

E3 Capability Overview

Embrace • Empower • Elevate
Human First Performance System

Purpose

E3 is a conditions-based framework designed to close the Hidden Gap between potential and sustained performance by strengthening the human systems that shape behavior, decision-making, and results.

EMBRACE – Awareness & Readiness

Diagnose the human reality. Build psychological safety, clarity, and readiness before change.

EMPOWER – Capability & Ownership

Develop self-leadership through mindset, emotional regulation, decision-making, and accountability.

ELEVATE – Sustainability & Culture

Embed repeatable behaviors into culture through reflection, feedback, and leadership at all levels.

E3 Conditions Assessment (1–5 Maturity Scale)

Domain	1	2	3	4	5
Psychological Safety & Trust	Fear-based	Selective	Situational	High trust	Challenge welcomed
Role & Expectation Clarity	Unclear	Partial	Clear roles	Aligned	Shared ownership
Emotional Regulation	Reactive	Inconsistent	Supported	Self-regulated	Models composure
Decision-Making & Accountability	Avoids	Hesitant	Guided	Decisive	Empowers others
Reflection & Learning	Blame	Reactive	Periodic	Structured	Continuous

Measurement Cycle: Pre (Baseline) • During (Progress) • Post (Impact). Framework is adaptable to localized goals, strategies, and sector-specific indicators.