

THE VITALIS HUMAN PERFORMANCE ASSESSMENT

**Measuring the human capacity that
underpins sustainable performance.**
A framework for organisations.

How well do you understand the human capacity underpinning your organisation's performance?

Organisations measure financial performance, operational performance and customer performance.

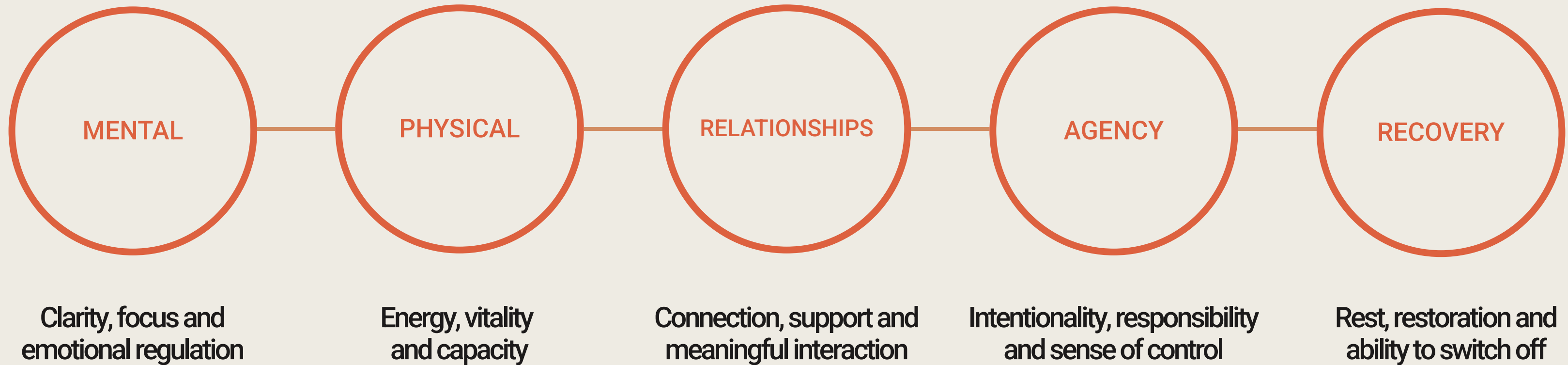
But sustainable performance also depends on the capacity of the people delivering it — their ability to think clearly, sustain energy, regulate themselves, work effectively with others and recover.

What if you could measure that capacity too?



Human Performance is a system

Our capacity to perform sustainably is shaped by five interconnected elements.



Together, they shape our capacity to meet demand, respond effectively and sustain performance over time.

Measuring the capacity to perform

The Vitalis Human Performance Assessment measures people's self-reported experience across 40 indicators of sustainable human performance.

MENTAL

- Mental clarity
- Attention
- Decision-making
- Cognitive control
- Emotional regulation

PHYSICAL

- Physical energy
- Vitality
- Physical capacity
- Energy reserves
- Stamina

RELATIONSHIPS

- Connection
- Support
- Meaningful interaction
- Authenticity

AGENCY

- Sense of control
- Responsibility
- Intentionality
- Purpose

RECOVERY

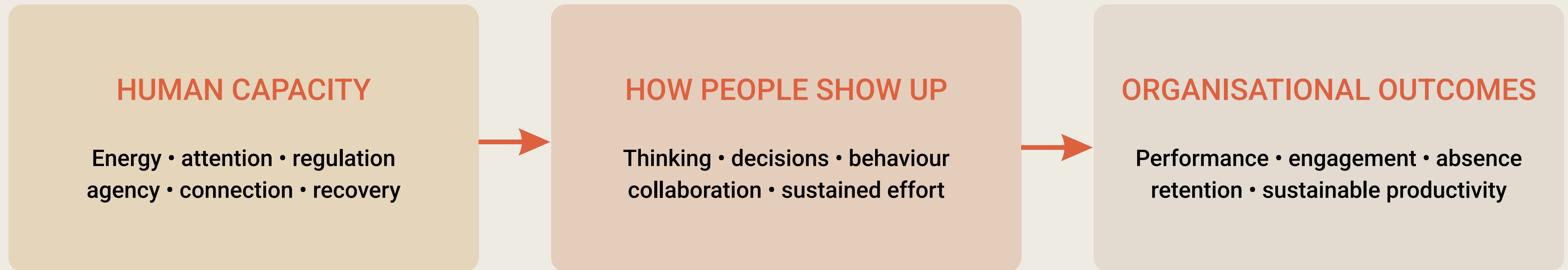
- Sleep quality
- Recharging
- Switching off
- Deliberate recovery
- Ability to unwind

Together, they provide a snapshot of how people are currently experiencing their capacity to perform and sustain performance.

A snapshot of the past two weeks — not a personality profile.

Human capacity has organisational consequences

The capacities measured by Vitalis sit within established bodies of research linking how people function with outcomes that matter at work.

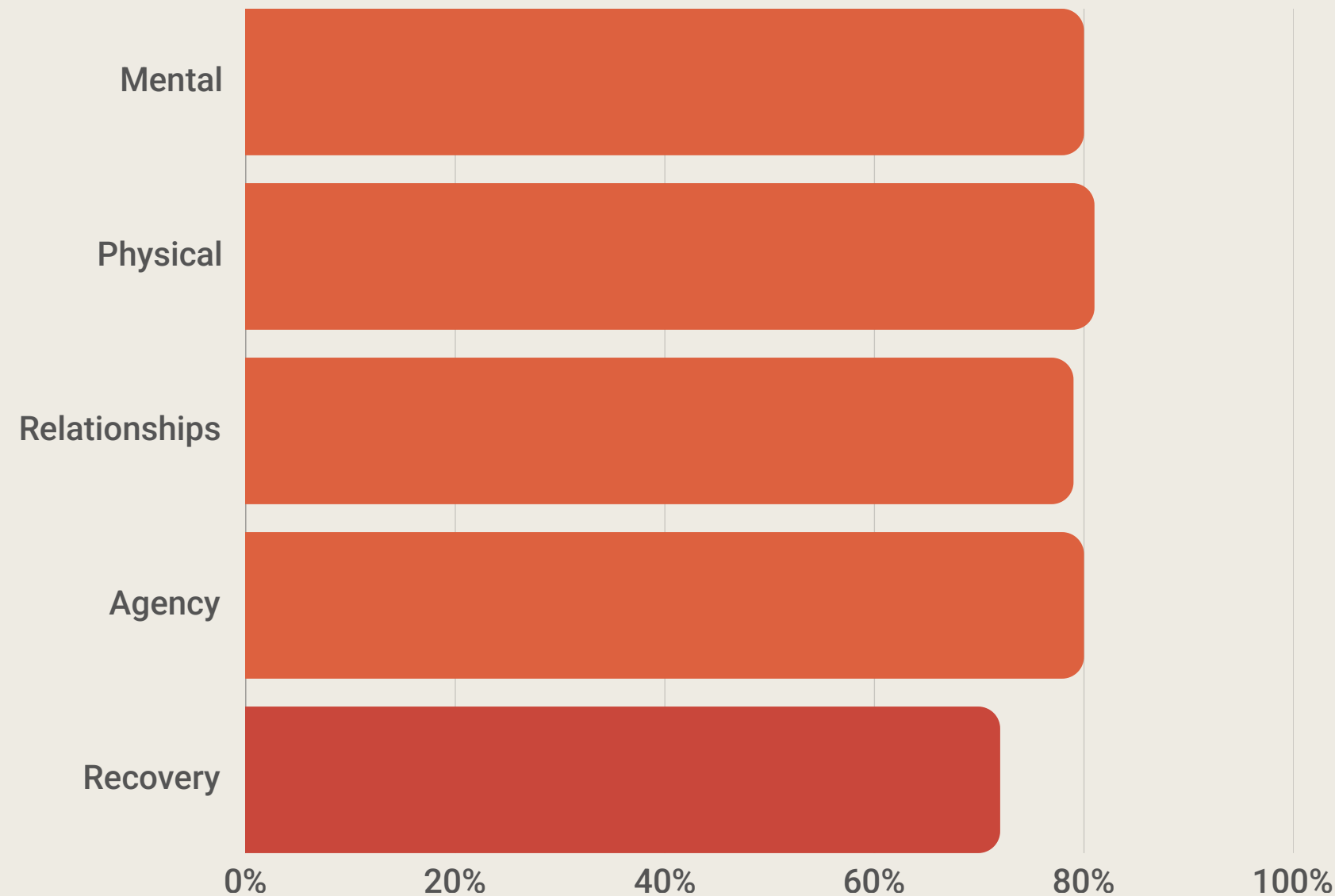


These aren't simply wellbeing outcomes. They are conditions that can influence how effectively people perform at work.

Human capacity is interconnected

The five elements don't operate in isolation.
How we function in one area can influence our capacity in others.

ILLUSTRATIVE PROFILE



The lowest score isn't necessarily "the problem."

The more useful question is whether a constraint in one area may be influencing the wider system.

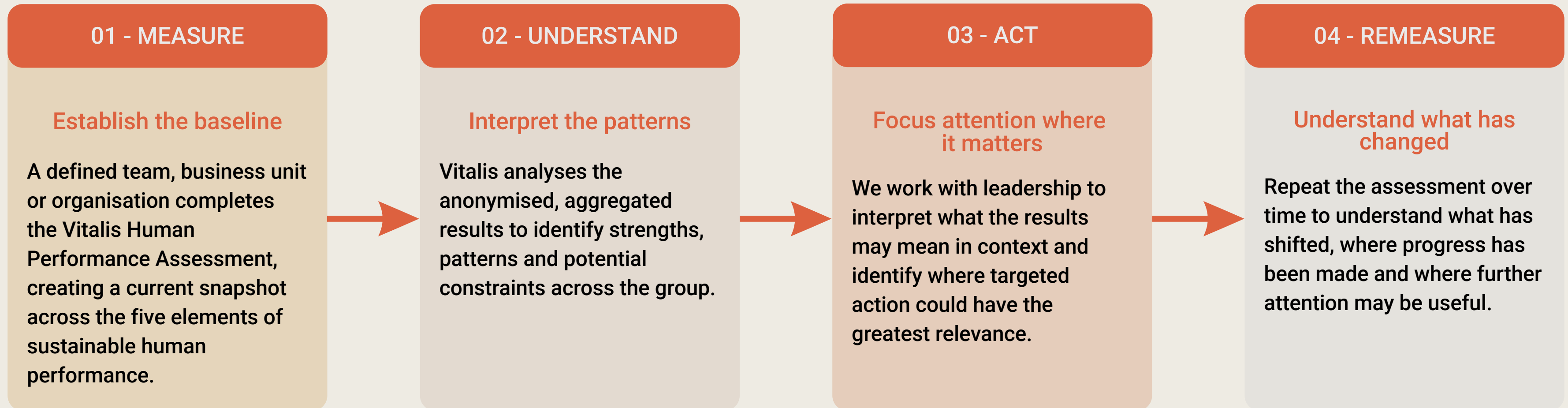
Consider Recovery

Sleep loss has been shown to impair sustained attention and executive functioning — capacities that also sit within other areas measured by Vitalis.

That's why the shape of the profile matters — not simply the individual scores.

From insight to action

A practical pathway for understanding and strengthening the human capacity within your organisation.



Start with a team. Learn from the baseline. Decide what comes next.

How well do you understand the human capacity underpinning your organisation's performance?

We can start by understanding your organisation, the challenges you're navigating and where a human-capacity baseline might be useful.

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