

NOT A FEELING, NOT A SLIDE.
THIS IS THE REPORT A CHRO NEEDS WHEN ASKED "DID IT WORK?"

AURELIA DYNAMICS

Impact Report

Their teams noticed the change before the survey did.

A 90-day evidence report on how leadership behavior shifted — benchmarked, measured twice, by independent observers, and traced to business rationale.

EQ Full Stack System cohort · 86 leaders · Enterprise Software

42%

CLOSED A SIGNIFICANT
BLIND SPOT IN 90 DAYS

74%

APPLIED DEVELOPMENT
WEEKLY IN REAL
LEADERSHIP MOMENTS

3.9/5

MEAN CHANGE
CONFIRMED BY AN
INVESTED OBSERVER,
NOT THE PARTICIPANT

WHAT THIS REPORT PROVES

Development that was applied — not just completed.

This report layers two measurement systems. Page 3 benchmarks where Aurelia Dynamics' leaders stand against other organizations. Pages 4–5 prove what actually changed in how they led, and who confirmed it. Most vendors give you one or the other — rarely both, traceably.

42%

BLIND SPOT REDUCTION RATE

Of all 86 leaders, the share who entered with a significant gap between self-view and how others experienced them (>15 pts) and closed it by more than 10 points by day 90.

74%

BEHAVIORAL APPLICATION RATE

The share of leaders who logged at least one real leadership moment — a decision, a conflict, a pivot — where they applied their development, every week of the program.

3.9/5

RATER CONFIDENCE DELTA

Mean score each leader's EQ Accountability Partner gave when asked directly how much change they personally observed at day 90.

Every leader selects an EQ Accountability Partner — usually their direct supervisor, sometimes a mentor or coach invested in their success, who accompanies them throughout the journey. At day 90, the EQAP rates visible change on 8 items, 1–5 scale. 3.9 is the mean across all EQAPs, all leaders.

WHY THIS MATTERS MORE THAN A SATISFACTION SCORE

Learning is only valuable if it transfers to real work. Application is only valuable if it produces a performance change someone else can see. Performance change is only valuable if it connects to a business outcome. Every instrument in this report exists to prove one link in that chain — not to describe how the program felt.

THE RESULT OF MULTIPLE OBSERVERS

Every domain score on page 3 has a self-rating and a 360 rating — chosen by the participant, always including their direct supervisor, often including peers, direct reports, customers, or other stakeholders — at entry and again at day 90.

EVIDENCE, NOT INTENT

612 real leadership moments were logged during the program — specific, high-stakes situations where a leader applied a capability under real conditions, not a reflection exercise. Page 5 shows where that evidence concentrated.

LAYER 1 · EQ ASSESSMENTS

Where the organization stands today, benchmarked against other organizations. Self and 360-rated, scored 0–100 against the NEQXOS Benchmark — aggregated across all NEQXOS cohorts to date.

EQ DOMAIN SCORES

How Aurelia Dynamics' leaders compare, domain by domain.

Day-90 cohort score against the NEQXOS Benchmark. This is the comparative snapshot; page 4 shows the behavioral proof underneath it.



READ THIS TOGETHER WITH PAGE 4

Empathy is the one domain still trailing benchmark at day 90. It's not a coincidence that Build Trust & Psychological Safety — the closest behavioral capability to it — is also this cohort's most common blind spot. Two different instruments, same finding.

Department breakdown

DEPARTMENT	HEADCOUNT	EQ COMPOSITE	TOP DOMAIN	WATCH DOMAIN
Engineering	28	68	Relationships	Empathy
Product	14	75	Self-Regulation	Social Awareness
Customer Success	18	80	Empathy	Self-Regulation
Go-to-Market	16	72	Social Awareness	Self-Awareness
Operations	10	77	Self-Awareness	Relationships

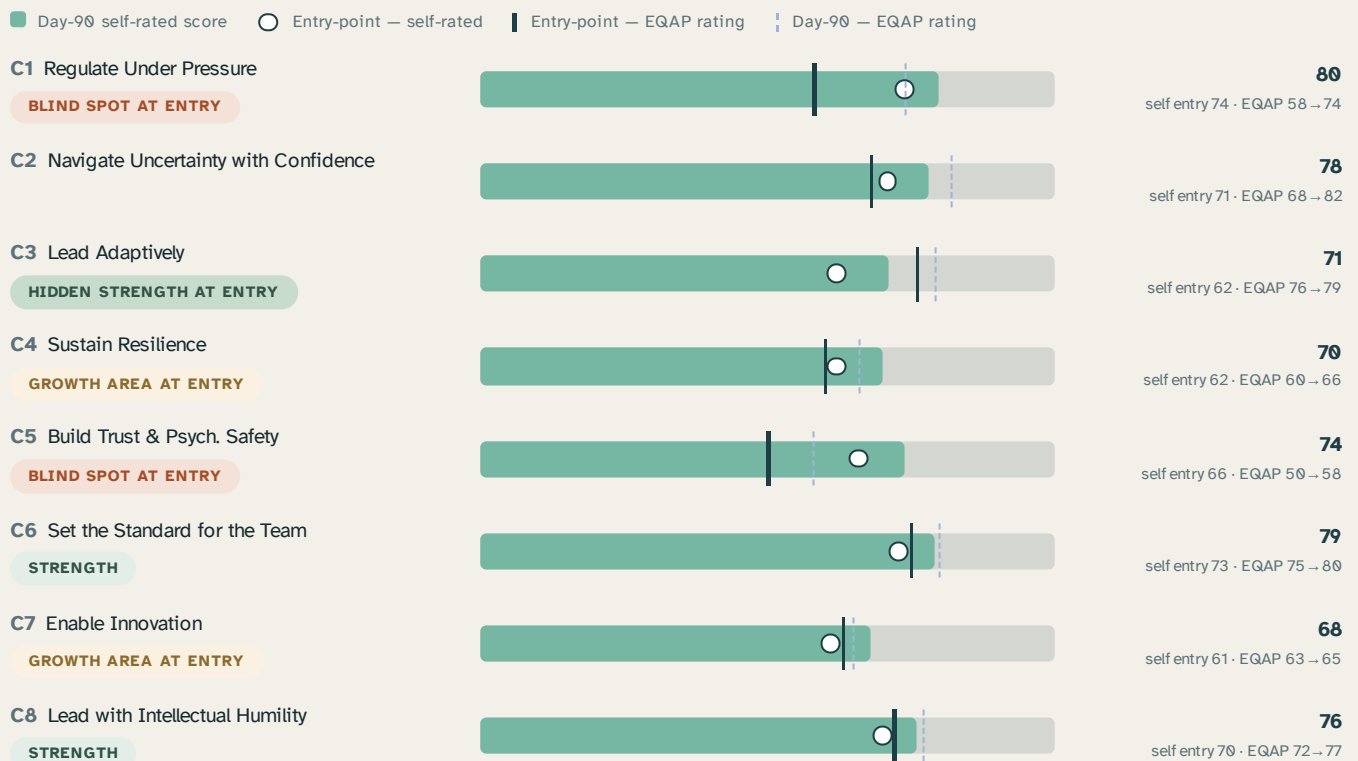
LAYER 2 · BEHAVIORAL

Not what leaders learned — what they did differently: self-rated and EQAP-rated, at entry and again at day 90, by the one observer each leader chose specifically because they're invested in their success.

90-DAY CAPABILITY MOVEMENT

Where Aurelia Dynamics' leaders stood — and how far they moved.

Self-rating vs. EQ Accountability Partner (EQAP) rating — the one observer each leader chose — at program entry and at day 90, across the eight leadership capabilities. When the EQAP's day-90 rating catches up to the leader's own, that's independent confirmation the change is real — not just self-reported.



WHY C7 READS AS A GROWTH AREA, NOT A HIDDEN STRENGTH

Enable Innovation and Build Trust & Psychological Safety (C5) are functionally linked — real experimentation depends on psychological safety. With C5 a blind spot for this cohort, self-ratings and EQAP ratings agree C7 needs work too. We let related capabilities corroborate each other rather than reporting them as contradictory signals.

Department breakdown · behavioral capability composite

DEPARTMENT	HEADCOUNT	ENTRY	DAY-90	TOP CAPABILITY	WATCH CAPABILITY
Engineering	28	66	74	C6 · Set the Standard	C5 · Build Trust
Product	14	71	79	C3 · Lead Adaptively	C2 · Navigate Uncertainty
Customer Success	18	74	81	C5 · Build Trust	C4 · Sustain Resilience
Go-to-Market	16	70	77	C8 · Intellectual Humility	C1 · Regulate Under Pressure
Operations	10	73	78	C6 · Set the Standard	C4 · Sustain Resilience

WHERE THE EVIDENCE LIVES

612 real leadership moments — not a reflection exercise.

Each entry below is a specific, high-stakes situation a leader logged and connected to a capability: a decision under pressure, a conflict, a pivot. This is where "applied" gets proven.

612

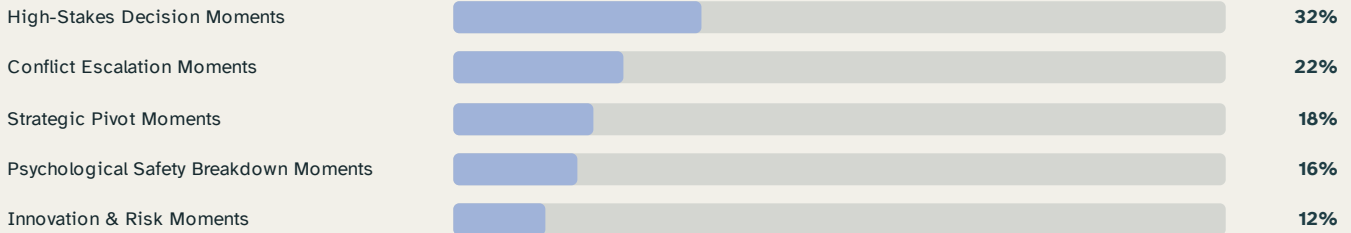
MOMENTS LOGGED
ACROSS THE COHORT

7.1

AVERAGE MOMENTS PER
LEADER

74%

LOGGED WEEKLY, EVERY
WEEK OF THE PROGRAM



Culture strength map

Built from the Layer 1 assessment data on page 3 — percentile rank vs. the NEQXOS Benchmark. Clay marks the highest-leverage place to intervene next.

	SELF-AWARENESS	SELF-REGULATION	RELATIONSHIPS	EMPATHY	SOCIAL AWARENESS
Engineering	58	66	74	39	55
Product	64	78	68	62	58
Customer Success	71	65	76	85	74
Go-to-Market	55	68	63	60	77
Operations	76	62	58	66	68

■ Intervene
 ■
■
■ Reinforce

STRONGEST CELL · CUSTOMER SUCCESS × EMPATHY · 85TH PCT.

This team's manager rituals for building trust and reading people are the behavioral artifacts to document and transfer company-wide.

HIGHEST-LEVERAGE CELL · ENGINEERING × EMPATHY · 39TH PCT.

Two independent measurement systems agree: this is the lowest cell on the assessment map, Engineering's watch domain, and maps directly to C5 — the cohort's most common behavioral blind spot on page 4.

FROM BEHAVIOR TO BUSINESS

The numbers, traced to evidence — not projected from a benchmark.

We only translate the moments this cohort actually logged. Where 90 days of data don't support a claim, we don't make one.

LEADERSHIP MOMENT	SHARE OF EVIDENCE	PERFORMANCE OUTCOME OBSERVED	BUSINESS RATIONALE
High-Stakes Decision C1, C2	32% · 196 moments	The two largest EQAP-confirmed movements of all eight capabilities — C1 +16 pts (58 → 74), C2 +14 pts (68 → 82)	Fewer reactive calls that need to be reversed later
Conflict Escalation C6, C8	22% · 135 moments	EQAP-confirmed gains on both tagged capabilities — C6 +5 pts (75 → 80), C8 +5 pts (72 → 77)	Conflicts surface and resolve before they cost relational capital
Psych. Safety Breakdown C5	16% · 98 moments	EQAP rating moved 50 → 58 — real gain, but still under the 65-pt threshold that would close it as a blind spot. Concentrated in Engineering, matching the culture strength map on page 5.	Problems surface while still cheap to fix — instead of later, as attrition or delivery failures

Illustrative financial translation

Built from Aurelia Dynamics' own inputs, not a vendor-wide average. Deliberately narrow: we model only the two outcomes this cohort's measured data supports — and every modeled figure below shows its formula, not just its output.

INPUT	VALUE	SOURCE
Leaders in scope	86	Founding cohort
Avg. fully-loaded comp (leader level)	\$96,000	Client-provided
Baseline attrition, leader population	16.5%	Client-provided, trailing 12 months
Attrition reduction modeled	1.5 pts	C4 (Sustain Resilience) EQAP-confirmed growth (+6 pts, page 4) × 25% conservative translation factor = 1.5
Retention protection value	\$93,000	$86 \times 0.015 \times \$96K \times 0.75$ replacement cost
High-Stakes Decision moments logged	196	MTM library, this cohort
Leaders who logged ≥1 such moment	46	MTM library, this cohort
Avg. cost of a reversed strategic decision	\$8,000	Client-provided, finance estimate
Reduction modeled	15%	Avg. EQAP-confirmed growth, C1 (+16 pts) & C2 (+14 pts) · page 4 ÷ 100-pt scale (1:1) = 15%
Decision-quality value	\$110,000	$46 \text{ leaders} \times 2 \text{ decisions/yr} \times 15\% \times \$8K$
Total measured return, year one	\$203,000	Sum of the two lines above
Program investment	\$128,900	$86 \times \$1,499$ · EQ Deploy tier

WHY THE NUMBER IS SMALLER THAN MOST VENDORS WOULD SHOW YOU

This cohort returns **1.6×** in year one from behavior change we can trace, before any credit for engagement, promotion-readiness, or reduced escalation cost — none of which we measured, so none of which we're claiming. We'd rather hand you a number you can defend in front of your CFO than one that impresses for a quarter and can't survive an audit.

DEPLOYMENT RECOMMENDATION

From founding cohort to company-wide, in three moves.

Sequenced by where this report's own evidence points — Engineering's Empathy / C5 gap first, because two independent measurement systems agree that's where the leverage is.

NOW

Close the gap

Engineering's 28 leaders

EQ Deploy · 86 leaders

- Targeted coaching, Build Trust & Psych. Safety
- Psychological Safety MTM context prioritized
- Manager community of practice, cross-department

60-90 DAYS

Expand the rollout

Team layer, next wave of leaders

EQ Expand · 150 participants

- Team EQ layer added for Engineering & Go-to-Market
- Culture strength map re-run at team level
- Mid-phase behavioral evidence check-in

90-180 DAYS

Embed company-wide

Durability, not a one-time lift

EQ Embed · 260 employees

- Core System opened to remaining employees
- 180-day re-assessment against this baseline
- Updated cohort impact report for the board

One-time investment. No subscriptions.

Price per person decreases as the rollout scales.

Founding Pilot

\$799 / person

20-30 participants

EQ Deploy

\$1,499 / person

30-99 participants

EQ Expand

\$1,399 / person

100-249 participants

EQ Embed

\$1,199 / person

250+ participants

Run this on your own leadership population.

[Request a Founding Pilot →](#)

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