

**The Pressure Gauge** is a defined organisational diagnostic designed to make pressure visible inside complex systems.

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

This work is not a wellbeing initiative.

It is a systems-level diagnostic focused on visibility, responsibility, and risk.

### How the diagnostic works

The Pressure Gauge combines quantitative and qualitative data to map pressure across the system.

Two core diagnostic outputs sit at the centre of this work:

#### **The Pressure Trail**

This traces how pressure moves through the organisation, where it concentrates, and where it has no clear route out.

#### **The Load Index**

This highlights where responsibility and expectation are being carried without visibility, authority, or formal recognition.

Together, these reveal patterns that rarely surface through performance or engagement data alone.

### **What the diagnostic includes**

Every Pressure Gauge diagnostic includes:

- Two leadership meetings for framing and readout
- A confidential Pressure Gauge survey
- Confidential staff interviews
- Integrated analysis of survey and interview data
- A written diagnostic report
- A leadership readout focused on system implications

The diagnostic process is consistent.  
The scope scales with system size.

### **Pricing**

- **Up to 50 employees**  
£3,500  
Includes 6 to 8 confidential staff interviews
- **51 to 120 employees**  
£4,750  
Includes 8 to 12 confidential staff interviews
- **121 to 250 employees**  
£6,250  
Includes 12 to 16 confidential staff interviews
- **250+ employees**  
Priced on application

Larger systems require tailored scoping to ensure the Pressure Trail and Load Index accurately reflect how pressure is moving through the organisation.

**Final pricing is confirmed following an initial scoping conversation to ensure the diagnostic is appropriately sized for the system.**

### **A note on cost**

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

### **Important note**

The Pressure Gauge is diagnostic by design.

It provides visibility and clarity, not action planning or implementation support.

Further work may be discussed once the system is clearly understood.