



**P-SAP™**

PEOPLE • PERFORMANCE • RETENTION

CONFIDENTIAL

# P-SAP™ Synergy Assessment Report

P-SAP™ • Version 2.0 • Structured Assessment Framework

PREPARED FOR

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ROLE

**Supervisory Level**

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## INCLUSIVE IN THIS REPORT

- Assessment Overview & Synergy Score
- Bias & Drift Analysis
- Work Orientation
- Risk Forecast & Depletion Chain
- Attrition Risk Index
- ISO Mapping Reference
- P-SAP™ Scientific Basis
- SVCI Triangulation & Marker Scoring
- Performance Profile
- Masked Effects
- Systemic Withdrawal Index (SWI)
- Report Summary & Action Plan
- Understanding The Report
- Terms & Legal Use

*The Pragadian Synergy Alignment Profile (P-SAP™) is a Structured Assessment that evaluates systemic integrity and functional health by moving beyond subjective surveys and desirability bias. Grounded in established scientific principles and doctorate-level research, it applies a multidisciplinary framework to identify the measurable gap between perceived performance and actual capacity. By treating organisational health as a technical requirement and aligning human capital management with international ISO standards, P-SAP™ equips leaders with a robust, evidence-based tool to mitigate systemic risk, prevent collapse, and drive long-term resilience and synergy.*

SYNERGY STATES

REQUISITE VARIETY

THERMODYNAMICS

ISO ALIGNED



# ASSESSMENT OVERVIEW

COMPILED ASSESSMENT SNAPSHOT (SVC1 CALIBRATED)

## OVERALL SYNERGY

The Synergy Score represents the overall operational performance of your system. It reflects how well foundational capacity, performance triggers, and sustaining elements are aligned to create performance. The score highlights the strength of your base and how effectively it supports ongoing outcomes. By focusing on the most critical markers of performance, it is a single indicator of your overall system.



## ASSESSMENT VECTORS

CURRENT PERFORMANCE PROFILE

### Command Vacuum

Current Profile

WORK ORIENTATION

### Drift Orientation

Operating Style

SWI RISK TIER

### Cautiously Stable

Disengagement Index

QUIT PROBABILITY

### Beginning to Shift

Risk Indicator

PRIMARY MASKED EFFECT

### Robotic Effect

Identified Hidden Risk

PROJECTED IDENTITY

### Social Club

Projected Risk Direction

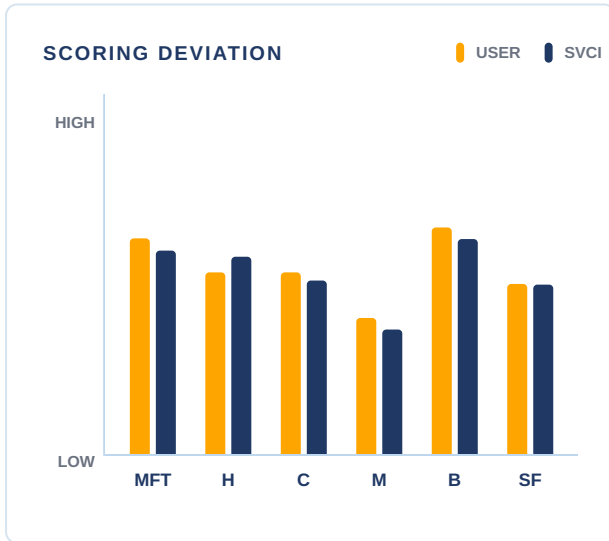
## SYNERGY SCORE STAGE REFERENCE

STAGE	OPERATIONAL NARRATIVE
OPTIMAL FLOW	<b>Self Recharging:</b> Energy recycled into growth. System strengthens during work.
RESILIENT	<b>High Efficiency:</b> Results consistent and sustainable under high-stress surges.
MODERATE	<b>Resource Heavy:</b> Achieving targets at high cost. Maintained only through constant effort.
SYNTHETIC	<b>Active Depletion:</b> Engine running but the fuel tank is emptying.
CRITICAL	<b>Systemic Leak:</b> Structure is failing. Effort no longer produces predictable results.
TERMINAL	<b>Systemic Collapse:</b> Functional capacity is entirely depleted. Survival requires immediate intervention.



# SCORING AND SVCI TRIANGULATION

SCORES INTERPRETATION & VALIDATION MAPPING



MARKERS	USER SCORES	SVCI
MFT	High	59.8%
H	High	58.0%
C	High	51.0%
M	Low	36.6%
B	High	63.2%
SF	Low	49.8%

## SCORES TRIANGULATION

The Semantic Validity and Coherence Index (SVCI) is a mechanism that validates a users scores. When the system raises a "Flag," it means there is a major gap between how someone sees themselves and how they actually behave. A significant drift highlights that the individual is facing inner conflicts, hiding their true patterns to protect themselves, or struggling to adapt.

## SIX CORE MARKERS — REFERENCE

<p><b>MFT</b> <b>MFT Capacity</b> MEASURES: BASE CAPACITY</p> <p>Evaluates baseline energy alignment, workload capacity, physiological energy and resources.</p>	<p><b>H</b> <b>Humanistic State</b> MEASURES: EMOTIONAL ENGAGEMENT</p> <p>Measures purpose alignment, values, positive environmental resonance, emotions and trust.</p>
<p><b>C</b> <b>Cognitive State</b> MEASURES: MENTAL PROCESSING OVERHEAD</p> <p>Evaluates processing bandwidth, strategic decision readiness, clarity and cognitive friction scores.</p>	<p><b>M</b> <b>Motivational State</b> MEASURES: INTRINSIC DRIVE</p> <p>Tracks internal motivation architecture, intrinsic drive dynamics, personal goal orientations, and functional autonomy parameters.</p>
<p><b>B</b> <b>Behavioural State</b> MEASURES: EXECUTION OUTPUT</p> <p>Maps observable structural outputs, strategic task execution, quality consistency, and behavioral accountability thresholds.</p>	<p><b>SF</b> <b>Feedback Channel</b> MEASURES: INFORMATION FLOW</p> <p>Measures structural feedback loops, cross-system operational coherence, and the integrity of organizational information transparency channels.</p>



## SEMANTIC VALIDITY AND COHERENCE INDEX (SVCI)

SCORE CROSS-REFERENCING & ANALYSIS

The SVCI operates as a three-layered triangulation system. Its purpose is to transform a standard self-assessment into a structured assessment framework by ensuring that what a person perceives to be true is cross-referenced against observed behaviour and established scientific principles. While most assessments only listen to the user's voice, the P-SAP™ looks at three distinct perspectives simultaneously.

### SUBJECTIVE PERSPECTIVE

#### SELF-REPORT (SR)

The user's self-reported feelings and perceptions. This is a genuine signal but can be prone to unconscious bias.

### OBJECTIVE PERSPECTIVE

#### BEHAVIOURAL PROXY (BP)

Draws on behaviorally anchored questions that measure frequency, pattern, and situational responses; constructs that are significantly more resistant to social desirability bias than attitudinal self-report alone.

### UNIVERSAL PERSPECTIVE

#### LAWFUL PROXY (LP)

Boundary conditions set by the laws of biology and physics. Establishes what is scientifically possible for a human system.

### BIAS AND DRIFT ANALYSIS

MARKER	USER SCORES	SVCI	DRIFT	FLAG
MFT	High	59.8%	LOW	CLEAR
H	High	58.0%	LOW	CLEAR
C	High	51.0%	LOW	CLEAR
M	Low	36.6%	LOW	CLEAR
B	High	63.2%	LOW	CLEAR
SF	Low	49.8%	LOW	CLEAR

A flag is triggered when SVCI scores exhibit high drift, signaling a significant variance between an individual's subjective self-perception and calibrated reality. A high drift flag suggests the self-reported score differs from the SVCI-calibrated score, indicating possible underestimation of depletion. To mitigate these systemic risks, the SVCI recalibrates the user's scores to avoid a disconnect, which would otherwise create critical blind spots and heighten resistance to feedback. By actively adjusting this variance before it miscalibrates risk assessment or compromises operational decision-making, the system ensures that immediate organizational priority is directed toward reality-testing and alignment interventions rather than standard skill development.



# PERFORMANCE PROFILE

CURRENT PERFORMANCE PROFILE (SVC1 CALIBRATED)

CURRENT CORE IDENTITY

## COMMAND VACUUM

CURRENT STATE

### PERFORMANCE PROFILE BREAKDOWN



### IDENTITY DESCRIPTION

Effective execution occurs despite low motivation, and results are not providing meaningful feedback. This state suggests performance maintained by habit and external structure rather than personal investment. While outputs may appear acceptable on the surface, the absence of motivational reinforcement and result validation creates a fragile and ultimately unsustainable dynamic. Introducing purposeful goal framing, ensuring individuals understand the broader impact of their contributions, and creating genuine recognition mechanisms are necessary steps to restore durable engagement and prevent progressive organizational decline.

### IDENTITY INTERVENTION

Clarifying how current work contributes to larger goals and seeking more purposeful projects will help. Requesting feedback on impact rather than just completion creates a stronger sense of meaning. Understanding the broader significance of daily tasks reconnects effort to organizational purpose.

## WORK ORIENTATION STYLE (SVC1 CALIBRATED)

ORIENTATION STYLE

### DRIFT ORIENTATION

### ORIENTATION DESCRIPTION

Orientation reflects strong relational trust, clear thinking, and reliable output, but with a weak internal sense of purpose or personal drive. The individual tends to engage with work effectively when externally directed but may lose momentum when left without structure or clear expectations. This pattern can become a learnt mode of competent compliance, where capability is present but conviction is borrowed from the environment rather than intrinsic.

### ADVISORY

Incentivize engagement by connecting tasks to clearly defined goals and visible outcomes that provide external structure for motivation. Identify what conditions help this individual sustain momentum independently and build those into their working environment. Where broader synergy markers are under strain, ensure that external direction does not become the only thing holding performance together.



## MASKED EFFECTS

HIDDEN PERFORMANCE RISKS (SVC CALIBRATED)

### PRIMARY MASKED EFFECT

#### ROBOTIC EFFECT

Execution is occurring through muscle memory, habit, or rigid routine. There is high output but very little internal drive, motivation, or "heart" in the work. Functional instability, failure may be imminent if creativity is required.

### SECONDARY MASKED EFFECT

#### ECHO CHAMBER EFFECT

The individual may be achieving, but the success feels "empty." The work loop is not replenishing the team; instead, every win feels like a drain on the system. Success leads to exhaustion rather than inspiration (Systemic Leak).

### SYSTEMIC IMPACT ASSESSMENT

Masked effects are latent operational loads that suppress performance visibility. They operate beneath observable output, generating friction that is often misattributed to external factors. Identifying and addressing masked effects is essential to restoring structural synergy.

#### ACTION STEP — PRIMARY

The introduction of mild, creative challenges within the workflow could be useful. Moving toward "intent-based" conversations rather than strict task-monitoring may help spark more proactive thinking.

#### ACTION STEP — SECONDARY

Identifying methods to make the positive impact of the work more visible to the team could be effective. Aligning small wins with documented team values may help restore a sense of systemic purpose.

### THE FIVE MASKED EFFECTS — REFERENCE

MASKED EFFECTS	STRATEGIC RISK PROFILES
● <b>Burnout Effect</b>	High output sustained by borrowed energy such as adrenaline, overtime, or personal sacrifice. Physical and mental reserves liquidated to maintain results, risking sudden collapse.
● <b>Toxic Effect</b>	Performance driven by compliance, fear, or external pressure rather than shared values. The human foundation erodes, creating fragile culture and high turnover risk.
● <b>Fogged Effect</b>	Highly active but lacking clarity. Effort wasted on rework, noise, and shifting goals producing high-speed blindness where activity replaces meaningful progress.
● <b>Robotic Effect</b>	Execution through habit or rigid routine. Output is steady but motivation and creativity are absent. The system risks failure when adaptation or change is required.
● <b>Echo Chamber Effect</b>	Targets are met but success feels empty. Wins drain rather than inspire, leaving the individual connected yet directionless. Signal loss is masked by mere yet continued attendance.



## RISK FORECAST

PROJECTED PERFORMANCE SHIFT (SVCI CALIBRATED)

FIRST SYSTEMIC TRANSITION

### SOCIAL CLUB

FORECAST VECTOR  
DEPLETION PATHWAY

CURRENT IDENTITY  
**Command Vacuum**



PROJECTED IDENTITY  
**Social Club**

## SYSTEMIC SHIFT TRAJECTORY

### PROJECTED IDENTITY DESCRIPTION

High capacity and trust exist, but all other elements are failing and work has become purely social without substance. This profile reflects an environment where strong relationships and individual competence have fully displaced productive organizational focus. Interpersonal cohesion, while fundamentally valuable, cannot substitute for clarity, motivation, execution, and feedback. Reintroducing clear performance expectations, establishing explicit organizational goals, and creating structured accountability frameworks are necessary to transform a socially comfortable but organizationally stagnant dynamic into one that consistently produces meaningful outcomes.

### CASCADE ENTRY POINT ANALYSIS

The depletion chain models the most probable progression path if current systemic conditions are maintained without intervention to the current identity. The transition identifies the first structural inflection point where accumulated friction exceeds the system's capacity to self-regulate, triggering a measurable drop in operational classification.

### INTERVENTION - PROJECTED IDENTITY

Honest reflection on whether this role still serves professional growth is needed. If staying, committing to one concrete deliverable per week reintroduces substance to the social foundation. Tracking these deliverables creates visible momentum and restores a culture of meaningful contribution.



# SYSTEMIC WITHDRAWAL INDEX (SWI) (SVC CALIBRATED)

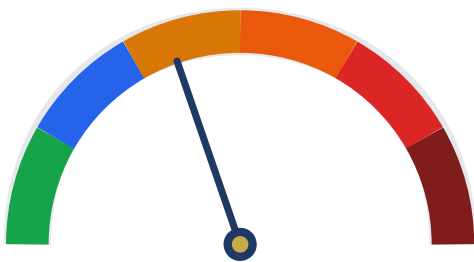
TURNOVER RISK CLASSIFICATION & ATTRITION RISK INDEX

The Systemic Withdrawal Index (SWI) evaluates the present-state probability of systemic disengagement; the point at which a system withdraws its productive investment from a role or environment. It is derived from SVC-calibrated assessed structural markers and reflects the cumulative weight of exhaustion, misalignment, and unresolved friction. It is not a measure of intention.

## WITHDRAWAL RISK ASSESSMENT: CAUTIOUSLY STABLE

This individual appears to be functioning and present, but there are early indicators that suggest things may not be fully settled. One or more areas of their experience could benefit from monitoring. No urgent action may be needed, but staying attuned to how this individual is feeling could be important over the coming weeks.

## ATTRITION RISK INDEX



**31 – 50%**  
Beginning to Shift

SYNERGY STAGE  
**Moderate**

PRIMARY MASKED EFFECT  
**Robotic Effect**

WITHDRAWAL RISK  
**Cautiously Stable**

**Important:** The Attrition Risk Index is a structured risk indicator derived from assessed scores and the SWI Risk Assessment. It is an indicator and not a deterministic or judgemental prediction of future behaviour. Classification is based on multi-marker structural pattern analysis. Results are indicative and time frame varies to each individual's structural configuration.



## REPORT SUMMARY

CONSOLIDATED ASSESSMENT SUMMARY (SVCI CALIBRATED)

This summary consolidates the core assessment vectors identified across your P-SAP™ assessment. It provides a unified view of your current systemic state and primary risk indicators.

ASSESSMENT VECTOR	RESULT
● Synergy Score	50.26%
● Synergy Stage	Moderate
● Current Identity	Command Vacuum
● Work Orientation	Drift Orientation
● Projected Transition	Social Club
● Primary Masked Effect	Robotic Effect
● Secondary Masked Effect	Echo Chamber Effect
● Withdrawal Risk	Cautiously Stable
● Attrition Risk	31 – 50% — Beginning to Shift

## PRIORITY ACTION PLAN

The following interventions are derived directly from your assessment profile. They represent the highest-priority structural adjustments identified by the P-SAP™ framework to restore and sustain operational synergy.

ASSESSMENT AREA	RECOMMENDED INTERVENTION
● Current Identity	Clarifying how current work contributes to larger goals and seeking more purposeful projects will help. Requesting feedback on impact rather than just completion creates a stronger sense of meaning. Understanding the broader significance of daily tasks reconnects effort to organizational purpose.
● Work Orientation	Incentivize engagement by connecting tasks to clearly defined goals and visible outcomes that provide external structure for motivation. Identify what conditions help this individual sustain momentum independently and build those into their working environment. Where broader synergy markers are under strain, ensure that external direction does not become the only thing holding performance together.
● Primary Masked Effect	The introduction of mild, creative challenges within the workflow could be useful. Moving toward "intent-based" conversations rather than strict task-monitoring may help spark more proactive thinking.



## ISO MAPPING REFERENCE

INTERNATIONAL STANDARDS ALIGNMENT — P-SAP™ ASSESSMENT FRAMEWORK

The P-SAP™ framework is aligned with internationally recognised standards for organisational health, human capital management, and occupational safety. The mapping below identifies how each assessment vector in this report corresponds to established ISO standard requirements.

MARKERS	ISO ALIGNMENT	P-SAP™ MEASURES
<b>MFT-Capacity</b>	ISO 45003:2021 ISO 45001:2018	Physiological capacity, resource availability, workload sustainability, support systems, environmental awareness, and pace viability.
<b>H-Humanitic</b>	ISO 45003:2021	Psychological safety, interpersonal trust, collaborative problem-solving, respect, values and purpose alignment.
<b>C-Cognitive</b>	ISO 9001:2015	Clarity, sensemaking, decision-making rationality and operational awareness.
<b>M-Motivational</b>	ISO 10018:2020 ISO 30414:2018	Intrinsic motivation, autonomy, empowerment, proactive improvement behaviour, and internal drive.
<b>B-Behavioral</b>	ISO 9001:2015	Performance achievement, work-life boundaries, target attainment, skill-task alignment, and collaborative output quality.
<b>SF-Feedback Channel</b>	ISO 9001:2015 ISO 31000:2018	Feedback loop integrity, adaptive correction, quality stability, system renewal,transimission and interpretation clarity.

ISO alignment does not constitute formal certification. It indicates that the P-SAP™ framework applies assessment principles consistent with the intent and scope of the referenced international standards. For formal ISO compliance verification, engage a certified auditor.



# UNDERSTANDING THE REPORT

A GUIDE TO READING YOUR P-SAP™ ASSESSMENT — PART 1 OF 2

## INSTRUCTIONS

Read each section in sequence. The report is designed to build a progressive analysis from current identity, through hidden friction, to forward risk. Start with the Synergy Score and SVCI to understand your baseline. Then use the Identity and Orientation sections to align strengths. Use the Masked Effect and Decay Chain as action prompts, not verdicts. Treat the SWI and Attrition Risk as early-warning systems, not final assessments.

### 01

#### ASSESSMENT OVERVIEW & SYNERGY SCORE

The Synergy Score is a single composite indicator of your system's overall operational performance. A higher score reflects a self-sustaining, high-efficiency state. A lower score indicates depletion or structural strain. It is not a measure of intelligence or effort; it reflects the health of your system's foundational architecture.

### 02

#### SEMANTIC VALIDITY & COHERENCE INDEX (SVCI)

The SVCI cross-references your self-reported responses against assessed behavioural patterns. Drift flags indicate a gap between how you perceive your performance and how your system actually operates. This is not a judgment; it is a calibration mechanism to identify blind spots that impact long-term sustainability.

### 03

#### PERFORMANCE PROFILE

Performance Profile describes your current operational classification, the structural pattern that characterises how your system produces results under its current conditions. The six breakdown dimensions reveal which components of your output engine are strong and which require attention. This is a present-state diagnosis, not a fixed trait.

### 04

#### WORK ORIENTATION STYLE

Work Orientation identifies the structural mode through which you engage with tasks, decisions, and people. It describes your operational style profile of how your system naturally allocates energy across different work demands. Understanding your orientation helps align role design with your structural strengths to reduce unnecessary exhaustion.



## UNDERSTANDING THE REPORT

A GUIDE TO READING YOUR P-SAP™ ASSESSMENT — PART 2 OF 2

### 05

#### MASKED EFFECT

Masked Effects are hidden operational loads that reduce your system's efficiency without being directly visible in your output. They function like background processes that consume capacity silently. Although there may be other trailing masked effects, the primary and secondary effects identified in your report represent the two most significant hidden friction sources currently active in your system.

### 06

#### RISK FORECAST & DEPLETION CHAIN

The Depletion Chain models what happens to your operational classification if current conditions persist. It is a forward-looking risk forecast based on the Laws of Causality. It shows the most probable structural shift your system is tracking toward. It is a preventive assessment, not a prediction of certainty.

### 07

#### SYSTEMIC WITHDRAWAL INDEX (SWI)

The SWI measures the present state probability of systemic disengagement; the point at which a system withdraws its productive investment from a role or environment. It is derived from multiple structural indicators and reflects the cumulative weight of exhaustion, misalignment, and unresolved friction across your system. It is not a measure of intention.

### 08

#### ATTRITION RISK INDEX

The Attrition Risk Index is a derived classification that translates SWI structural data into an organisational risk tier. It represents the estimated probability of voluntary disengagement within a specific operational window. For practitioners and leaders, this index is a leading indicator that enables proactive retention and intervention strategies prior to structural collapse.

**Important Note:** Interventions and advisories outlined in this report are suggestions in nature and intended solely for guidance. They should not be misconstrued as definitive or binding courses of action. The qualitative labels used throughout this report (such as identity names, risk tiers, and orientation styles) are derived through a multi-layered analytical process. They represent structured composite classifications, not simplified categories or self-selected descriptions. This report contains proprietary assessment classifications. The methodology, algorithmic weightings, and classification logic are protected intellectual property of Pragadian™. Sharing, copying, or reproducing any portion of this report without written authorisation is strictly prohibited.

We extend our sincere thanks for engaging with the P-SAP™ Report. The purpose of this system is not to label individuals, but to provide constructive insights that support improvement and sustainable success. The findings are intended to guide reflection and action, offering perspectives that can be adapted to each unique context. These results are not to be used as a tool for hiring or firing decisions. We hope the insights presented contribute meaningfully to your journey of growth and achievement.



## P-SAP™ FRAMEWORK & SCIENTIFIC BASIS

ASSESSMENT FOUNDATION, QUESTIONNAIRE DESIGN & CONCEPTUAL DERIVATION

### ASSESSMENT ORIGIN

The P-SAP™ framework and its six core assessment markers were developed through the original doctoral research of Praga Ramiah, founder of the Pragadian Model of Human Synergy. The six markers represent structurally necessary conditions for individual operational health. They were defined as independent, non-overlapping constructs prior to any data collection and are not adapted from existing instruments nor derived statistically from a population sample.

Foundational research is publicly available via Zenodo and SSRN: [doi.org/10.5281/zenodo.18947750](https://doi.org/10.5281/zenodo.18947750) | [doi.org/10.5281/zenodo.18947962](https://doi.org/10.5281/zenodo.18947962)

### QUESTIONNAIRE STRUCTURE & INPUT TYPES

INPUT TYPE	WHAT IT CAPTURES
<b>Attitudinal Input</b>	The individual's direct self-assessment of how they experience a particular dimension of their working life. Reflects perceived state.
<b>Behavioural Proxy Input</b>	Questions anchored to observable actions and concrete behavioural patterns rather than feelings or opinions. Reflects demonstrated state.
<b>Structural Anchor</b>	A reference point derived from established principles in cognitive science and biology. Provides a theoretically grounded baseline against which the other two sources are evaluated.

### GENESIS: SVCI, SWI & ATTRITION RISK INDEX

INDEX	WHAT IT EVALUATES	HOW IT IS DERIVED
<b>SVCI</b>	Whether self-perception is consistent with behavioural reality across all six markers	For each marker, detects divergence between what an individual reports and what behavioural signals indicate. Where divergence is material, treated as a structural finding. The calibrated score reflects this weighted reconciliation.
<b>SWI</b>	Depth and nature of systemic withdrawal across six progressively critical structural states	Evaluates the combination and configuration of SVCI marker states to classify into one of six tiers, each grounded in a distinct scientific framework calibrated to the nature of systemic pressure at that level. Tier boundaries represent structural tipping points, not score bands.
<b>Attrition Risk Index</b>	Cumulative intensity of structural pressure relative to the maximum the instrument is designed to measure	Aggregates independently derived structural pressure readings into a range scale. The band descriptor is the primary output. The numeric range indicates position within that band. All components, classifications, weights, and internal logic are proprietary.



# P-SAP™ FRAMEWORK & SCIENTIFIC BASIS

SCIENTIFIC REFERENCE SUMMARY

THEORY OR FRAMEWORK	ROLE	HOW IT APPLIES IN P-SAP™
<b>Pragadian Model of Human Synergy</b> <i>(Ramiah, doctoral research)</i>	Source	Origin of all six markers, typology architecture, scoring framework, and cascade logic.
<b>Ashby's Law of Requisite Variety</b> <i>(1956)</i>	Applied	Informs SVCI design. An assessment system must generate sufficient complexity to match human defensive reporting patterns.
<b>Self-Determination Theory</b> <i>(Deci &amp; Ryan, 1985)</i>	Applied	Informs the Motivational Integrity marker (M). Intrinsic motivation is an internal construct requiring higher self-report weighting.
<b>Second Law of Thermodynamics</b>	Applied	Informs the highest-risk SWI classification. Full capacity depletion combined with feedback collapse is treated as maximum systemic entropy.
<b>Shannon Information Theory</b> (1948)	Applied	Informs mid-range SWI classification. Signal degradation in feedback channels is modelled as information entropy within the working system.
<b>Goodhart's Law</b> (1975)	Applied	Informs Masked Effect detection. High output alongside depleted internal markers signals decoupling of performance from genuine system health.
<b>Job Embeddedness Theory</b> <i>(Mitchell et al., 2001)</i>	Applied	Informs lower-risk SWI classification. Functional presence with structurally fragile connectivity.
<b>Festinger's Cognitive Dissonance</b> <i>(1957)</i>	Parallel	Supports interpretation of divergence between attitudinal and behavioural signals as a structural indicator of internal tension.
<b>Beer's Viable System Model</b> (1972)	Parallel	Philosophical alignment in treating individuals as self-regulating systems. Not the source of the marker architecture.
<b>Bifurcation Theory</b>	Parallel	Supports the rationale for assessment thresholds as structural tipping points rather than arbitrary percentage boundaries.



# P-SAP™ INDEX RATIONALE & MEASUREMENT TRANSPARENCY

FEATURE ENGINEERING & MEASUREMENT PHILOSOPHY

## FEATURE ENGINEERING FOR THE SIX CORE MARKERS

MARKER	WHAT IT MEASURES	HOW IT IS CONSTRUCTED
<b>MFT</b>	Baseline operational capacity and mental energy	Triangulated from attitudinal self-report and behavioural proxy signals. Capacity is an internal experience that also manifests in observable patterns, so both sources carry assessment weight.
<b>H</b>	Quality of interpersonal trust and relational safety	Triangulated from felt psychological safety and observable relational behaviours. The gap between these two is often significant in assessment terms.
<b>C</b>	Clarity of success criteria and cognitive load	Triangulated from perceived clarity and behavioural indicators such as rework frequency and decision patterns. Cognitive load expresses itself behaviourally even when not consciously acknowledged.
<b>M</b>	Motivational integrity and intrinsic drive	Weighted toward self-report, consistent with Self-Determination Theory, as intrinsic motivation is by definition an internal state not fully visible through observable behaviour alone.
<b>B</b>	Behavioural output and execution consistency	Evaluated entirely through behavioural proxy inputs. B is a pure output marker. It measures what is done, not how it feels. No attitudinal component.
<b>SF</b>	Structural integrity of feedback loops	Triangulated from perceived feedback quality and behavioural indicators of whether feedback actually influences action. Captures both the presence and functional value of information channels.

## MEASUREMENT PHILOSOPHY

### WHY THERE IS NO COMPARISON POPULATION

P-SAP is criterion-referenced: it interprets each person's results against reference points for healthy functioning, not against how others scored. What matters is whether the individual's system operates above or below its structural viability boundary. Comparing individuals to a population sample would introduce demographic and contextual variables irrelevant to the assessment question.

Full methodological documentation for P-SAP™, including detailed construct definitions, validity rationale, doctoral research references, and the complete scientific reference framework, is available at [pragadian.com](http://pragadian.com). All components, classifications, weights, and internal logic are proprietary intellectual property of Pragadian™.



## TERMS & LEGAL USE

INTELLECTUAL PROPERTY, SCOPE OF USE & DISCLAIMER

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### DISCLAIMER

The P-SAP™ assessment is a research-based assessment tool grounded in established scientific principles. It does not constitute medical, psychological, legal, or financial advice. The classifications and indicators presented in this report are derived from structured systemic models and are intended to support evidence-based decision-making in organisational and professional development contexts. Results reflect the data inputs provided and are subject to the accuracy of self-reported information and assessed behavioural outputs. Pragadian™ accepts no liability for decisions made on the basis of this report.

### DATA PRIVACY

All assessment data is processed in accordance with applicable data protection legislation. Individual-level data is not shared with third parties without explicit consent. Aggregated, anonymised data may be used for research and framework validation purposes only. For data access, correction, or deletion requests, contact your designated Pragadian™ account representative.

### SCIENTIFIC FOUNDING

The P-SAP™ framework draws from peer-reviewed research across systems theory, organisational cybernetics, cognitive science, and occupational psychology. Foundational principles include the Second Law of Thermodynamics (entropy and energy depletion), Ashby's Law of Requisite Variety (system adaptability thresholds), Shannon Information Theory (signal-to-noise capacity modelling), and Goodhart's Law (measurement and behavioural calibration). These principles are systematically applied within a proprietary multi-marker framework developed through the doctoral research of Praga Ramiah, founder of the Pragadian Model of Human Synergy, with foundational white papers published across Zenodo and the Social Science Research Network (SSRN) (<https://doi.org/10.5281/zenodo.18947750>, <https://doi.org/10.5281/zenodo.18947962>).