



PRESSURE READING

This assessment is designed as a **point-in-time survey** (or pulse) for individuals and teams. The questions ask respondents to indicate what workplace statements resonate now; not what has been true in the past.

As a result, it is recommended that teams take a pressure reading a **few times a year** to measure change. Following these trends make pulse surveys more effective.

IN THIS REPORT

	FEEL	THINK	(RE) ACT
WHY	1.2	1.5	1.5
WHAT	1.3	0.9	1.0
HOW	1.5	0.8	1.2

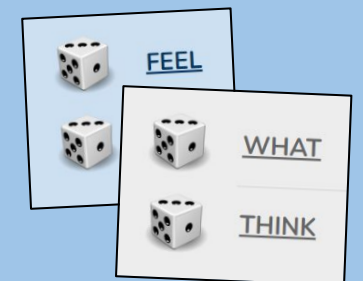
Pressure Heatmap

Quickly visualize areas of strength and growth

12	I believe my work contributes to overall goals and objectives
12	I can show up at work as my authentic self
11	My team's goals are clearly communicated
10	I want to grow in my organization and learn from people on my team
10	My team is thoughtful about how decisions are made and how they impact our goals
10	I am confident that my work is making a difference
These are current objectives where we are performing relatively well	
As our roles are pretty straight forward, there is little room to advance ahead or need to stay here long term	
I recently got pulled from these 2 because I had to choose 3. I don't think we really need much improvement in these areas. However, I would like to know there are key opportunities to discuss or need that could drive our success	
2	I do not know how or see a way to advance my career
1	I cannot maintain a work-life balance
1	My team's work platforms are inadequate or under-supported
1	Our ideas or solutions are reactive not proactive
0	My team wastes time on the wrong things

Compiled Summary

Review frequency chart of answers, plus open responses



Play Suggestions

Identify games that are best aligned with the results

PRESSURE READING			
Prepared For		—	
Team ID		2023demos	
	FEEL	THINK	(RE) ACT
WHY	Identity & Belonging	Strategy & Mindset	Impact & Legacy
	1.0	0.8	0.5
WHAT	Value & Appreciation	Growth & Development	Decisions & Execution
	0.9	0.4	2.0
HOW	Alignment & Focus	Clarity & Complexity	Tools & Capacity
	1.3	-0.7	-1.0

STRENGTH STATEMENTS		PRESSURE STATEMENTS	
13	I can show up at work as my authentic self	8	My team's work platforms are inadequate or under-supported
13	My team is thoughtful about how decisions are made and how they impact our goals	4	I cannot maintain a work-life balance
12	I believe my work contributes to overall goals and objectives	4	Team coordination issues happen too frequently
10	I pride myself on being accountable for my own behavior and decisions	3	My team's approach often puts short-term gains ahead of long-term growth
10	My contributions are considered and utilized by the team	3	I do not understand our team's structures and systems
10	My teammates listen and respond genuinely	2	My team wastes time on the wrong things
9	I want to grow in my organization and learn from people on my team	2	Talented people are leaving my team
9	I want to work with my team on something that matters	2	I do not know how or see a way to advance my career
9	I can depend on my teammates to do their part	1	Team meetings lack energy, focus, or productivity
8	I have the appropriate training or experience to accomplish my responsibilities	1	Our ideas or solutions are reactive not proactive
8	My team regularly receives updates on the overall impact of our efforts	1	My team fears change, failure, or the unknown
7	My team has a productive way to address conflict or disagreement	1	My team lacks a sense of community
7	I am in sync with the rest of my team about our shared purpose	1	My efforts on the team are not acknowledged or appreciated enough
6	My team works on gaining consensus and moving forward together	0	We avoid conflict and hard conversations
6	I am confident that my work is making a difference	0	My team lacks accountability and ownership
4	My team's goals are clearly communicated	0	I am micromanaged
4	I can access the right resources, thought partners, or mentors when needed	0	I am unmotivated by or disengaged from my work
4	My team has the right people in the right places at the right times	0	I don't understand the purpose of the tasks and functions I perform

STRENGTH PLAYLISTS

Looking for games to help the team celebrate areas of strength? Here are some featured ideas:



WHAT

1.13



FEEL

1.08

PRESSURE PLAYLISTS

Looking for games to help the team work through areas of growth? Here are some featured ideas:



HOW

-0.13



THINK

0.19

TOP RESONATING STRENGTHS

9 Sense of autonomy and accountability

5 Sense of balance and support

4 Sense of direction and belief

TOP RESONATING PRESSURES

8 Sense of process and flow

5 Sense of community and security

5 Sense of balance and support

Exciting to build a new product that grows a business

Love what I do!

Flexibility in my work

We just finished a big local project which was artistically and financially successful

It best represents our company

they are both important

Flexibility to set my own hours and someone is always available to support when I have questions. We also just adopted Monday.com to help track our work and collaborate better together

The company is based on my vision and perspective

Leaders

Flexibility

Creativity Opportunities

Ability to be innovative

The companionship and comradery

The people all pull in the same direction

Supportive, acknowledging of contribution

Flexibility and little if any politics

Work-life balance is not ideal; days are too busy

Need to grow!

Always can improve

Small group needs more structure

It needs improvement

community and security in a function needs a balance and support

Still new to the team so uncertain about long term objectives and we are a small team still figuring out how to set up processes for workflow

I would like my organization to grow

Platforms

Growth

Admin processes

Process improvements

Acknowledging accomplishments even if they aren't on the front lines

Identifying priorities and goals and committing to resources to meet them

Better balance and more support