AREVITA 360™

PEAK EXCELLENCE. WHOLE SELF.

SAMPLE

PERSONAL REPORT PREPARED FOR

Sarah Chen

AREVITA DEMO

ASSESSMENT DATE

August 11, 2026

© 2026 EXCELLENCE WELLNESS SOLUTIONS, LLC. ALL RIGHTS RESERVED. AREVITA 360™ IS A TRADEMARK OF EXCELLENCE WELLNESS SOLUTIONS, LLC.

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. If you are feeling overwhelmed, 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

Executive Snapshot	Your composite score and pillar bands.
The Arevita 360° Wheel	Your 360° view across eight dimensions.
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 Pattern at Your Table	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.
Your Quick Reference	One page for your desk. Bring it to your coaching conversations.

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

Your best days as a leader share a common signature. When you are rested enough to be present, anchored in the reason you chose this work and connected enough to yourself to notice what your people need before they have to ask — those are the days when leadership feels effortless and the team feels seen. Those days are not accidents. Your Arevita 360 reveals the practices already producing them. Your strongest pillars are the operating system underneath the leadership your team is experiencing. For your team, this shows up as trust. For your career, it shows up as staying power. For your organization, it shows up as the retention and culture that money cannot buy.

NOTABLE ASSESSMENT FINDINGS

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

WHERE GROWTH WOULD SERVE YOU

Your growth-zone pillars are working, and they have more to give. Whichever of them is showing here — the cognitive space, the emotional evenness, the leadership impact — the growth is fixable and responsive to small, specific action. When you build the muscle of protecting the practices that keep this zone healthy, you feel the difference within a month. Growth here compounds because it is the connection point between your inner state and your team's experience of your leadership.

SAMPLE

A SNAPSHOT OF YOUR STORY, CONTINUED

NOTABLE ASSESSMENT FINDINGS

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 pillars are the leading indicators of the pattern the burnout research has documented for decades. Burnout appears along three axes: exhaustion (physical, mental or emotional), cynicism or negativity toward the work, and reduced efficacy — the sense that your performance is no longer what you know it can be. Your data is showing one or more of these signals. It may look like physical infrastructure eroding quietly. It may look like the emotional evenness that used to hold beginning to fray. It may look like joy in the work becoming harder to access. It may look like performance beginning to show signs of decline that no one has named out loud yet. This is not a crisis. It is the honest signal in your data, and it is highly responsive to small, specific action starting this month.

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 Executive Snapshot, your Wheel 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

EXECUTIVE SNAPSHOT

Your assessment at a glance

COMPOSITE SCORE

73%

426 of 585 possible

133 core items · 8 evidence-based dimensions · Individual pillar scores: 57% to 89%

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	89%
Mental	84%

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.

Leader Behaviors	76%
Physical	73%
Leadership Impact	68%

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.

Social	64%
Environmental	63%
Emotional	57%

WHAT THIS PATTERN TELLS US

Your data shows the early signals of a pattern the burnout research has documented for decades. Burnout appears along three axes: exhaustion (physical, mental or emotional), cynicism or negativity toward the work, and reduced efficacy — the sense that you are no longer producing at the level you know you can. Your assessment is showing one or more of these signals. This does not mean you are in crisis. It means the data is pointing to something that needs your honest attention while it is still highly responsive to specific action.

Your strength signals are still doing their job. Where your top-scoring pillars land, they are what pulls you back into the work, keeps the calling intact when the day is heavy and shows up as the leadership your team notices. Purpose often stays intact the longest in this pattern, which is why the drift can be missed for months before it becomes visible.

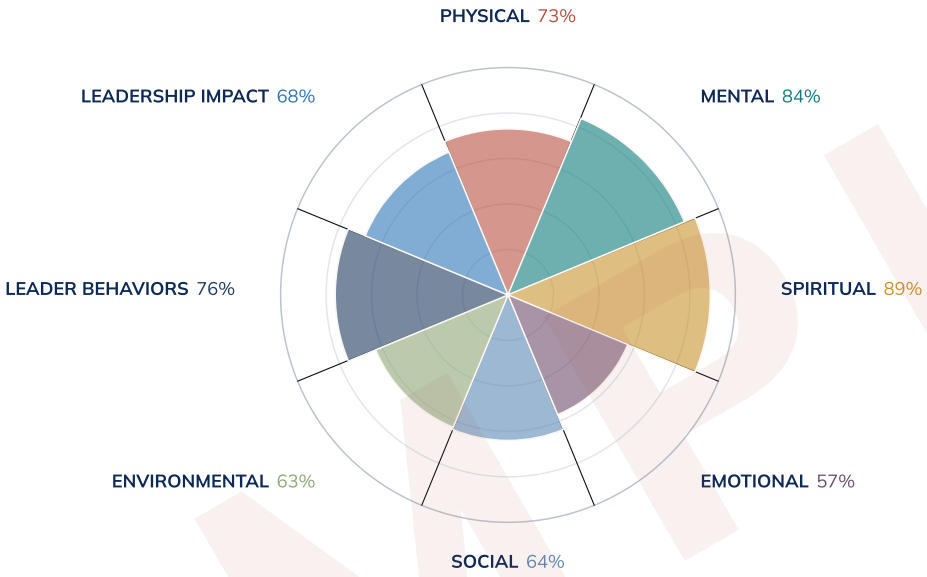
Your Focus Area pillars are the leading indicators. Physical infrastructure eroding quietly. Or the emotional evenness that used to hold beginning to fray. Or the joy that once came easily from the work becoming harder to access. Or performance beginning to show signs of decline that no one has named out loud yet. Any of these is the honest signal in your data. The Action Plan that follows is designed to address the specific axis your assessment is surfacing, because the reversal is fastest when it starts small, specific and now.

SAMPLE

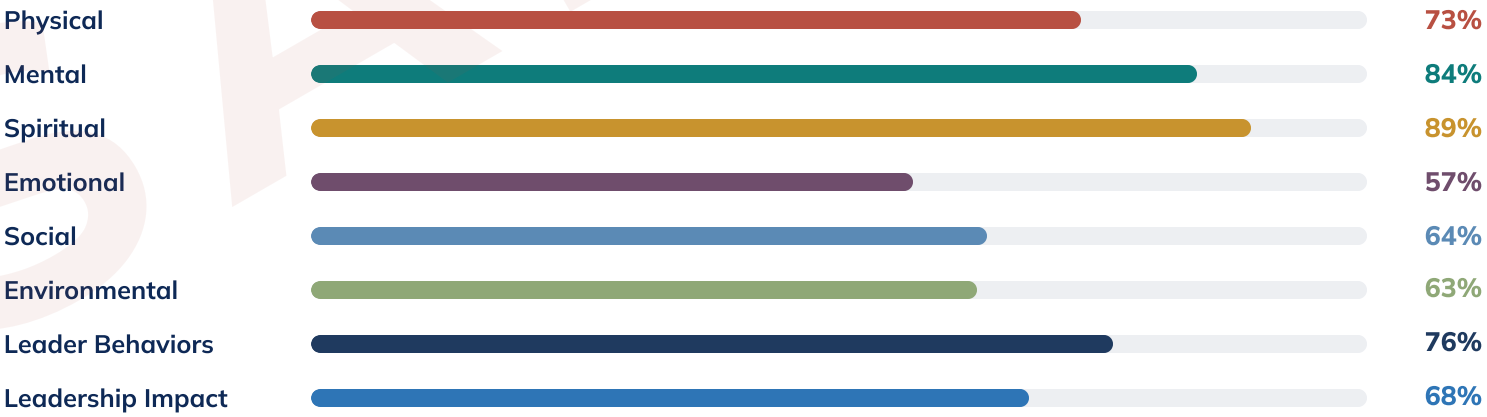
YOUR WHEEL AT A GLANCE

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



Key Strength · 80%+ Growth Opportunity · 65–79% Focus Area · below 65%

YOUR CORE COMPOSITE · 73% · 426 OF 585 POSSIBLE ACROSS 133 ITEMS

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

89% · 42/47

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.

Mental

84% · 57/67

Focus, decision quality and cognitive stamina are all intact. You are protecting the mental space that leadership requires.

Next move: Continue. Use one weekly block of protected strategic time to zoom out to a question only you can answer for your team's next quarter.

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.

Leader Behaviors

76% · 94/123

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% · 87/119

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

68% · 61/90

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.

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.

Social

64% · 24/38

Social connection is under-supported. Loneliness may be present even in busy days, and close relationships may feel like maintenance.

Next move: Reach out to one person this week whose voice you would want to hear. Just for the conversation. The research on this is unambiguous — social investment is a wellness practice.

Environmental

63% · 41/65

Your environments are eroding the practices you have built elsewhere. Sleep, focus and recovery are all being affected.

Next move: Start with the bedroom. Light, temperature and screen presence. Small changes here shift downstream sleep quality within a week.

Emotional

57% · 21/36

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.

The next eight pages walk through each of your dimensions in turn. They are ordered from your strongest to your growth zone: a reader's journey through your data. Notice what you already know. Notice what surprises you. Bring both into your next coaching conversation.

SAMPLE

Spiritual

KEY STRENGTH

YOUR SCORE

89%

RAW SCORE

42/47

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
- Regular practice for processing thoughts and feelings

WHERE YOU CAN GROW

What is not showing up that may be a red flag for you in this pillar?

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

KEY STRENGTH

YOUR SCORE

84%

RAW SCORE

57/67

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

What is not showing up that may be a red flag for you in this pillar?

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

76%

RAW SCORE

94/123

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

- Feedback happens but often only one side (developmental or affirming)
- Share own growth areas occasionally
- Development happens sometimes; often stays within the current role
- Some commitments captured, others held in memory
- Some team members growing into bigger roles; others plateauing

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

87/119

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 colorful, plant-based foods; range is limited
- Time for physical practices is sometimes protected, sometimes not
- Fermented foods appear occasionally
- Omega-3 foods appear occasionally
- Ultra-processed foods are moderate

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

68%

RAW SCORE

61/90

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

- 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
- Some decisions under pressure hold up, others do not

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

Social

FOCUS AREA

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[26][27]. Social connection predicts mortality with an effect size comparable to quitting smoking[28]. Listening quality is a measurable predictor of leader effectiveness[29]. 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

WHERE YOU CAN GROW

- Occasionally feel lonely in a crowd
- Some workplace relationships are supportive; investment is uneven
- Personal relationships lose to work demands sometimes
- Some supportive relationships outside work; investment is uneven
- Someone to be honest with exists, but you rarely reach out

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

Environmental

FOCUS AREA

YOUR SCORE

63%

RAW SCORE

41/65

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[30]. Physical environments measurably shift cognitive load[31]. Evening light exposure delays melatonin onset[32]. 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

- Home environment supports healthy choices
- Workspace supports focus, energy and self-care

WHERE YOU CAN GROW

- Calendar sometimes reflects your priorities, often others'
- Focus is possible but often interrupted
- Sometimes plan the habit, sometimes wing it
- Work environment is neutral or mixed at day's end
- Calendar partially protects energy and focus

FOCUS AREAS

What is not showing up that may be a red flag for you in this pillar?

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

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

What is not showing up that may be a red flag for you in this pillar?

WHERE YOU CAN GROW

- Notice emotional shifts sometimes; response varies
- Small frustrations sometimes land bigger than they should
- Sometimes let go of what is outside your control, sometimes not
- Sometimes react to stress in ways later regretted
- Sometimes self-compassionate, sometimes self-critical

FOCUS AREAS

- 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 Assessment in Action.

Your data has told you what is. The next pages move from what your assessment shows to what you do with it. The pattern you carry. The strategies that fit you. The 30 / 60 / 90 rhythm that turns insight into practice.

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

- Deep moments in your work that require your full presence
- Mentoring someone who is on the edge of an important growth moment
- Gratitude from a client, patient, teammate or family after a difficult outcome
- Team huddles where a shared purpose becomes visible
- Being trusted with a decision that carries real weight
- Working alongside colleagues who share your calling
- Aligning the team's work with a larger mission
- Naming values explicitly in a conversation that needed them

WHAT DRAINS YOU

- Administrative meetings that do not affect the outcomes you care about
- Being asked to compromise your judgment for expediency
- Repeated periods of work without protected recovery time
- Watching decisions made without frontline input
- Interpersonal conflict that could have been prevented
- Documentation that duplicates work you have already done
- Environments where curiosity is quietly discouraged
- Being expected to be always available

Your energizers are a signal of what your leadership calling actually is. When you can spend more time in these, your other pillar scores tend to move in the right direction on their own.

Your drainers are a signal of where boundaries would serve you. Not every drainer can be removed; some are the work. But naming them is the first step toward protecting your energy for the moments that matter.

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 ***Delegate for development, not just for capacity.***

Your Leader Behaviors score may be strong, but developmental delegation is where the growth lives. Before you delegate, ask yourself: am I delegating because I need help, or because this is a growth moment for someone on my team? Choose deliberately. Explain what you would look for as they do the work. Follow up on what they learned, not just what got done. This is the difference between a team that runs and a team that grows its next leaders.

02 ***Protect one hour each week for your team's next year.***

Your Mental score is in the growth zone, and strategic thinking time is aspirational rather than calendared. Block one hour per week, same day, same time, off the calendar of your operational work, for one question about your team's next quarter or next year. No email. No routine work. Just the strategic question. Immediate work will always win the calendar unless you defend this deliberately.

03 ***Model the recovery practice you want your team to adopt.***

Your Physical score is a structural signal. Your team is watching. When you protect sleep, when you take PTO without checking in, when you visibly walk outside at lunch — you are teaching your team what sustainable leadership looks like. Your practice is your team's culture. Model deliberately.

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	89%
Mental	84%
Leader Behaviors	76%

GROWTH ZONE · BELOW 75%	
Physical	73%
Leadership Impact	68%
Social	64%
Environmental	63%
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.

Environmental (63%)

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.

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.

Leadership Impact (68%)

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 PATTERN AT YOUR TABLE

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 Strong Interpersonal Pillars

You show up as emotionally attuned and mission-driven. Where it lands as strength: team members who share your emotional attunement feel deeply seen by you. They stay for that. Your team culture of presence is built here. Where to notice friction: team members who are more task-focused or transactionally oriented may perceive your emotional engagement as intensity or over-processing. When giving feedback to a more analytical direct report, keep the emotional framing to what is directly relevant. When mentoring, ask what mode of feedback they find useful.

Your Leader Behaviors Strength

You show up as a strong mentor and consistent feedback-giver. Where it lands as strength: junior members grow under you. They report feeling coached rather than corrected. This is a durable retention advantage. Where to notice friction: your developmental delegation gap may mean high-potential members are not getting the stretch challenges they need to grow into your role. Notice if someone senior on your team feels stuck. That may be a signal that your natural doer-instinct is protecting the team at the cost of their growth.

Your Physical or Mental Growth Zones

Working with team members whose strengths are your growth areas. What to watch for: when a team member is thriving in an area where you are struggling — well-rested, energized, thinking strategically — the human instinct may be envy or dismissal. Notice the impulse. Choose curiosity instead. What to leverage: they are a resource. Ask what they are doing. Borrow the practice, adapt it to your context. Your growth area may be their gift to the team. Receive it.

How Your Growth Zones May Show Up to Your Team

What your team may be picking up that you have not named. When recovery is short, your team may perceive shorter patience, less availability for the “quick question” that is often the most important one, or a subtle preference for handling things yourself rather than coaching through them. None of this may be intentional. All of it may be visible. When strategic thinking time is not protected, your team may feel that decisions come reactively rather than deliberately, that longer-arc conversations get deferred, or that the “why” behind a change may be missing when it lands. They may not name it. They may adjust around it. What to do with this: consider naming the pattern explicitly with your team. A sentence such as “I know I have been running short this stretch. If something needs a real conversation, ask me for it” may transfer more permission than any coaching intervention. Your self-awareness may be the invitation your team is waiting for.

SAMPLE

SECTION 05

Your Arevita 360 Action Plan.

From assessment to measurable movement in 30 / 60 / 90 Days.

The plan is anchored in the pattern your Focus Areas surface: Close connection outside of work, The spaces around your sleep and rest and 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

Optimize the bedroom for sleep.

What: One Saturday afternoon: remove the TV. Get blackout curtains. Set the thermostat to 65–68°F at night. Put a small light with a dim, warm bulb next to the bed for reading. Move the phone charger to another room.

Why it works. The sleep-hygiene literature is remarkably consistent: light, temperature, and screen presence are the three environmental variables with the largest effect on sleep architecture. Evening light exposure is a well-established driver[32], and consensus guidelines synthesize the temperature findings[21]. The screen effect is a compounded issue: light exposure plus the cognitive activation of the device itself.

Goal: By day 21, sleep quality is noticeably better and the reverse-coded 'too tired' item begins to move.

1.3

The weekly candid conversation.

What: Identify one person you trust deeply — inside or outside the workplace. Meet or call weekly, no agenda, for at least 45 minutes. Practice active listening: understand before responding. Bring one thing that is genuinely hard right now to each conversation.

Why it works. Close-relationship quality at midlife is a stronger predictor of late-life physical and cognitive health than cholesterol, wealth, or fame[26][27]. Listening quality is a measurable predictor of leader effectiveness[29].

Goal: By day 30, the tightness before your hardest conversations has begun to ease.

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

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[37]. The movement literature applies at any location. The Harvard social-connection research frames why brief candor even during high-stress travel matters[26][27].

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

RECOMMENDATIONS, CONTINUED

2.3

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[38]. Even 'weak-tie' interactions — brief exchanges with acquaintances — predict daily happiness[39]. 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

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[40]. 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[41] — 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[4][1].

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

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%

426 OF 585

RE-ASSESS

February 2027

Re-take and compare.

TOP STRENGTHS

Spiritual	89%
Mental	84%
Leader Behaviors	76%

TOP FOCUS AREAS

Emotional	57%
Environmental	63%
Social	64%

COMMITMENTS TO CONSIDER · FOR IMMEDIATE IMPACT

1. The three-minute end-of-day emotion review
2. Optimize the bedroom for sleep.
3. The weekly candid conversation.

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

APPENDIX

References

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

1. Hill, P. L., & Turiano, N. A. (2014). Purpose in life and mortality (14-year follow-up, 6,000+ adults). Psychological Science.
2. Frankl, V. E. Man's Search for Meaning.
3. Steger, M. F., et al. (2006). The Meaning in Life Questionnaire. Journal of Counseling Psychology.
4. Keltner, D., & Haidt, J. (2003). Approaching awe. Cognition & Emotion.
5. Stellar, J. E., et al. (2015). Positive affect and inflammation. Emotion.
6. McEwen, B. S. (1998). Allostatic load model. New England Journal of Medicine.
7. Sapolsky, R. M. Why Zebras Don't Get Ulcers.
8. Goyal, M., et al. (2014). Meditation programs for psychological stress (meta-analysis of 47 trials). JAMA Internal Medicine, 174(3).
9. Killgore, W. D. S. (2010). Effects of sleep deprivation on cognition. Progress in Brain Research.
10. Newport, C. Deep Work.
11. Edmondson, A. C. (1999). Psychological safety and learning behavior in work teams. Administrative Science Quarterly.
12. Edmondson, A. C. (2018). The Fearless Organization.
13. Google (2015). Project Aristotle — what makes teams effective.
14. Scott, K. (2017). Radical Candor.
15. Stone, D., & Heen, S. (2014). Thanks for the Feedback.
16. Yukl, G., & Fu, P. P. (1999). Determinants of delegation. Journal of Organizational Behavior.
17. Charan, R., Drotter, S., & Noel, J. The Leadership Pipeline.
18. Piercy, K. L., et al. (2018). 2018 Physical Activity Guidelines. JAMA, 320(19).
19. Momma, H., et al. (2022). Muscle-strengthening activities and mortality. British Journal of Sports Medicine, 56(13). Meta-analysis, n > 1.5 million.
20. Walker, M. (2017). Why We Sleep.
21. Watson, N. F., et al. (2015). American Academy of Sleep Medicine / Sleep Research Society consensus on adult sleep duration. Sleep.
22. Drucker, P. F. (1967). The Effective Executive.
23. Porter, M. E., & Nohria, N. (2018). How CEOs manage time. Harvard Business Review.
24. Kahneman, D. Thinking, Fast and Slow.

SAMPLE

APPENDIX, CONTINUED

References (continued)

25. Theeboom, T., Beersma, B., & van Vianen, A. E. M. (2014). Meta-analysis of coaching outcomes. Journal of Positive Psychology.
26. Waldinger, R., & Schulz, M. (2023). The Good Life (Harvard Study of Adult Development).
27. Vaillant, G. E. (2012). Triumphs of Experience (Harvard Study of Adult Development).
28. Holt-Lunstad, J., et al. (2010). Social relationships and mortality risk (meta-analysis of 148 studies). PLOS Medicine, n > 300,000.
29. Itzchakov, G., & Kluger, A. N. (2018). The power of listening. Harvard Business Review.
30. McMains, S., & Kastner, S. (2011). Visual clutter and attention. Journal of Neuroscience.
31. Vohs, K. D., et al. (2013). Physical order/disorder and cognition. Psychological Science.
32. Chang, A.-M., et al. (2015). Evening use of light-emitting eReaders. PNAS.
33. Gross, J. J. (1998). Process model of emotion regulation. Review of General Psychology.
34. Neff, K. D. (2003 onward). Self-compassion research, University of Texas at Austin.
35. Breines, J. G., & Chen, S. (2012). Self-compassion and motivation to improve. Personality and Social Psychology Bulletin.
36. Emmons, R. A., & McCullough, M. E. (2003). Counting blessings versus burdens. Journal of Personality and Social Psychology.
37. Wright, K. P., et al. (2013). Entrainment of the human circadian clock. Current Biology.
38. Putnam, R. D. (2000). Bowling Alone.
39. Sandstrom, G. M., & Dunn, E. W. (2014). Social interactions and well-being (weak ties). Personality and Social Psychology Bulletin.
40. Oppezzo, M., & Schwartz, D. L. (2014). Give your ideas some legs (walking and creativity). Journal of Experimental Psychology: Learning, Memory, and Cognition, Stanford.
41. Heskett, J. L., Sasser, W. E., & Schlesinger, L. A. (1994). Putting the service-profit chain to work. Harvard Business Review (validated in SAGE Open, 2024).

SAMPLE

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

© 2026 EXCELLENCE WELLNESS SOLUTIONS, LLC. ALL RIGHTS RESERVED. AREVITA 360™ IS A TRADEMARK OF EXCELLENCE WELLNESS SOLUTIONS, LLC.