



P-SAP™

PEOPLE • PERFORMANCE • RETENTION

CONFIDENTIAL

P-SAP™ Synergy Assessment Report

P-SAP™ • Version 2.0 • Structured Assessment Framework

PREPARED FOR

jane.doe@example.com

ROLE

Operational Level

ASSESSMENT DATE

11 August 2026

SERIAL ID

PSAP-21FGMATO-050337-01-JMTG

INCLUSIVE IN THIS REPORT

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

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, research-informed structured assessment tool to support risk identification, systemic resilience, and long-term organisational synergy.

SYNERGY STATES

REQUISITE VARIETY

THERMODYNAMICS

ISO ALIGNED

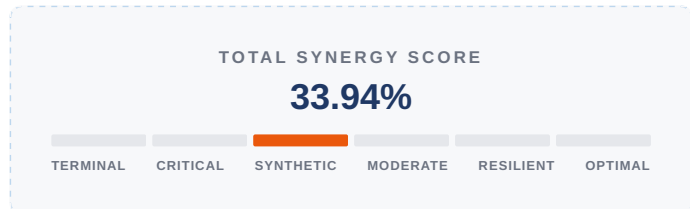


ASSESSMENT OVERVIEW

COMPILED ASSESSMENT SNAPSHOT (SVCI 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

Kind Misalignment

Current Profile

WORK ORIENTATION

Hollow Orientation

Operating Style

SWI RISK TIER

High Disengagement Pressure

Disengagement Index

ATTRITION RISK

Under Significant Pressure

Risk Indicator

PRIMARY MASKED EFFECT

Nil

Identified Hidden Risk

PROJECTED IDENTITY

Compliant Output

Projected Risk Direction

SYNERGY SCORE STAGE REFERENCE

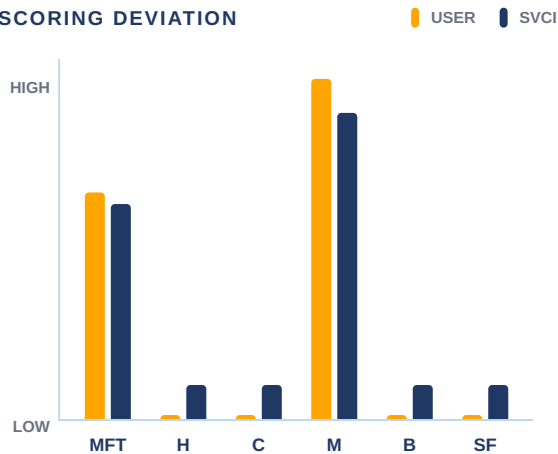
STAGE	OPERATIONAL NARRATIVE
OPTIMAL FLOW	Self Recharging: Energy recycled into growth. System strengthens during work.
RESILIENT	High Efficiency: Results consistent and sustainable under high-stress surges.
MODERATE	Resource Heavy: Achieving targets at high cost. Maintained only through constant effort.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



SCORING AND SVCI TRIANGULATION

SCORES INTERPRETATION & VALIDATION MAPPING

SCORING DEVIATION



MARKERS

USER SCORES

SVCI

MFT

High

63.2%

H

Low

10.0%

C

Low

10.0%

M

High

90.0%

B

Low

10.0%

SF

Low

10.0%

SCORES TRIANGULATION

The Semantic Validity and Coherence Index (SVCI) is a mechanism that checks coherence across response patterns. When the system raises a "Flag," it means there is a notable gap between how someone sees themselves and what their behaviourally anchored response patterns indicate. 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

MFT

MFT Capacity

MEASURES: BASE CAPACITY

Evaluates baseline energy alignment, workload capacity, physiological energy and resources.

H

Humanistic State

MEASURES: EMOTIONAL ENGAGEMENT

Measures purpose alignment, values, positive environmental resonance, emotions and trust.

C

Cognitive State

MEASURES: MENTAL PROCESSING OVERHEAD

Evaluates processing bandwidth, strategic decision readiness, clarity and cognitive friction scores.

M

Motivational State

MEASURES: INTRINSIC DRIVE

Tracks internal motivation architecture, intrinsic drive dynamics, personal goal orientations, and functional autonomy parameters.

B

Behavioural State

MEASURES: EXECUTION OUTPUT

Maps observable structural outputs, strategic task execution, quality consistency, and behavioral accountability thresholds.

SF

Feedback Channel

MEASURES: INFORMATION FLOW

Measures structural feedback loops, cross-system operational coherence, and the integrity of organizational information transparency channels.



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)

Theoretical boundary conditions drawn from biology, systems theory, and cognitive science. Establishes a grounded reference for what is structurally viable for a human system.

BIAS AND DRIFT ANALYSIS

MARKER	USER SCORES	SVCI	DRIFT	FLAG
MFT	High	63.2%	LOW	CLEAR
H	Low	10.0%	LOW	CLEAR
C	Low	10.0%	LOW	CLEAR
M	High	90.0%	LOW	CLEAR
B	Low	10.0%	HIGH	DETECTED
SF	Low	10.0%	HIGH	DETECTED

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 assessment estimate, 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

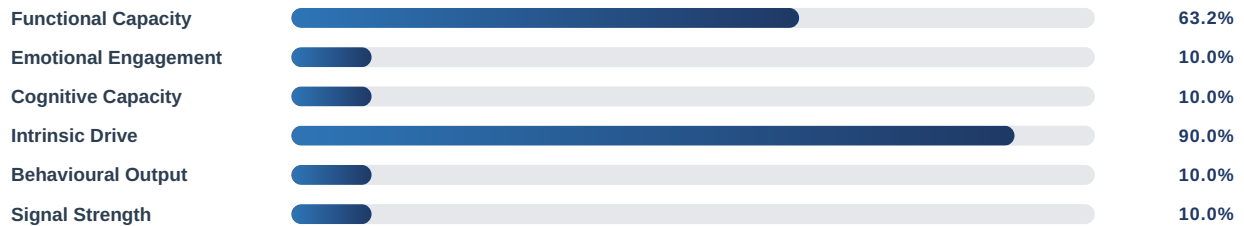
CURRENT PERFORMANCE PROFILE (SVCI CALIBRATED)

CURRENT CORE IDENTITY

KIND MISALIGNMENT

CURRENT STATE

PERFORMANCE PROFILE BREAKDOWN



IDENTITY DESCRIPTION

Capacity and motivation remain comparatively stronger while trust, clarity, output, and feedback are depleted. This profile represents a precarious state where foundational energy and personal investment persist within a broadly failing system. Sustained capacity and motivation without structural, relational, or operational support are inherently unsustainable and will progressively diminish without targeted intervention. Addressing foundational deficiencies in trust and clarity, establishing accessible feedback mechanisms, and creating visible pathways for execution will help preserve these remaining assets before they become substantially depleted.

IDENTITY INTERVENTION

Redirecting motivated energy toward building a genuine relationship can create a foundation for improvement. Motivation needs clarity and safety to become productive rather than frustrating. Pairing this motivation with a clear short-term goal and trusted collaborators unlocks its full potential.

WORK ORIENTATION STYLE (SVCI CALIBRATED)

ORIENTATION STYLE

HOLLOW ORIENTATION

ORIENTATION DESCRIPTION

Individual reflects high personal drive, but with reduced relational trust, limited cognitive clarity, and low output. The individual tends to engage with work through energy and will while lacking the relational grounding or directional clarity needed to convert that effort into results. This pattern can become a habit of persistent but unproductive striving, where the drive to contribute is real but the conditions required to make it meaningful are absent.

ADVISORY

Re-board by helping the individual establish a clear sense of direction and belonging before redirecting their energy into tasks. Drive without clarity or relational connection tends to produce frustration and further disengagement rather than recovery. A structured realignment process that addresses job fit, purpose, and environmental safety is necessary before performance expectations can be meaningfully restored.



MASKED EFFECTS

HIDDEN PERFORMANCE RISKS (SVCi CALIBRATED)

PRIMARY MASKED EFFECT

NIL

Nil

SECONDARY MASKED EFFECT

NIL

Nil

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

Nil

ACTION STEP — SECONDARY

Nil

THE FIVE MASKED EFFECTS — REFERENCE

MASKED EFFECTS	STRATEGIC RISK PROFILES
● Burnout Effect	High output sustained by borrowed energy such as adrenaline, overtime, or personal sacrifice. Physical and mental reserves liquidated to maintain results, risking sudden collapse.
● Toxic Effect	Performance driven by compliance, fear, or external pressure rather than shared values. The human foundation erodes, creating fragile culture and high turnover risk.
● Fogged Effect	Highly active but lacking clarity. Effort wasted on rework, noise, and shifting goals producing high-speed blindness where activity replaces meaningful progress.
● Robotic Effect	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.
● Echo Chamber Effect	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.



SUPPRESSED EFFECTS

BLOCKED PERFORMANCE SIGNALS (SVCI CALIBRATED)

PRIMARY SUPPRESSED EFFECT

LATENT EFFECT

The capacity to perform is present and reading strong, but it is not converting into visible output. The energy exists; what is missing is the channel through which it can move. The blockage may be structural, psychological, or physiological; the resource is there and the output is not.

SECONDARY SUPPRESSED EFFECT

PRESSURE EFFECT

The motivational marker reads strong; there is genuine connection to the work and a real drive to contribute. That drive is not reaching output. The blockage may be structural, such as absent authority, or psychological, where past experiences of initiative meeting resistance have created a learned reluctance to act.

SYSTEMIC IMPACT ASSESSMENT

Suppressed effects are structural blockages that prevent internal resources from reaching visible output. They operate beneath the surface, containing capacity that exists but cannot move. Identifying and addressing suppressed effects is essential to releasing the performance the system already holds.

ACTION STEP — PRIMARY

The starting point is the space between capacity and output rather than the capacity itself. Structural bottlenecks, unclear mandates, reduced confidence from past experiences of effort not landing, and physical depletion that dampens initiation are the more common sources. Identifying which type of blockage is present tends to be where the change begins.

ACTION STEP — SECONDARY

Because the motivation is already present, building more of it is unlikely to help. The more useful question is what sits between drive and execution: whether authority is real, whether earlier attempts to act were met with consequence, and whether the individual believes acting will produce a result. Addressing that gap tends to release the output.

THE FIVE SUPPRESSED EFFECTS: REFERENCE

SUPPRESSED EFFECTS	STRUCTURAL BLOCKAGE PROFILES
● Latent Effect	Capacity reads strong but output does not follow. The energy is present; what is missing is the structural channel to release it. The blockage is environmental, not individual.
● Idle Effect	Relational safety is established but not converting into delivery. The conditions for performance exist without producing results. Safety without stretch does not generate output on its own.
● Paralysed Effect	Clarity is present but action is not following. The gap sits between understanding and execution. Because direction is clear, the blocker is structural rather than informational.
● Pressure Effect	Drive is genuine but structurally contained. Motivation exists without a functioning release channel. Effort going unrecognised or blocked repeatedly erodes the will to initiate.
● Hollow Effect	The feedback loop runs without producing output. Signals arrive but do not translate into action. The channel is open; the link to outcomes the individual can influence is missing.



RISK FORECAST

PROJECTED PERFORMANCE SHIFT (SVCI CALIBRATED)

FIRST SYSTEMIC TRANSITION

COMPLIANT OUTPUT

FORECAST VECTOR
DEPLETION PATHWAY

CURRENT IDENTITY
Kind Misalignment



PROJECTED IDENTITY
Compliant Output

SYSTEMIC SHIFT TRAJECTORY

PROJECTED IDENTITY DESCRIPTION

Only motivation remains while all other elements fail, with personal drive persisting in the absence of the clarity, energy, trust, or structural conditions needed to act on it. This profile describes a contributor whose commitment has outlasted the environment that should support it. Without clarity of direction, relational safety, or operational scaffolding, motivation alone cannot sustain meaningful output. Immediate recovery support, workload reduction, and the restoration of basic operational and relational conditions are urgently needed. Motivation is the last remaining bridge to re-engagement and must be actively protected before exhaustion and disorientation erode it entirely.

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

Creating a safe, quiet space to think about ideas is beneficial. Giving thoughts room to breathe might reveal the way forward. Protecting even fifteen minutes of uninterrupted reflection each day builds the cognitive clarity needed to convert remaining motivation into purposeful and directed action.



SYSTEMIC WITHDRAWAL INDEX (SWI) (SVCI 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 SVCI-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: HIGH DISENGAGEMENT PRESSURE

Several important areas of this individual's working experience may be depleted at the same time. The combination of these pressures could be creating a compounding effect that may be difficult to sustain without targeted support. Leadership attention and a structured check-in may be beneficial at this stage.

ATTRITION RISK INDEX



51 - 70%

Under Significant Pressure

SYNERGY STAGE
Synthetic

PRIMARY MASKED EFFECT
Nil

WITHDRAWAL RISK
High Disengagement Pressure

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	33.94%
● Synergy Stage	Synthetic
● Current Identity	Kind Misalignment
● Work Orientation	Hollow Orientation
● Projected Transition	Compliant Output
● Primary Masked Effect	Nil
● Secondary Masked Effect	Nil
● Primary Suppressed Effect	Latent Effect
● Secondary Suppressed Effect	Pressure Effect
● Withdrawal Risk	High Disengagement Pressure
● Attrition Risk	51 - 70% — Under Significant Pressure

PRIORITY ACTION PLAN

ASSESSMENT AREA	RECOMMENDED INTERVENTION
● Current Identity	Redirecting motivated energy toward building a genuine relationship can create a foundation for improvement. Motivation needs clarity and safety to become productive rather than frustrating. Pairing this motivation with a clear short-term goal and trusted collaborators unlocks its full potential.
● Work Orientation	Re-board by helping the individual establish a clear sense of direction and belonging before redirecting their energy into tasks. Drive without clarity or relational connection tends to produce frustration and further disengagement rather than recovery. A structured realignment process that addresses job fit, purpose, and environmental safety is necessary before performance expectations can be meaningfully restored.
● Primary Masked Effect	Nil
● Primary Suppressed Effect	The starting point is the space between capacity and output rather than the capacity itself. Structural bottlenecks, unclear mandates, reduced confidence from past experiences of effort not landing, and physical depletion that dampens initiation are the more common sources. Identifying which type of blockage is present tends to be where the change begins.



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

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

SUPPRESSED EFFECT

Suppressed Effects are structural blockages that prevent internal resources from converting into visible output. The system holds the capacity, clarity, motivation, or feedback to perform, but something in the environment is containing it before it reaches execution. The primary and secondary effects in your report represent the two most significant blockages currently active in your system.



UNDERSTANDING THE REPORT

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

07

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 PMHS cascade logic. It shows the most probable structural shift your system is tracking toward. It is a preventive assessment, not a prediction of certainty.

08

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.

09

ATTRITION RISK INDEX

The Attrition Risk Index is a derived classification that translates SWI structural data into an organisational risk tier. It represents a relative risk band for potential disengagement pressure 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 Pragalathan S/O 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 white papers are publicly available via Zenodo: doi.org/10.5281/zenodo.21996914 (PMHS Framework) | doi.org/10.5281/zenodo.21997334 (Masked Effect) | doi.org/10.5281/zenodo.22037373 (Suppressed Effect)

QUESTIONNAIRE STRUCTURE & INPUT TYPES

INPUT TYPE	WHAT IT CAPTURES
Attitudinal Input	The individual's direct self-assessment of how they experience a particular dimension of their working life. Reflects perceived state.
Behavioural Proxy Input	Questions anchored to observable actions and concrete behavioural patterns rather than feelings or opinions. Reflects demonstrated state.
Structural Anchor	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
SVCI	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.
SWI	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.
Attrition Risk Index	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™
Pragadian Model of Human Synergy (Ramiah, doctoral research)	Source	Origin of all six markers, typology architecture, scoring framework, and cascade logic.
Ashby's Law of Requisite Variety (1956)	Applied	Informs SVCI design. An assessment system must generate sufficient complexity to match human defensive reporting patterns.
Self-Determination Theory (Deci & Ryan, 1985)	Applied	Informs the Motivational Integrity marker (M). Intrinsic motivation is an internal construct requiring higher self-report weighting.
Second Law of Thermodynamics	Parallel	Informs the highest-risk SWI classification. Full capacity depletion combined with feedback collapse is treated as maximum systemic entropy.
Shannon Information Theory (1948)	Applied	Informs mid-range SWI classification. Signal degradation in feedback channels is modelled as information entropy within the working system.
Goodhart's Law (1975)	Applied	Informs Masked Effect detection. High output alongside depleted internal markers signals decoupling of performance from genuine system health.
Job Embeddedness Theory (Mitchell et al., 2001)	Applied	Informs lower-risk SWI classification. Functional presence with structurally fragile connectivity.
Festinger's Cognitive Dissonance (1957)	Parallel	Supports interpretation of divergence between attitudinal and behavioural signals as a structural indicator of internal tension.
Beer's Viable System Model (1972)	Parallel	Philosophical alignment in treating individuals as self-regulating systems. Not the source of the marker architecture.
Bifurcation Theory	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
MFT	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.
H	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.
C	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.
M	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	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.
SF	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 theoretically derived reference points for structural viability, not against how others scored. These thresholds are model-based rather than population-normed, and their calibration will be refined as empirical data accumulates. 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. All components, classifications, weights, and internal logic are proprietary intellectual property of Pragadian™.



TERMS & LEGAL USE

INTELLECTUAL PROPERTY, SCOPE OF USE & DISCLAIMER

INTELLECTUAL PROPERTY

The P-SAP™ (Pragadian Synergy Alignment Profile) framework, including all assessment classifications, algorithmic methodologies, scoring systems, and qualitative output structures, is the exclusive intellectual property of Pragadian™. All rights reserved. Unauthorised reproduction, reverse-engineering, redistribution, or commercial use of any component of this system is strictly prohibited without prior written consent.

SCOPE OF USE

This report is issued solely for the use of the named individual or authorised organisational purchaser. It may not be shared, published, or distributed to third parties without written authorisation. Use of this report for employment decisions, clinical diagnosis, legal proceedings, or medical purposes is outside the intended scope of the P-SAP™ framework and is expressly prohibited.

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 (applied as a systems-theory analogy for 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 Pragalathan S/O Ramiah, founder of the Pragadian Model of Human Synergy, with foundational white papers published on Zenodo (<https://doi.org/10.5281/zenodo.21996914>, <https://doi.org/10.5281/zenodo.21997334>, <https://doi.org/10.5281/zenodo.22037373>).