DOCUMENT REGISTER

EDITION	2026
DOCUMENT	Executive overview
REFERENCE	CPI-MF
AUDIENCE	Executives and leadership teams

COMPASS PERFORMANCE INC

Building Mental Fitness

The Mental Fitness Lab: judgment under pressure, trained

Judgment under pressure, measured and trained: the Mental Fitness Read, the Building Mental Fitness Report, then The Mental Fitness Lab — an individual or intact-team cohort where the practice holds.

IN THIS DOCUMENT

01 What this is

02 Recognize · Measure · Train

03 What the report returns

04 The Mental Fitness Lab

05 Where it sits in the architecture

Architecture determines performance.

COMPASS PERFORMANCE INC

EXECUTIVE OVERVIEW · 2026

Steve Kopecky, Founder and Facilitator

224.307.0912 · skopecky@compassperformanceinc.com

500 West Silver Spring Drive, Suite K-200, Glendale, Wisconsin 53217

COMPASSPERFORMANCEINC.COM

WHAT THIS IS · WHO IT IS FOR · WHAT HAPPENS NEXT

01

A trainable capability, not a diagnosis.

What this is

Pressure changes how even experienced leaders think, decide and respond. The patterns that fire under pressure are not character — they are trainable. Left running, they are paid for in lost opportunities and quiet regrets.

Mental fitness sits at the base of FOUNDATION™ and is reinforced through ARC™. It is a leadership development capability read inside the system a leader works in. It makes no clinical or medical claim and is not therapy, treatment or assessment of any health condition.

02

Recognize · Measure · Train

- RECOGNIZE — pressure moves judgment, and that pattern has already carried a cost.
- MEASURE — the Mental Fitness Read: two licensed instruments, roughly 10–14 minutes.
- TRAIN — the Building Mental Fitness Report, then The Mental Fitness Lab, where the practice holds.

03

What the report returns

Compass returns the Building Mental Fitness Report: how habitual reactions under pressure are affecting judgment, behavior, relationships and execution — what it is costing, and what to train first. Individual responses are confidential.

04

The Mental Fitness Lab

Building Mental Fitness is the offering. The Mental Fitness Lab is the facilitated cohort program inside it — individual, or the intact leadership team — through which a participant assesses, understands, learns, practices, applies, reflects, measures and sustains the capability.

Eight weeks to start: one 90-minute cohort session a week, a one-hour Friday video, about ten minutes of guided practice a day, and a re-read at week eight so movement is measured rather than assumed. Awareness on its own is never treated as the intervention: a system change ships alongside the practice, in decision rights, roles, standards or cadence.

05

Instruments and attribution

The Mental Fitness Read uses PQ® / Positive Intelligence® (Shirzad Chamine) under license. Positive Intelligence® and PQ® are trademarks of their respective owners. Their use here credits the method and implies no endorsement of Compass.

WHERE THIS SITS IN THE COMPASS OPERATING FRAMEWORK

One architecture. This is one way into it.

FOUNDATION™ → SIMPLIFY™ → LEAD™ → GROW™, powered by ARC™. The work below is where this offering contributes.

FOUNDATION™	Mental fitness sits at the base of FOUNDATION, never as a competing pillar.
LEAD™	How leaders respond under pressure in live operating cadence.
ARC™	The reinforcement loop that keeps the practice alive.

THE NEXT STEP

Measure it, then have the conversation.

compassperformanceinc.com/mental-fitness/read
Begin a conversation · compassperformanceinc.com/contact
Steve Kopecky, Founder · 224.307.0912