



The Coherence Test™

A Decision Tool for Determining Whether to Reclaim, Redesign, or Exit a Role Without Self-Blame

Burnout is often treated as a personal failure. In reality, it is frequently a signal of structural misalignment.

The Coherence Test™ exists to clarify that distinction.

This is not a personality assessment. It does not optimise performance or prescribe resilience.

It helps individuals assess whether strain is coming from:

- internal capacity
- role design
- power dynamics
- or systemic contradiction

Its purpose is orientation — to determine whether the most coherent next move is to:

- reclaim the role
- redesign its conditions
- or exit without collapse or shame

This is a coherence diagnostic, not a motivational tool.

[Begin The Reflection](#)

[Explore System Navigation Audit™](#)

[Read The Intersect™](#)

[Archive on Medium →](#)

[Contact](#)

Part of the [Liberation Intelligence™ Governance Tools Library](#).

Start Here: Low-Capacity Mode

We understand that engaging with diagnostic tools can feel like another demand on your already stretched capacity. If you're currently experiencing significant fatigue, feeling overwhelmed, or simply have limited time and mental bandwidth, this section is designed specifically for you. There is absolutely no pressure here to absorb every detail or to embark on immediate solutions.

Your only task, if you choose to engage, is to pause and reflect on one singular question, without judgment or obligation:

Is a foundational sense of coherence currently present within your professional and personal landscape, even if external conditions remain imperfect and challenging?

This isn't about identifying faults or devising immediate fixes, but rather about a gentle, honest acknowledgement of your internal state regarding coherence, however fleeting it may be.

If Your Answer is "Yes"

A simple awareness of your existing coherence, even amidst life's imperfections, is profoundly sufficient for this moment. This insight itself is a valuable act of self-acknowledgement and a powerful anchor. You may now close this guide without further obligation. This understanding is enough.

[Close Guide](#)

If Your Answer is "No," or You're "Unsure"

If you find coherence elusive, or if you're uncertain, please proceed no further than the section titled **"Early Signals of Drift."** Read only that content, and then stop. Nothing else is required of you at this time. This focused engagement is all that is needed.

[Go to Early Signals of Drift](#)

Remember, this diagnostic is a tool to support you, not to burden you further. Your current capacity is respected and prioritised.

Support If You're Not Okay

If completing this resource brings up distress, overwhelm, or thoughts of harm, please know that you deserve support beyond self-reflection. While this diagnostic tool is designed to provide clarity, it is not a substitute for professional mental health care or crisis intervention.

Your well-being is our utmost priority. If you are experiencing an acute mental health crisis or require immediate assistance, please reach out to the appropriate services without hesitation.



If You Are in the UK

- **Samaritans** — Call **116 123** (available 24/7 for confidential emotional support)
- **NHS 111** — Dial **111** for urgent mental health help or if you are unsure what to do
- **In immediate danger** — Call **999** for emergency services

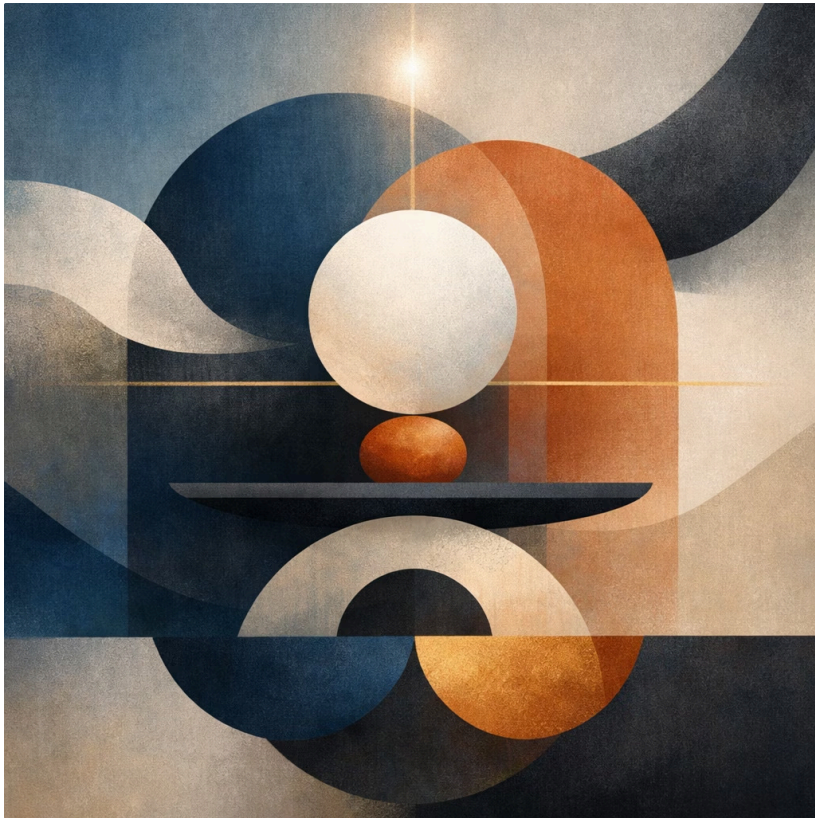
If You Are Outside the UK

- Please identify and contact your local crisis services or emergency numbers applicable to your region.
- Many countries offer national helplines and online resources similar to those in the UK. Search online for "mental health crisis support [your country/region]".
- In an emergency, dial your country's equivalent of 999 for immediate assistance.

Remember, this framework is a guide for self-reflection and personal growth, not a substitute for clinical care or emergency support. Your safety and health come first.

A field diagnostic for leaders who look successful — but feel internally fractured.

You are not broken. You may be misaligned.



Understanding Coherence

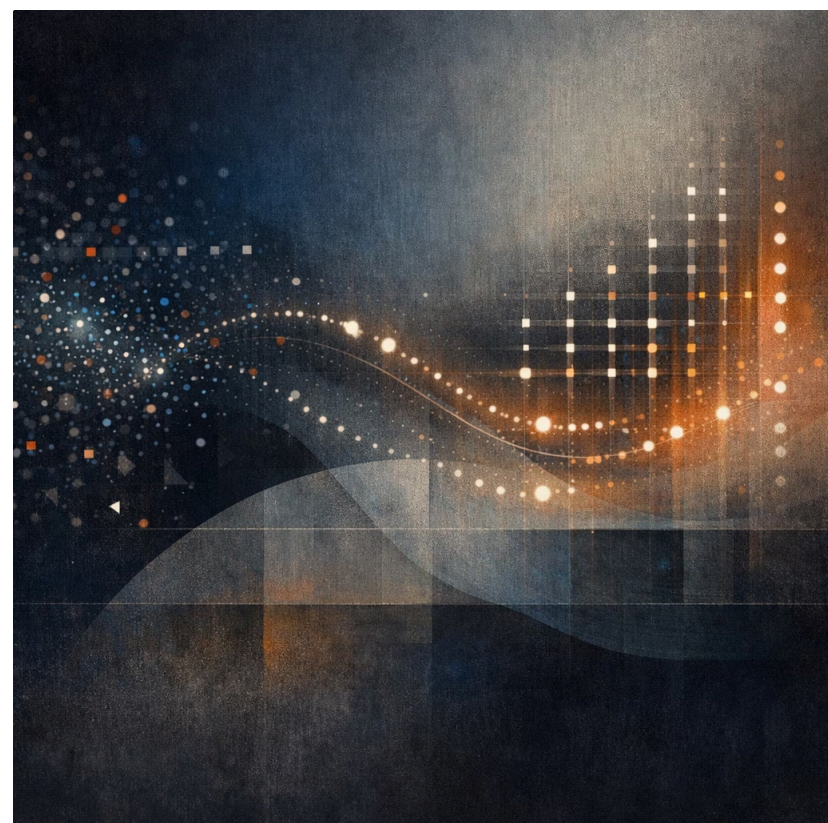
This is not a burnout quiz. It is a coherence diagnostic — designed to distinguish between pressure you can recover from and a role that quietly requires you to split yourself in order to function.

Early Signal Detection

Nothing here assumes failure. Nothing here demands disclosure. This tool exists to help you notice where cost is accumulating, before it hardens into exhaustion, disengagement, or harm.

This diagnostic is designed for early signal detection, not crisis response.

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How to Use The Coherence Test™

The Coherence Test™ is designed as a reflective diagnostic.

It helps distinguish between personal strain and structural misalignment before organisations invest in the wrong intervention.

Most readers complete the questions in one sitting and return later to review patterns that emerge.

What This Tool Does

It helps you identify subtle signs of internal conflict and misalignment in your work or life roles, enabling proactive adjustments to restore balance and well-being. By recognizing these signals early, you can make informed decisions to sustain your energy and engagement.

1

Identifies where coherence is holding

and where it is quietly eroding under pressure

2

Distinguishes temporary stress

from structural misalignment that accumulates cost over time

3

Translates internal signals

— such as sleep disruption, fragmentation, and moral strain — into usable system insight

4

Provides clear integration paths

based on your score, without requiring urgency or disclosure

The aim is not insight for its own sake.

It is to make **invisible cost visible**, while you still have room to respond.

Why this matters

Many leaders remain outwardly functional long after coherence has begun to fracture.

This tool exists to help you notice **where the system is asking too much**, before the cost is paid in health, identity, or relationship damage.

What This Tool Does NOT Do



This diagnostic does not:

- Provide clinical diagnosis
- Replace therapy, medical care, or professional mental health support
- Offer legal or medical advice
- Serve as crisis intervention

This tool is designed for **reflection and system insight**, not treatment or risk management.

If you are experiencing distress that feels unmanageable, escalating, or unsafe, professional or emergency support is the appropriate next step.

Using this diagnostic does not remove the value of human care.

It exists to help you recognise **when care, support, or structural change may be needed** — not to substitute for it.

When to Seek Human Support



This diagnostic is designed for reflection and system insight — not for crisis care.

Please seek human support in the following situations:

Crisis Intervention

For crises or thoughts of self-harm, contact emergency services or a crisis helpline immediately.

Medical & Mental Health

For diagnosis or treatment of mental or physical health, consult a qualified medical or mental-health professional.

Professional Advice

For legal, employment, or contractual decisions, seek appropriate professional advice.

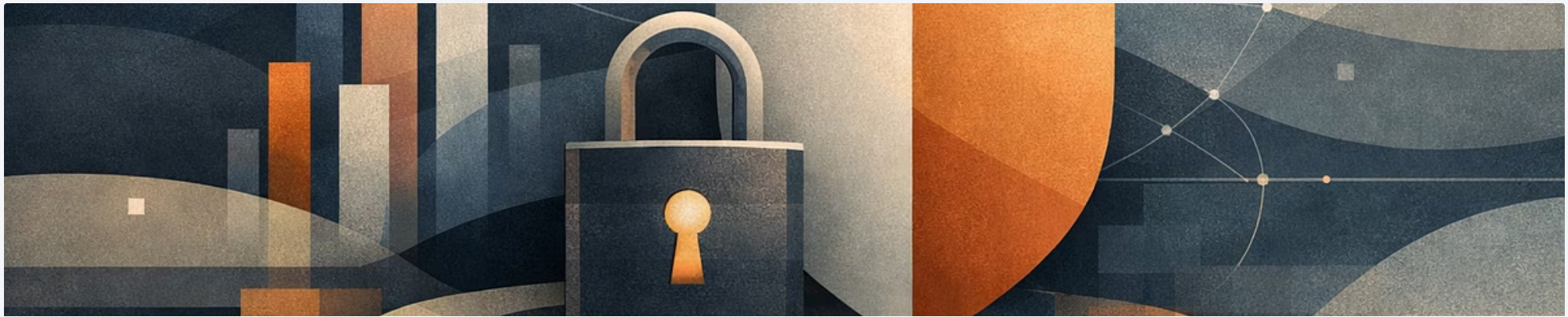
Ongoing Distress & Trauma

For complex trauma work or ongoing distress, engage a licensed therapist.

Seeking support is not a failure of insight.
It is often the most coherent response available.

This tool exists to help you recognise **when care is needed**, not to replace it.

This tool supports **reflection and system insight**, not crisis care.



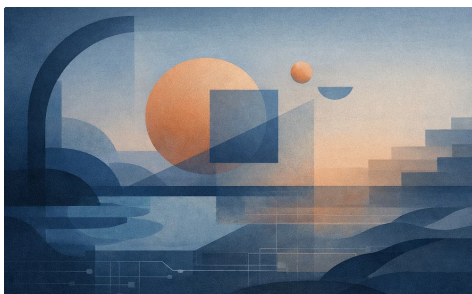
Data Privacy

Your responses are treated as private by default. This diagnostic is designed to support personal insight without surveillance.



Your Data, Your Control

You may choose to save results locally or download PDFs for personal use. Your responses remain private unless you actively decide to share them.



Privacy Without Surveillance

All reflection and scoring can be completed without creating an account. No data is uploaded to external servers by default.

Control over your data remains with you at all times.

Who This Is For

This diagnostic is designed for high-achievers who are still functioning — but at a growing internal cost.



The High-Performing Professional

This tool is designed for leaders, professionals, and decision-makers who:

- continue to deliver while feeling increasingly hollow or detached
- are praised for resilience while sleep, health, or relationships quietly deteriorate
- notice they are performing competence rather than inhabiting it
- sense that something is wrong, but cannot locate it in effort, mindset, or skill
- suspect the problem is not personal capacity, but the conditions they are operating within

The Coherence Test™ is not for people seeking motivation or optimisation.

It is for those trying to understand **what the system is asking them to become**, and whether that cost is acceptable.



When Success Feels Hollow

The Coherence Test™ is especially relevant if you:

- are outwardly successful, yet feel internally fragmented
- find your role rewards endurance more than sustainability
- gain clarity late at night, but lose it in daylight meetings
- feel leaving is premature, but staying feels corrosive

Who This Is *Not* For

This diagnostic is intentionally not for everyone.

If you're seeking quick fixes or external validation

This tool is **not** for those who are:

- seeking productivity hacks or quick motivation
- expecting reassurance for unsustainable conditions
- wanting quick scores for benchmarking
- expecting advice to tolerate misalignment
- seeking a substitute for professional clinical support

If you prefer certainty over deep reflection

This tool will likely *not* be useful if:

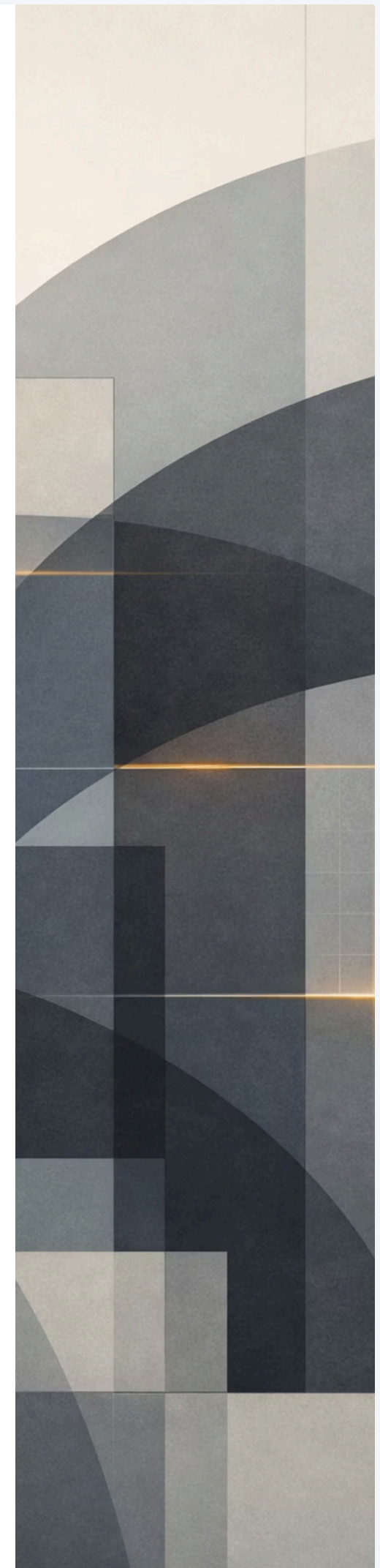
- you prioritize certainty over reflection
- you are unwilling to acknowledge internal strain (e.g., sleep disruption, moral strain)
- you seek a simple "fix-yourself" plan
- you require immediate crisis or mental health support

The Coherence Test™ does not:

- evaluate competence or performance
- diagnose mental health conditions
- offer treatment or therapy
- provide legal, medical, or employment advice

If you are in immediate distress or feel unsafe, this is **not** the right tool.
Please seek urgent professional or emergency support.

This diagnostic exists to surface **structural cost**, not to demand endurance. Use it only if reflection feels safer than avoidance.



Low Capacity Mode (Universal)

Low Capacity Mode

If you are reading this while tired, overwhelmed, unwell, or stretched thin:

You do not need to process everything.

You do not need to understand it all today.

It is enough to:

- read one section
- notice one sentence
- close the document

This asset will not penalise partial attention.

Low capacity is not failure.

It is information.

Support If You're Not Okay (Global)

Support If You're Not Okay

If engaging with this material brings up distress, overwhelm, or thoughts of harm, you deserve support beyond self-reflection.

This asset is **not** a substitute for professional mental health care or crisis intervention.

If You Are in the UK

- **Samaritans** — Call **116 123** (24/7 confidential support)
- **NHS 111** — Dial **111** for urgent mental health help
- **Immediate danger** — Call **999**

If You Are Outside the UK

Please contact your local crisis or emergency services.

Search for:

"mental health crisis support + your country"

In an emergency, contact your country's equivalent of emergency services immediately.

Seeking support is not a failure of insight.

It is often the most coherent response available.

Why This Exists (Context)

In high-pressure workplaces, coherence loss is often mistaken for personal weakness. But what looks like “not coping” is frequently a predictable response to conditions that reward self-erasure.

This diagnostic exists for one purpose:
to help you notice when a role is asking you to fracture in order to continue — while you still have choice.

UK Context (Case Example)

In British workplace culture, coherence loss often hides behind professionalism. Presenteeism, detachment, and the “stiff upper lip” are treated as virtues — even when they’re slowly collapsing the nervous system.

In UK healthcare leadership, this pattern is especially pronounced: senior roles increasingly become survivable only through fragmentation.

If you’ve been thinking, “I’m not failing — but I’m disappearing,” this was built for that moment.



UK Reality Check

This pattern appears globally — but UK working culture offers a particularly clear example of how coherence loss hides in plain sight.

Across UK working life, loss of coherence is often masked by professionalism, endurance, and “getting on with it.” Fragmentation becomes a common adaptation — and is frequently praised — even when it is unsustainable.

What the data consistently shows

Across the UK:

- Work-related stress, depression, and anxiety account for millions of lost working days each year
- Executive burnout remains high even where performance stays strong
- Leadership roles increasingly reward tolerance of strain over sustainability
- Presenteeism, emotional detachment, and sleep disruption are often mislabelled as “resilience”

These patterns appear while people are still delivering — long before they stop functioning.

They are consistently reported across UK institutional sources including HSE, NHS England, CIPD, and ONS workforce analyses.

The critical distinction

This tool names what most systems refuse to separate:

Stress

Contextual and temporary. It resolves with rest and recovery.

Misalignment

Structural and accumulative. It does not resolve through effort alone.

- ❑ You don't need to compare your pain to a statistic. This tool helps you see where a system asks you to **fracture to continue**, enabling choice over collapse.

Before You Begin

Typical completion time: 10–15 minutes, taken slowly and without interruption.

Move slowly. Answer honestly.

There are no correct responses here. This is **not** a test. Nothing is measured for performance or comparison.

How to approach this diagnostic

This tool works best when you respond from **experience**, not aspiration.

As you proceed, you may notice:

- hesitation before answering
- discomfort from questions that hit close
- a quiet clarity

These are valid signals; don't override them.

What to watch for

If you feel an urge to:

- rush through it
- optimise your answers
- choose what sounds most reasonable or admirable
- perform insight rather than name reality

pause.

That impulse is often part of the pattern this diagnostic aims to surface.

Return when you are ready to answer from where you actually are—not where you think you should be.

Pace and setting

This diagnostic is designed for **one uninterrupted sitting**.

If possible:

- choose a quiet moment
- silence notifications
- allow enough time to finish without pressure

You don't need to reflect deeply between questions.

You only need to answer truthfully.

A final note

This is not about pushing for clarity.

It is about noticing what is already present.

If something is difficult to name, that itself is information—not a failure.

Begin when you're ready.

How to Use This Diagnostic

Each question relates to one of four structural domains where coherence most often fractures under pressure.

You are not being asked how things *should* be.

You are being asked how things *are*.

Respond based on:

- your lived experience
- your recent patterns
- your actual constraints

Not:

- your intentions
- your values
- your professional identity
- your best weeks

If you find yourself justifying an answer, choose the more uncomfortable option.

That is usually where the signal lives.

The Four Fracture Domains

You'll score each domain from **1 to 5**.



1 = Coherent (alignment intact)



2–3 = Managing (cost present, contained)



4–5 = Fragmenting (performance requires self-erasure)

At the end, your score generates:

- a clear interpretation band
- an integration path
- a 24-hour action card
- optional resources and next steps

Domain 1 — Performative Presence

Where strategy replaces sincerity.

Notice:

- Where do you feel most like you're performing competence rather than being present?
- What truths do you regularly edit out because they would "destabilise the room"?
- Which conversations leave you feeling more like a brand than a human?

Score: Performative Presence

1 2 3 4 5

Anchor descriptions

1 (Coherent)

What you think, feel, and say mostly aligns

2–3 (Managing)

Editing emerges in high-stakes contexts

4–5 (Fragmenting)

Constant performance — "real you" rarely visible

Reflection (optional): Where do you notice yourself "switch on" to survive?

Domain 2 — The Sleep Cost

What violations cost you rest.

Notice:

- Which decisions cost you sleep — not because they're hard, but because they violate something internal?
- What "wins" feel like losses when you're alone?
- Where are you praised for resilience that feels like endurance without end?

Score: The Sleep Cost

1 2 3 4 5

Anchor descriptions

1 (Coherent)

Sleep disruption resolves when pressure lifts

2–3 (Managing)

Insomnia clusters around specific decisions

4–5 (Fragmenting)

Chronic disruption — decisions replay at 3am

Reflection (optional): Which decision keeps returning when the room goes quiet?

Domain 3 — The Fragmentation Index

Where parts of you go into hiding.

Notice:

- How often do you think: *"If they knew what I really think, they'd..."*
- Which parts of your identity do you code-switch into silence?
- Where does strategy override your body's knowing and emotional truth at the same time?

Score: Fragmentation Index

1 2 3 4 5

Anchor descriptions

1 (Coherent)

Identity integrated — little hiding required

2–3 (Managing)

Strategic code-switching — conscious, contained

4–5 (Fragmenting)

Multiple selves — "real you" becomes harder to access

Reflection (optional): What part of you has been left outside the room for too long?

Domain 4 — The Alignment Mirage

When success metrics measure your capacity to tolerate betrayal.

Notice:

- What metrics of success actually measure your tolerance for misalignment?
- Where is "strategic patience" really a euphemism for self-abandonment?
- What would you change immediately if coherence mattered more than optics?

Score: Alignment Mirage

1 2 3 4 5

Anchor descriptions

1 (Coherent)

Values and outcomes largely match

2–3 (Managing)

Trade-offs exist, but you can name them

4–5 (Fragmenting)

Success requires self-betrayal — winning feels like losing

Reflection (optional): What do you keep doing that you can't respect yourself for?

Your Coherence Score

Add your four scores:

Performative Presence

Sleep Cost

Fragmentation Index

Alignment Mirage

Total score: ____ / 20

1

How to Read This Number

This score is **not a verdict** or **diagnosis**.

It is a **location**.

It shows where coherence is holding, and where it's quietly costing you.

Before interpreting, notice:

- Which domain scored highest?
- Which question felt hardest?
- Where did your body react first?

Your total tells you **cost intensity**.

Your pattern tells you **where it comes from**.

3

What This Score Does *Not* Mean

This score does **not** tell you:

- your competence
- your resilience or strength
- how long you *should* endure
- what decision you *must* make next

It does not prescribe action or demand urgency.

It simply makes the **cost visible**.

2

What the Score Represents

Your score reflects the **accumulated impact of conditions**, not personal weakness.

It highlights:

- internal adjustments you make to function
- where pressure is recoverable vs. eroding alignment
- if fragmentation is strategic/temporary or structural/accumulating

A higher score isn't failure.

It means you're delivering under demanding conditions, often at an unseen cost.

4

How to Sit With It

Notice your first reaction to the number — relief, resistance, disbelief, clarity.

You don't need to resolve anything yet.

The next section translates this into an **integration path** – a direction, not a plan.

For now, let the number stand.

Integration Paths™

Three valid responses to misalignment — without urgency or hierarchy.

Reclaim (Score 4–8)

Protect coherence early.

This path is for when core coherence is largely intact and friction is primarily external. The goal is subtle recalibration — strengthening boundaries and rituals so minor strain does not harden into structural fragmentation.

Weekly 10-minute reflection ritual

Introduce intentional pauses

Small acts of sovereignty

Grounding script (optional)

“I can deliver this — and I need the conditions to be sustainable.”

Redesign (Score 9–14)

Reduce structural cost.

This path is for when misalignment is accumulating and performance is maintained through strategic adaptation. The goal is to change role conditions, not personal endurance.

90-minute role architecture audit

Identify energy-returning vs energy-depleting tasks

Boundary redesign to reduce fragmentation

“Here is what I can sustain.”
“Here is the cost of the current model.”
“Here is what would protect performance and coherence.”

Exit / Bridge (Score 15–20)

Preserve dignity and health.

This path is for when misalignment is deep and structural. The goal is a strategic, dignified transition — or a protected holding position if immediate exit is not yet possible.

Define non-negotiables

Exit or bridge protocol

Reduce exposure to depleting tasks

Prepare next steps quietly

“I’m not leaving because I can’t cope. I’m leaving because I can.”

This is a direction of travel, not a demand.

What Your Score Means

Your score reflects the degree to which your current demands and resources are out of balance, signaling an area that deserves your awareness and care. It invites you to consider how you might gently steer towards alignment, honoring your limits and needs.



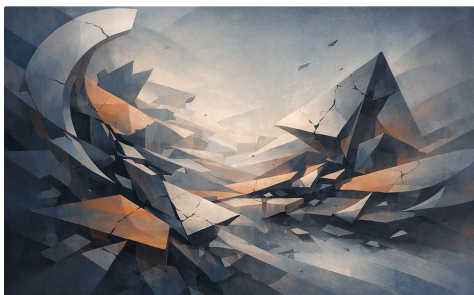
Coherence Intact (4–8)

Friction is external; your core self remains accessible. **Integration path:** [Reclaim](#)



Partial Fragmentation (9–14)

Managing accumulating costs; personas appear in specific contexts. **Integration path:** [Redesign](#)



Alignment Collapse (15–20)

System requires trading self for survival. Fragmentation is structural. **Integration path:** [Exit](#)

- If your score feels "too high" to handle alone, seek support. You do not need to push through to clarity alone.

The Coherence Heatmap

Seeing the shape of the cost.

Numbers show intensity.

Patterns show meaning.

1

Your heatmap helps you see:

- where coherence is still holding
- where fragmentation is concentrating
- which domain is driving your overall score

2

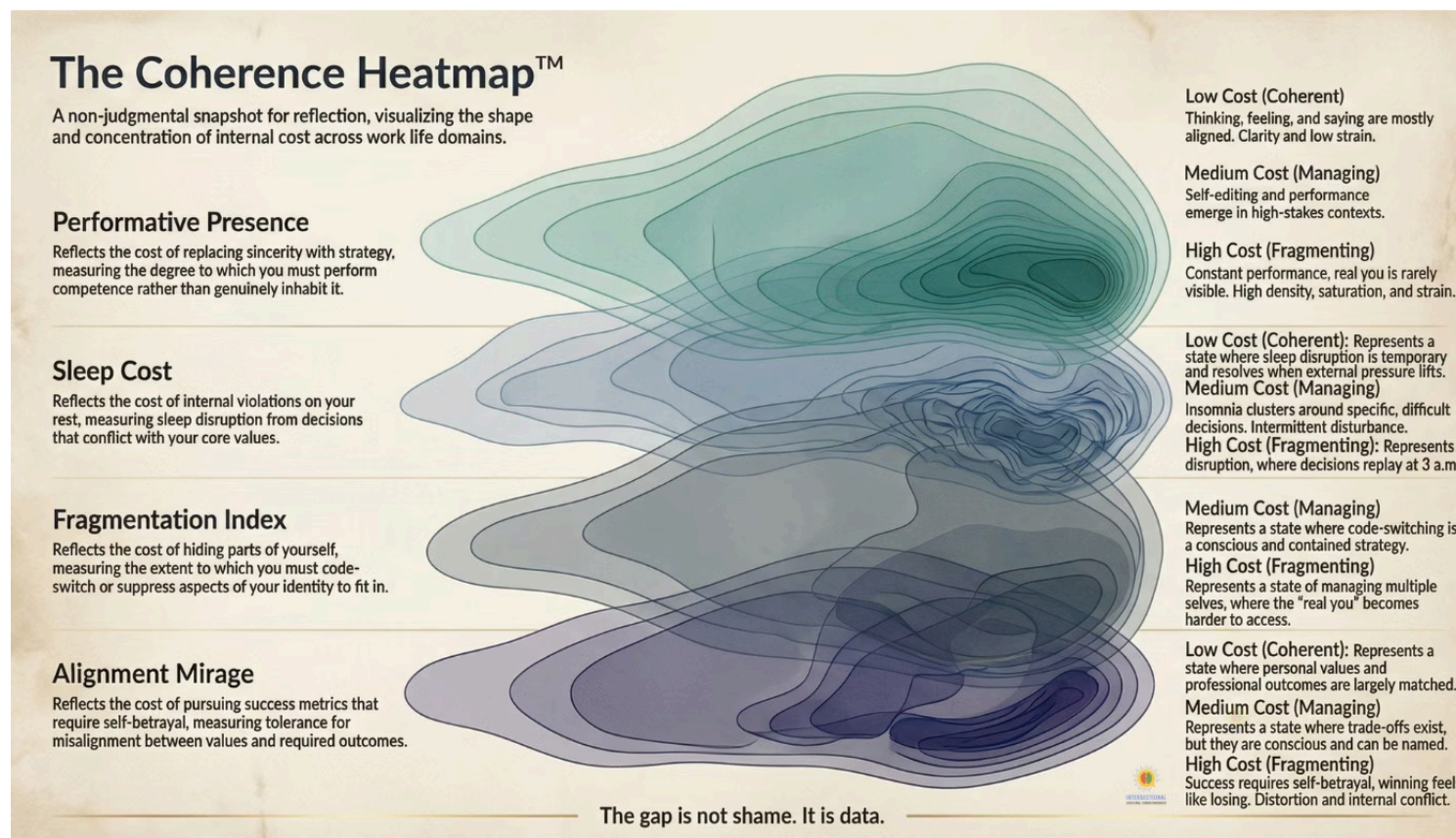
This is not about judgement or optimisation.
It is about **locating pressure accurately.**

3

A single high domain often matters more than a high total.
Where cost clusters is where attention belongs.

4

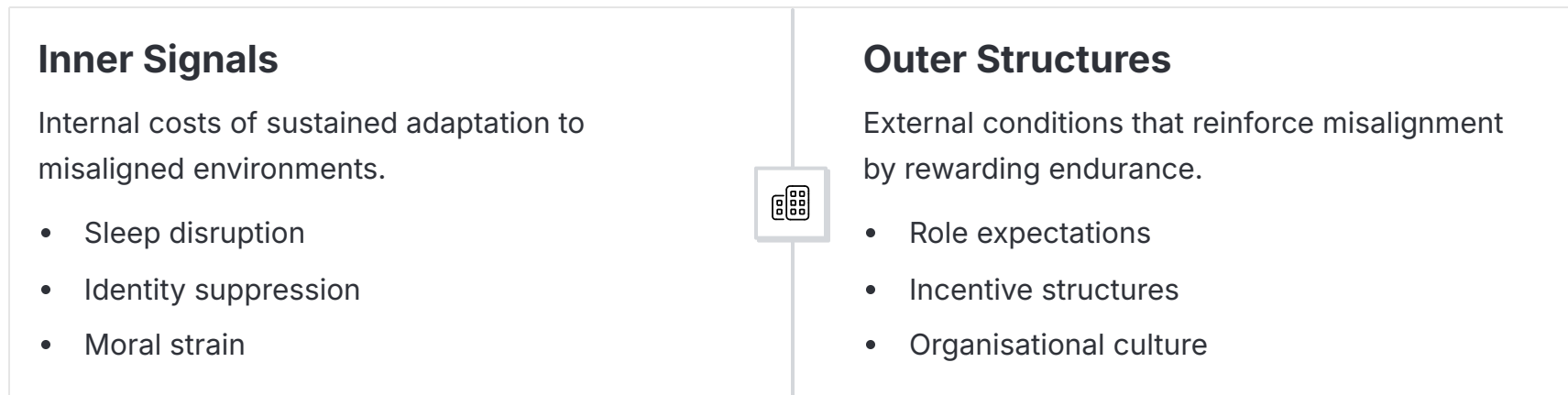
The gap is not shame.
It is **data you can work with.**



Why insight alone doesn't fix misalignment.

High-functioning individuals often feel a quiet dissonance between inner well-being and external demands. When internal signals conflict with system rewards, it's not just burnout; it's an architectural mismatch.

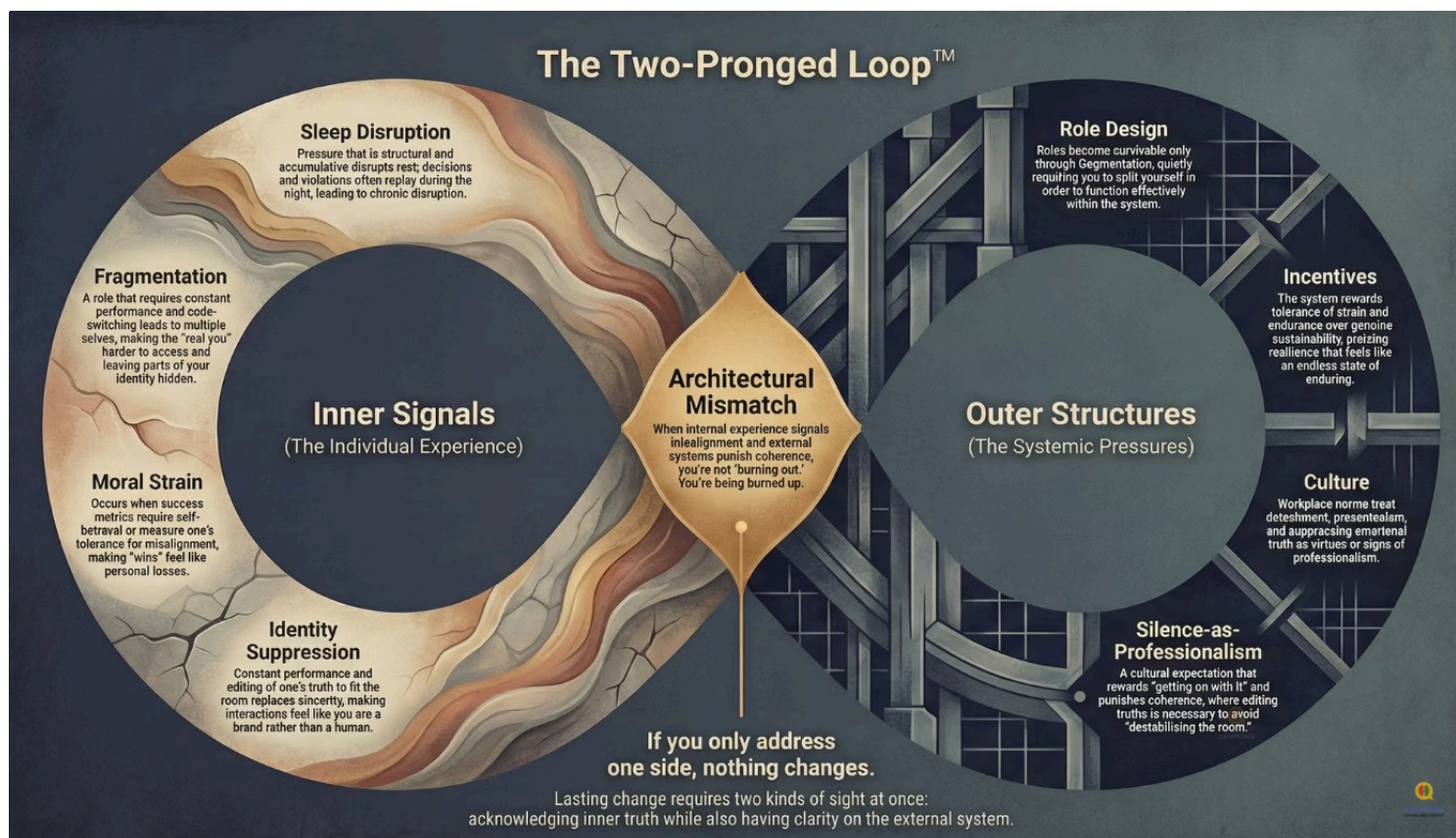
This mismatch operates through two interlocking pathways:



Addressing only one side—personal resilience or structural change alone—leaves the dynamic intact. Lasting coherence requires honesty about inner experience and clear sight of the systems shaping behavior.

The real question is not, *"What's wrong with me?"*
It is, *"What is this system rewarding me for becoming?"*

Recognizing this pressure is the first step toward integration.



Your Integration Path

You'll receive **one primary integration path** based on your score. This is not a label or identity, but a **direction of travel** to respond to the diagnostic's revelations without overreacting or minimising.

Each path is designed to be:

- usable immediately
- appropriate to UK workplace realities
- protective of your capacity, not demanding of transformation

What this is not

This is not:

- a performance improvement plan
- a resilience programme
- a productivity framework
- a requirement to disclose vulnerability
- a demand to "fix yourself"

The purpose is **integration**, not optimisation.

What each path includes

Each integration path offers:

- **A grounded practice**
A short, repeatable action that restores coherence without adding cognitive load.
- **A usable protocol**
Something you can actually apply — at work, in conversations, or in decision-making.
- **Language scripts (where needed)**
Words to use when coherence is at risk and improvising feels costly or unsafe.
- **Optional UK-specific support routes**
Signposts for professional or institutional support, offered without pressure.

Nothing here is mandatory; use what helps, leave what doesn't.

How to work with your path

Move at the pace your body allows. If insight arrives before capacity, slow down. If capacity arrives before clarity, that's enough.

Coherence is restored through **conditions**, not effort. This section supports **careful response**, not urgency.

Reclaim Ritual (Score 4–8)

This path is for when your core alignment is largely intact, but external demands are beginning to apply friction. The risk here is not collapse, but gradual erosion. Coherence is still accessible — it simply requires conscious protection before minor compromises harden into structural strain.

Your work in this phase is not to change the system, but to stabilise your internal conditions so coherence remains available under pressure.

Weekly practice (10 minutes):

- What increased coherence this week?
- What decreased it?
- What boundary would protect next week?
- What am I pretending not to know?

Orientation script (optional):

"I can deliver this — and I need the conditions to be sustainable."

Redesign Ceremony (Score 9–14)

Purpose: reduce structural misalignment.

This path is for when coherence is still reachable, but accumulating costs signal that the role itself is no longer neutral. You may be functioning well, yet relying on performance strategies that are increasingly expensive internally. The task here is not endurance, but structural adjustment.

Your focus shifts from personal regulation to examining how the role is designed — and where that design quietly requires fragmentation.

Role Architecture Audit (90 minutes):

- Which tasks return energy after completion?
- Which tasks deplete energy for hours afterward?
- Which expectations require me to perform a self I can't live with?
- What boundary would reduce fragmentation by 20% immediately?

Negotiation prompts:

- *"Here is what I can sustain."*
- *"Here is the cost of the current model."*
- *"Here is what would protect performance and coherence."*

Exit Protocol (Score 15–20)

Purpose: dignified departure from a misaligned system.

This integration path is for individuals whose Coherence Score falls within the 15–20 range, indicating deep, structural misalignment. At this level, fragmentation is no longer a temporary state but a pervasive experience, and the role itself now demands significant self-erasure for survival. This protocol is not about repair within the existing system, but about enabling a strategic and dignified exit.

The goal is to navigate a transition that protects your well-being and professional reputation, prioritising your health and integrity above all else. This process acknowledges the profound impact of architectural mismatch and empowers you to reclaim agency over your professional life.



Define Non-Negotiables

Clearly articulate the core values, boundaries, and conditions essential for your health and integrity. These are the elements you will not compromise, serving as your internal compass during the transition.



Build a Transition Plan

Develop a strategic plan that outlines steps for departure, focusing on how to protect your professional reputation without resorting to self-betrayal or burning bridges. Consider a phased approach if immediate exit isn't feasible.



Coherence-Restoration Period

Prioritise a dedicated period for rest and reintegration before committing to another high-pressure role. This allows for deep restoration, preventing the transference of existing fragmentation into a new environment.



Vet Future Roles by Conditions

Evaluate new opportunities primarily based on their inherent conditions and alignment with your non-negotiables, rather than being swayed by superficial factors like title, status, or aspirational mission language.

"I'm not leaving because I can't cope. I'm leaving because I can."

Bridge Phase (If You Can't Leave Yet)

If an immediate exit isn't possible due to genuine constraints, the Bridge Phase offers a protective holding position. This is not about avoidance or denial, but a pragmatic strategy to safeguard your coherence while you prepare for redesign or departure.

→ Reduce Exposure

Identify and strategically minimise your engagement with the most toxic or depleting aspects of your role or environment, creating micro-boundaries where possible.

→ Stop Donating Your Nervous System

Cease investing excessive emotional and mental energy into propping up an unworkable system. Preserve your internal resources for your own well-being and future planning.

→ Withdraw Emotional Consent

Consciously disengage from the internal pressure to "perform" a self you can no longer authentically sustain. Recognize that you are not responsible for upholding an unsustainable system.

→ Quietly Prepare

Utilise this period to discreetly gather resources, refine your skills, and build a network that will support your eventual transition or the radical redesign of your current role.

You are not failing if you are constrained; you are navigating reality with resilience and strategic foresight. This phase acknowledges your current limitations while empowering you to act with intentionality.

Staying without protection deepens injury. Leaving without preparation creates risk. The Bridge Phase preserves dignity, health, and agency in between.

Restore Path (If You Feel at Risk)

This path is offered when coherence feels compromised enough that **immediate stabilisation** matters more than insight.

It is not a failure.

It is a protective response.

The purpose here is **restoration**, not optimisation.

What restoration may involve

Depending on your context, support may include:

- **Occupational Health** involvement to reduce or pause exposure to strain
- **Medical leave** to allow nervous system recovery without performance pressure
- **Confidential therapy or clinical support** for stabilisation and containment
- **A protected recovery window** where demands are intentionally limited

These measures are about **preserving capacity**, not removing agency.

If you feel at immediate risk to yourself or others, seek urgent professional or emergency support.

This diagnostic does not replace care.

It exists to help you **recognise when care is needed**.

You are not weak for needing this; you are human.

Your 24-Hour Action Card

This card offers immediate, actionable guidance based on your coherence score, focused on the next 24 hours. The goal is containment, not momentum: perform only what fits your capacity without adding strain. One small action can begin shifting your trajectory.



Track A — Reclaim (Score 4–8)

Purpose: Protect coherence early.

Choose one action from each category:

- Set one boundary today.
- Initiate one honest conversation.
- Prioritise one rest action.

"I need sustainable conditions."



Track B — Redesign (Score 9–14)

Purpose: Reduce structural cost.

Focus on feasible steps to alleviate systemic pressures:

- Name 3 coherence-negative tasks.
- Identify 1 essential boundary to implement.
- Draft 1 sentence on your capacity for leadership.

"What I can sustain, and its cost."



Track C — Exit (Score 15–20)

Purpose: Preserve dignity, health, and agency.

Approach with clarity, not urgency. Focus on deliberate, protective movement:

- Name your non-negotiables for professional integrity.
- Identify a safe, realistic transition timeline.
- Take one practical step towards eventual departure.

If immediate exit isn't possible, this card supports **Bridge Phase** actions (e.g., reducing exposure, quiet preparation, or pausing).

"I'm leaving because I can."

If nothing fits

If no action feels possible within 24 hours, that is vital information:

- Rest is action.
- Pausing is a valid response.
- Returning later is entirely valid.

This card exists to support you, not to compel actions that increase fragmentation.

Your Next Resource (Score-Mapped)

No menus. No overwhelm. One clear direction.

You don't need to do everything.

You just need the **next right support** for your current context.

Based on your score, **one resource has been matched to you.**

It is designed to be used **on its own**, without reference to the others.

Download the resource aligned to your score band

The Reclaim Toolkit™ (Score 4–8)

Protect coherence early.

For situations where alignment is still largely intact, but early friction or pressure has begun to appear. This resource helps you strengthen boundaries, interrupt silent drift, and protect what is currently working before fragmentation takes hold.

Download PDF

The Redesign Toolkit™ (Score 9–14)

Reduce structural cost.

For situations where misalignment is present and being managed through adaptation. This resource supports role redesign, boundary renegotiation, and structural correction — without self-erasure or premature exit.

Download PDF

The Exit + Bridge Toolkit™ (Score 15–20)

Preserve dignity and health.

For situations where misalignment is deep and structural, and coherence cannot be restored in place. This resource provides a dignity-preserving pathway for leaving — or for stabilising coherence while preparing to do so.

Download PDF

How to use this section

Only **one** of these resources is intended for you at a time.

The others are not *higher*, *lower*, or *better* — they simply correspond to **different conditions**.

You are not expected to read, download, or engage with all of them.

Movement between resources happens only if circumstances change.

There is no progression to complete.

There is no obligation to act.

This is orientation — not instruction.

Your Next Resource (Score-Mapped)

Your score maps to one resource. Download yours below.

The Reclaim Toolkit™ (Score 4–8)



<https://intersectionalfutures.org/>



THE RECLAIM GUIDE™ — Coherence Intact (Score 4–8)

A complete coherence–preservation resource for leaders whose alignment is still intact. Designed to make existing coherence visible, strengthen...

The Redesign Toolkit™ (Score 9–14)



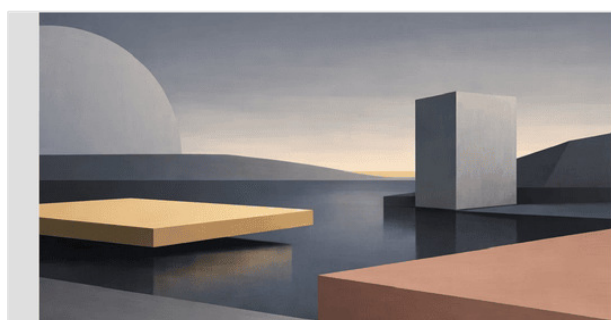
<https://intersectionalfutures.org/>



THE REDESIGN GUIDE™ — Structural Cost Emerging (Score 9–14)

A complete role–architecture and structural realignment resource for leaders experiencing accumulating misalignment. Designed to surface hidden...

The Exit + Bridge Toolkit™ (Score 15–20)



<https://intersectionalfutures.org/>



THE EXIT PROTOCOL™ — Alignment Collapse (Score 15–20)

A complete dignity–preserving departure and bridge resource for leaders whose coherence is no longer recoverable in situ. Designed to remove...

How to use this section

Only **one** resource is for you at a time; others correspond to **different conditions**, not hierarchy. There is no progression or obligation to act. This is orientation, not instruction.

Understanding Our Approach: What This Diagnostic Refuses to Be

The Coherence Test™ is built on a foundation of clear principles, defining not only what it offers, but also what it deliberately avoids. This diagnostic is designed to provide genuine insight and support, steering clear of common pitfalls that can perpetuate the very issues it seeks to address.

Not Productivity Hacks This tool does not offer superficial 'productivity hacks' or quick fixes designed to squeeze more output from an already depleted individual. Its focus is on profound, internal coherence, not external performance metrics.	Not Resilience as Endurance It does not prescribe resilience as a synonym for endless endurance. Instead, it questions the systems that demand unsustainable levels of fortitude, advocating for authentic restoration rather than mere coping mechanisms.
Not a Five-Step Life Plan You won't find a generic 'five-step life plan' here. This diagnostic respects the unique complexities of your situation, offering a framework for self-understanding rather than a prescriptive, one-size-fits-all solution.	Not Framing Structural Harm as Personal Failure Critically, this tool refuses to frame structural harm or systemic dysfunction as personal failure. It validates your experience by acknowledging external pressures, shifting the narrative away from individual blame.
Not Optimising for Self-Erasure It explicitly does not aim to 'optimise' you for systems that demand self-erasure. This diagnostic champions the preservation of your authentic self and well-being, even if it means challenging existing structures.	Not Hiding Clarity Behind a Paywall Access to crucial insight should not be gatekept. The diagnostic offers clear, actionable understanding without financial barriers, ensuring that clarity is accessible to all who need it.
Not Requiring Your Email Your privacy and autonomy are paramount. There is no requirement to provide an email address or any personal data to receive or understand your score.	

"This diagnostic does not reward performance. It does not gamify insight. It does not ask you to tolerate what is quietly harming you."

You have the diagnostic. The clarity is yours, unburdened by external pressures or hidden agendas.

Our Commitment: Why This Tool Is Freely Accessible

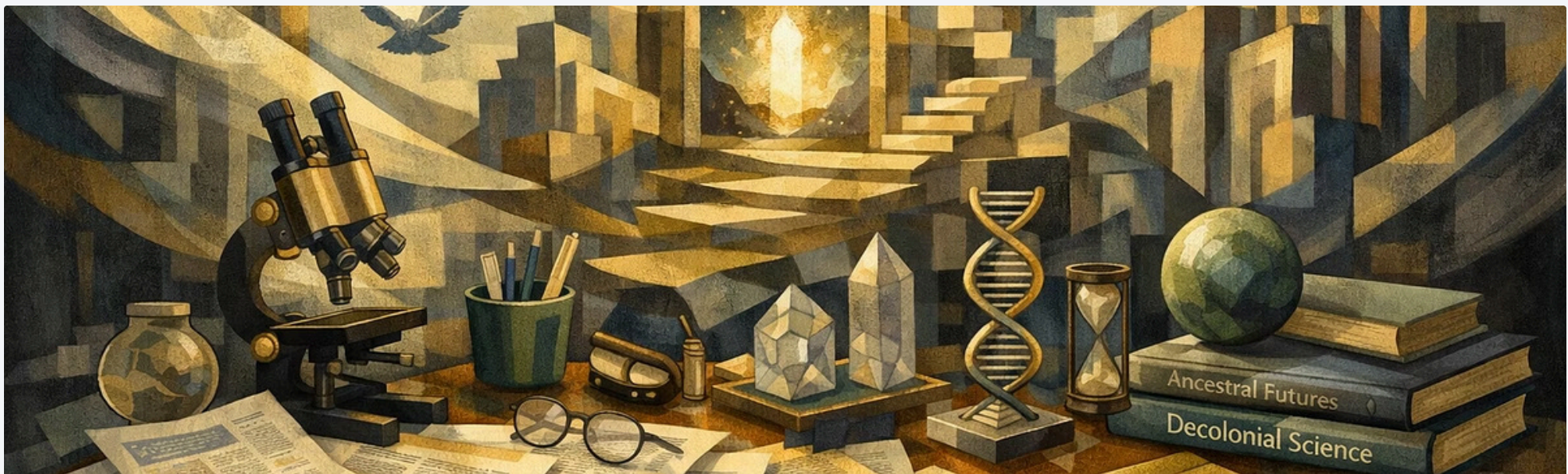
The Coherence Test™ is offered completely free of charge, rooted in a deep understanding of how internal fracture can escalate when support is inaccessible.



When crucial insight is rationed, individuals often internalise blame for circumstances beyond their control. Similarly, when precise language to describe their experiences is withheld, the insidious nature of structural harm is easily mistaken for personal weakness or deficiency.

This tool aims to dismantle those barriers, providing a clear mirror to your internal state and the external factors influencing it. It is not merely a piece of content for consumption; it is designed as essential protective infrastructure for your well-being and professional integrity.

This is not content. It is protective infrastructure.



Evidence Snapshot (Indicative, Not Exhaustive)

The Coherence Test™ is informed by well-established research consensus across occupational psychology, organisational health, and UK workforce data.

This tool does not rely on single studies or experimental claims. It reflects patterns repeatedly observed across high-quality reviews and institutional reports.

Indicative sources include:

- UK Health and Safety Executive (HSE): Work-related stress, burnout, and psychosocial risk factors
- NHS England & NHS Confederation: Workforce sustainability, moral injury, and leadership attrition
- Chartered Institute of Personnel and Development (CIPD): Presenteeism, workload strain, and organisational responsibility
- World Health Organization (WHO): Burnout as an occupational phenomenon linked to working conditions
- British Medical Association (BMA): Systemic workload pressure and professional exhaustion
- OECD: Job quality, work intensity, and wellbeing outcomes
- Maslach & Leiter: Job-person mismatch model (values, control, workload, fairness)
- Demerouti et al.: Job Demands-Resources (JD-R) framework

These sources converge on a central finding:

Sustained distress in high-functioning professionals is most often linked to **misaligned roles and systems**, not personal deficiency.

Full citations are available for commissioning, governance, or institutional review.

Rights & Use

The Coherence Test™ is a non-clinical reflective diagnostic designed for leadership insight, organisational learning, and system awareness.

1

What this tool does

- Supports reflection on coherence, misalignment, and structural strain
- Surfaces patterns linked to burnout, fragmentation, and moral injury
- Provides language for discussion, not judgement

2

What this tool does not do

- Diagnose mental health conditions
- Replace therapy, medical care, or clinical assessment
- Function as crisis support or treatment

If you are experiencing acute distress, suicidal thoughts, or psychological crisis, seek immediate professional or emergency support.

Use & attribution

This tool is designed to be accessible and may be adapted for reasonable accessibility needs, provided attribution is retained and content integrity is preserved.

This tool may be used for:

- personal reflection
- leadership development
- organisational discussion

It may not be:

- commercially resold
- modified without permission
- represented as a clinical instrument

Attribution is required when shared or cited.

Framework & authorship

The Coherence Test™

Created by Jarell Kwabena Bempong

Liberation Intelligence™ · UK Context

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Introducing Jarell Bempong: Architect of Coherence

Jarell Bempong is the visionary behind The Coherence Test™, serving as a UK-based Systems Architect, Therapist, and Cultural Strategist. He is also the founder of The Intersectional Majority Ltd., an organisation dedicated to fostering systemic well-being.



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His core expertise lies in designing robust frameworks that actively restore coherence within individuals, organisations, and broader systems that are fracturing under structural strain. Bempong's distinctive work seamlessly integrates leadership principles, mental health insights, and sophisticated system design methodologies.

This unique interdisciplinary approach enables clients to precisely distinguish between personal distress and systemic failures, empowering them to respond to challenges with unparalleled clarity, dignity, and sustainable strategies. His models are designed to identify misalignment without resorting to blame or medicalisation, promoting a more holistic understanding of complex issues.

SYSTEMS ARCHITECT

THERAPIST

CULTURAL STRATEGIST

Jarell's tools, including The Coherence Test™ and the Coherence & Structural Alignment Model, are now widely adopted across professional, therapeutic, and organisational contexts, proving instrumental in creating environments where individuals can thrive authentically.

Optional Continuation

Canon-Locked Copy

Optional Continuation

This work does not require follow-up.

If you wish to stay oriented to how these ideas evolve, you may read **The Intersect™** — a weekly reflection on systems, care, technology, and coherence.

It is not a mailing list.

It is not a funnel.

It exists so thinking does not have to be rushed or resolved.

You may subscribe, unsubscribe, or ignore it without consequence.

<https://jarellbempong.beehiiv.com/>

For institutional governance architecture → **[Liberation Intelligence™](#)**

The Intersect™

Institutional essays on culture, leadership, systems, and emerging technology.

The Intersect™ is a public writing series exploring how organisational pressure becomes policy, how harm becomes procedure, and how leadership responsibility can be designed into systems before crises emerge.

Essays draw from institutional work across engineering environments, academia, professional bodies, and leadership systems.

Essays read by leaders across engineering, academia, coaching, and public-sector environments.

[Read The Intersect™](#)

[Archive on Medium →](#)



Questions or Reflections

Some readers use The Coherence Test™ for personal reflection.

Others recognise patterns that point toward deeper structural questions inside their organisations.

If the latter applies to your environment, you are welcome to reach out.

[Contact](#)

hello@jarellbempong.com

[For institutional governance architecture → Liberation Intelligence™](#)

Closing Orientation

Where You Land

This is not an answer.
It is a place to stand.

Coherence is not optimisation.
It aligns who you are, what you do, and what it costs.

Misalignment obscures reality.
Clarity restores choice.

Return if and when it becomes useful again.
It will still be here.