

THE PROBLEM

Most organisations have tried. The wellbeing programmes, the mental health support, the flexible working policies. Good intentions, real investment. And yet. Absence is still climbing. Good people are still leaving. Teams are still running on empty. And nobody can quite put their finger on why. That's not a failure of effort. That's a visibility gap.

In most organisations, demand rarely reduces. It redistributes. Pressure shows up in people, so it gets treated as a people problem. But most of the cost sits in the system. And most organisations have never been shown how to read it. **The pressure was always there. It was just invisible.**

If you've ever said 'we didn't see that resignation coming' or 'why is this team always stretched?', this framework answers that question.

WHAT IS PRESSURE LITERACY®?

Pressure Literacy is an organisation's ability to see and read the hidden pressure operating inside its systems and its people. Think financial literacy, but for pressure. It shows where pressure enters your organisation, where it concentrates, and where it's leaking out as absence, turnover or performance risk.

This isn't a wellbeing programme. It isn't a restructure. And it isn't a criticism of what you're already doing.

It's an organisational intelligence tool that makes the invisible visible, so leadership can make informed decisions within existing constraints.

"You cannot lead what you cannot see."

WHAT YOU ACTUALLY GAIN

Organisations that complete a Pressure Gauge Diagnostic come away with:

- **Clear identification of high-risk pressure hotspots**
Know which teams or roles are closest to breaking point before they break.
- **Early visibility of who is at risk of burnout or exit**
Stop being surprised by resignations you didn't see coming.
- **A shared leadership language**
A way to discuss pressure across the organisation without blame and without defensiveness.
- **Prioritised action within your existing budget**
Not more initiatives. Better targeting of what you're already spending.
- **A measurable Pressure Literacy Score**
A baseline to track, report on, and improve over time.

HOW THE WORK TYPICALLY BEGINS

A CONVERSATION

A focused discussion to understand your context, the pressures you're seeing, and where you believe the gaps in visibility are.

THE PRESSURE GAUGE DIAGNOSTIC

An assessment using two proprietary indexes, proportionate to your organisation's size, producing a full report and your Pressure Literacy Score.

LEADERSHIP DEBRIEF

Your full written report and Pressure Literacy Score, walked through with you face to face.

From there, organisations choose their own path, whether that's making changes internally, a 16-week partnership through The Pressure Shift, or ongoing support through The Pressure Hold. But everything starts with visibility.

ABOUT NIKKI

Nikki Collinson-Phenix is a Strategic Pressure Advisor and the creator of Pressure Literacy®. She has spent 30 years working with people, systems, and organisations under pressure, from the inside and the outside. Corporate leadership, clinical practice, international work.

She has worked inside senior leadership teams and alongside individuals affected by systemic pressure at every level of an organisation.

She works with organisations of every size and every sector, from local businesses to large organisations, whose leaders are ready to stop reacting to the symptoms and start seeing and reading the system.

The question isn't whether you can afford this. It's whether you can afford to keep not knowing.
In many organisations, the cost of replacing just one experienced employee exceeds the cost of a full diagnostic.
Pressure Literacy® doesn't create new cost. It identifies where existing cost is being generated.

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