M2M BUSINESS SOLUTIONS

The Employee Harmonic Score™

A letter from the founder, and everything you need before you begin

Dear colleague,

Before you begin, I want to tell you why this exists.

I have spent my life in and around businesses, running them and helping them grow. Everywhere I go, I meet the same quiet problem: the business described in the boardroom and the business experienced at the desk are not always the same business. No one intends this. It happens one unexplained decision, one changed priority, one unanswered question at a time.

You know what that distance feels like. Doing the work, but no longer quite believing it leads anywhere. Learning about a change only after it has landed on you. Holding a perspective no one asks for. It is a lonely feeling, and it is far more common than anyone admits.

I have watched what it costs, in people and in results: good people who leave without ever being asked what would have kept them, energy that fades a little each quarter, change programs announced with conviction and quietly abandoned. Retention, engagement, productivity, the capacity to change: in my experience these are not separate problems. They are symptoms of one thing, the connection between the person and the organization.

We all see it. We all feel it. So I chose to stop nodding at it and do what I have spent my career learning to do: define the problem, measure it, and give people a way to act on it.

If you lead people, you have probably asked the questions leaders everywhere ask me: How do I build a good culture? Where do I start? How do I engage people? How do I keep them? How do I bring happiness into the work? There are many answers, and I respect them all. This is one. It was not built from a single mind. It was shaped by the voices of many employees like me and many leaders like me, inclusive of every perspective, because no single seat in a business sees the whole picture.

The Employee Harmonic Score™ is my humble answer. It does not read minds and it does not hand down verdicts. It offers an honest, structured way to say two things at once: how you see yourself, and how you actually experience the company you work for. What returns to you is yours alone: your type, your scores, your gap, and one clear next step.

I hope it serves you. I hope it gives words to something you have long felt but could not quite name. And I hope it brings you closer to the connection, and the fulfillment, you deserve at work.

Thank you for your honesty. It is the whole instrument.

With love,

Kiran Mann

Founder and CEO, M2M Business Solutions Inc.

The Harmonic Score™ is part of Harmonic Organizational AI Readiness™: it measures organizational readiness through the people in it, rather than checking which tools are installed.

Before you begin: your instructions, step by step

Read this once before you start. It takes two minutes and it makes your twenty minutes count.

1. Get access

You have two ways in. You can buy your own place at m2m-businesssolutions.com/harmonic-score, CAD $149, one time, per person, through the secure checkout, and you come straight back from the checkout to unlock the Score. Or, if you were given a launch code, you enter it instead and the Score is free for you. If you bought, no code is needed: you unlock with your details only.

2. Sign in with your details

Your first name, last name, work email, and company. This is what your report is addressed to, and it is what lets completed Scores from the same company be compared anonymously later. If you are using a launch code, you type the code you were given, and it is checked on the spot.

3. Answer 75 choices, about 20 minutes

The assessment moves through six steps, with a progress bar so you always know where you are, and you can go back and change answers between steps. There are no right answers. Go with your honest first instinct, not the answer that sounds professional.

Part A, your type (20 pairs): two statements per pair, you pick the one more like you. Four dimensions, five pairs each: how you decide, how you believe change happens, where knowledge lives for you, and what convinces you to adopt something new.

Part B, how you see yourself (8 statements): each rated 0 to 4, from not true at all to consistently true. Role clarity, strengths, meaning, growth, energy, feedback, autonomy, career fit.

Part C, how you experience the company (45 statements): the same 0 to 4 scale, nine areas of the business, five statements each. Rate the company as you actually experience it, not as you wish it were. This part is the heart of the instrument, and honesty is the only thing that makes it work.

Part D, in your own words (2 optional questions): what one change would most improve how you experience working there, and what the company does that you would never change. A sentence or two. If you write them, they are confidential and only ever quoted anonymously.

4. See your report immediately

The moment you finish, your report appears on screen. The scoring runs in your browser: nothing is sent away, and you see the same math the report uses.

5. Keep it

One button saves your report as a PDF. It is yours: keep it, print it, share it with a coach or manager on your own terms.

6. Act on the one thing

Your report ends with a development focus: the single area, and the single behavior, to work on first. Make that one thing measurably better this quarter, then complete the Score again and see what moved.

7. Invite the comparison, when you are ready

When three or more colleagues have also scored, ask for the gap report that compares everyone’s views, anonymously. The recommended minimum mix is one from the top, one from leadership, one from the employees. That report is where the organization’s real conversation starts.

How to read your result

Everything you need to read your result is inside the report itself, and it is part of what you receive. Your report explains your type code, what each of your letters means and how strongly you hold it, your archetype in depth with its watch-for and growth edge, every word and number in plain language, and the full library of types so you can see where you sit. Nothing is held back from you: the deep dive is the product.

A few last words

- Do it in one sitting, somewhere you will not be interrupted. About 20 minutes.
- Answer as things are, not as you would like them to be. The report is only as useful as your honesty.
- First instinct is usually the truest answer. Long deliberation tends to produce the answer that sounds best, which is the least useful one.
- Once you see your report the assessment is complete. To re-score later, simply complete it again.
- Sample reports you may have seen are illustrative and marked fictional. Your numbers are computed from your answers only.
- Your individual report belongs to you. Open answers are confidential and only ever quoted anonymously, and no company or client is ever named in public material.

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