

## SOVEREIGNTY ROI CALCULATOR

**Framework:** Professional & Personal Interlocked Autonomy Method

**Objective:** Measuring the "Hidden Tax" of Passive Endurance and Managerial Hand-Holding.

### Step 1: The Managerial Bandwidth Leak

Identify the average time your leads spend on "Interpersonal Glue"—fixing avoidable frictions, status-checking unclear tasks, and guessing at employee needs.

- **Average hours lost per manager, per week:** \_\_\_\_\_ (Industry avg: 5.5 hrs)
- **Number of Managers/Leads:** \_\_\_\_\_
- **Total Weekly Hours Lost:** \_\_\_\_\_

### Step 2: The Operational Cost of Silence

When employees lack the agency to **Command Clarity** or **Ask with Intent**, projects stall.

- **Estimated "Wait Time" per project due to lack of agency:** \_\_\_\_\_ (hours/week)
- **Average Hourly Rate of Leadership:** \$ \_\_\_\_\_
- **Weekly Capital Leak:** (Total Weekly Hours Lost × Hourly Rate) = \$ \_\_\_\_\_

### Step 3: The Burnout & Turnover Risk

The cost of replacing one high-performing employee is typically **1.5x to 2x their annual salary**.

- **Current Turnover Rate:** \_\_\_\_\_%
- **Cost of One Vacancy:** \$ \_\_\_\_\_
- **The "Stability" Goal:** By implementing **Interlocked Autonomy**, we aim for a **20-30% reduction** in burnout-related turnover intent.

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**Example:** For a team of **10 employees** earning **\$20/hour** for **40 hours per week**, the "Hidden Tax" of passive endurance and leadership hand-holding totals roughly **\$892.50 per week** in leaking capital.

### Step 1: The Managerial Bandwidth Leak

This measures the time your lead spends on "interpersonal glue"—fixing avoidable frictions and guessing at employee needs.

- **Average hours lost per manager, per week:** 5.5 hours (Industry average).
- **Number of Managers/Leads:** 1 (Standard for a team of 10).
- **Total Weekly Hours Lost:** 5.5 hours.

### **Step 2: The Operational Cost of Silence**

When employees lack the agency to **Command Clarity** or **Ask with Intent**, projects stall, leading to significant capital leaks.

- **Estimated "Wait Time" per week: 20 hours** (Assuming each of the 10 employees loses just 2 hours/week waiting for clarity).
- **Average Hourly Rate of Leadership: \$35.00** (Estimated standard for a \$20/hr team).
- **Weekly Capital Leak: \$892.50.**

### **Step 3: The Burnout & Turnover Risk**

The cost of losing just one high-performing employee is a massive drain on company resources.

- **Annual Salary (per employee): \$41,600.**
- **Cost of One Vacancy: \$62,400 to \$83,200** (Based on the 1.5x to 2x replacement multiplier).

See below how these numbers shift if we calculate the **monthly impact** or include the **fully loaded labor cost** for your team.

For a team of **10 employees** at **\$20/hour**, the **monthly "Hidden Tax"**—the capital leaking due to passive endurance and managerial hand-holding—is approximately **\$3,337.75**.

### **Fully Loaded Labor Cost (The Monthly Baseline)**

To understand the true impact, we must look at the **Fully Loaded Labor Cost**, which includes the base salary plus roughly 30% for payroll taxes, insurance, and benefits.

- **Gross Monthly Payroll:** \$34,666.67
- **Fully Loaded Monthly Cost (Team + 1 Manager): \$52,953.33**

## The Monthly "Hidden Tax" Breakdown

This is the amount of your burdened labor budget being spent on **survival behaviors** rather than **elite performance**.

- **Managerial Bandwidth Leak:** \$1,093.58 per month
  - *Spent on: Fixing avoidable frictions and guessing employee needs.*
- **The Operational Cost of Silence:** \$2,244.17 per month
  - *Spent on: Employees "waiting" for clarity because they lack the agency to ask.*
- **Total Monthly Capital Leak: \$3,337.75**

## The Annual Risk (Replacement Cost)

If this "Hidden Tax" leads to the burnout and turnover of just **one** high-performer, the cost to the company is staggering:

- **Annual Salary (per employee):** \$41,600.00
- **Replacement Cost (1.5x - 2x salary):** \$62,400.00 – \$83,200.00

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