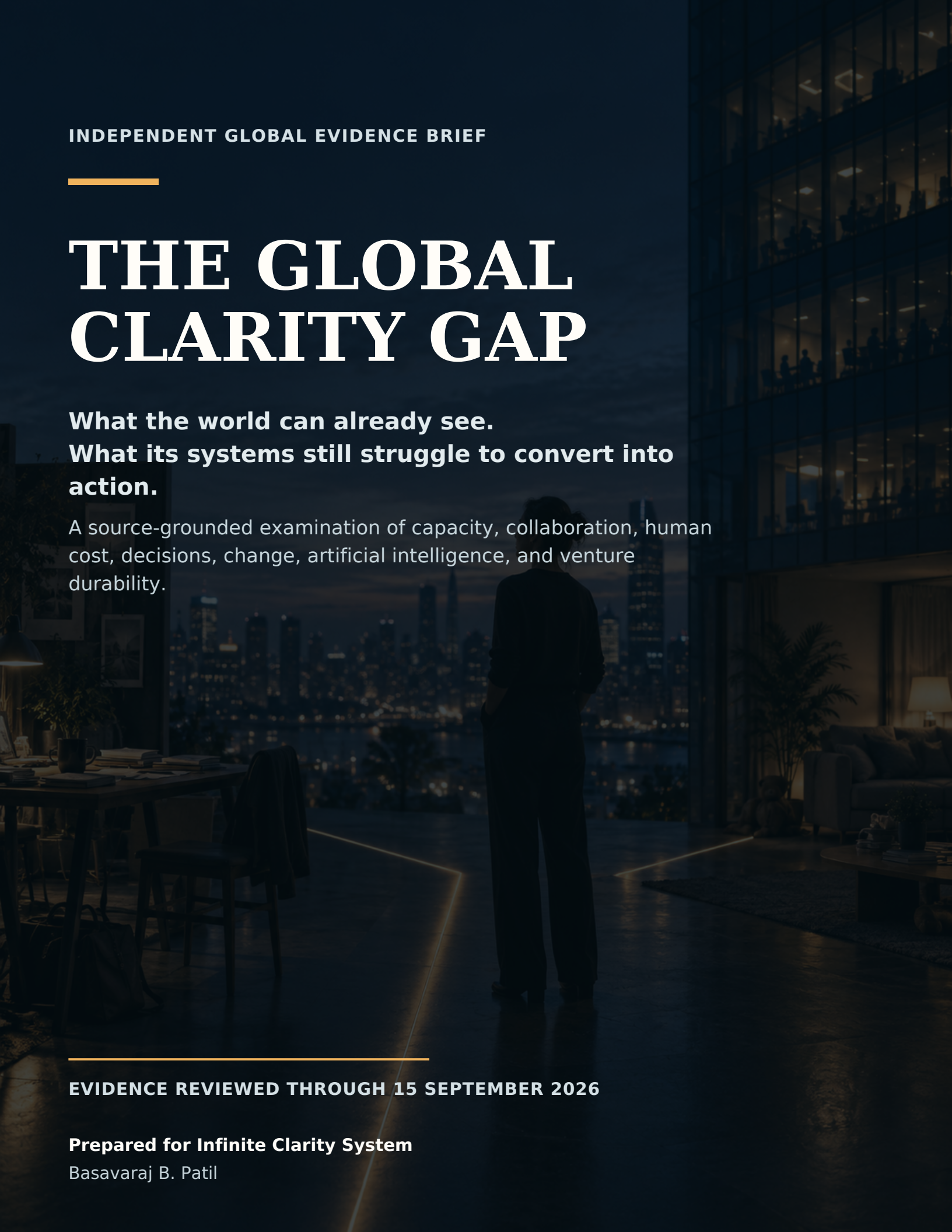




INDEPENDENT GLOBAL EVIDENCE BRIEF

THE GLOBAL CLARITY GAP

**What the world can already see.
What its systems still struggle to convert into action.**

A source-grounded examination of capacity, collaboration, human cost, decisions, change, artificial intelligence, and venture durability.

EVIDENCE REVIEWED THROUGH 15 SEPTEMBER 2026

Prepared for Infinite Clarity System

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Clarity is not the claimed cause.

The cited research documents different outcomes in different populations. It does not establish one universal cause.

The connection to Infinite Clarity is narrower and more defensible: the evidence reveals points where visible signals still must become shared understanding, explicit trade-offs, owned decisions, sustained action, and learning.



THE SOURCE ESTABLISHES

An observed condition, estimate, survey response, or employer expectation.



THIS BRIEF SYNTHESIZES

A recurring distance between what is visible and what systems can responsibly act on.



THE FRAMEWORK MUST DEMONSTRATE

Whether its questions and practices produce bounded, observable value in a real setting.

The numbers establish the terrain. They do not prove the framework.

What we mean by a clarity gap.

A public interpretive lens - not a diagnosis, index, or claim that one factor explains every outcome.

THE GLOBAL CLARITY GAP

The distance between what people and systems can observe - and what they can convert into shared reality, explicit trade-offs, owned decisions, sustained action, and review.

IT IS USED HERE AS

A disciplined synthesis across 12 public sources covering work, health, care, change, skills, AI, strategic decisions, and entrepreneurship.

IT IS NOT

A medical or psychological label; a global score; proof of causation; a prediction for any specific organization; or an institutional endorsement of Infinite Clarity System.

THE RESPONSIBLE READING

Do not ask, “Did clarity cause this number?” Ask, “What signal is visible here, what remains unresolved around it, and what evidence would show that the next response is better?”

Different measures. One consequential pattern.

These figures are not additive and are never combined into a score. Their value is the terrain they reveal together.

80%

say they lack enough time or energy for their work

Employees and leaders; Microsoft, 2025 [3]

20%

of employees were engaged at work globally

Gallup estimate for 2025 [1]

12B

working days are lost each year to depression and anxiety

WHO global estimate [2]

45%

achieved the change goals set by their organization

Employee survey; Gartner, 2025 [6]

42%

of CEOs questioned viability beyond 10 years on the current path

PwC global CEO survey [10]

708M

women were outside the labor force because of unpaid care

ILO global estimate for 2023 [12]

Each number keeps its own population, method, and limitation. The source ledger begins on page 15.

Sources: Gallup [1]; WHO [2]; Microsoft [3]; Gartner [6]; PwC [10]; ILO [12].

Higher demand meets constrained capacity.

The evidence describes pressure, fragmentation, and long hours. It does not prove that any one condition caused the others.

53%

of leaders say productivity must increase

Microsoft survey, 2025 [3]

80%

say they lack enough time or energy

Employees and leaders; Microsoft [3]

THE WORKDAY PEOPLE REPORTED

48%

employees say work feels chaotic and fragmented

52%

leaders say work feels chaotic and fragmented

> 1/3

workers regularly work more than 48 hours a week

The ILO reports that longer hours are generally associated with lower unit labor productivity. Association is not the same as proof that hours alone caused the productivity result. [4]

THE CLARITY QUESTION

Can the system distinguish demand from decision-ready capacity before more work enters?

Sources: Microsoft 2025 Work Trend Index [3]; ILO working-time research [4].

Contact is not the same as shared understanding.

The research points to collaboration, readiness, coaching, and manager engagement as distinct - but related - operating signals.

29%

are satisfied with collaboration

Nearly 18,000 employees [5]

1 in 2

feel equipped for unexpected change

3,375 employees [5]

nearly 60%

are not receiving core-skill coaching on the job

3,375 employees [5]

THE LOAD-BEARING LAYER

31% → 22%

global manager engagement
2022 2025

19%

non-manager engagement in 2025

Gallup global employee estimates [1]

THE CLARITY QUESTION

Is repeated friction being treated as isolated behavior - or read as a pattern in roles, coaching, coordination, and ownership?

The strain is personal. The risks are often structural.

These figures establish scale and named conditions. They do not diagnose any individual or reduce mental health to workplace factors alone.

12 billion

working days lost each year to depression and anxiety

WHO global estimate [2]

US\$1T

estimated annual productivity loss

WHO global estimate [2]

WORKPLACE RISKS NAMED BY WHO

- **excessive workload or pace**
- **low control over work**
- **unclear job roles**
- **long or inflexible hours**
- **conflicting home and work demands**

708M

women outside the labor force because of unpaid care

40M men; 2023 estimates from 125 countries. [12]

THE CLARITY QUESTION

What is being spent, by whom, while the real load remains unnamed?

Sources: WHO Mental Health at Work [2]; ILO unpaid-care participation estimates [12].

Strategy can see the threat while decision systems protect the past.

The CEO evidence is self-reported. It describes how leaders perceive viability, reinvention, decision evaluation, and resource movement.

42%

say their company may not be viable beyond 10 years on its current path

4,701 CEOs worldwide [10]

7%

of revenue, on average, came from distinct new businesses added in five years

PwC CEO survey [10]

WHAT HAPPENS UNDER THE STRATEGY

almost 6 in 10

judge strategic decisions mainly by outcome, not by process

about half

reallocate 10% or less of people and capital from year to year

PwC reports associations between stronger decision processes, reinvention actions, and margins. The brief does not convert those associations into causal claims. [10]

THE CLARITY QUESTION

Are priorities backed by explicit criteria, accepted costs, and real resource movement - or judged only after the outcome arrives?

Announced change is not yet absorbed change.

Employee adoption, health, leader-reported stress, and employer skill expectations describe different parts of the transition.

45%

employees achieved organization-set change goals

25%

employees adopted at the desired speed without health harm

39%

leaders call change a significant team stressor

THE FORWARD-LOOKING SKILLS PRESSURE

39%

of existing skill sets expected to change or become outdated

59 / 100

workers expected to need training by 2030

63%

of employers call skill gaps a major transformation barrier

WEF figures are employer expectations for 2025-2030, not measured future outcomes. [7]

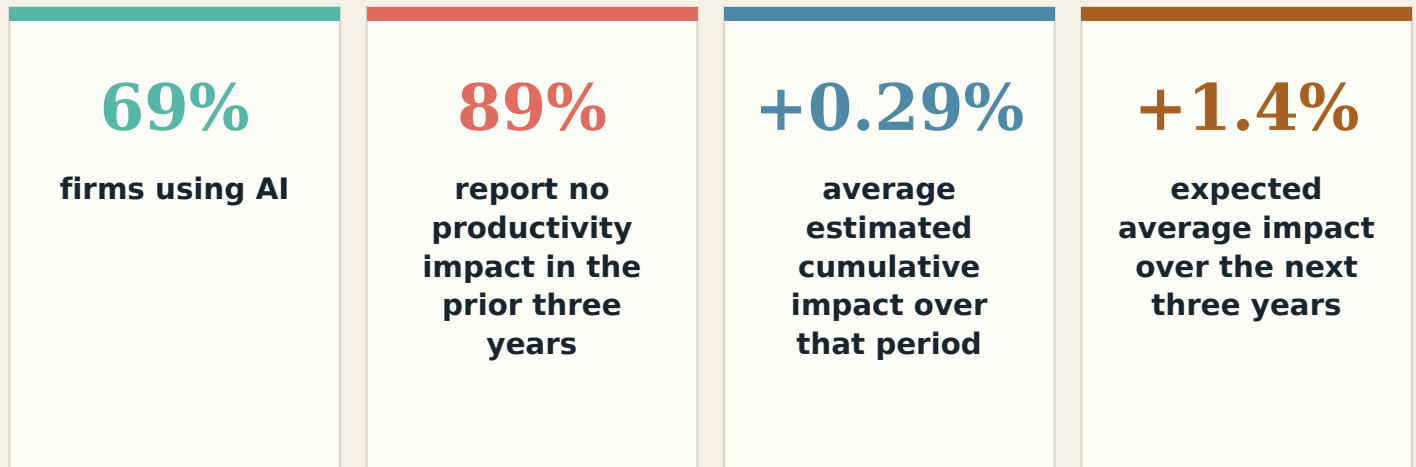
THE CLARITY QUESTION

Has a declared intention become behavior people can sustain - with the skills, authority, and review needed to hold it?

Sources: Gartner 2025 change research [6]; World Economic Forum Future of Jobs 2025 [7].

Adoption is visible. Enterprise value is not automatic.

The strongest reading preserves the difference between current use, reported past impact, future expectation, and scaled deployment.



Working-paper estimates from almost 6,000 senior executives in four countries. Productivity means sales per employee. The +0.29% estimate is constructed from response categories; +1.4% is a forecast. The paper is not peer-reviewed, and its views are the authors'. [8]

CEO-REPORTED ENTERPRISE FRICTION



THE CLARITY QUESTION

Have data, workflow, ownership, and measurement changed enough for the organization to learn from the technology?

Sources: Yotzov, Barrero, Bloom et al., Firm Data on AI [8]; IBM CEO Study 2025 [9]. IBM sponsored its study.

Starting is not the same as becoming durable.

The entrepreneurship evidence pairs high activity with uneven structural conditions and persistent fear of failure.

160,000+ individual responses

53 economies

36 / 53 rate finance provision and access insufficient

4 economies meet or exceed sufficiency across all 13 framework conditions

2 in 5

adults who see an opportunity are deterred by fear of failure. Personal hesitation and ecosystem conditions can coexist; neither number alone explains the other. [11]

THE CLARITY QUESTION

What evidence turns activity into a venture that can survive beyond the energy that started it?

Source: Global Entrepreneurship Monitor 2025/2026 Global Report [11].

Evidence lands differently in every world.

The statements below are Infinite Clarity interpretations of the source terrain - not findings attributed to any one institution.

IDENTITY

When context is missing, a difficult signal can be misread as a verdict about the self.

What belongs to the person - and what belongs to the surrounding system?

LIFE

Care, recovery, and coordination demands shape real capacity even when they remain invisible.

What is ordinary life already carrying?

VENTURE

Activity can rise while proof, finance, and durable operating conditions remain weak.

What evidence has the venture actually earned?

ORGANIZATION

Collaboration, change, and technology can expand without becoming integrated practice.

Where does shared intent stop becoming owned action?

Evidence becomes useful when it can survive seven questions.

This is the framework's relationship to the data: not a claim of cause, but a disciplined sequence for examining what the data asks of people and systems.

01	SIGNAL	What is actually visible - without turning it into a verdict?
02	PATTERN	What repeats across time, roles, or contexts?
03	COST	What is the current pattern already consuming?
04	TRADE-OFF	What must be accepted, protected, stopped, or deferred?
05	DECISION	Who owns the choice, boundary, and next behavior?
06	INTEGRATION	Can ordinary work and life hold the decision?
07	RETURN	What evidence will trigger review, learning, or revision?

A signal is information, not yet a verdict. A decision is not real until ordinary life can hold it. Evidence matters because intention and activity do not prove a new pattern.

Credibility begins where the claim boundary is visible.

This brief is intentionally strong about what the evidence supports - and equally precise about what it does not.

THE EVIDENCE SUPPORTS

- Large, documented pressures on capacity, participation, health, collaboration, change, and decision systems.
- Structural conditions can shape what individuals and organizations are able to sustain.
- Adoption, activity, intention, and enterprise value are not interchangeable measures.
- The need to examine signals, costs, trade-offs, ownership, integration, and review.

IT DOES NOT SUPPORT

- One cause explaining every outcome, person, organization, or country.
- A statistic that predicts the experience of a specific company.
- Causation where a source reports self-perception, association, estimate, or expectation.
- Validation, endorsement, or guaranteed outcomes for Infinite Clarity System.

The responsible test is local and observable: does the framework help this person, team, venture, or organization see more accurately, decide more explicitly, integrate more sustainably, and learn from evidence?

Every number keeps its source, population, and limitation.

Use the live links below to inspect the original publication. No cited organization tested or endorsed Infinite Clarity System.

- 01** Gallup · State of the Global Workplace 2026 · 2026
Claims used: 20% global employee engagement in 2025; manager engagement 31% in 2022 and 22% in 2025; non-manager engagement 19% in 2025.
2025 data include 263,810 respondents, of whom 141,444 were employed; coverage exceeds 140 countries and territories. Engagement uses Gallup's Q12 classification.
VERIFY: <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>
 - 02** World Health Organization · Mental Health at Work · 2 September 2024
Claims used: 12 billion working days and US\$1 trillion in productivity lost annually to depression and anxiety; named workplace psychosocial risks.
WHO global fact sheet. The figures are estimates concerning depression and anxiety; the listed risks do not establish one cause for any individual's health condition.
VERIFY: <https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work>
 - 03** Microsoft · 2025 Work Trend Index: The Year the Frontier Firm Is Born · 23 April 2025
Claims used: 53% say productivity must increase; 80% lack enough time or energy; 48% of employees and 52% of leaders describe work as chaotic and fragmented.
31,000 knowledge workers in 31 countries and markets, combined with LinkedIn data and Microsoft 365 telemetry. Microsoft is both researcher and technology provider.
VERIFY: <https://www.microsoft.com/en-us/worklab/work-trend-index/2025-the-year-the-frontier-firm-is-born>
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Every number keeps its source, population, and limitation.

Use the live links below to inspect the original publication. No cited organization tested or endorsed Infinite Clarity System.

- 04** International Labour Organization · Working Time and Work-Life Balance Around the World · 6 January 2023
- Claims used: more than one-third of workers regularly work over 48 hours a week; longer hours are generally associated with lower unit labor productivity.**
- Global working-time report. The productivity relationship is described as an association and is not presented here as proof that long hours alone caused the result.
- VERIFY: <https://www.ilo.org/resource/news/flexible-working-hours-can-benefit-work-life-balance-businesses-and>**
-
- 05** Gartner · Organizations Are in the Midst of a Reset; Most Are Not Prepared · 28 October 2024
- Claims used: 29% satisfied with collaboration; half equipped for unexpected change; nearly 60% not receiving on-the-job coaching supporting core skills.**
- Separate surveys: nearly 18,000 employees for collaboration and 3,375 for readiness and coaching. Samples differ by finding; results are employee reports.
- VERIFY: <https://www.gartner.com/en/newsroom/press-releases/2024-10-28-gartner-hr-research-finds-organizations-are-in-the-midst-of-a-reset-most-are-not-prepared>**
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- 06** Gartner · Less Than Half of Employees Achieved Organization-Set Change Goals · 9 October 2025
- Claims used: 45% achieved change goals; 25% adopted change at the desired speed without health harm; 39% of leaders call change a significant team stressor.**
- Separate April 2025 surveys of nearly 1,000 mid- to senior-level leaders and more than 2,500 employees. Samples and respondent groups differ by finding.
- VERIFY: <https://www.gartner.com/en/newsroom/press-releases/2025-10-09-gartner-hr-research-finds-less-than-half-of-employees-achieved-the-change-goals-set-by-their-organization>**
-

Every number keeps its source, population, and limitation.

Use the live links below to inspect the original publication. No cited organization tested or endorsed Infinite Clarity System.

- 07** World Economic Forum · The Future of Jobs Report 2025 · 7 January 2025
Claims used: 39% of existing skill sets expected to change or become outdated; 59 of 100 workers expected to need training; 63% cite skills gaps as a major barrier.
Employer perspectives from 1,000+ employers representing more than 14 million workers across 22 industry clusters and 55 economies. Figures are expectations for 2025-2030.
VERIFY: <https://www.weforum.org/publications/the-future-of-jobs-report-2025/digest/>
-
- 08** Ivan Yotzov, Jose Maria Barrero, Nicholas Bloom et al. · Firm Data on AI · March 2026
Claims used: 69% use AI; 89% report no impact in the prior three years; +0.29% average estimated cumulative past impact; +1.4% expected over the next three years.
Working paper using almost 6,000 senior executives in the US, UK, Germany, and Australia. Productivity means sales per employee. The 0.29% value is constructed from response-category values; 1.4% is a forecast. Not peer-reviewed; views are the authors'.
VERIFY: <https://www.atlantafed.org/-/media/Project/Atlanta/FRBA/Documents/research/publication/working-paper/2026/03/24/03-firm-data-on-ai.pdf>
-
- 09** IBM Institute for Business Value / Oxford Economics · CEOs Double Down on AI While Navigating Enterprise Hurdles · 6 May 2025
Claims used: 50% report disconnected technology; 64% say fear of falling behind drives some investment before value is clear; 16% of AI initiatives had scaled enterprise-wide.
Survey of 2,000 CEOs across 33 countries and 24 industries, fielded February-April 2025. IBM sponsored the study and is a technology provider; results are CEO reports.
VERIFY: <https://newsroom.ibm.com/2025-05-06-ibm-study-ceos-double-down-on-ai-while-navigating-enterprise-hurdles>
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Every number keeps its source, population, and limitation.

Use the live links below to inspect the original publication. No cited organization tested or endorsed Infinite Clarity System.

-
- 10** PwC · 28th Annual Global CEO Survey: Reinvention on the Edge of Tomorrow · 20 January 2025
- Claims used: 42% question viability beyond 10 years on the current path; 7% average revenue from distinct new businesses; almost six in ten evaluate decisions by outcome; about half reallocate 10% or less annually.**
- 4,701 CEOs worldwide; fieldwork October to early November 2024. Reported relationships among decisions, reinvention, and margins are associations, not causal proof.
- VERIFY:** <https://www.pwc.com/gx/en/issues/c-suite-insights/archive/ceo-survey-2025.html>
-
- 11** Global Entrepreneurship Monitor · GEM 2025/2026 Global Report: From Uncertainty to Opportunity · 26 February 2026
- Claims used: 160,000+ responses in 53 economies; 36 of 53 rate finance insufficient; four meet or exceed all 13 framework conditions; fear of failure deters two in five adults who see opportunity.**
- Nationally representative adult-population surveys and national expert assessments. Covered economies represent about 43% of global population and 57% of global GDP.
- VERIFY:** <https://gemconsortium.org/report/gem-20252026-global-report-from-uncertainty-to-opportunity-3>
-
- 12** International Labour Organization · Unpaid Care Work Prevents 708 Million Women from Participating in the Labour Market · 29 October 2024
- Claims used: 708 million women and 40 million men were outside the labor force because of unpaid care in 2023.**
- Global estimates derived from 125 countries. The ILO states that revised methodology makes these figures not directly comparable with its 2018 estimate.
- VERIFY:** <https://www.ilo.org/resource/news/unpaid-care-work-prevents-708-million-women-participating-labour-market>
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Evidence reviewed through 15 September 2026.

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