

THE EXECUTIVE INTELLIGENCE COLLECTION™ | VOLUME 01

Executive Rhythm Intelligence Score™

A biologically intelligent executive
assessment for founders, CEOs, boards
and high-performance leaders.

ASSESSMENT + ACTION PLAN

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Use this assessment as a decision instrument, not as another document to admire.

PURPOSE

The Executive Rhythm Intelligence Score™ is designed to help leaders identify where performance is being sustained by coherence and where it is being subsidized by biological, cognitive or organizational strain.

It is not a medical, psychiatric or clinical diagnostic. It is an executive self-assessment and reflection tool. Seek qualified professional care for health concerns.

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The Executive Premise

Performance rarely collapses without warning. The earlier signal is often a loss of rhythm: sleep becomes irregular, attention becomes fragmented, decisions become reactive and organizations begin to operate through urgency instead of coherence.

The earliest signal of decline is rarely failure. It is the loss of rhythm.

Most leaders measure output. Few measure the system producing it.

Revenue, market share, execution velocity and operating margin are lagging indicators. They show what the system produced. They do not reveal whether the human and organizational system remains capable of producing it repeatedly without hidden deterioration.

WHEN RHYTHM IS COHERENT

Energy is predictable. Attention is available. Decisions are proportionate. Teams recover after intensity. Innovation compounds rather than thrashes.

WHEN RHYTHM IS LOST

Urgency becomes the operating model. Meetings multiply. Recovery is postponed. Judgment narrows. Growth appears intact until resilience, trust or quality fails.



Biological Leadership™

A leadership operating model that aligns human physiology, cognitive capacity, emotional regulation, decision quality and enterprise cadence.



BIOLOGICAL LEADERSHIP™ | HUMAN SYSTEMS BEFORE ENTERPRISE SYSTEMS

What is Biological Leadership™?

Biological Leadership™ is the practice of designing leadership and enterprise performance around the realities of human biology rather than pretending that attention, energy, recovery and judgment are infinitely available.

01

Human systems precede enterprise systems

Strategy is executed through nervous systems, attention, trust and judgment.

02

Rhythm is a performance variable

Consistency, recovery and timing influence the quality of output.

03

Coherence is not comfort

High performance can include intensity, but intensity must be followed by recovery and integration.

04

Sustainable performance is designed

Calendars, meetings, decision rights, incentives and operating cadence either protect or erode executive capacity.

The Seven Rhythms

Seven interdependent rhythms shape the quality, sustainability and repeatability of executive performance.

The 7 Rhythms of Human Coherence

1

Biological Rhythm

Sleep, metabolic stability, movement and physiological regularity

2

Recovery Rhythm

Ability to downshift, restore capacity and absorb sustained intensity

3

Cognitive Rhythm

Attention quality, mental clarity, depth and learning capacity

4

Emotional Rhythm

Regulation, perspective, relational steadiness and psychological range

5

Decision Rhythm

Proportionate judgment, prioritization and avoidance of reactive choices

6

Leadership Rhythm

Trust, delegation, communication, boundaries and capability multiplication

7

Enterprise Rhythm

Operating cadence, governance, innovation rhythm and execution coherence

How to complete the score

1

Answer for the last 30 days

Score your lived pattern, not your ideal self or your strongest week.

2

Use the full scale

1 means rarely true. 5 means consistently true. Avoid defaulting to the middle.

3

Score without self-punishment

The objective is signal detection, not moral judgment.

4

Calculate each rhythm separately

A strong total can hide one rhythm carrying unsustainable strain.

5

Choose one leverage point

Do not attempt to repair every rhythm simultaneously.

SCORING SCALE

1 Rarely true

2 Occasionally

3 Inconsistent

4 Usually true

5 Consistently true

Biological Rhythm

1.1

My sleep and wake timing is sufficiently regular to support predictable energy.

1

2

3

4

5

1.2

I can sustain the workday without repeatedly relying on stimulants, sugar or urgency.

1

2

3

4

5

1.3

I move my body often enough to maintain physical and mental readiness.

1

2

3

4

5

1.4

My nutrition and hydration patterns support stable concentration.

1

2

3

4

5

1.5

I notice physiological warning signals before they become performance failures.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Recovery Rhythm

2.1

I deliberately create recovery after periods of high intensity.

1

2

3

4

5

2.2

I can mentally disengage from work without persistent cognitive carryover.

1

2

3

4

5

2.3

My weekends, evenings or breaks restore capacity rather than merely interrupt work.

1

2

3

4

5

2.4

I can reduce pace without guilt when restoration is strategically necessary.

1

2

3

4

5

2.5

I return from pressure with clarity rather than accumulated depletion.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Cognitive Rhythm

3.1

I protect meaningful blocks of uninterrupted attention.

1

2

3

4

5

3.2

I can distinguish deep thinking from visible busyness.

1

2

3

4

5

3.3

My calendar reflects my highest-value cognitive work.

1

2

3

4

5

3.4

I retain enough mental space to learn, synthesize and generate new options.

1

2

3

4

5

3.5

I can identify when fatigue is narrowing my thinking.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Emotional Rhythm

4.1

I remain proportionate under uncertainty, disagreement and commercial pressure.

1

2

3

4

5

4.2

I can name my emotional state without allowing it to dictate the decision.

1

2

3

4

5

4.3

I recover constructively after conflict or disappointment.

1

2

3

4

5

4.4

My team experiences me as steady, candid and psychologically safe.

1

2

3

4

5

4.5

I maintain perspective when results temporarily move against plan.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Decision Rhythm

5.1

I make important decisions at an appropriate speed, neither delayed nor impulsive.

1

2

3

4

5

5.2

I separate reversible choices from irreversible commitments.

1

2

3

4

5

5.3

I revisit assumptions when evidence changes.

1

2

3

4

5

5.4

I avoid making major decisions when physiologically or emotionally depleted.

1

2

3

4

5

5.5

My priorities remain stable enough for teams to execute with confidence.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Leadership Rhythm

6.1

I multiply capability instead of becoming the permanent decision bottleneck.

1

2

3

4

5

6.2

My expectations, boundaries and decision rights are clear.

1

2

3

4

5

6.3

I create operating trust through consistency between words and actions.

1

2

3

4

5

6.4

I develop leaders who can challenge, decide and execute independently.

1

2

3

4

5

6.5

My presence improves the quality of the system rather than increasing dependence on me.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Enterprise Rhythm

7.1

Our planning, review and execution cadences reinforce rather than compete with one another.

1

2

3

4

5

7.2

Meetings have clear decision purposes and do not substitute for ownership.

1

2

3

4

5

7.3

Innovation operates through a disciplined pipeline rather than episodic excitement.

1

2

3

4

5

7.4

The organization can absorb intensity without creating chronic urgency.

1

2

3

4

5

7.5

Our operating rhythm protects quality, learning, customer trust and long-term value.

1

2

3

4

5

RHYTHM SUBTOTAL

/ 25

Use one score per statement.

Convert seven rhythm scores into one useful executive signal.

1. ENTER THE SEVEN SUBTOTALS

1	2	3	4	5	6	7

Each subtotal is out of 25.

2. CALCULATE THE TOTAL

Total score / 175

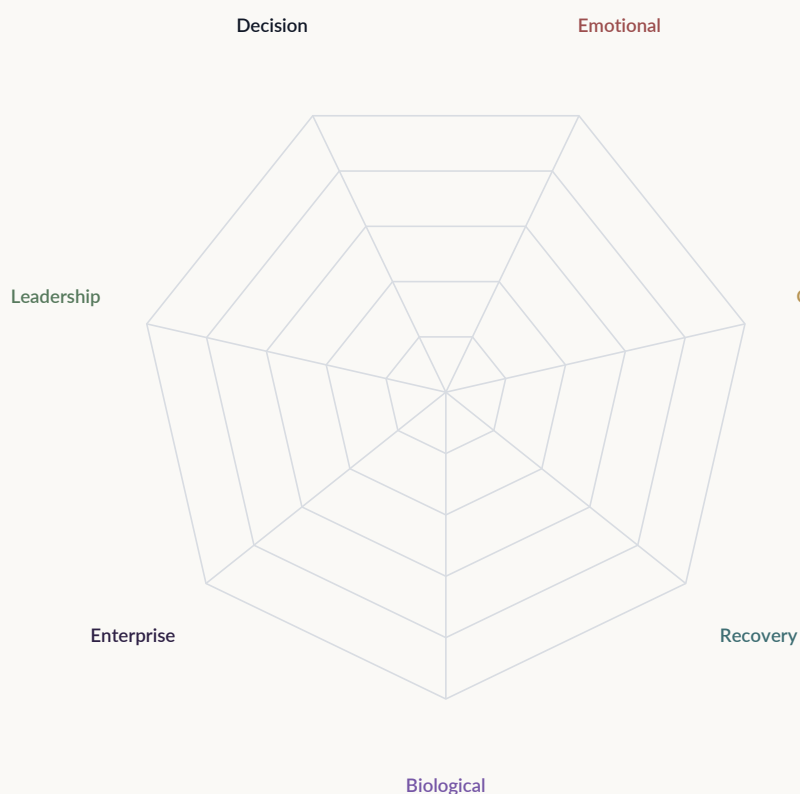
Optional percentage: total score $\div$ 175 $\times$ 100

 %

IMPORTANT

The pattern matters more than the headline score. A high total with one rhythm below 15 indicates a hidden structural vulnerability. A moderate total with all rhythms balanced may be more resilient.

See the pattern before choosing the intervention.



PATTERN RECOGNITION

Strongest rhythm

Lowest rhythm

Largest imbalance

REFLECTION

What is the lowest-scoring rhythm costing you today?

Which rhythm is currently compensating for another?

What would improve if the weakest rhythm rose by three points?

Four executive coherence bands

140-175

Coherent Capacity

Your rhythms are broadly supportive. Protect what works, identify the lowest rhythm and avoid converting strength into overextension.

105-139

Functional but Uneven

Performance is working, but one or more rhythms may be subsidizing the system. The next gain is usually balance, not greater intensity.

70-104

Strained Performance

Output may be continuing through urgency, personal sacrifice or inconsistent recovery. Intervention should begin before adding new strategic load.

35-69

Systemic Rhythm Loss

The current pattern may materially impair judgment, recovery and leadership range. Reduce avoidable load and consider appropriate professional support.

The same total score can conceal very different operating realities.

The Sustainable Operator

Balanced scores, stable decision rhythm and reliable recovery. Risk: complacency or excessive load because capacity appears strong.

The High-Output Borrower

Strong enterprise and leadership scores, weak biological and recovery scores. Performance is being financed by the body.

The Brilliant Bottleneck

Strong cognitive and decision scores, weak leadership rhythm. The leader remains the system's most valuable asset and largest constraint.

The Calm but Under-Leveraged Leader

Strong biological and emotional rhythms, weaker enterprise cadence. Capacity exists but operating systems do not convert it into scale.

The Urgency-Dependent Enterprise

Moderate individual scores, low enterprise rhythm. Activity remains high because governance, priorities and cadence are unstable.

Improvement begins by selecting the rhythm with the highest strategic return.

01

Materiality

Which low rhythm is creating the greatest cost, risk or friction?

02

Control

Which change can you influence without waiting for the entire organization?

03

Spillover

Which rhythm, if improved, is likely to strengthen two or more others?

04

Feasibility

What can be changed within 14 days without a major transformation programme?

MY PRIMARY LEVERAGE RHYTHM

Reason this matters now

Change one rhythm through three escalating horizons.

Days 1-14

Stabilize

Remove one obvious rhythm disruptor. Establish one non-negotiable anchor. Measure the baseline.

Commitment

Days 15-45

Rebuild

Install a repeatable practice, calendar rule, decision protocol or team cadence that protects the rhythm.

Commitment

Days 46-90

Institutionalize

Translate the personal change into team norms, governance or operating systems so it survives pressure.

Commitment

A practical cadence for protecting executive capacity.

MON	TUE	WED	THU	FRI
Priority architecture	Deep work and creation	Decision and alignment	External growth and relationships	Review, learning and closure

THREE WEEKLY QUESTIONS

What deserves my best cognitive window?

What should stop, wait or be delegated?

What recovery is required after this week's intensity?

What the score means for different decision-makers

1

For Founders

The score reveals where founder energy is substituting for operating design. The commercial question is not only 'Can I continue?' but 'Can the business perform without borrowing from my biology?'

2

For Boards

Low rhythm coherence can become succession risk, conduct risk, decision risk and execution volatility. Boards should examine leadership capacity alongside strategy and financial performance.

3

For Investors

Strong growth with weak enterprise rhythm may signal fragile execution, key-person dependence and hidden organizational debt.

4

For CXO Teams

The framework creates a shared language for workload, decision cadence, recovery, meeting design and leadership sustainability without reducing performance expectations.

A connected body of work, not isolated concepts.

01 Biological Leadership™

A leadership and enterprise operating framework based on biological rhythm, coherence and sustainable performance.

02 Bio-Aligned Rituals™

A design philosophy translating biological understanding into repeatable daily rituals.

03 Rhythm Score™

A measurement architecture for making biological rhythm visible, interpretable and actionable.

04 The 7 Rhythms of Human Coherence

A model spanning biological, recovery, cognitive, emotional, decision, leadership and enterprise rhythms.

05 BioAyurPro Fusion™

A personalization engine connecting individual profiles with formulation and ritual recommendations.

You're Not Broken. You're Just Out of Rhythm

A biologically intelligent philosophy of modern human life.

[BOOK LANDING PAGE →](#)

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Across 25+ years with Procter & Gamble, Marico, L'Oréal and entrepreneurship, he has led innovation, category creation, premiumization, organizational transformation and enterprise value creation across 90+ countries.



€2.9Bn

largest business influenced

€150M

annual R&I capital directed

40+

commercialized patents

113

scientists and leaders led

90+

countries across career

IICA

Certified Independent Director

His work connects deep science, founder accountability, governance and human sustainability to help leaders build growth that can endure.

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Do not stop at the score.

The score is useful only when it changes a decision, a calendar, a boundary, a leadership behavior or an enterprise operating rhythm.



Book an Executive Rhythm Debrief

Translate your results into a focused 90-day executive and enterprise action plan.

SCAN TO CONTINUE

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