



UNILEVER 30DE

ANALYSIS

Presented by | **SORCE**

Date | **October 2025**

30 Day Experience

EMPOWERING ENERGETICALLY LITERATE LEADERSHIP

SORCE is the pioneer of **Energetic Literacy** – the ability to understand, manage, and renew one’s energy for sustained health, well-being, and professional performance.

Designed for high-capacity professionals who want to thrive without compromising their health. **SORCE** delivered daily practices, HRV insights, and guided reflection to help participants build energetic awareness, deepen self-care, and elevate how they show up in all areas of life.



O V E R V I E W

Over 30 days, participants tracked their energy, explored the nervous system science behind performance, and practiced small, sustainable shifts that led to a measurable impact on individual vitality, team dynamics, and workplace culture.

The result: measurable improvements in wellbeing, energetic literacy, personal coherence and agency, setting the foundation for long-term cultural and performance gains.



HRV Analysis

The group's HRV baseline was established at 90, providing a powerful reference point for nervous system health and resilience. By using HRV as a benchmark, participants were encouraged to view energy and recovery as vital performance metrics, not "soft data."



Data Moments & Trends



Exceptionally High Engagement

- This group demonstrated an exceptional 79% engagement rate, significantly surpassing industry benchmarks for wellbeing and performance programs. A key factor driving participation was the foundation of trust and psychological safety established early in the experience.

Systemic Shifts > Wellness Perks

- Participants described the experience as a potential culture shift, not another wellness perk. The integration of HRV technology, reflection tools, and guided energetic practices created a sense of immediacy and relevance, helping participants feel both supported and seen. It represented a new, science-backed way of truly living wellbeing.



Established HRV Baseline

- A primary goal of the first 30 days was to establish each participant's HRV baseline, and that goal was successfully achieved. The cohort now has a clear energetic benchmark that captures each participant's unique nervous system patterns and capacity for resilience, providing a foundation for measuring future growth and adaptation.

INSIGHT

- The combination of trust-based facilitation, emotionally attuned psychometrics (The Insula), and personalized biofeedback established a strong foundation for engagement and early momentum. This experience demonstrates a core principle we see with new clients: when individuals feel both emotionally safe and biologically supported, authentic participation and performance naturally follow.

Energetic Literacy Assessment

SORCE is pioneering the field of Energetic Literacy – the ability to understand, manage, and renew one’s energy across all domains of life. In just 30 days, here’s what emerged from the Unilever cohort’s experience.

Energetic Literacy Assessments (ELAs) Participants completed pre- and post-assessments across three core domains of energetic literacy:



CONNECTION
TO ME

CONNECTION
TO YOU

CONNECTION
TO WORK



CONNECTION
TO ME

+18.6%

The greatest transformation occurred in personal awareness and energy agency. Participants reported a stronger connection to body signals, increased reflection, and a new willingness to make space for their energetic needs, hallmarks of stress resilience and empowered self-leadership.



CONNECTION
TO YOU

+13.3%

Participants grew in their capacity to remain present with others, communicate emotions, and create safe environments for shared experience. These relational gains lay the groundwork for stronger collaboration and psychological safety.



CONNECTION
TO WORK

+10.6%

Post-assessments revealed greater awareness of how work impacts vitality and how personal energy affects team dynamics. Participants also showed growth in reflecting on how their energy contributes to or detracts from workplace culture.

Key Findings

Self-Awareness & Agency

- The greatest gains were in self-reflection and energy-supportive action. Participants developed stronger awareness of their energetic patterns and emotions, showing clear signs of increased resilience and self-leadership.

Group Cohesion

- High scores in relational openness and support suggest a strong foundation for collective resilience.

Openness to Innovation

- Participant feedback noted a newfound curiosity about energy, stress, and performance as interconnected forces.

Opportunities for Growth

Top Down Modeling

- While awareness and intention are high, translating wellbeing from concept to lived practice remains a growth edge, particularly in creating conditions where people feel safe to express their authentic experiences.

Psychological Safety

- The ability to verbalize feelings at work and navigate contrast remains a developmental edge.

What they Loved

"I loved understanding how my energy ripples across the organization and how it impacts our team."

"The morning check-ins helped me be intentional with how I showed up."

"I loved seeing how my personal choices and habits can influence my wellbeing and how that intersects with the workplace."

Feedback

"Thoroughly enjoyed sharing my recover, push, and maintain days with my co-workers, family and friends. They started to ask me how I was feeling and shared their well-being thoughts with me."

Monica Calvillo

"I would be excited to bring this work into recruiting and how we could attract in new talent at Unilever."

Arielle Weiner

"I do not want to stop using SORCE and can't imagine not starting my day without it."

Olga Ragucci

"I found this helpful in determining the capacity of my day."

Evan Waldera

The Business Case for Energetic Literacy

Through the Regenerate 30-Day Experience, participants explored Energetic Literacy as a next-generation approach to human performance. The program empowered individuals to understand and manage their energy with precision, enhancing self-regulation, reflection, and collaboration while reducing risk of burnout.

The ROI is clear

- Greater productivity and decision-making clarity
- Reduced burnout and absenteeism risk
- A more psychologically safe and innovative team culture

Investing in energetic literacy is no longer a luxury, it's a strategic advantage.



SORCE

Jessica Corbin
Sorce Technologies, Inc.
181 Pier Ave. Santa Monica CA, 90405
jessica@sorce.io

www.sorce.io