

# The A.R.T. Framework

A Methodology Overview | CultureIQ Labs Corp. | 2026

697+

PEER-REVIEWED STUDIES

48

RTW SOURCES

20

RISK FACTORS

## Executive Summary

The A.R.T. (Acknowledge, Reclaim, Thrive) framework is a proprietary evidence-based methodology that connects psychological safety assessment, leadership development, and return-to-work risk management into one integrated system. Built on 697+ peer-reviewed studies, the framework provides organizations with the infrastructure to measure, develop, and sustain psychologically safe workplaces while managing disability absence risk.

### ACKNOWLEDGE — Measure What Matters

Team-level psychological safety assessment using ICC-validated instruments. 20-item core survey + 6 A.R.T. supplement items + 4 belonging index items + 3 validity checks. Measures at the team level because psychological safety is a group-level construct. Industry benchmarks across healthcare, public sector, financial services, and manufacturing.

### RECLAIM — Equip the Leaders

Evidence-based A.R.T. Leadership Certification: 48 lessons across 7 modules with branching scenario simulations, digital workbook, pre/post self-assessment, and verifiable credentials. RTW Supervisor Training: Foundations (3 hrs) and Full Certification (10 hrs). 5 categories of meeting templates.

### THRIVE — Prove the Outcome

RTW absence tracker with proprietary 20-factor risk scoring engine across 5 weighted domains: Supervisor Capability, RTW Process Quality, Work Design & Context, Culture & Team Climate, and Compliance & System Maturity. CSA Z1003 + Z1011:20 compliance tracking. Full audit trail.

# Eunosa AI — The Intelligence Layer

Eunosa AI is the cross-platform intelligence layer that connects all three A.R.T. pillars. It identifies patterns across psychological safety assessment data, leadership certification progress, and RTW case outcomes that humans cannot see at scale.

TIER	CAPABILITIES
Free	General Q&A, platform guidance, onboarding support
Coach (Starter)	A.R.T. progress insights, workbook reflection, learning recommendations
Teams (Pro)	PS assessment analysis, pattern recognition, benchmark comparison
Ops (Scale)	RTW risk prediction, cross-phase alerts, outcome forecasting
Executive (Enterprise)	Compliance gap analysis, executive reporting, API-driven insights

## How the Pillars Connect

PS scores from Acknowledge feed directly into the RTW risk scoring engine in Thrive as a weighted factor (Culture & Team Climate domain). Leadership certification progress from Reclaim feeds into the Supervisor Capability domain. Improving psychological safety and equipping leaders directly reduces return-to-work risk — and the platform proves it with data.

## Platform Pricing

Flat-rate pricing with no per-seat fees. Free Preview (3 users) forever. Starter from \$116/mo, Pro from \$233/mo (recommended), Scale from \$624/mo. Enterprise from \$24K/yr. All annual billing with 17% discount. Founding Partners get 25% off permanently.

## Compliance & Standards Alignment

CSA Z1003:13 — Psychological Health and Safety in the Workplace

CSA Z1011:20 — Work Disability Management System

PIPEDA — Personal Information Protection

Provincial OHS legislation across all Canadian jurisdictions

## Ready to see the platform in action?

Book a demo at [cultureiqlabs.ca/book-a-call](https://cultureiqlabs.ca/book-a-call)

Founding Partners get 25% off every tier — permanently. 25 spots available.

