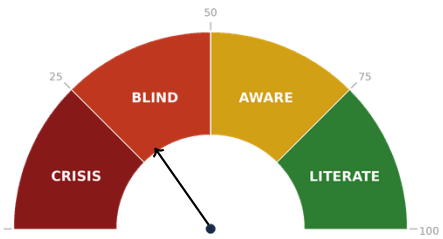
The Pressure Gauge Diagnostic

One Page Brief

Pressure never disappears. It either becomes readable, or it becomes expensive.

The Pressure Gauge is an organisational diagnostic designed to make pressure readable inside complex systems. It is the first stage of building Pressure Literacy®.

It helps leadership teams understand how pressure enters the organisation, how it moves through roles and structures, where it accumulates, and who's carrying unrecognised load, while performance still appears stable.



This is not a wellbeing initiative. This is not an engagement survey. This is not a culture audit. This is a systems-level diagnostic focused on visibility, responsibility, and risk.

THE PROCESS

1 SCOPING SESSION
I meet with leadership to understand more about what you're currently reading, what doesn't add up and what you need clarity on
(60 - 90 mins)

2 ANONYMOUS DIAGNOSTIC
A carefully designed diagnostic instrument for your people. Completely anonymous. Designed to surface patterns that are invisible to leadership.
(2 to 3 week window)

3 CONFIDENTIAL INTERVIEWS
1-1 interviews across a cross section of your organisation. Pattern-finding conversations designed to reveal what data alone cannot.
(Number based on organisation size)

4 ANALYSIS AND REPORT
I analyse quantitative and qualitative data, map the pressure trail, calculate the load index and produce your Pressure Literacy Score.

5 LEADERSHIP DEBRIEF
I walk the leadership team through the findings personally and give you your diagnostic report. Face to face, honest, direct but with warmth.
(60 - 90 mins)

WHAT YOU RECEIVE

A comprehensive written diagnostic report (25-35 pages) containing:

- Your Pressure Literacy Score with traffic-light rating
- The Pressure Trail Index, where pressure originates, concentrates, and leaks across seven system conditions
- The Human Load Index, cognitive, emotional, relational, responsibility, and sustainability load across your people
- External Load considerations, surfaced through confidential conversations, not scored (too personal to score)
- Key patterns and themes from interviews (fully anonymised)
- What is working well (what to protect, not just what to fix)
- A clear summary of where pressure is sitting and what it is costing

The report gives you visibility and clarity. It doesn't tell you how to fix your systems, because every organisation is different. What it does is give you the clearest view you've ever had of what's really happening beneath performance, and what it's costing you, so you can make the changes that matter.

WHO IS THIS FOR?

The work's getting done. But something's off and you can't quite put your finger on it. Good people are leaving and you didn't see it coming. You've thrown money at wellbeing and nothing's really shifted. You can feel the pressure, you just can't read where it's sitting or what it's costing you.

This isn't for organisations in freefall. And it's not for leaders who'd rather protect their ego than face the truth.

It's for the ones who want to read it early and act before it gets expensive.

INVESTMENT

Foundational (up to 50 people)
Full diagnostic process including 6-8 confidential interviews
From £5,500

Organisational (50-200 people)
Full diagnostic process including 12-16 confidential interviews, greater stakeholder breadth
From £12,500

Enterprise (200+ people)
Full diagnostic process, more tailored scoping, 20+ confidential interviews. Senior leadership or board presentation. Summary governance document.
From £22,500

A note on cost: For most organisations, the cost of this diagnostic is lower than a single extended absence, sustained presenteeism, or the quiet loss of capacity in a key role.

THE SEVEN TRUTHS BEHIND THIS WORK

1. Most organisational problems are system problems, not people problems.
2. Your most capable people are silently carrying the weight your system isn't holding.
3. A silent team isn't a stable team.
   It's a scared team.
4. Feedback is operational intelligence.
   If you take it personally, you lose visibility.
5. Pressure always leaves early signs. Most leaders were never trained to recognise them.
6. Wellbeing can't fix a fracture. It takes the edge off but it doesn't set the bone.
7. Your people aren't starting from the same place. Some are already carrying a full load before the working day begins.

Nikki Collinson-Phenix
Strategic Pressure Advisor | Helping leaders see and read the hidden pressure costing them people, performance and money | Creator of Pressure Literacy®

Next step: We start with a conversation.

nikki@nikkicp.com
nikkicp.com | pressureliteracy.com

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