

C A S E S T U D Y

# Enhancing Company Performance and Wellbeing at DotConnect through the Regenerate 30-Day Experience

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SORCE

## O V E R V I E W



**DotConnect**, a leading recruiting company in North America, aimed to improve team cohesion and overall performance by implementing the **Regenerate 30-Day Experience** as a team-building initiative. Throughout the 30-Day Experience, participants committed to the following:

- A **90-minute workshop** focused on SORCE technology and Energetic Literacy
- Completing a **daily 1-minute HRV (Heart Rate Variability) assessment** and sharing their Energy Status in Slack
- Participating in 30-minute **Data Review** Calls once a week



## O V E R V I E W

Upon completion of the 30-Day Experience, based on these commitments, **SORCE** provided:

### A **Company Psychometric Assessment**

to identify customized energetic support strategies for DotConnect's culture

### An **HRV Analysis**

to establish a baseline and highlight key data insights

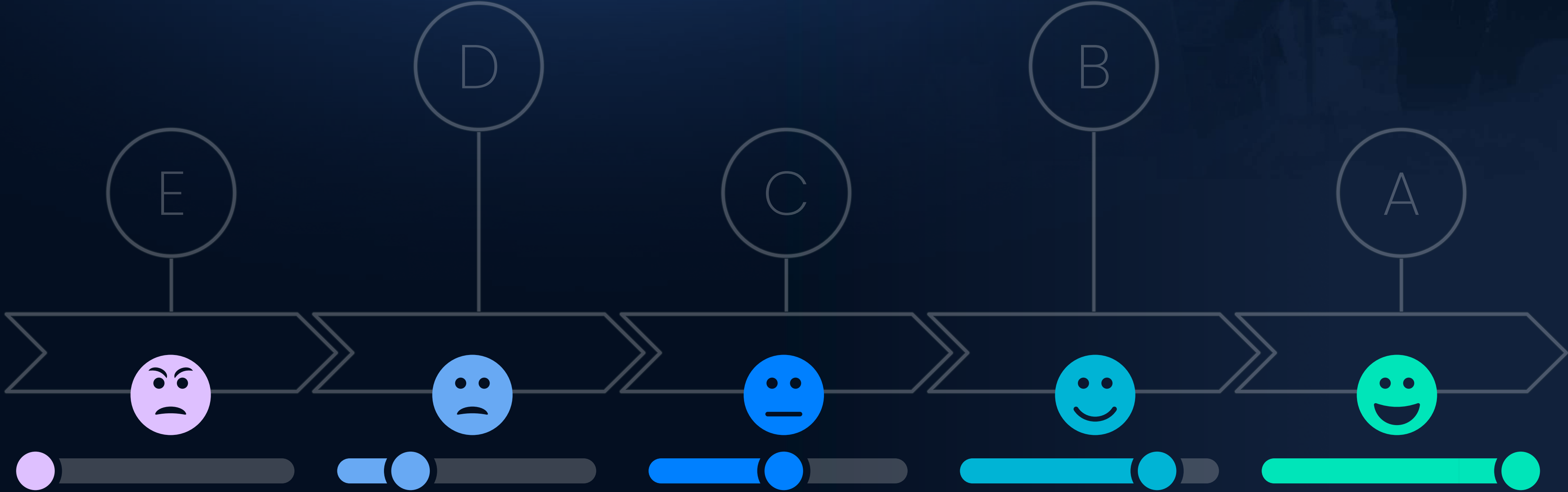
### **Energetic Literacy Assessments**

to evaluate the team's ability to translate their body's energetic cues into positive action

### **Key Findings**

to highlight the overall self-reported impact of the engagement

DotConnect's primary objectives for the 30-Day Experience were to enhance team members' health, performance, wellbeing, and energetic literacy. By integrating **Regenerate** into their company culture, DotConnect sought to create a resilient, high-performing workforce equipped to meet the evolving challenges of the recruitment industry.





# Company Psychometrics

Upon the launch of the Regenerate 30-Day Experience, SORCE administered a psychometric assessment to DotConnect. The assessment aimed to identify the collective strengths and growth opportunities within the company.

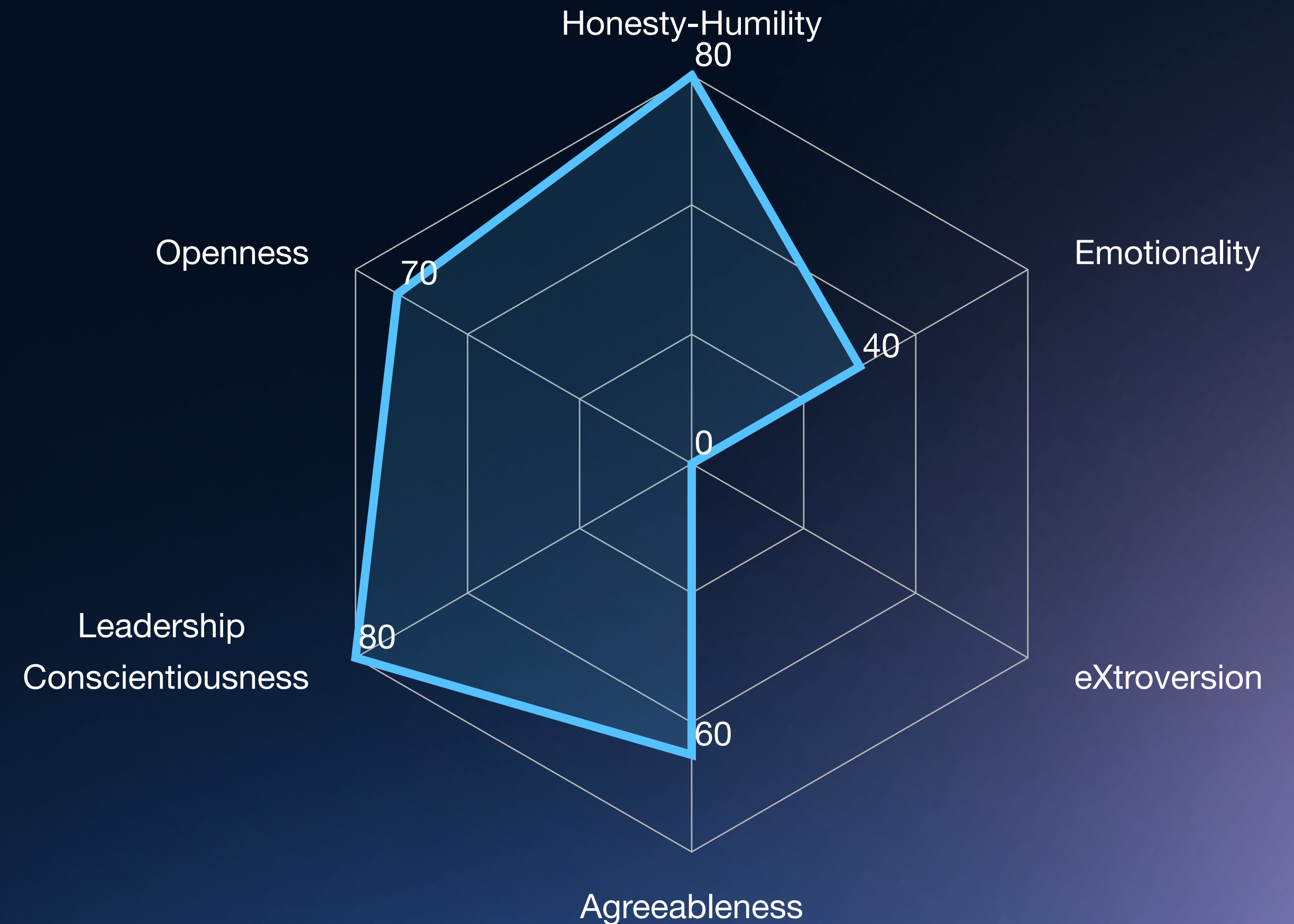
## KEY FINDINGS

- **Ambition and Success-Driven**

Team members are highly motivated by ambition, personal success, and material rewards, viewing life as a strategic game where leveraging opportunities is essential.

- **Instinctual Decision-Making**

Individuals rely heavily on their instincts but have the potential to enhance their performance through increased collaboration and input from others.





# Custom Energetic Support Strategies

- **Leverage Personal Motivation:** Setting short-term, tangible goals and rewarding achievements to maintain high energy and motivation.
- **Balance Self-Reliance with Collaboration:** Engaging in collaborative energy exchanges and practicing active listening to prevent burnout and gain fresh perspectives.
- **Manage Stress in Competitive Environments:** Incorporating strategic rest and energy regulation techniques to optimize stress responses and maintain resilience.
- **Channel Opportunism Positively:** Aligning opportunistic goals with long-term energy sustainability and strategizing tasks based on personal energy levels.
- **Navigate Remote Work Dynamics:** Creating social connections and using gamification to sustain energy levels in remote or solo work settings.





# HRV Analysis

A key objective of the 30-Day Experience was to establish a baseline Heart Rate Variability (HRV) to assess future impacts of continued initiatives. Over the 30-day period, DotConnect achieved an average HRV of **91**, with weekly variations fluctuating by  $\pm 4\%$

## NOTABLE DATA POINTS

### RECOVER Trend

- A marked recovery trend was observed with three consecutive RECOVER days from September 1-4, coinciding with the Labor Day Holiday.

### PUSH Trend

- An increase in energy was noted from September 11-15, with four out of five days classified as PUSH days, aligning with the highest engagement rate during the 30-day period.





# Energetic Literacy Assessment

The Energetic Literacy Assessments are looking at the company's ability to understand, manage and renew energy for improved health, relationships and work performance. The Energetic Literacy Assessment evaluates how connected and attuned the company is across three categories: **Connection to ME**, **Connection to YOU**, and **Connection to WORK**.



Pre-Survey Average | **3.2**  
Post-Survey Average | **4.16**  
Percentage Increase | **30%**

## KEY INSIGHTS

Increased by **30%**, indicating significant personal growth in self-awareness and energy management.



Pre-Survey Average | **3.6**  
Post-Survey Average | **4.32**  
Percentage Increase | **20%**

## KEY INSIGHTS

Improved by **20%**, reflecting enhanced ability to manage energy in relationships and interpersonal dynamics.



Pre-Survey Average | **3.85**  
Post-Survey Average | **4.36**  
Percentage Increase | **13.25%**

## KEY INSIGHTS

Rose by **13.25%**, demonstrating progress in energy management within professional settings.



# Key Findings

## Health & Wellbeing

- **10% Increase**  
Participants reported feeling more attuned to their physical and emotional states.
- **Participant Insight**  
Natalie expressed feeling more “centered and resilient” by the end of the experience.

## Psychological Safety

- **8% Improvement**  
Enhanced sense of safety in making mistakes at work, fostering a supportive environment for energy management without fear of judgment.

## Innovation & Creativity

- **4% Increase**  
Participants felt more innovative and capable of thinking outside the box.
- **Participant Insight**  
Kiana found that understanding her energy patterns enabled a more creative approach to challenges..

## Productivity

- **4% Improvement**  
Participants managed their workloads more effectively, emphasizing working smarter through energy management rather than simply doing more.

## Workload Perception

- **No Significant Change**  
The perceived workload remained stable, indicating that productivity improvements were achieved without increasing work pressure.

## Team Connection

- **Stable**  
Team connection levels remained consistent, maintaining existing team cohesion.



# Summary of Postive Impact

The Regenerate 30-Day Experience **significantly enhanced participants' overall wellbeing, psychological safety, and innovation.** Utilizing heart-rate variability technology and Energetic Literacy principles, participants developed a deeper understanding of their energetic needs, enabling better stress management, increased creativity, and greater resilience.

## Health & Wellbeing

**10%**

INCREASE



**Increased by 30%**  
indicating significant personal growth in self-awareness and energy management.

## Psychological Safety

**8%**

IMPROVEMENT



**Increased by 20%**  
reflecting enhanced ability to manage energy in relationships and interpersonal dynamics.

## Innovation & Creativity

**4%**

INCREASE



**Increased by 13.25%**  
demonstrating progress in energy management within professional settings





*"The Regenerate 30-Day Experience is all about using HRV to guide your day... The way I am using it, I take it every morning and use that to guide me through the day"*

**Jordan**



*"It was easy and manageable to take my 1-min HRV score every day."*

**Bess**



*"The science is what I really like about this. To learn about the body and mind and how it all operates."*

**Ashley**



*"Once I got into a routine of taking my HRV Score, I really enjoyed it."*

**Natalie**



*"I wish all of our clients had this... like a blueprint on their team."*

**Dom**



*"I would recommend Regenerate because it does help to know where your team is at that day and if someone is having a low-energy day and their coworker has a push day... the scientific data helps to support that."*

**Kiana**



# Recommended Next Steps

Building on the positive momentum generated by the Regenerate 30-Day Experience, SORCE recommends that DotConnect implement the SORCE Energy Audit, which includes:

- **6-Month Needs Analysis**

While everyone continues practicing the fundamentals of Energetic Literacy, a comprehensive evaluation is being conducted in parallel to identify which teams or departments are most energetically compromised and which have latent potential.

- **Phased Implementation Plan**

Developing programmatic elements tailored to address the unique strengths and areas for improvement within DotConnect's culture.

- **Outcomes**

Aiming to reduce absenteeism, attrition, lost productivity, and moral injury by sustaining and expanding the benefits achieved during the initial 30-day period.



*"The Regenerate 30-Day Experience has transformed how our team approaches daily challenges, fostering a resilient and innovative workforce that is well-equipped to achieve our goals."*

**Dom Farian, DotConnect, CEO**



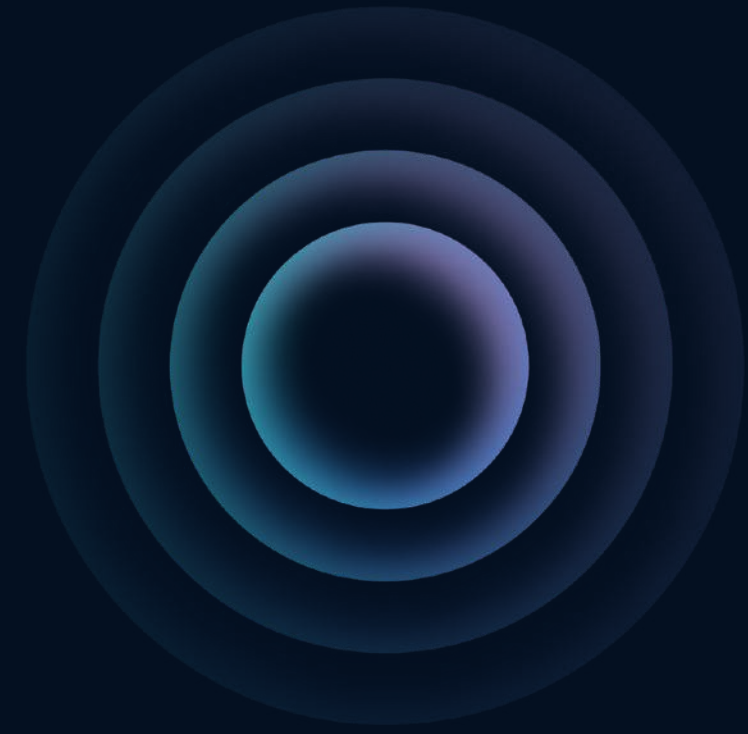


# Thank You!

Thank you for your time and consideration.

We look forward to your questions and the opportunity to work together on this transformative journey.





# SORCE

Regenerating Human Energy

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