

EVANS LEARNING LABS · ASSESSMENT REPORT

Virtuous Organization Index

3.7 / 5.0



EMERGING INTEGRITY

Prepared for **Annie User**

Completed May 29, 2026

Table of Contents

Overall Score and Summary	3
Domain 1: Purpose and Values	4
Domain 2: People and Culture	5
Domain 3: Principled Operations	6
Domain 4: Stewardship	7
Domain 5: Purpose in Practice	8
Then vs. Now: Progress Over Time	9
Summary and Next Steps	10

Overall Score and Summary

3.7 / 5.0

EMERGING INTEGRITY



WHAT THIS ASSESSMENT MEASURES

This assessment measures key dimensions of organizational or individual effectiveness, providing a scored diagnostic profile with actionable development guidance.

WHAT THIS SCORE MEANS

Your score of 3.7 places you in the Emerging Integrity range. Review each domain page for specific findings and recommended next steps.

NOTES

Purpose and Values

3.8 / 5.0

EMERGING INTEGRITY



WHAT THIS SCORE MEANS

Your score of 3.8 in Purpose and Values reflects functional effectiveness. You are performing adequately in most situations, but specific gaps limit consistent high performance. The recommendations below identify the highest-leverage opportunities.

RECOMMENDED ACTIONS

- Identify the most important gap in this domain and address it directly this month.
- Seek feedback from someone who sees this area clearly to validate your self-assessment.
- Make one specific behavioral commitment in this domain and hold yourself to it for 30 days.

NOTES

People and Culture

4.0 / 5.0

VALUES-DRIVEN ORGANIZATION



WHAT THIS SCORE MEANS

Your score of 4.0 in People and Culture reflects strong performance. You are applying core capabilities reliably. Focus development on the sub-areas where you fell short, as those are where the most meaningful gains remain.

RECOMMENDED ACTIONS

- Document and share your approach with others who can benefit.
- Use this as a foundation to raise your floor in weaker areas.

NOTES

Principled Operations

3.4 / 5.0

EMERGING INTEGRITY



WHAT THIS SCORE MEANS

Your score of 3.4 in Principled Operations reflects functional effectiveness. You are performing adequately in most situations, but specific gaps limit consistent high performance. The recommendations below identify the highest-leverage opportunities.

RECOMMENDED ACTIONS

- Identify the most important gap in this domain and address it directly this month.
- Seek feedback from someone who sees this area clearly to validate your self-assessment.
- Make one specific behavioral commitment in this domain and hold yourself to it for 30 days.

NOTES

Stewardship

3.6 / 5.0

EMERGING INTEGRITY



WHAT THIS SCORE MEANS

Your score of 3.6 in Stewardship reflects functional effectiveness. You are performing adequately in most situations, but specific gaps limit consistent high performance. The recommendations below identify the highest-leverage opportunities.

RECOMMENDED ACTIONS

- Identify the most important gap in this domain and address it directly this month.
- Seek feedback from someone who sees this area clearly to validate your self-assessment.
- Make one specific behavioral commitment in this domain and hold yourself to it for 30 days.

NOTES

Purpose in Practice

3.6 / 5.0

EMERGING INTEGRITY



WHAT THIS SCORE MEANS

Your score of 3.6 in Purpose in Practice reflects functional effectiveness. You are performing adequately in most situations, but specific gaps limit consistent high performance. The recommendations below identify the highest-leverage opportunities.

RECOMMENDED ACTIONS

- Identify the most important gap in this domain and address it directly this month.
- Seek feedback from someone who sees this area clearly to validate your self-assessment.
- Make one specific behavioral commitment in this domain and hold yourself to it for 30 days.

NOTES

Then vs. Now: Your Development Journey

The direction of change between attempts is often more telling than the score itself. A score that climbs from 2.4 to 3.1 reflects genuine development. One that drops from 4.0 to 3.6 warrants a direct look at what changed.

Date	Overall	Purpose and Values	People and Culture	Principled Operations	Stewardship	Purpose in Practice
May 24, 2026	3.1	3.4	3.2	3.0	2.8	3.2
May 26, 2026	4.3	5.0	5.0	4.6	4.4	2.6
May 27, 2026	2.9	2.8	2.8	3.0	3.4	2.6
May 29, 2026 *	3.7	3.8	4.0	3.4	3.6	3.6
Change First to Last	+0.6	+0.4	+0.8	+0.4	+0.8	+0.4

* Current assessment

Across 4 assessments, your overall score has improved from 3.1 to 3.7 (+0.6). Strongest growth: Stewardship (+0.8).

Then vs. Now: Your Development Journey

DOMAIN CHANGES: FIRST TO MOST RECENT

Purpose and Values +0.4

Your score in this area improved by 0.4 points (3.4 to 3.8). This is modest but positive movement. Gains of this size can reverse without reinforcement. Identify the specific behaviors driving the improvement and sustain them.

People and Culture +0.8

Your score in this area improved by 0.8 points (3.2 to 4.0). This is a meaningful gain. Improvement of this magnitude typically reflects deliberate behavior change. Consider what shifted and make it explicit so the growth is repeatable.

Principled Operations +0.4

Your score in this area improved by 0.4 points (3.0 to 3.4). This is modest but positive movement. Gains of this size can reverse without reinforcement. Identify the specific behaviors driving the improvement and sustain them.

Stewardship +0.8

Your score in this area improved by 0.8 points (2.8 to 3.6). This is a meaningful gain. Improvement of this magnitude typically reflects deliberate behavior change. Consider what shifted and make it explicit so the growth is repeatable.

Purpose in Practice +0.4

Your score in this area improved by 0.4 points (3.2 to 3.6). This is modest but positive movement. Gains of this size can reverse without reinforcement. Identify the specific behaviors driving the improvement and sustain them.

Summary and Next Steps

This report reflects your responses at the time of assessment. Your scores represent a diagnostic snapshot - a structured view of where your strengths lie and where the most meaningful opportunities for growth exist.

Review the domain pages with the lowest scores first. Those represent the highest-leverage opportunities. Begin with one domain, not five.

PRIORITY ACTIONS BY DOMAIN

- Purpose and Values Identify the most important gap in this domain and address it directly this month.
- People and Culture Continue building on this strength intentionally.
- Principled Operations Identify the most important gap in this domain and address it directly this month.
- Stewardship Identify the most important gap in this domain and address it directly this month.
- Purpose in Practice Identify the most important gap in this domain and address it directly this month.



Evans Learning Labs
DIAGNOSTIC TOOLKIT