



PERFORMANCE CAPACITY PROFILE

# SAMPLE-001

PROFILE TYPE

Baseline

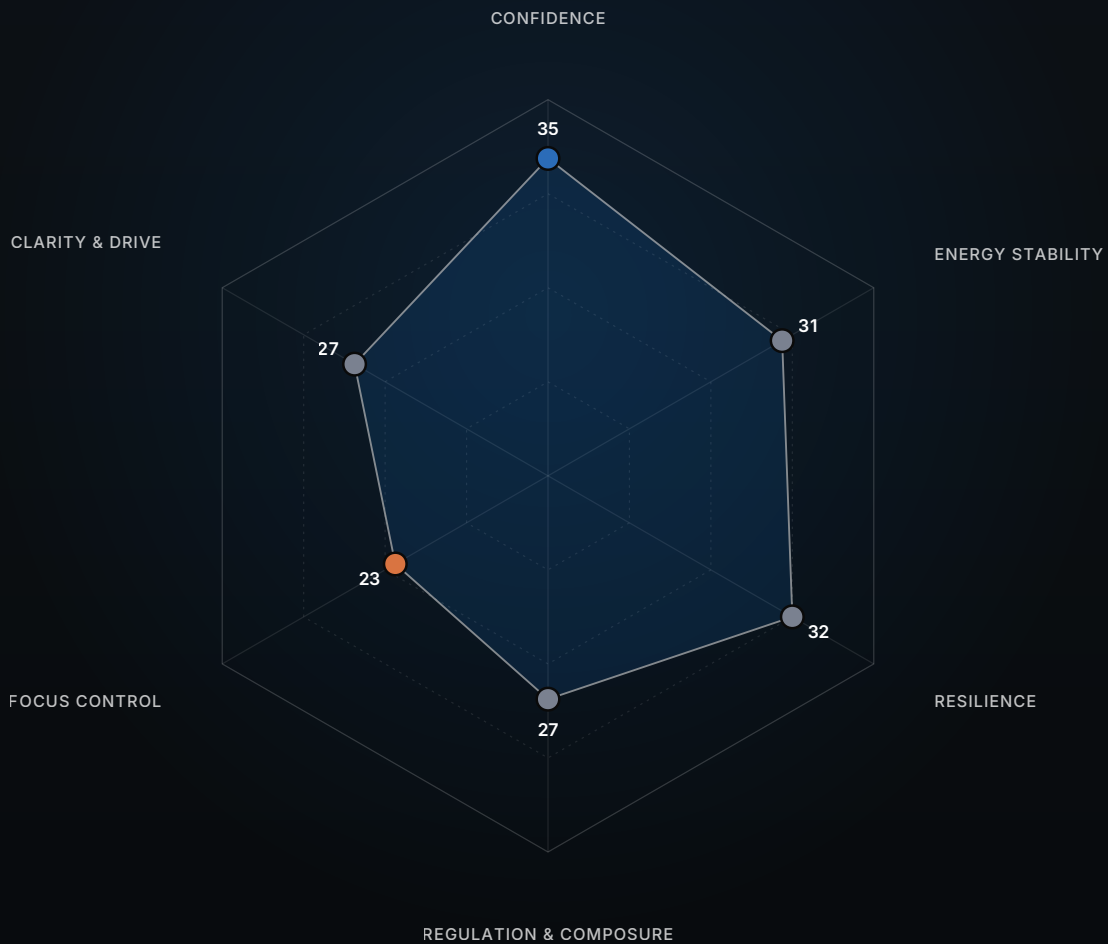
PROFILE DATE

May 1, 2026

INSTRUMENT

PCI · Baseline

# Performance Snapshot



A profile at full capacity shows a full, even shape across all six pillars. This profile shows where capacity is strong and where it is not. Confidence is the high point. Focus Control is the low point, the only pillar in Development Zone. The remaining four pillars sit in the Developing band.

PILLAR	SCORE	BAND
Confidence & Self-Efficacy	35/40	ESTABLISHED STRENGTH
Resilience	32/40	DEVELOPING
Energy Stability	31/40	DEVELOPING
Regulation & Composure	27/40	DEVELOPING
Clarity & Drive	27/40	DEVELOPING
Focus Control	23/40	DEVELOPMENT ZONE

**Established Strength**

34-40

Well developed. Operating as an asset.

**Developing**

26-33

Functional. Meaningful room to grow.

**Development Zone**

17-25

Below functional level. Affecting performance.

**Critical Focus Area**

8-16

Significantly underdeveloped. Limiting performance.

PROFILE SHOWS

# Belief – execution gap.

Confidence is high. Focus Control is not keeping pace.

Confidence sits at the top of this profile. The participant believes they can perform at the level their goals require, and that belief does not depend on outside validation. It tends to hold under pressure and across extended periods when results are not going well.

Focus Control sits at the bottom — the only pillar in Development Zone. The specific gap is not broad attention weakness. The data points to one issue: the ability to release internal thoughts on demand. When a thought fires during demanding work, it tends to pull attention away before the participant can return to the task. The belief commits them to the work. The thought interrupts the execution. The result is output that does not match the belief — results that come back inconsistent in a way the belief alone does not predict.

This matters because confidence is what drives the level of commitment taken on. The higher the belief, the higher the stakes accepted. When execution does not keep pace with belief, the gap does not show up as low confidence — it shows up as commitments that do not close at the level they were made.

The same pattern tends to show up across multiple pillars in different forms:

- 
- Overthinking under pressure
  - Difficulty mentally switching off during rest
  - Scattered attention after a difficult moment
  - Pulling away from important work when it gets hard

The pressure context is a specific one. The tools for managing difficult moments are in place and they work — until the stakes get high enough. At that point, the thinking does not stop, and the existing tools do not reach it.

---

THE ANCHOR

**Confidence & Self-Efficacy**

The highest-scoring area in this profile. Your confidence does not depend on recent results or outside validation to stay high. That stability is what carries the development plan through the early stages when the work is uncomfortable before it starts working.

THE SECONDARY ANCHOR

**Resilience — Attribution Stability**

The data shows you already treat setbacks as information rather than evidence of inability, and see their causes as something that can change. That is the same stance the development work requires — treating internal thoughts as passing events rather than situations that demand a response. The operation is identical. The content is different.

THE PRIORITY

**Focus Control**

The lowest-scoring area in this profile and the primary development target. The specific gap is the ability to notice and release internal thoughts on demand — under pressure, after difficult moments, and during rest. This is the work Section 5 prescribes.

---

# What This Tends to Produce

---

## 01 Focus breaks on the work that matters most.

The assessment points to attention breaking down specifically on demanding work — not routine tasks, but the work that requires sustained concentration. You may already be noticing this without having connected it to a single cause.

- Starting a piece of important work, getting pulled out by an unrelated thought, and losing the thread
- Switching between tasks and finding it harder than it should be to get fully back into the previous one
- Digital notifications pulling you out of focused work even when you intended to stay in it
- For a founder: high-concentration work like writing, preparing for a key conversation, or working through a complex decision taking longer than the difficulty warrants

---

## 02 Performance under pressure tends to be inconsistent.

The data shows the gap is most pronounced when stakes are highest — the moments that require sustained focus and composure at the same time. This may already be showing up as a pattern you have noticed but cannot fully account for.

- Thoughts about how a high-stakes situation will go — or is going — pulling focus away from the situation itself
- After a difficult moment, finding it hard to give the next task full attention because the previous one is still running
- A sense that you tend to perform closer to your ceiling in lower-stakes situations than in the ones that count most

---

## 03 **Rest is not fully restoring capacity.**

Time away from work is happening. The mental disengagement that makes rest actually restorative may not be. You might recognize some of these:

- Stepping away from work but continuing to run through problems, decisions, or conversations mentally
- Structured recovery time — a walk, a break, time away from screens — that does not fully clear the mental load
- Quiet moments feeling harder than busy ones because the mind stays on work when there is nothing else demanding its attention

---

# What This Is Costing You

---

## 01 **Your strongest asset is at risk.**

Confidence is the highest-scoring area in this profile and the foundation everything else runs on. But confidence that is not backed by consistent delivery accumulates counter-evidence over time. The longer the gap between what you believe you can do and what you are consistently producing stays open, the more that foundation tends to erode — and once it does, the development plan loses its primary lever.

## 02 **Inconsistent execution carries an outsized cost at the founder stage.**

As a founder, your ability to execute consistently is directly tied to how investors, partners, and early customers read the business. Missed commitments and inconsistent follow-through tend to register as signals about the business itself, not just about a bad week. The opportunities that require demonstrated reliability tend to go elsewhere.

---

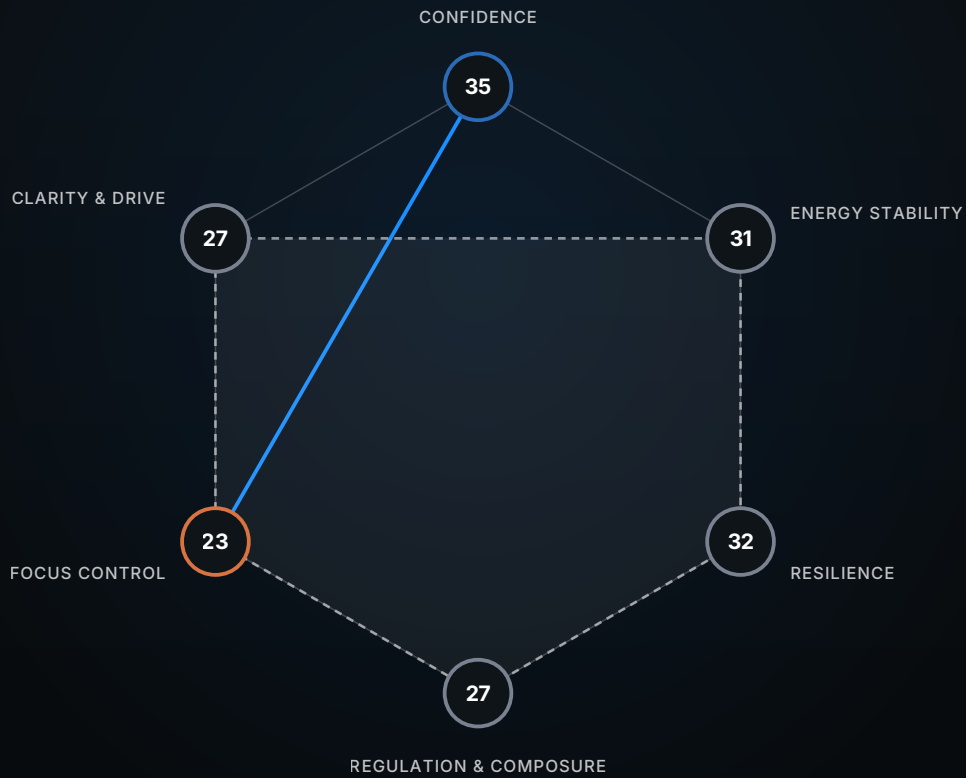
## 03

### **The belief is in place. The output is not matching it.**

The data shows a participant who takes on work at the level their confidence supports. The attention pattern is what sits between the belief and the output. Work takes longer than it should. Conversations and decisions that were well-prepared do not land at the level the preparation warranted. The gap is not visible from the outside as a capability problem — because the belief is genuinely high. That makes it harder to diagnose and easier to absorb as a permanent ceiling rather than a trainable gap.

# Cross - Pillar Dynamics

Two connections in this data explain why the profile is shaped the way it is and why the development plan is sequenced the way it is.



— Confidence - Execution Gap

- - - Thought Release Gap

## Confidence - Execution Gap

Confidence & Self-Efficacy × Focus Control

Most performance gaps run in one direction — doubt about the ability to perform, and output that reflects it. This profile shows the inversion. Confidence is high and the level of work being taken on reflects it. The attention capacity needed to deliver on that commitment is not keeping pace. The data shows two specific channels where attention tends to break: internal thoughts pulling focus from work, and digital notifications interrupting important tasks. The result tends to be output that does not match the belief — and a gap that tends to widen the more that confidence drives new commitments forward.

The risk this dynamic carries over time is specific to the direction it runs. Because confidence does not collapse when results are inconsistent, the participant continues taking on stakes at the level their belief supports. The attention gap does not improve without specific work on it. The volume of commitments that do not close at the level they were made tends to grow — and eventually, even strong internally-sourced confidence weakens against sustained counter-evidence. The development plan closes this gap before that stage is reached.

## Thought Release Gap

Focus Control × Regulation & Composure × Resilience × Energy Stability × Clarity & Drive

The ability to release internal thoughts on demand — to let a thought pass without engaging it — is a gap that runs across this profile. The data shows it surfacing in four distinct contexts: thoughts that won't stop during high-pressure moments, attention that won't return cleanly after a difficult moment, a mind that won't switch off during rest, and a pull away from hard work when it gets demanding. Each context is different. The root issue underneath is the same. The pressure context carries an additional layer — when stakes are highest, the ability to let a thought go is hardest to access, and that is where the work gets a specific deployment.

What makes this dynamic significant is what is already in place. Resilience is largely intact. The energy foundation is functional. The regulation tools work across most conditions. None of those strengths address the specific gap — the ability to let a thought go when the situation requires it. The existing toolkit reaches everything except that one thing. Confidence is what directs the participant into high-stakes territory. The ability to release internal thoughts breaks down specifically there — which is why the gap between belief and execution shows up most in exactly the moments that matter most. That is what the development work targets, and addressing it at the root resolves every context it surfaces in at once.

# Development Priorities & Interventions

## PRIORITY · FOCUS CONTROL

### Building the capacity to stay with demanding work.

Without this work, the attention pattern named in this profile continues to deepen and becomes harder to reverse over time. With it, the ability to stay with demanding work — and to return to it quickly when something pulls you away — builds progressively through consistent practice.

#### Attention Training

---

What it builds: The ability to notice when your attention has left the work and return to it — consistently and with less effort over time. This is the foundational practice. The in-the-moment skill in the next intervention depends on the capacity this one builds.

#### THE PRACTICE

- 15 minutes per session
- 5 days per week
- 4 weeks minimum to build the capacity; continue at maintenance dose (10–15 minutes, 4–5 days per week) after that. Stopping causes the capacity to weaken within months.

#### EACH SESSION

1. Sit with eyes closed or downcast. Direct attention to a single anchor point — the breath works well. Pick one location to track it: nostrils, chest, or abdomen.
2. When attention wanders, notice that it has wandered.
3. Label briefly what pulled it away: planning, worry, replaying something, daydreaming.
4. Return attention to the anchor.
5. Repeat as many times as wandering occurs.

#### WHAT TO EXPECT

In the first week, you will likely notice wandering more often, not less. That is the practice working — noticing comes before sustained attention improves. By weeks two through four, wandering tends to decrease and returns to the anchor become faster.

#### HOW PROGRESS SHOWS UP

- Mind wandering during work happens less often
- When it happens, you return to work faster
- Wandering gets caught earlier before it pulls far
- Rest periods improve — the same capacity that catches wandering during work also catches work-thinking during rest

#### WATCH FOR

- Practicing inconsistently and expecting results — the capacity builds through repetition. Sporadic practice produces sporadic results.
- Stopping after the 4-week build phase — maintenance practice is what holds the gain.

## Release Practice

---

What it builds: The in-the-moment skill of treating an internal thought as a passing event rather than something that requires a response. Where Attention Training builds the underlying capacity through daily practice, this intervention is deployed in the moment — during work, under pressure, after a difficult interaction.

#### THE PRACTICE

When an internal thought arrives:

#### EACH SESSION

1. Notice it as a thought — not as a situation that requires action right now.
2. Apply one technique: **Labeling** — name it silently ("There is the worry about that conversation again"). **Repetition** — repeat the thought silently until it loses its pull. **Visualization** — picture the thought as text on a screen passing by.
3. Return attention to the work.

Each application takes seconds. This is not about pushing the thought away or arguing with it. The technique changes your relationship to the thought — not the thought itself.

## HOW PROGRESS SHOWS UP

- Internal thoughts get noticed and released without being engaged
- Attention returns to work faster after distraction
- Thoughts from a difficult moment clear more quickly afterward

### APPLYING THIS UNDER PRESSURE

## The pressure context requires the same practice applied at a specific moment.

When stakes are highest, internal thoughts tend to fire harder and more frequently. Three windows where the practice matters most:

1. **Before** — in the minutes before a high-stakes conversation, decision, or situation: release thoughts about how it will go, what could go wrong, what the stakes are.
2. **During** — in the moment itself: release real-time evaluative thoughts about how it is going.
3. **After** — in the minutes immediately after: release evaluative thoughts about how it went before they pull attention from what is next.

Your existing tools for managing pressure — breathing routines, pre-event preparation, calming techniques — address your physical and emotional state. This practice addresses the thinking. The two work together.

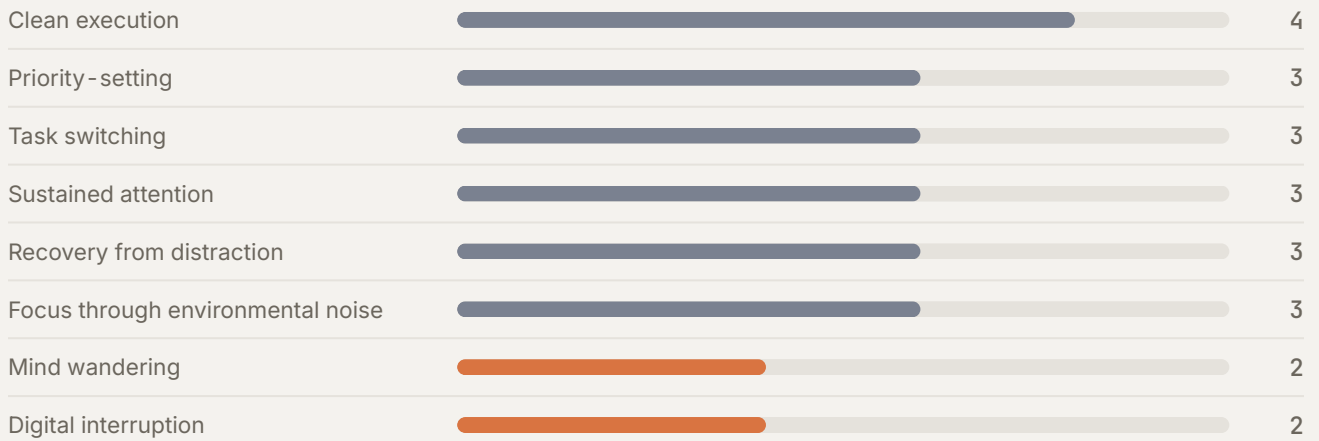
#### WATCH FOR

- Using the technique to push thoughts away or suppress them — that is not the practice and tends to make the thoughts louder.
- Expecting the thoughts to stop — the goal is to stop engaging with them, not to stop having them.
- Skipping the pressure deployment windows — that is where the pattern is most entrenched and where the practice has the most impact.

# Pillar Reference

## Focus Control

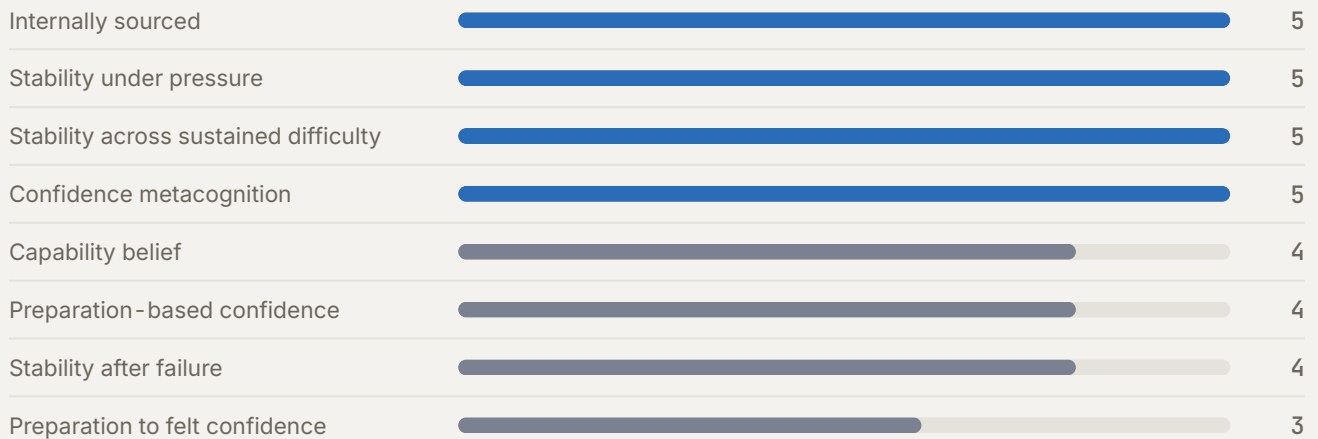
23/40 · Development Zone



Five items sit at 3/5 — functional but inconsistent across priority-setting, task switching, sustained attention, recovery from distraction, and focus through noise. Clean execution scores at 4/5, which rules out self-monitoring or perfectionism as the source of the gap. The two floor items tell the precise story: internal thoughts pulling attention away from work, and digital notifications interrupting important tasks. Those two channels are where the development work is targeted.

## Confidence & Self-Efficacy

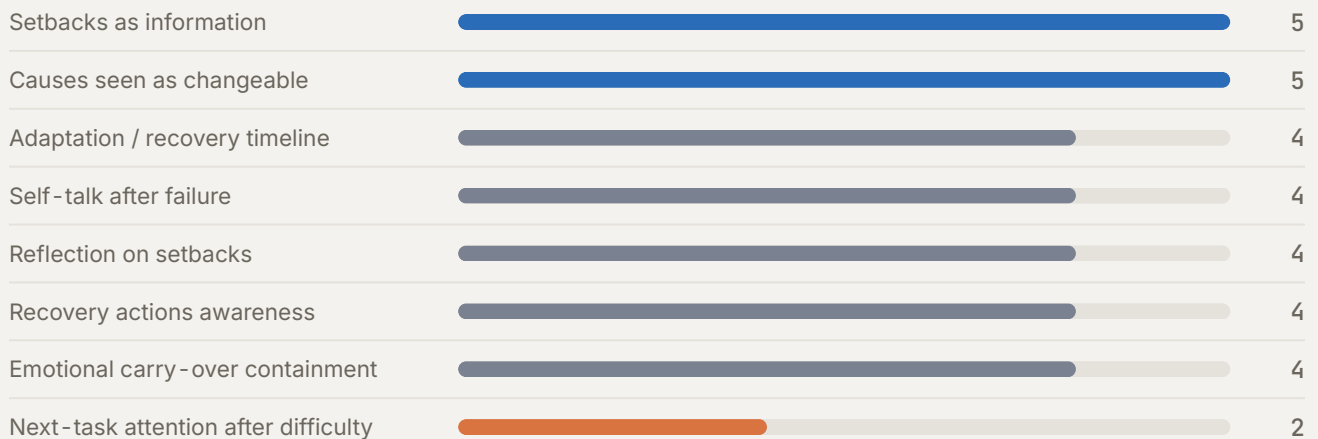
35/40 · Established Strength



Four items at the top of the scale. Confidence is internally sourced, holds under pressure, holds across extended difficult periods, and the participant knows specifically what builds it in high-stakes moments. The lowest item — converting preparation into felt confidence in the moment — sits at 3/5, the only item below 4. Every sub-construct is above the bottom of the scale — confidence is consistent across all dimensions, not just on average.

## Resilience

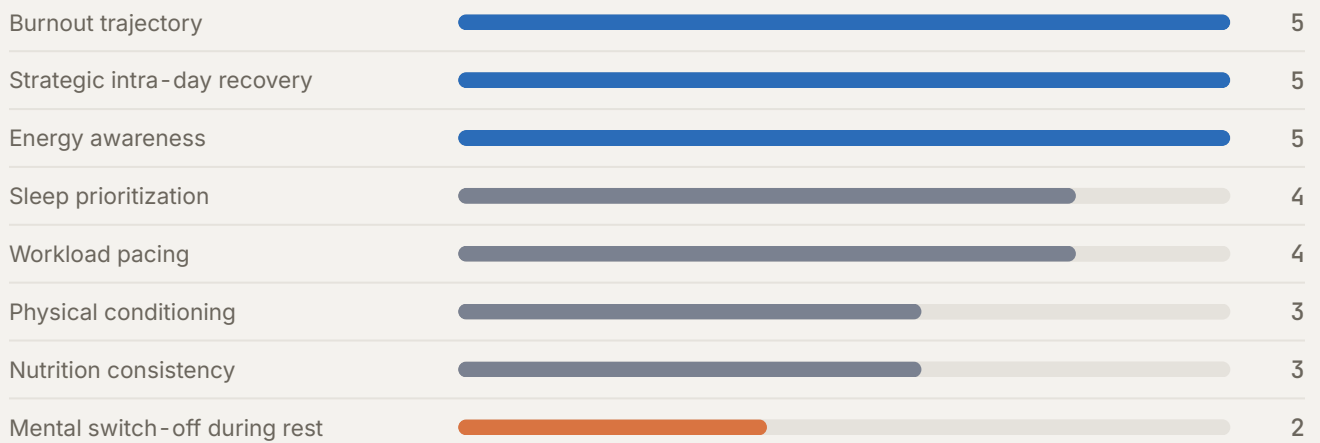
32/40 · Developing



The recovery process is largely intact. Setbacks are treated as information rather than evidence of inability, and their causes are seen as changeable — both at 5/5. Self-talk, reflection, recovery awareness, and emotional carry-over all score at 4/5. The one floor item is next-task attention after a difficult moment: moving cleanly to the next task tends to be harder than the rest of the pillar suggests. This is the same root issue from the primary priority showing up in a recovery context. The intervention work on Focus Control addresses this item directly.

## Energy Stability

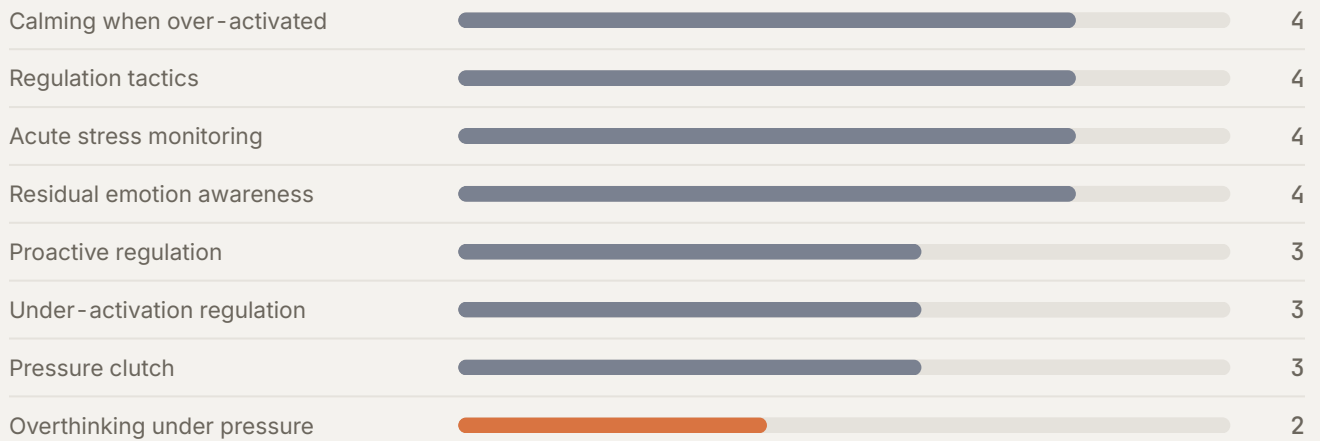
31/40 · Developing



The energy foundation is functional. Burnout trajectory, intra-day recovery structure, and real-time energy awareness all score at 5/5 — depletion is not the presenting issue and the participant is not on a burnout path. The one floor item is mental switch-off during rest: the mind does not disengage from work during designated recovery time. This is the same root issue from the primary priority showing up during rest. The intervention work on Focus Control addresses this item directly.

## Regulation & Composure

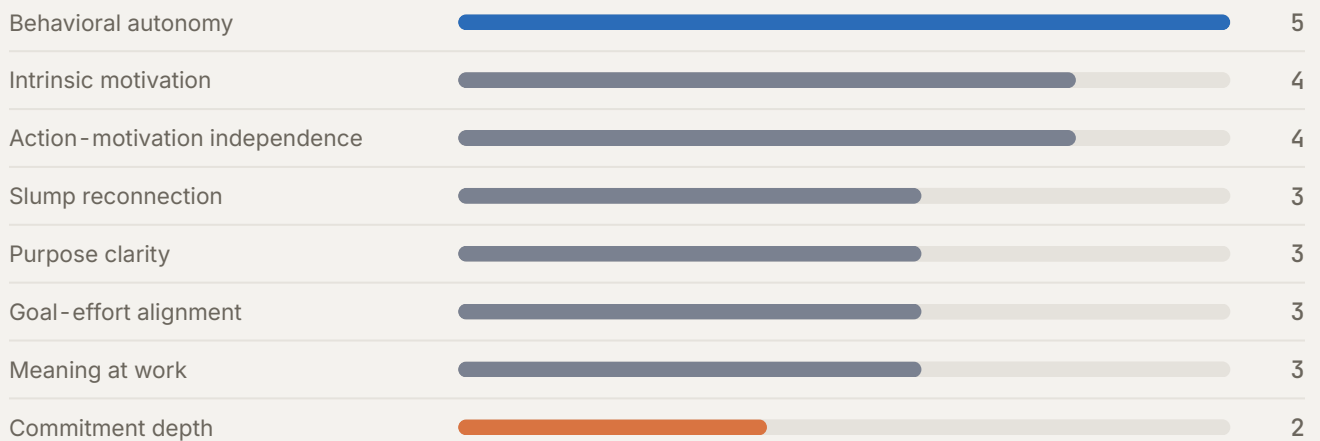
27/40 · Developing



The tools for managing internal state are in place and functional. Calming, regulation tactics, stress monitoring, and residual emotion awareness all score at 4/5. The specific gap is at the thinking layer under acute pressure. When stakes are highest, the existing tools — breathing routines, calming techniques, pre-event preparation — address physical and emotional state but do not reach the thinking that fires at that moment. Overthinking under pressure is the floor item. The Release Practice under pressure deployment in Section 5 targets this directly.

## Clarity & Drive

27/40 · Developing



Drive is internally sourced and does not depend on external pressure or observation to show up — behavioral autonomy scores at 5/5. Intrinsic motivation and action-motivation independence both score at 4/5. The gap sits at commitment depth: the tendency to pull back from important work when it gets hard. This is the same root issue from the primary priority showing up as avoidance behavior. When the internal noise becomes intolerable on demanding work, pulling away is the exit. The intervention work on Focus Control addresses the cause.

END OF PROFILE

# The work begins here.

This profile is a working document. Return to Section 5 as the development plan progresses — it specifies what to practice and how. Return to Section 3 if the direction feels unclear. The patterns shift as the work changes them. This document captures the starting point.

# Appendix

## Scoring Band Reference

BAND	SCORE RANGE	WHAT IT MEANS
Established Strength	34–40	This capacity is well developed and operating as an asset.
Developing	26–33	This capacity is functional but has meaningful room to grow.
Development Zone	17–25	This capacity is below functional level and is affecting performance.
Critical Focus Area	8–16	This capacity is significantly underdeveloped and is likely limiting performance in visible ways.

## Pillar Definitions

PILLAR	WHAT IT MEASURES
Confidence & Self-Efficacy	The degree to which you believe in your ability to perform, handle challenges, and produce results.
Energy Stability	How well you recover and sustain capacity over time — determined by daily rest, recovery, and energy management practices.
Resilience	How effectively you maintain effort and adapt through setbacks, adversity, and challenging stretches.
Regulation & Composure	How well you manage emotions and maintain composure under pressure, in high-stakes moments, and through difficulty.
Focus Control	How well you sustain attention, manage distraction, and return to work when focus breaks.
Clarity & Drive	How internally motivated and self-directed you are — the degree to which purpose and commitment drive behavior without external pressure.

## Glossary

TERM	WHAT IT MEANS
Performance Capacity	The mental and physical foundation that determines how consistently you can perform over time.
Anchor	

TERM	WHAT IT MEANS
	The existing strength in your profile that the development plan operates from — the capacity that carries you through the early stages of the work when it is uncomfortable before it starts working.
<b>Belief - execution gap</b>	The pattern where confidence about performing at a certain level is not matched by consistent output at that level. The gap can exist even when effort is high.
<b>Established Strength</b>	The highest scoring band (34–40). A pillar in this band is well developed and operating as an asset.
<b>Developing</b>	The middle band (26–33). A pillar in this band is functional but has meaningful room to grow.
<b>Development Zone</b>	The second-lowest band (17–25). A pillar in this band is below functional level and is actively affecting performance.
<b>Critical Focus Area</b>	The lowest band (8–16). A pillar in this band is significantly underdeveloped and is likely limiting performance in visible ways.
<b>Attention Training</b>	A daily practice that builds the underlying capacity to notice when attention has drifted from the work and return to it. Practiced consistently over a minimum of four weeks, then maintained at a lower dose.
<b>Release Practice</b>	An in-the-moment practice of treating an internal thought as a passing event rather than something that requires a response. Deployed during work, under pressure, and after difficult moments.
<b>Release Practice Techniques</b>	Three specific methods: Labeling — naming the thought silently; Repetition — repeating the thought silently until it loses its pull; Visualization — picturing the thought as text on a screen passing by. Any one technique is sufficient.
<b>Maintenance dose</b>	The reduced practice frequency used after the initial four-week build phase of Attention Training — 10–15 minutes per session, 4–5 days per week. Stopping entirely causes the capacity to weaken within months.