

Corporate Wellbeing & Leadership Intelligence — Sample Report

Organization: Acme Technologies Pvt Ltd | Cohort: Engineering Leadership (n=42)

Period: Q2 2026 | Prepared for: CHRO & People Analytics

Executive summary

This cohort shows above-benchmark cognitive bandwidth and strategic orientation, with elevated burnout risk concentrated in two pods. Recommended actions: (1) targeted load rebalancing for Pod-A and Pod-D, (2) leadership coaching for 6 HiPos, (3) sleep + stress reset programme rolled out org-wide.

Headline metrics

Dimension	Score	Signal
Wellbeing Index	72 / 100	↑ 6 vs last quarter
Burnout Risk (cohort)	18%	Above safe band (12%)
Role-Fit Score (avg.)	81%	Strong
Leadership Readiness (HiPo)	64%	Coaching-ready
Engagement Pulse	7.6 / 10	Stable
Sleep Quality (avg.)	6.4 / 10	Watch

1. Astro-Psychometric Blueprint (cohort overview)

A fusion of validated psychometrics (Big Five, RIASEC, EQ-i) with astro-archetype mapping. Shown as cohort percentiles vs. our enterprise benchmark.

Dimension	Cohort %ile	Archetype Tilt
Strategic Thinking	84	Visionary / Architect
Execution Drive	71	Builder
Emotional Intelligence	68	Diplomat
Adaptability	77	Explorer
Collaboration	62	Connector — develop
Risk Appetite	58	Balanced
Integrity / Values	88	Guardian

Key takeaways

- Strong Visionary–Builder mix — well-suited for platform and 0→1 product bets.

- Collaboration gap concentrated in cross-pod handoffs; recommend rituals + coaching.
- High Guardian tilt → trust and compliance are durable strengths.

2. Astro-Health Mapping (anonymised, cohort)

Maps 12 wellbeing dimensions sourced from self-report + lifestyle signals. Used to design org-wide programmes and flag high-risk pods early.

Dimension	Score / 10	Status
Sleep quality	6.4	Watch
Stress load	7.1	Elevated
Physical activity	5.8	Improve
Nutrition habits	6.2	Watch
Hydration	7.0	Ok
Mental health (PHQ-2/GAD-2)	Low–Mod	Targeted support
Screen / sedentary time	High	Improve
Recovery rituals	5.5	Improve
Social connectedness	7.4	Strong
Purpose / meaning	8.0	Strong
Financial confidence	6.6	Ok
Family / caregiving load	Mixed	1:1 support

3. Team Dynamics & Composition

Pods are scored on complementarity, conflict-zone density and decision speed. Pod-A and Pod-D show overloaded Builders with thin Diplomat coverage — primary driver of burnout flags.

Pod	Size	Complementarity	Conflict Risk	Decision Speed
Pod-A	9	Medium	High	Fast but brittle
Pod-B	8	High	Low	Healthy
Pod-C	7	High	Low	Healthy
Pod-D	10	Low	High	Slow
Pod-E	8	Medium	Medium	Healthy

4. Recommended Interventions (next 90 days)

- **Sleep & stress reset** — 6-week org-wide cohort programme with wellness coach.
- **Leadership coaching** — 6 HiPos paired 1:1 against their blueprint.
- **Pod rebalancing** — add 1 Diplomat-archetype hire to Pod-A and Pod-D.
- **EAP activation** — confidential counselling channel for 12 flagged individuals.
- **Re-measure** — pulse at day 45, full re-assessment at day 90.

Privacy & data handling

Individual reports remain with the employee. Org dashboards display aggregated, anonymised data only. Cohorts smaller than 5 are suppressed. Data is hosted in India with SOC2-grade controls. Full DPA on request.

This is a sample report. Numbers, pods and recommendations are illustrative.

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