will move most.

RED FLAGS TO BE AWARE OF

The following items in your assessment stand out as key areas for focused attention:

- **Emotional.** Awareness of emotions and impact on others is under-developed

SAMPLE

REFLECT BEFORE YOU CONTINUE

Based on this snapshot of your results...

Before you move into your full report, ask yourself the three questions below, and remember:

- What you notice here is the beginning of the coaching conversation you are having with yourself or your coach.
- There are no right or wrong answers, only honest answers.

01 What about this snapshot of your assessment report resonates with you?

02 What, if anything, about your assessment report does not ring true to you?

03 Which areas stand out to you that you are interested in exploring further?

SAMPLE

SECTION 02

A 360° View of Your Assessment.

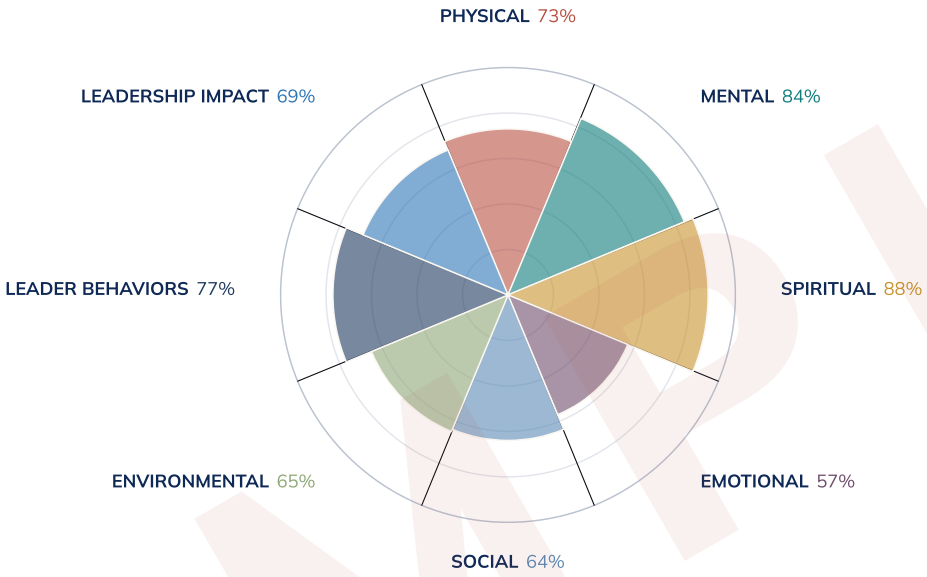
Your Wheel, your Executive Snapshot, your one-page Quick Reference and your three band Debriefs. This section is what your assessment says. Take it in without rushing to interpret. The pages that follow will help you make meaning.

SAMPLE

YOUR WHEEL AT A GLANCE

The Arevita 360° Wheel

Each spoke is one of the eight evidence-based dimensions of executive wellness and leadership effectiveness. The longer each spoke, the stronger that dimension. The wheel turns most smoothly when no single spoke is meaningfully shorter than the rest.



BY PILLAR · PERCENT SCORE

Physical	73%
Mental	84%
Spiritual	88%
Emotional	57%
Social	64%
Environmental	65%
Leader Behaviors	77%
Leadership Impact	69%

YOUR CORE COMPOSITE · 73% · 403 OF 553 POSSIBLE ACROSS 133 ITEMS

SAMPLE

EXECUTIVE SNAPSHOT

Your assessment at a glance

COMPOSITE SCORE

73%

403 of 553 possible

133 core items · 8 evidence-based dimensions · Individual pillar scores: 57% to 88%

KEY STRENGTHS

Habits and behaviors where you are already strong. Continue them and let them inform how you approach areas where you'd like to grow.

Spiritual	88%

GROWTH OPPORTUNITIES

Areas where you see the value and may have started the work. Small, consistent effort here would meaningfully boost your overall wellness and leadership.

Mental	84%
Leader Behaviors	77%
Physical	73%
Leadership Impact	69%
Environmental	65%
Social	64%

FOCUS AREAS

Areas where the evidence-based value is real but the impact may not yet be clear. Small, specific actions will compound over time.

Emotional	57%

WHAT THIS PATTERN TELLS US

Your strengths tell a story of practices that are intentional, and well-integrated into your life - in your wellness, leadership or both. These areas show us patterns to continue, amplify and replicate in areas for growth or focused work.

Your growth zone highlights the pillars where small changes may create outsized impact. These are not crisis areas; they are areas for awareness and adjustment. Specific work in targeted areas here is what moves the needle on your performance.

Your focus areas show us where your attention is needed. These pillars are where intentional effort, energy and targeted work can produce disproportionate returns.

Your Action Plan focuses on simple evidence-based habits that when practiced consistently have an outsized impact on your holistic health and leadership.

SAMPLE

YOUR QUICK REFERENCE

One page for your desk.

Print this. Post it. Bring it to your next coaching conversation. Your report tells the full story. This page is the reminder that keeps the work close.

YOUR COMPOSITE

73%

403 OF 553

RE-ASSESS

February 2027

Re-take and compare.

TOP STRENGTHS

Spiritual	88%
Mental	84%
Leader Behaviors	77%

TOP FOCUS AREAS

Emotional	57%
Social	64%
Environmental	65%

COMMITMENTS TO CONSIDER · FOR IMMEDIATE IMPACT

1. The three-minute end-of-day emotion review
2. Nightly gratitude practice — three specific things.
3. Consistent 7–9 hour sleep, same wake time.

COMMITMENTS TO CONSIDER · FOR SUSTAINED IMPACT

1. Weekly walking 1:1 with a direct report.
2. The through-line leadership conversation — one per week.
3. End-of-day, three-minute emotion review.

MY THREE-WORD CHECK-IN · TODAY I WILL

CONTINUE	STOP	START

Your practices are your leadership. Your leadership is your team's culture. Your team's culture is your outcomes.

SAMPLE

KEY STRENGTHS DEBRIEF

Where you are already strong

WHAT THIS BAND MEANS

These are the pillars where your habits and behaviors are working. Continue them. Let them inform your approach in areas where you would like to grow. Strength here also creates visible impact on the people closest to you, whether or not you name it.

Spiritual

88%

Meaning, purpose and values alignment are functioning as your operating system. This is what pulls you back when the work is heavy.

Next move: Continue. Name your top two values explicitly on your calendar this quarter, and let one decision each week be measured against them.

SAMPLE

GROWTH OPPORTUNITIES DEBRIEF

Where small, consistent work compounds

WHAT THIS BAND MEANS

These are the pillars where you likely see the value and may have already begun the work. The gap is usually bandwidth, knowledge of the impact or sustained focus. Small, consistent effort here would meaningfully shift your overall wellness and your leadership. The data shows you have already made progress where you have given deliberate attention.

Mental 84%

Cognitive capacity is strong during the workday and drops in the evenings. Strategic thinking time is aspirational, not calendared.

Next move: Block one hour per week — same day, same time, off-site if possible — for the strategic questions your team needs you to answer. This becomes cumulative within a month.

Leader Behaviors 77%

The core behaviors are present. Delegation-for-development, developmental feedback and repair after rupture are where the growth lives.

Next move: Choose one direct report this quarter and design one stretch delegation that develops them. Follow up on what they learned, not just what got done.

Physical 73%

Foundation is holding, but not consistently. Recovery is uneven, and the strain is beginning to show at the edges of the workday.

Next move: Choose one recovery practice — sleep, post-work wind-down, or protected weekly nature time — and shrink it until you can keep it 90% of the time. Small and consistent will out-perform ambitious and inconsistent.

Leadership Impact 69%

You show up well in most moments. The ones you would revisit are the ones where fatigue got there first.

Next move: Protect strategic thinking time. Decline low-value work. Ask for help before crisis. These three practices are the CEO-time-use differentiators in the research.

Environmental 65%

Some spaces are supporting you and some are quietly working against you. Sleep environment or workspace focus are the most common gaps.

Next move: Audit the space you spend the most time in. Change one thing about it this month. Consider bedroom light, workspace clutter or evening screen exposure.

SAMPLE

GROWTH OPPORTUNITIES DEBRIEF, CONTINUED

Social

64%

Social connection is intact but under-invested. Work relationships are healthy; outside-of-work depth is where the growth is.

Next move: One weekly candid conversation with someone outside of your work. Same person or rotating. No agenda. Forty-five minutes.

SAMPLE

FOCUS AREAS DEBRIEF

Where the leverage is

WHAT THIS BAND MEANS

These are the pillars where the evidence-based value is real, but the impact may not yet be clear to you. Small, specific actions here will compound. This is where the largest movement in your composite score, and in what your team and family experience of you, is most likely to come from over the next 90 days.

Emotional

57%

Emotional regulation is running low. Reactivity, small resentments and low self-compassion are showing up in the data.

Next move: Start with the two-sentence end-of-day practice. Add a weekly gratitude ritual. These are among the most-replicated interventions in the emotional-wellness literature.

SAMPLE

SECTION 03

Your Eight Pillars in Detail.

The next pages walk through each of your eight pillars in detail. They are ordered from your strongest pillars to those where focused adjustments may serve you. Pay attention to where you are already strong and where those strengths could be amplified. Notice any surprises that this report surfaces. And bring your observations, reactions and questions to an Arevita 360™ coaching session.

SAMPLE

Spiritual

KEY STRENGTH

YOUR SCORE

88%

RAW SCORE

38/43

WHAT THIS MEASURES

Your sense of meaning, purpose, values alignment and the practices of reflection and transcendence that give your work and life coherence beyond daily metrics.

WHY IT MATTERS

Meaning is the leadership variable that compounds over decades. A sense of purpose predicts reduced mortality independent of age, retirement status and other psychosocial factors[1]. Meaning is the psychological load-bearing wall in extreme conditions[2], and it can be measured[3]. Brief regular experiences of wonder reduce inflammatory markers and increase prosocial behavior[4][5]. This pillar is what separates leaders who keep going for the reasons that matter from leaders who eventually just keep going.

WHERE YOU ARE STRONG

- Values and calendar are in strong alignment
- Working on something exciting that uses your strengths most weeks
- Weekly self-reflection practice in place
- Regularly make time for activities that restore you

WHERE YOU CAN GROW

- Some practice for processing thoughts and feelings, but inconsistent
- Personal growth practices happen sometimes
- Sometimes in touch with deeper meaning, sometimes distant from it
- Hobbies and creative outlets happen occasionally

FOCUS AREAS

- Experiences of wonder are rare
- Core values have not yet been clearly articulated
- Not currently contributing to causes beyond work and family

AN OPPORTUNITY FOR REFLECTION

Which of your core values, if you named it out loud this week, would your calendar have to answer to?

SAMPLE

Mental

GROWTH OPPORTUNITY

YOUR SCORE

84%

RAW SCORE

53/63

WHAT THIS MEASURES

The cognitive practices and capacities that sustain focus, decision quality, creativity, problem-solving and the strategic thinking that separates leaders navigating complexity from those reacting to it.

WHY IT MATTERS

Chronic stress activation degrades cardiovascular, immune and cognitive function[6][7], which is why this pillar cannot be optional for a leader. A meta-analysis of 47 randomized trials found mindfulness meditation produces stress-reduction effect sizes comparable to first-line pharmaceutical interventions[8]. Even one week of restricted sleep measurably impairs executive function[9]. Protected attention is what drives high-leverage output[10]. This pillar measures whether your cognitive reserves are there when the moment matters.

WHERE YOU ARE STRONG

- Current stress feels manageable
- Daily stress-management practices are in place
- Recovery strategies work reliably after difficult moments
- Able to fully unplug from work outside working hours
- Regulated breathing or meditation is part of daily life

WHERE YOU CAN GROW

- This week's top priorities are partially clear
- Sometimes able to shut off racing thoughts, sometimes not
- Screen-free breaks happen occasionally
- Sometimes match energy to work, often not
- Some learning outside work happens occasionally

FOCUS AREAS

- Quiet time alone is rare
- Creative thinking time is displaced by execution
- Complex, ambiguous problems tend to drain
- Rarely step back from the day-to-day
- Most of the work week is spent on work that should be delegated, declined or deferred

AN OPPORTUNITY FOR REFLECTION

If you protected one hour each week for focused thinking, movement or reflection, what strategic question on your calendar would benefit most?

SAMPLE

Leader Behaviors

GROWTH OPPORTUNITY

YOUR SCORE

77%

RAW SCORE

88/115



WHAT THIS MEASURES

The observable actions you take with and for your team — 1:1s, feedback, recognition, psychological safety, delegation, repair — that translate your personal wellness into team impact.

WHY IT MATTERS

Leader Behaviors is where your inner state becomes your team's experience. Psychological safety is the single strongest predictor of team effectiveness across 180+ teams[11][12][13]. Specific, timely feedback is what produces behavior change[14][15]. The succession-development behaviors of delegation separate leaders whose teams grow from leaders whose teams stall[16][17]. This pillar is where the work becomes visible.

WHERE YOU ARE STRONG

- Regular activities and practices for professional growth
- Team-provided food consistently includes nourishing options
- Encourage team reflection as part of routine
- Difficult conversations with team members are not avoided
- Actively create opportunities for team emotional intelligence

WHERE YOU CAN GROW

- Walking 1:1s happen occasionally
- Sometimes meet outside conference rooms
- Meetings sometimes close with a check-out
- Sometimes address in the moment; sometimes let them build
- Response to mistakes varies

FOCUS AREAS

- No one on the team is actively being developed to step into your role
- Team members rarely share dissenting views
- Team workload concerns rarely have space to be voiced
- Regularly expect team response outside working hours
- Specific, timely feedback is not yet a consistent practice

AN OPPORTUNITY FOR REFLECTION

Which delegation could you convert from assignment to genuine development this quarter?

SAMPLE

Physical

GROWTH OPPORTUNITY

YOUR SCORE

73%

RAW SCORE

73/100



WHAT THIS MEASURES

The foundational wellness practices that determine your daily energy, cognitive clarity and capacity to handle stress: sleep, nutrition, movement, hydration and recovery. This is the substrate underneath every other pillar.

WHY IT MATTERS

Physical reserves are the substrate of decision quality, emotional evenness and cognitive clarity. 150–300 minutes per week of moderate activity meaningfully protects executive function[18], and 30–60 minutes per week of strength training alone reduces all-cause mortality 10–20%[19]. Sleep upstream drives cognition, mood and immune function[20]. The 7–9 hour adult sleep consensus underpins next-day decision quality[21]. This pillar determines whether you arrive at each moment with something in reserve.

WHERE YOU ARE STRONG

- Energy is consistent across the workday
- Enough energy left for the things you enjoy off the clock
- 150+ minutes of weekly exercise consistently
- Preventive health care is protected on the calendar
- Diet includes vegetables, fruits and quality proteins most days

WHERE YOU CAN GROW

- Some mornings begin rested, others do not
- Outdoor time is inconsistent week to week
- Some days end with enough energy for the people who matter, others do not
- Energy at day's end varies
- Protein intake varies

FOCUS AREAS

- Omega-3-rich foods are largely absent from the week
- Ultra-processed foods are a significant part of the daily diet
- Eating close to bed is typical
- Pushing through fatigue is typical
- Strength training is not yet part of the weekly routine

AN OPPORTUNITY FOR REFLECTION

Which single recovery practice, if you protected it this week without exception, would most change how you feel?

SAMPLE

Leadership Impact

GROWTH OPPORTUNITY

YOUR SCORE

69%

RAW SCORE

63/92

WHAT THIS MEASURES

How your wellness practices show up in the moments that matter — high-stakes decisions, difficult conversations, presence under pressure — and whether the team you lead is experiencing your best or your most depleted self.

WHY IT MATTERS

Leadership Impact measures the downstream effect of everything upstream. Time discipline is the differentiator of executive effectiveness[22]. Protected strategic-thinking time is one of the few consistent differentiators of top-performing CEOs[23]. There is a direct chain from state to cognition to decision[249]. Executive coaching produces moderate-to-large effects on performance, wellbeing and self-regulation[25]. This is where the assessment becomes leadership.

WHERE YOU ARE STRONG

- Daily habits are actively supporting holistic wellbeing
- Intentional practices for showing up as your best self
- Show up to high-stakes moments as your best self
- Self-care holds even when stretched thin
- Present in difficult conversations without becoming reactive

WHERE YOU CAN GROW

- Leadership effectiveness varies with sleep
- Sometimes slow down on high-stakes decisions
- Some strategic thinking time; often reactive
- Sometimes decline low-value requests, sometimes accept
- Important decisions are sometimes made under fatigue

FOCUS AREAS

- Values rarely show up in how leadership actually plays out
- Feedback-seeking is under-developed
- No regular growth partner outside reporting structure
- Under-recognized link between how you show up and stakeholder experience
- Depletion often affects the team before it is noticed

AN OPPORTUNITY FOR REFLECTION

Which commitment on your upcoming calendar could you delegate to a team member to empower them to grow while giving you bandwidth for the work that is most important to you and your role?

SAMPLE

Environmental

GROWTH OPPORTUNITY

YOUR SCORE

65%

RAW SCORE

43/66



WHAT THIS MEASURES

The spaces you spend significant time in — home, office, travel and the environments where you regularly live, work and transition — and whether they are set up to support your success across the other pillars.

WHY IT MATTERS

Environment is the cross-cutting enabler that either amplifies or undermines the practices you have built elsewhere. Visual clutter competes with attention at the neural level[26]. Physical environments measurably shift cognitive load[27]. Evening light exposure delays melatonin onset[28]. Unstructured calendars carry real productivity consequences[10]. Your spaces are shaping decisions you may not even be aware you are making.

WHERE YOU ARE STRONG

- All paid time off is used in a typical year
- Home environment supports healthy choices
- Workspace supports focus, energy and self-care
- Calendar reflects your own priorities alongside others'
- Sustained focus on demanding work is reliable

WHERE YOU CAN GROW

- Work environment is neutral or mixed at day's end
- Calendar partially protects energy and focus
- Workspace partially supports the work
- Wellness practices partially hold when traveling
- Some intentional curation, but inconsistent

FOCUS AREAS

- Workspace regularly competes for attention
- Primary environments work against wellness goals more than they support them
- Natural light is largely absent from the workday
- Device boundaries are not yet in place
- Bedroom is not yet set up for deep sleep

AN OPPORTUNITY FOR REFLECTION

Which space that you currently spend time in is sabotaging your progress? What small change can you make to change this?

SAMPLE

Social

GROWTH OPPORTUNITY

YOUR SCORE

64%

RAW SCORE

24/38



WHAT THIS MEASURES

The quality and depth of your close relationships, community belonging and interpersonal skill — the dimension Harvard's 85-year longitudinal study identifies as the single strongest predictor of long-term wellbeing.

WHY IT MATTERS

Close-relationship quality at age 50 predicts physical and cognitive health at age 80 more reliably than cholesterol, wealth or fame[29][30]. Social connection predicts mortality with an effect size comparable to quitting smoking[31]. Listening quality is a measurable predictor of leader effectiveness[32]. This is the pillar most executive assessments understate, and the one your future self will thank you for protecting today.

WHERE YOU ARE STRONG

- Meaningful community outside of work and home
- Listen to understand before responding in the conversations that matter
- Loneliness in a crowd is not a common experience

WHERE YOU CAN GROW

- Some workplace relationships are supportive; investment is uneven
- Personal relationships lose to work demands sometimes
- Some supportive relationships outside work; investment is uneven

FOCUS AREAS

- No one you can currently be fully honest with about what is hard
- Closest relationships are under-invested

AN OPPORTUNITY FOR REFLECTION

Who could you be fully honest with about what is hard right now, and when will you reach out to them?

SAMPLE

Emotional

FOCUS AREA

YOUR SCORE

57%

RAW SCORE

21/36



WHAT THIS MEASURES

Your awareness of your own emotions and the emotions of others, and how you manage both. This pillar covers self-awareness and social awareness, plus the self-management and relationship-management practices — compassion, gratitude, empathy, repair — that determine your resilience under pressure and the consistency of who your team experiences.

WHY IT MATTERS

Emotional regulation is a leadership practice, not a soft skill. Awareness is the pre-condition for regulation, and cognitive reappraisal is consistently associated with better outcomes than suppression[33]. Self-compassionate leaders recover faster from setbacks and, counter to popular intuition, hold themselves more accountable, not less[34][35]. A regular gratitude practice reliably increases positive affect and life satisfaction[36]. Your capacity here is what protects your presence when it is needed most.

WHERE YOU ARE STRONG

- Notice emotional shifts in others and adapt response
- Small frustrations land proportionally
- Able to let go of what is outside your control and redirect energy

WHERE YOU CAN GROW

- Sometimes react to stress in ways later regretted
- Sometimes self-compassionate, sometimes self-critical
- Gratitude practice happens occasionally

FOCUS AREAS

- Resentments tend to harden rather than release
- Awareness of emotions and impact on others is under-developed

AN OPPORTUNITY FOR REFLECTION

What situations most often catch you reacting emotionally before you can choose how to respond, and what would your ideal response be?

SAMPLE

SECTION 04

Your Arevita 360™ Action Plan.

Understand what fuels you and what depletes you, core strategies for success and how your growth impacts your team.

SAMPLE

ENERGIZERS & DRAINERS

What fuels you. What depletes you.

Every leader has patterns of what feeds their engagement and what depletes it. Your Arevita 360 pattern reveals yours. Notice these. Use them to shape how you spend your energy.

WHAT ENERGIZES YOU

- A morning that follows the practice you have built
- A quarter that ends with the outputs you planned for
- A team performing at its integrated best
- A conversation that lands the way you intended it to
- Sustained focus on a problem that requires your full range
- The rare stretch that pulls you into the growth-zone pillar
- Feedback that reflects who you have become
- A day where the leadership feels aligned with the person

WHAT DRAINS YOU

- Reactive work that displaces the integrated rhythm
- Meetings that pull you out of the flow you have designed
- Political dynamics that ask you to leave your practice behind
- The occasional stretch that reveals the growth-zone pillar
- Feedback loops that stay in the middle rather than pushing the edges
- Weeks where nothing challenges you to grow
- The absence of a peer who leads the way you do

QUESTIONS FOR REFLECTION

01 How often are you currently able to structure your time to focus on activities, habits or work that energizes you?

02 Where do you find that you are spending more time and/or energy on areas that drain you?

03 How can you begin to intentionally include or structure your calendar to give you space for more of what energizes you?

SAMPLE

LEADERSHIP STRATEGIES

Three strategies for your effectiveness.

These strategies are drawn from your pattern specifically. Each addresses a growth opportunity in your data and is designed to compound over time.

01 ***Choose the single lowest-scoring pillar and design a targeted 90-day intervention.***

When most of your pattern is integrated, the highest-leverage move is precision work on the weakest pillar. Choose it. Design three specific, keepable commitments for the next 90 days. Measure the change at the end. This is where your composite moves most.

02 ***Consider one stretch practice that would take a strength to distinction.***

Your strength band pillars are working, and one of them is likely capable of moving from strong to distinctive with a targeted stretch. Identify it. Consider what one practice — a coaching relationship, a public commitment, a specific project — would take it from a personal strength to a visible leadership signature.

03 ***Mentor another leader on the pattern you have built.***

Your integrated pattern is a rare accomplishment, and the fastest way to consolidate it further is to teach it. Choose one leader — a peer, a direct report, someone outside your reporting structure — and offer to mentor them on one specific pillar you have built well. Teaching what you know is how you keep growing.

SAMPLE

STEPPING OUTSIDE YOUR COMFORT ZONE

Where your growth begins.

Your comfort zone is what you naturally do well and can rely on. It is protective. But over-relying on it can make it hard to step into growth areas. Here is what stepping outside might look like for you.

COMFORT ZONE · 75%+	
Spiritual	88%
Mental	84%
Leader Behaviors	77%

GROWTH ZONE · BELOW 75%	
Physical	73%
Leadership Impact	69%
Environmental	65%
Social	64%
Emotional	57%

WHAT STEPPING OUTSIDE LOOKS LIKE

Emotional (57%)

The next time you notice a small frustration landing bigger than it should, pause for ten seconds before you respond. Not to fix. Not to solve. Just to notice. That pause is the reappraisal muscle. It grows with use.

Social (64%)

Text one person from outside of your work this week. Not to make plans. Just to say something small and true. Restart the muscle of maintaining connection when there is no crisis to organize it.

Environmental (65%)

Change one thing about your sleep space this weekend. Curtains, temperature, or where your phone charges overnight. One change. Sustained. Notice the difference within seven days.

Leadership Impact (69%)

Say no to the next low-value meeting that does not require your presence. Explicitly. In writing. Not the sixth time it appears on your calendar. The next time. The world will not collapse.

Physical (73%)

Choose the recovery practice you have been telling yourself you will start “when things settle down.” Start it this week instead. The best data on physical wellness shows that consistency, not intensity, is what compounds over time.

Stepping outside your comfort zone does not mean living outside it. It means practicing being uncomfortable enough to grow the range of what you can call "natural" over time.

SAMPLE

YOUR LEADERSHIP PATTERNS

How you show up with your team.

Your strengths do not just live within you. They shape how you show up alongside team members whose patterns are different from yours. Your pattern is a gift to some team members and can be a friction point with others. Here is what to notice.

Your Integrated Leadership Signature

You show up as the leader whose steadiness is a strength. Where it lands as strength: team members experience a leader they can predict. Trust builds because your behavior and values line up over time. Decision quality is high because the personal foundation is intact. Where to notice friction: predictability can be mistaken for a lack of urgency by team members who lead with intensity. When the moment calls for it, be willing to raise the volume — the steadiness reads more clearly when it is chosen, not just habitual.

Your Behavioral Consistency

You show up as a leader whose 1:1s, feedback and follow-through are reliable. Where it lands as strength: your team knows the rhythm of your leadership. They rely on it. This is a durable operating advantage. Where to notice friction: team members who have not built their own rhythms may over-rely on yours. Consider whether your consistency is helping them build their own, or letting them borrow yours indefinitely.

Your One Growth Pillar

Working with team members whose strength is your one growth zone. What to watch for: when a team member is stronger than you are in the single pillar you are working on, the impulse may be to defer or delegate rather than build alongside them. What to leverage: ask them how they built the practice. Borrow one specific element. Your integrated foundation gives you the runway to build this deliberately.

How Your Growth Zone May Show Up to Your Team

What your team may be picking up that you have not named. Even in an integrated pattern, the one pillar in growth is often the one your team can see most clearly. They may perceive it as a small inconsistency in an otherwise reliable picture — a decision made faster than usual, a conversation that landed differently, a piece of the leadership that felt off-signature. They may not name it. They may adjust around it. What to do with this: consider naming what you are working on. A short sentence such as “I am putting deliberate attention on X this quarter — tell me what you notice” invites your team into the growth alongside you and models the practice of naming one’s own edge.

SAMPLE

SECTION 05

Arevita 360™ in Action.

Small Changes, Big Impact in the Next 30/60/90 Days

The plan is anchored in the pattern your Focus Areas surface: Emotional regulation under pressure.

SAMPLE

PHASE 01

DAYS 1–30 · FOUNDATION

RECOMMENDATIONS

Three small commitments. All keepable. Don't add anything else.

Days 1–30 are about creating the smallest reliable version of change. If any of these become hard to keep, shrink them; do not push through. The practice that compounds is the practice that does not break.

1.1

The three-minute end-of-day emotion review

What: At the close of each work day, write two sentences. Sentence one: the strongest emotion you noticed today and its specific trigger. Sentence two: how you responded, and how you wish you had. Use your phone notes, a paper journal, whatever tool sits closest to the end of your workday. This is not therapy and it is not judgment. Three minutes. Two sentences. Done. Do it Monday through Friday for four weeks.

Why it works. Awareness of the emotional response is the pre-condition for regulation[33]. Cognitive reappraisal, the technique that most reliably outperforms suppression, becomes accessible only after the emotion has been named. For leaders, this practice is protective against the "silent processing" pattern that predicts reactivity and, over time, the emotional exhaustion that shows up in the burnout literature. The way you name the emotion — with compassion rather than criticism — is what determines whether the practice restores or depletes[34].

Goal: By day 14, you begin to catch the emotion earlier — at the trigger rather than after the response. By day 30, cognitive reappraisal becomes accessible in the moment. The reactivity items that surfaced at the assessment move by measurable amounts, and your team feels the difference.

SAMPLE

PHASE 01

DAYS 1–30 · FOUNDATION

RECOMMENDATIONS, CONTINUED

1.2

Nightly gratitude practice — three specific things.

What: Before bed, write down three specific things from the day you are grateful for. Not 'my family' — 'my daughter's laugh when she showed me the drawing.' The specificity is what makes it work.

Why it works. Gratitude practices are one of the most reliably effective happiness interventions in the literature — with effect sizes larger than most pharmacological interventions and no side effects[36][37]. Specificity matters: general gratitude wears out, specific gratitude keeps working.

Goal: By day 30, you notice yourself catching smaller moments during the day and mentally logging them for the evening list.

1.3

Consistent 7–9 hour sleep, same wake time.

What: Choose a wake time. Keep it seven days a week — including weekends. Work backward from your wake time to a bedtime that gives you 7 to 9 hours. Protect the bedtime the same way you would protect a board meeting: no negotiation, no exceptions for one more email.

Why it works. The 7–9 hour range is the physiological requirement for adult cognition, mood, immune function, and cardiovascular resilience[21]. Sleep is upstream of every executive function that matters at work[20]. Consistency of wake time is what stabilizes the circadian system[38] — the effect is measurable within days.

Goal: By day 30, you wake without an alarm four mornings out of five, and your reverse-coded energy items move at least one point toward disagree.

SAMPLE

PHASE 01

DAYS 1–30 · FOUNDATION

YOUR COMMITMENT · DAYS 1–30

Continue. Stop. Start.

You have seen the three recommendations. Now name what you are choosing for yourself for the next thirty days. The recommendations are your data speaking. These three lines are your voice.

CONTINUE

What practice already working for you will you protect through Days 1–30?

STOP

What habit or default will you release during this phase?

START

What one new practice will you begin in the next thirty days?

SAMPLE

PHASE 01

DAYS 1–30 · FOUNDATION

END OF PHASE 01 · REFLECT

What did you notice?

Before beginning Phase 02, capture what you noticed. These notes carry into your next coaching conversation.

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?

SAMPLE

PHASE 01

DAYS 1–30 · FOUNDATION

END OF PHASE 01 · PAUSE AND REFLECT

Pause and Reflect.

Give yourself space to write freely. What has surfaced over the last thirty days that did not fit inside a numbered question? Capture it here.

SAMPLE

PHASE 02

DAYS 31–60 · DEEPENING

RECOMMENDATIONS

Add three practices only after Days 1–30 feel automatic.

Days 31–60 add depth to your Focus Areas and begin to move the through-line to your Leadership Impact. Do not add these until Phase 1 has been reliable for at least three consecutive weeks.

2.1

End-of-day, three-minute emotion review.

What: At the close of each workday, write two sentences in a notebook. First: the strongest emotion you noticed today and what triggered it. Second: how you responded — and how you wish you had. No self-judgment. Just data.

Why it works. Awareness of the emotional response is the precondition for regulation[33]. Cognitive reappraisal is only accessible once the emotion has been named. Naming is where regulation begins.

Goal: By day 45, you catch yourself intervening at the trigger rather than at the aftermath.

2.2

Community outside work.

What: Choose one community outside your professional life to meaningfully participate in. A parents' group at school. A running club. A faith community. A book group. A pickleball league. Commit to at least once a month; twice a month is better.

Why it works. Declining community participation carries real wellbeing consequences[39]. Even 'weak-tie' interactions — brief exchanges with acquaintances — predict daily happiness[40]. In executive populations who have narrowed to work and immediate family, community rebuilds the identity that work alone cannot carry.

Goal: By day 60, at least one person from the community has become someone you look forward to seeing.

SAMPLE

PHASE 02

DAYS 31–60 · DEEPENING

RECOMMENDATIONS, CONTINUED

2.3

Travel routine — protect three anchors.

What: For any trip longer than one night, protect three anchors: same wake time as at home; one hour of movement per day (walk, hotel gym, hike between meetings); one candid conversation with someone you trust before returning. These three anchors prevent travel from being a strategy for erosion.

Why it works. Wake-time consistency is the strongest circadian anchor[38]. The movement literature applies at any location. The Harvard social-connection research frames why brief candor even during high-stress travel matters[29][30].

Goal: You return from your next multi-day trip with more energy than you have in the past.

SAMPLE

PHASE 02

DAYS 31–60 · DEEPENING

YOUR COMMITMENT · DAYS 31–60

Continue. Stop. Start.

You have thirty days of practice behind you. You have seen the next three recommendations. What will you choose for yourself in the next thirty days?

CONTINUE

Which practice from Phase 1 will you carry forward exactly as it is?

STOP

What pattern did Phase 1 surface that no longer serves you?

START

Which additional practice has Phase 1 made you ready for?

SAMPLE

PHASE 02

DAYS 31–60 · DEEPENING

END OF PHASE 02 · REFLECT

What did you notice?

Before beginning Phase 03, capture what you noticed. The additions in Phase 02 are the ones most likely to shift how others experience you.

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?

SAMPLE

PHASE 02

DAYS 31–60 · DEEPENING

END OF PHASE 02 · PAUSE AND REFLECT

Pause and Reflect.

Give yourself space to write freely. What has surfaced over the last thirty days that did not fit inside a numbered question? Capture it here.

SAMPLE

PHASE 03

DAYS 61–90 · INTEGRATION

RECOMMENDATIONS

Bridge personal practice to team impact.

Days 61–90 translate the inner work into visible leader behavior. These two commitments are what move your Leadership Impact score. They are also what your team begins to notice about you.

3.1

Weekly walking 1:1 with a direct report.

What: Once per week, schedule a 30-minute walking 1:1 with a direct report. Rotate through your team over the quarter so each person gets one. Structure the time in three parts: (1) 10 minutes on what they are stuck on — listen, do not solve; (2) 10 minutes on what they need from you; (3) 10 minutes on how they are taking care of themselves through the pressure. Share one thing you are doing on the same front.

Why it works. The walking-creativity effect is well established[41]. Psychological safety is why the third segment becomes possible without triggering defensiveness[11][13]. The service-profit chain articulates why this is a business behavior, not a personal one[42] — the connection between leader state and team performance is the mechanism the entire assessment measures.

Goal: By day 90, one direct report tells you unprompted that they have noticed a change in how you show up.

SAMPLE

PHASE 03

DAYS 61–90 · INTEGRATION

RECOMMENDATIONS, CONTINUED

3.2

The through-line leadership conversation — one per week.

What: Once per week, in a working conversation with a direct report or peer, explicitly name the connection between how you are taking care of yourself and how you are showing up as a leader. Not a therapy conversation. A working one: 'I noticed I was reactive in that meeting; I have been under-sleeping this week. Here is what I am adjusting.'

Why it works. Modeling the through-line in language is what makes it a team-observable behavior. The leader-modeling mechanism is well established[11][12]. The causal chain: what the leader models becomes what the team feels safe practicing[42].

Goal: By day 90, the wellness-leadership through-line has become a normal topic in your team conversations rather than a private one.

SAMPLE

PHASE 03

DAYS 61–90 · INTEGRATION

YOUR COMMITMENT · DAYS 61–90

Continue. Stop. Start.

You are two-thirds of the way through the cycle. The last thirty days are about integration. You have seen the recommendations. Now name what you will carry, what you will release and what your team may notice.

CONTINUE

Which two or three practices will define your rhythm past day 90?

STOP

What habit do you now see clearly that will not travel with you into the next ninety days?

START

What one visible leader behavior may your team notice in this phase?

SAMPLE

PHASE 03

DAYS 61–90 · INTEGRATION

END OF PHASE 03 · REFLECT

What is now true?

Ninety days is enough time for compounding practice to show up in visible ways. Capture what has become true about you and about how you lead.

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? What new commitment, if any, is now ready to be added?

SAMPLE

PHASE 03

DAYS 61–90 · INTEGRATION

END OF PHASE 03 · PAUSE AND REFLECT

Pause and Reflect.

Give yourself space to write freely. What has surfaced over the last thirty days that did not fit inside a numbered question? Capture it here.

SAMPLE

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

When you consider your next 90 days, what is your greatest wish? What do you really want to achieve?

O OUTCOME

If you achieved this wish, what would the outcome be? What would be different in your life and in your work if you achieved this?

SAMPLE

O OBSTACLE

What is most likely to get in the way of me achieving my greatest wish?

P PLAN

When the obstacle shows up, what will you do? If this happens... Then I will...

THE RESEARCH BEHIND WOOP

WOOP (Mental Contrasting with Implementation Intentions) was developed by Gabriele Oettingen (NYU) and has been validated across dozens of behavior-change studies. Pairing the wish with a mental rehearsal of the specific obstacle and response outperforms aspiration alone.

SAMPLE

APPENDIX

References

The research behind your report. Every source marked in the text appears here, in the order it was cited.

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The report is where the work begins.

YOUR NEXT STEP

Bring this report into your next coaching conversation and begin your 30 / 60 / 90-day Action Plan. The real work begins when you take your next step.

SAMPLE

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