

**INTEGRATIVE BODY DYNAMICS**

# Program Outcomes

*What your team can expect from the 4-week pilot*

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I would like to be honest about what four weeks of practitioner-led education and platform engagement can realistically deliver, and what it cannot.

The outcomes below are based on what we see in clinical practice and in the research on lifestyle behavior change. They are presented in three parts: what employees can expect for themselves, what the company can expect for its workforce, and what we measure and report so you have real data to show for it.

## What Employees Can Expect

### ENERGY AND PHYSICAL WELLBEING

Most participants who engage with the program report noticeable improvements in afternoon energy, less of the heavy or puffy feeling that comes with eight hours of sitting, and reduced stiffness in the neck and shoulders. These are the changes that show up first because they respond directly to the breath, movement, and hydration habits we teach in week one.

### SLEEP

Sleep quality is the most consistently improved area we see in programs like this. Participants who adopt the wind down sequence and the morning anchor practices typically report falling asleep more easily, waking less during the night, and feeling more rested in the morning. Not everyone responds the same way, and shift workers or new parents will see different results, but for the average desk worker the improvements are real and often surprising.

### STRESS AND RECOVERY

The 90 second reset and extended exhale practices give people a tool they can use during the workday, not just before bed. Most participants find this is the first time they have actually felt their nervous system shift in real time, which is a turning point for how they think about stress overall. Over four weeks, participants typically report lower baseline stress and faster recovery from stressful moments.

### AWARENESS OF THEIR OWN BODY

This is the outcome that is hardest to put a number on but often the most valuable. By week four, participants have a working vocabulary for their own physiology. They know what 3pm fatigue feels like for them specifically, they have noticed how different foods affect them, they understand the link between their stress and their sleep. That awareness is what makes the program changes stick after the four weeks end.

## SUSTAINABLE HABITS

The research on lifestyle change is consistent. People keep two or three new habits long term, not ten. By the end of the program, most participants have identified the small handful of practices that genuinely fit their life, paired each one to an existing daily anchor like coffee or bedtime, and have a realistic plan for what continued practice looks like for them.

## What the Company Can Expect

From the company's side, the outcomes fall into three categories: visible engagement during the program, measurable wellbeing trends across the cohort, and a clear evaluation framework for deciding what comes next.

## ENGAGEMENT AND PARTICIPATION

- ✓ Live session attendance and recording views
- ✓ Workbook and habit tracker completion
- ✓ Journaling activity and consistency
- ✓ Video library usage
- ✓ Cohort messaging and peer engagement

## AGGREGATE WELLBEING TRENDS

- ✓ Pre and post self ratings on energy, sleep, stress, and overall wellbeing
- ✓ Engagement segmentation by department, location, shift, and remote status
- ✓ Engagement heat map showing high, medium, and low engagement patterns
- ✓ Month over month progress trends with delta indicators

## STRATEGIC OUTCOMES

Beyond the participant data, the pilot gives your team a defensible wellness offering that demonstrates real investment in employee wellbeing without creating medical liability. It also gives you a clear evaluation framework for deciding whether and how to scale the program. As part of the pilot's deliverables, you will receive a tailored scaling proposal based on what we learn together about your specific employee population.

## How We Measure It

Reporting is delivered through your branded HR dashboard and a written summary at the end of the pilot. Everything is aggregated and de identified. Individual employee responses are never shared with the company.

## THROUGHOUT THE PROGRAM

Real time access to engagement metrics through your HR dashboard. You can check in any time and see how the cohort is doing without having to ask.

**MID-PILOT CHECK IN (WEEK 2)**

A brief touch base call to surface anything we are seeing in the data and to address any operational issues before they grow.

**END OF PROGRAM REPORT**

A written summary that includes engagement metrics, pre and post wellbeing trends, qualitative themes from anonymous participant feedback, and a tailored scaling proposal with specific recommendations for your company.

**What This Program Does Not Promise**

Being honest about what we do not measure is part of why this program is structured the way it is. The following are intentionally outside the scope of a four week pilot:

- ✓ Weight loss. Not a goal, not a measurement, not a claim of this program.
- ✓ Reversal of chronic conditions like diabetes, autoimmune disease, or hypertension.
- ✓ Lab marker changes such as CRP, A1C, or thyroid panels. These need longer windows and individual medical guidance.
- ✓ Treatment or cure of any diagnosed condition.
- ✓ Detoxification or any toxin load language. We do not use this framing.

This is general wellness education delivered by a credentialed practitioner. It complements medical care; it does not replace it. Employees with diagnosed conditions or who take prescription medications are encouraged to discuss the program with their physician before participating, and the program structure routes individualized medical questions to their healthcare provider rather than answering them in the group setting.

*This honest scoping is itself a feature. It means there are no overpromises for leadership to question later, and no liability exposure for HR to manage.*

**What success looks like at the end of the pilot**

If the pilot succeeds, three things will be true. First, employees will report measurable improvements in energy, sleep, stress, and overall wellbeing on the pre and post self assessment. Second, engagement metrics will show consistent participation across the cohort, not just an enthusiastic first week followed by drop off. Third, your leadership team will have clear, real data to inform a decision about whether and how to scale.

If those three things happen, the case for expanding the program is straightforward. If they do not, the data will tell us why, and the pilot will still have given your team useful information about what your employees actually need.