

The ĀTHMAN Wellness Score™

Quantifying Well-being Through Insight and Individuality



ĀTHMAN
AWAKENING YOUR INNER SELF

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ABSTRACT

Traditional approaches to project management focus heavily on scope, time, cost, and quality, while well-being frameworks emphasize personal growth but rarely connect to organizational delivery. This disconnect leaves a gap: how do we achieve project success without compromising the people who make it possible?

The ĀTHMAN Wellness Score™ (AWS) addresses this by introducing a dual-pillar framework that integrates personal wellness with organizational performance. The first pillar empowers individuals to cultivate self-awareness through indicators aligned with the United Nations Sustainable Development Goals, translating inner growth into measurable outcomes. The second pillar offers a mindful project management framework for teams and companies, enabling them to assess and improve collaboration, accountability, adaptability, and sustainability.

Rooted in ancient yogic traditions yet grounded in modern project management standards, AWS redefines success as both achieved and sustained. This paper introduces the conceptual framework, scoring methodology, and application potential of the ĀTHMAN Wellness Score™, positioning it as a transformative tool for conscious leadership and holistic project delivery.

CONTENTS

1. INTRODUCTION	3
2. BACKGROUND	4
2.1. Understanding the Human Factor in Corporate Success	4
2.2. Numerical Modelling and Analysis of Wellness Indicators	4
2.3. Pillar One: The Individual Dimension	5
2.4. Pillar Two: The Collective Dimension	5
3. DATA & METHODOLOGY	6
3.1. The Individual Dimension: Domains, Descriptions & Measurement Methods.....	6
3.2. The Collective Dimension: Domains, Descriptions & Measurement Methods.....	7
4. RESULTS & DISCUSSIONS	8
4.1. Scoring Methodology.....	8
4.2. Wellness Tools for Alignment.....	10
4.3. Recommendations for organizational success	10
5. CONCLUSION.....	11
REFERENCES	12

LIST OF FIGURES

Figure 1: Corporate Wellness Struggles	3
Figure 2: ĀTHMAN Wellness Score Pillars	5
Figure 3: Scoring Methodology	8
Figure 4: Unique ĀTHMAN Wellness Shape	9
Figure 5: Qualities of the AWS	11

LIST OF TABLES

Table 1: The Individual Dimension of the ĀTHMAN Wellness Score.....	6
Table 2: The Collective Dimension of the ĀTHMAN Wellness Score.....	7

1. INTRODUCTION

Modern corporations are caught in a paradox of their own making. In pursuit of profit and growth, organizations have built systems that measure success almost entirely by numbers, deadlines met, costs reduced, and targets achieved. Yet beneath these metrics lies an uncomfortable truth: this relentless drive has eroded the very foundation of human well-being. Employees are overextended, disengaged, and burning out at unprecedented rates. Stress-related illnesses, rising absenteeism, and high turnover are no longer exceptions but symptoms of a deeper imbalance (Zhang, 2024). Simultaneously, companies are discovering that their teams, though highly skilled, struggle to collaborate effectively, align on goals, and adapt to change. Projects are delivered late, miscommunication is common, and strategic objectives are compromised. The human element, treated as expendable in the machinery of corporate delivery, has become the weakest link in organizational success.

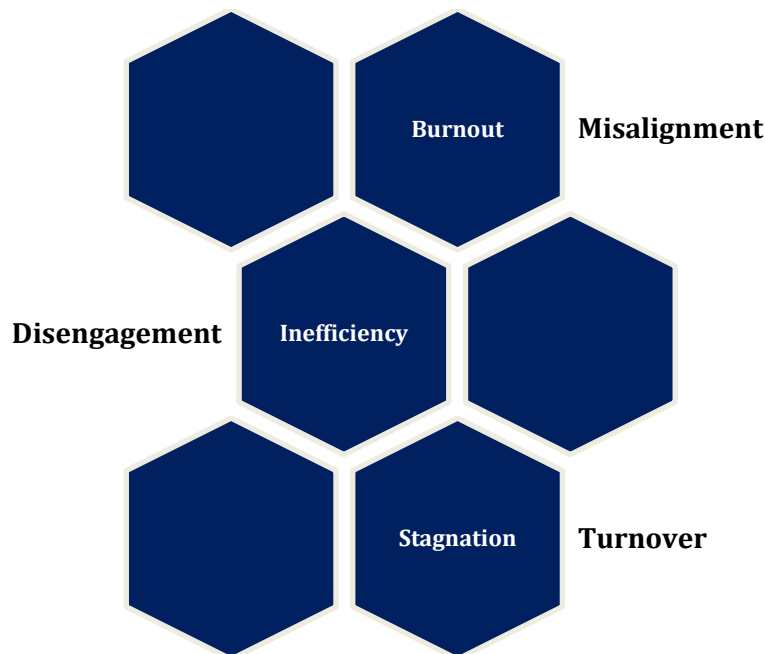


Figure 1: Corporate Wellness Struggles

Rooted in ancient yogic wisdom and strengthened by modern psychology and project management science, AWS reframes success by addressing the human factor directly. It introduces a dual-pillar framework that measures and restores balance, helping individuals cultivate resilience and clarity, while enabling teams to align, collaborate, and sustain performance. In doing so, AWS transforms wellness from a “soft” consideration into a strategic advantage, offering organizations a pathway to achieve results without sacrificing the people who make them possible.

2. BACKGROUND

In contemporary corporate environments, organizations are under increasing pressure to deliver outcomes efficiently while maintaining resilience, adaptability, and sustainability. Yet, the success of any company ultimately depends on its people: individuals form teams, and teams drive organizational performance. This section provides the foundation for the ĀTHMAN Wellness Score (AWS) by exploring the background behind its two pillars: the individual dimension, which emphasizes inner alignment and self-awareness, and the collective dimension, which focuses on mindful structures for team and organizational performance.

2.1. Understanding the Human Factor in Corporate Success

Behind every organizational milestone lies human psychology. Companies are living systems made up of individuals, each with distinct motivations, behaviours, and limitations (Disabato, 2020). When this human element is overlooked, performance frameworks reduce people to resources, creating environments where burnout, disengagement, and turnover become inevitable (Lei, 2024). Conversely, when organizations acknowledge and invest in the psychological drivers of well-being, such as purpose, belonging, and resilience, employees demonstrate greater creativity, adaptability, and commitment (Disabato, 2020). Understanding these psychological foundations is not only beneficial but also strategic (Sithole-Tetani, 2024). For individuals, it means access to tools that enhance clarity and self-mastery. For teams, it translates into stronger collaboration and trust. For companies, this results in measurable performance gains, sustainable growth, and a culture of resilience.

2.2. Numerical Modelling and Analysis of Wellness Indicators

The scientific basis of this modelling rests on psychometric principles from psychology and systems theory in organizational science, where individual units (people) combine to form higher-order systems (teams and organizations), (Cherry, 2025). By grounding the measurement framework in yogic principles of balance and alignment, AWS introduces a mathematical representation of consciousness: inner awareness and outer delivery are not only philosophically connected but also computationally comparable (Mohamad, 2024). This approach positions wellness as a variable that can be tracked, analysed, and improved with the same precision as financial or operational performance metrics, bridging ancient wisdom with modern science.

To ensure scientific rigor, the ĀTHMAN Wellness Score (AWS) employs a structured numerical modelling approach that translates qualitative aspects of wellness into quantifiable outcomes. Each wellness indicator, whether individual (e.g., purpose, resilience, vitality) or collective (e.g., collaboration, adaptability, sustainability), is assigned a measurable score normalized and aggregated into domain averages. These are mathematically modelled to form the Individual Wellness Index (IWI) and the Collective Performance Index (CPI). The integration of IWI and CPI into a single AWS score reflects both dimensions of success, ensuring that the human sciences of psychology, behaviour, and organizational dynamics are expressed in a logical and replicable structure.

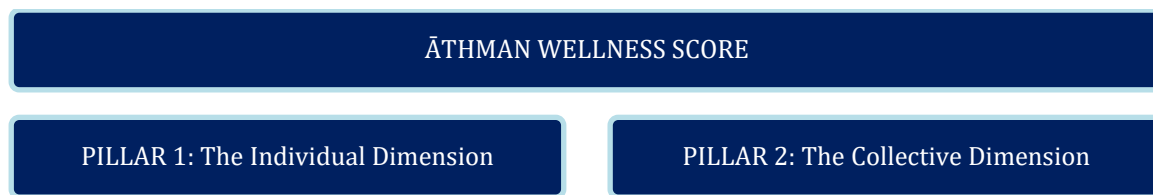


Figure 2: ĀTHMAN Wellness Score Pillars

2.3. Pillar One: The Individual Dimension

The first pillar of the ĀTHMAN Wellness Score (AWS) emphasizes the role of the individual in organizational success. Rooted in yogic traditions of Hatha Yoga, it enables individuals to assess their inner alignment through indicators mapped against the Sustainable Development Goals (SDGs), (United Nations , 2015). This alignment ensures that personal growth contributes not only to individual well-being but also to broader societal and environmental objectives. Literature in positive psychology and human development reinforces that when individuals cultivate clarity, resilience, and emotional intelligence, they are better equipped to collaborate meaningfully in teams (Chigbu, 2023).

2.4. Pillar Two: The Collective Dimension

The second pillar focuses on the team and organizational level, drawing from globally recognized project management frameworks such as the PMI's PMP domains of People, Process, and Business Environment. This pillar evaluates how effectively teams plan, communicate, execute, and adapt while sustaining well-being. By embedding mindful project management principles, it shifts the emphasis from narrow performance metrics to holistic measures of collaboration, accountability, adaptability, and sustainability. Scholars of project management stress that team cohesion, shared vision, and adaptive leadership are critical determinants of project outcomes (Turner, 2014; Meredith & Mantel, 2017).

3. DATA & METHODOLOGY

The ĀTHMAN Wellness Score (AWS), structured on two foundational pillars, is defined by six core domains, each of which serves as a measurable dimension of wellness and performance. These domains are assessed using a combination of self-assessments, project metrics, and observational indicators, displayed in Tables 1 and 2.

3.1. The Individual Dimension: Domains, Descriptions & Measurement Methods

The domains that define the Individual Wellness Score are derived from a synthesis of ancient yogic principles, modern psychology, and global sustainability frameworks. Specifically, they draw from the traditions of Hatha Yoga, which emphasize balance between body, mind, and spirit, and are reinforced by contemporary research in positive psychology and human development (Goleman, 1995; Seligman, 2011). To ensure global relevance and measurable impact, the domains are also aligned with the United Nations Sustainable Development Goals (SDGs), linking personal well-being to broader societal and environmental responsibilities.

Table 1: The Individual Dimension of the ĀTHMAN Wellness Score

Domain	Description	Measurement Methods	SDG-aligned Indicators
1. Purpose & Meaning	Alignment of personal values with broader goals	Self-reflection survey, alignment scoring	SDG 3 (Health & Well-being), SDG 8 (Decent Work & Growth)
2. Physical Vitality	Energy, health, and capacity to engage	Self-report & lifestyle tracking	Sleep quality, nutrition, exercise
3. Emotional Resilience	Ability to regulate stress and sustain balance	Psychometric tools, self-rating	Stress management, adaptability
4. Social Connection	Quality of relationships and collaboration readiness	Peer feedback & social metrics	Trust, inclusivity, belonging
5. Learning & Growth	Continuous development of skills and knowledge	Learning activity tracking	Training hours, new skills acquired
6. Sustainability Mindset	Awareness of impact beyond self	SDG mapping & reflection	Contribution to environment/community

3.2. The Collective Dimension: Domains, Descriptions & Measurement Methods

The domains of the Collective Wellness Score are informed by established project management standards, particularly the Project Management Institute's (PMI) domains of People, Process, and Business Environment. These are further refined through the lens of mindful project management to capture not only efficiency and delivery but also team cohesion, adaptability, and sustainability (PMI, 2021). By anchoring indicators such as clarity, collaboration, and accountability in globally recognized frameworks, the model ensures that organizations can measure performance in ways that balance productivity with well-being. This approach positions AWS as a bridge between rigorous project management methodologies and holistic, human-centered leadership practices.

Table 2: The Collective Dimension of the ĀTHMAN Wellness Score

Domain	Description	Measurement Methods	Project Management Indicators
1. Clarity & Alignment	Shared vision and unified objectives	Project documentation & surveys	Goal clarity, role alignment
2. Planning & Structure	Robust yet flexible roadmap	Review of project plans & adaptability scoring	Scope clarity, risk readiness
3. Collaboration & Communication	Transparency, trust, and inclusion	Stakeholder surveys & meeting analysis	Feedback quality, communication flow
4. Execution & Accountability	Delivery of outcomes with ownership	KPI tracking & task audits	Milestone achievement, accountability
5. Resilience & Adaptability	Capacity to pivot and respond to change	Change logs & response surveys	Time to adjust, creativity in problem-solving
6. Well-being & Sustainability	Team morale and sustainable practices	Surveys & HR/operational metrics	Work-life balance, retention, post-project satisfaction

In an era where talent retention and human-centred leadership are critical competitive advantages, frameworks like the ĀTHMAN Wellness Score (AWS) offer organizations a scientifically credible and practically applicable pathway to bridge human psychology with corporate delivery

4. RESULTS & DISCUSSIONS

The ĀTHMAN Wellness Score (AWS) is designed as a measurable framework to capture both individual and collective dimensions of project success. Data is collected through a combination of self-assessments, project performance indicators, and stakeholder surveys. The analysis is conducted in four stages, outlined in Figure 3.

4.1. Scoring Methodology

Data is collected through self-assessments, stakeholder surveys, project documentation, and KPI tracking. These inputs feed into the domain scores, which are aggregated into the two pillar indices. The integration of IWI and CPI into AWS provides a single, holistic measure of success that highlights both strengths and weaknesses.

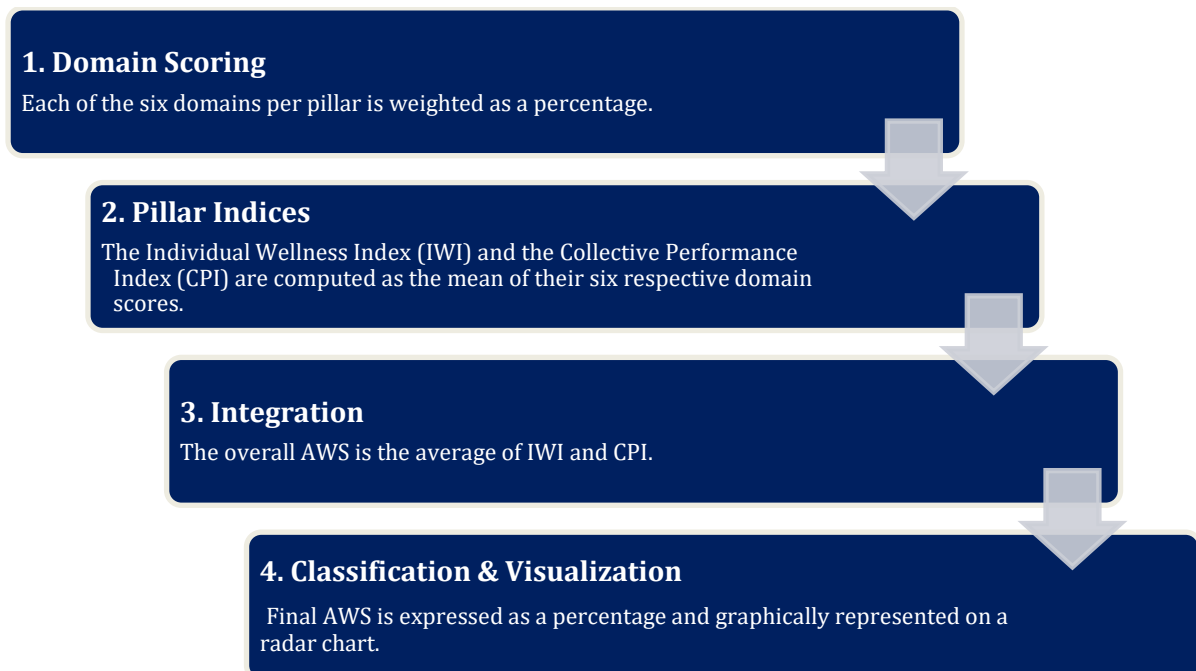


Figure 3: Scoring Methodology

By classifying results and presenting them visually, AWS diagnoses misalignment and identifies areas where intervention is most valuable. For example:

- γ A team may score high on *Planning & Structure* but low on *Collaboration & Communication*, indicating strong processes but fragile trust.
- γ An individual may demonstrate *Purpose & Meaning* yet struggle with *Emotional Resilience*, signalling the need for stress-regulation tools.

4.1.1. Individual Wellness Index (IWI)

$$\text{Individual Wellness Index [IWI]} = \frac{\sum_{i=1}^n D_i}{n}$$

Where:

- γ D_i = score for each individual wellness domain (e.g., Health, Education, Work, Equality)
- γ n = total number of domains (4 in the individual dimension)

The IWI represents an individual's overall wellness score, averaged across domains.

4.1.2. Collective Performance Index (CPI)

$$\text{Collective Performance Index [CPI]} = \frac{\sum_{j=1}^m C_j}{m}$$

Where:

- γ C_j = score for each collective domain (e.g., Team Cohesion, Leadership, Productivity, Resilience, etc.)
- γ m = total number of collective domains (likely 6, depending on your model)

The CPI reflects the overall performance/wellness balance of the team or organization.

4.1.3. *ĀTHMAN* Wellness Score (AWS)

$$\text{ĀTHMAN Wellness Score [AWS]} = \frac{\text{IWI} + \text{CPI}}{2}$$

This integrates both the individual and collective dimensions into a single, balanced score.

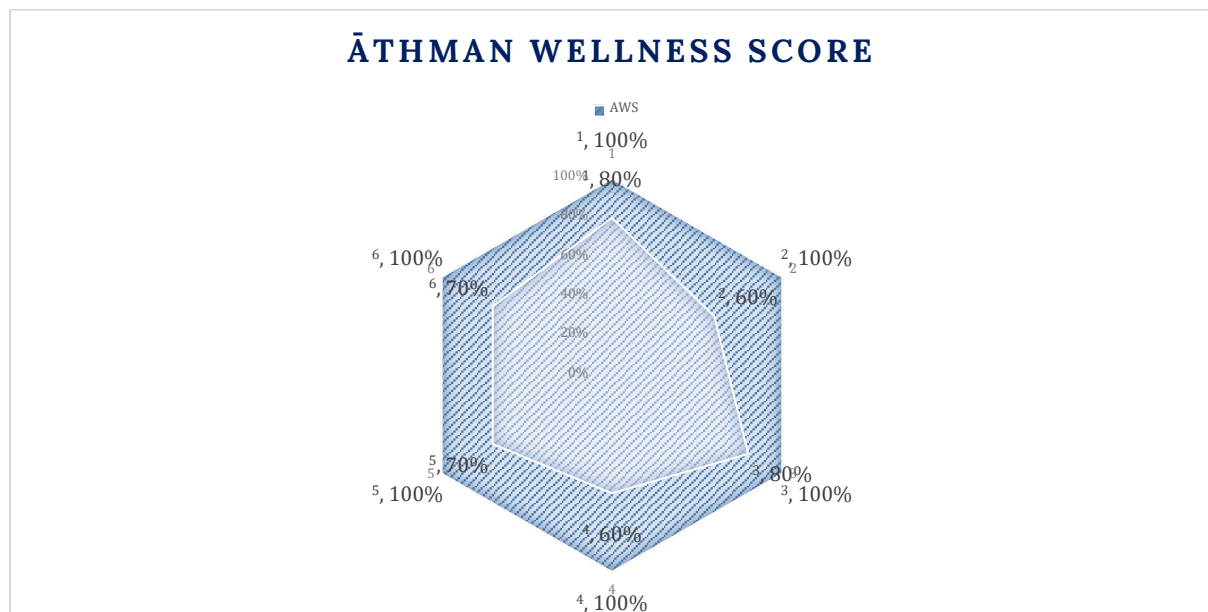


Figure 4: Unique *ĀTHMAN* Wellness Shape

4.2. Wellness Tools for Alignment

Measurement alone is insufficient if it does not lead to transformation. The ĀTHMAN Wellness Score (AWS) is designed as both a diagnostic framework and a developmental toolkit, equipping individuals and teams with resources to close the gaps revealed through assessment. These tools are grounded in yogic wisdom, modern psychology, and mindful leadership practices, ensuring that interventions speak not only to performance but also to the deeper consciousness of human beings.

- Υ **For Individuals:** guided self-reflection practices, resilience-building exercises, breathwork, mindfulness, and structured learning pathways that enhance clarity, energy, and adaptability.
- Υ **For Teams:** project charters, risk registers, mindful communication workshops, collaborative planning techniques, and sustainability checklists that reinforce accountability, cohesion, and morale.

What makes these tools unique is their dual focus: they address the measurable realities of work (e.g., milestones, collaboration, resilience) while simultaneously engaging the inner consciousness of individuals and groups. This duality ensures that interventions are not imposed from the outside but emerge from within, aligning human potential with organizational goals. By combining measurement with actionable practices, AWS moves beyond being a diagnostic instrument to become a transformative toolkit, one that empowers individuals to thrive, teams to align, and organizations to deliver results with resilience and purpose.

4.3. Recommendations for organizational success

To achieve long-term organizational success, businesses must embrace wellness not as a peripheral benefit, but as a strategic priority embedded into everyday operations. By embedding wellness domains into strategic planning, leadership development, and project management practices, companies can cultivate resilience, reduce inefficiencies, and foster innovation. Success depends on balancing predictive and agile management approaches with mindful leadership, enabling teams to remain both structured and adaptable. Organizations that align wellness initiatives with the UN Sustainable Development Goals (SDGs) will not only strengthen productivity and employee engagement but also enhance their corporate reputation locally and globally positioning themselves as leaders in sustainable, human-centered business practices.

5. CONCLUSION

The ĀTHMAN Wellness Score (AWS) provides a unified framework that measures and sustains success by linking individual well-being with team performance. Unlike traditional models that focus solely on delivery, AWS ensures that the people behind projects are aligned, resilient, and supported. Rooted in Hatha Yoga and strengthened by modern psychology and project management, AWS translates wellness into measurable, actionable outcomes. Its dual pillar individual alignment and collective performance make it universally adaptable across industries and delivery models, whether agile, hybrid, or predictive.



Figure 5: Qualities of the AWS

Ultimately, the ĀTHMAN Wellness Score is more than a measurement tool; it is a philosophy of conscious leadership and delivery. It provides organizations with a roadmap to align ancient wisdom with modern challenges, ensuring that success is achieved without compromising the humanity of those who deliver it. In doing so, AWS offers companies a timeless advantage: the ability to thrive, adapt, and create impact that endures, no matter the industry, profession, or project model.

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