



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

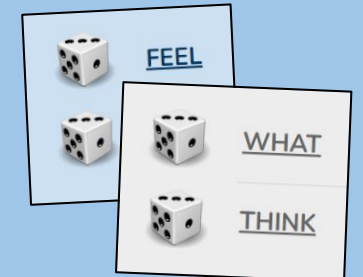
Pressure Heatmap

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 there because I had to choose 2, I don't think we really need much improvement in those areas. However, I would like to know there are key opportunities to advance 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

DEFINITIONS

Language used in our assessment is meant to be intuitive, but there is also a level of subjectivity that's worth calling out to help make sense of certain terms.

9 PRESSURE THEMES

- **Identity & Belonging**: making time for each other and building authentic relationships
- **Strategy & Mindset**: acknowledging and incorporating ideas from all levels of the team
- **Impact & Legacy**: understanding the range of perspectives about how the work affects others
- **Value & Appreciation**: ensuring that all personalities and team contributions matter
- **Growth & Development**: preparing people for success and offering meaningful ways to advance
- **Decisions & Execution**: unlocking individual agency and accountability across the team
- **Alignment & Focus**: sharing a similar vision for the team and syncing on processes to get there
- **Clarity & Complexity**: communicating clearly and effectively across all systems and spaces
- **Tools and Capacity**: supporting team lifestyles, workstyles, and skill sets with the right resources

MATRIX ANALYSIS

- ★ **Feel**: exploring sensory and emotional responses
- ★ **Think**: solving problems and forming strategies
- ★ **(Re)Act**: moving toward an outcome and making adjustments
- ★ **Why**: seeking stronger connections to the people and/or purpose
- ★ **What**: defining roles, goals, and metrics
- ★ **How**: identifying pathways and resources to use
- ★ **Constellation**: Any series of 3 themes in the Pressure Matrix
- ★ **+/- Score**: Heatmap values ranging from -4 (pressure) to +2 (strength)
- ★ **Statement**: Phrases in the assessment that individuals select

PRESSURE READING

Prepared For	Demo
Team ID	2023demos

	FEEL	THINK	(RE) ACT
WHY	Identity & Belonging	Strategy & Mindset	Impact & Legacy
	0.8	0.3	0.4
WHAT	Value & Appreciation	Growth & Development	Decisions & Execution
	1.0	0.3	1.0
HOW	Alignment & Focus	Clarity & Complexity	Tools & Capacity
	1.1	-0.4	-0.8

STRENGTH STATEMENTS (Frequency)		PRESSURE STATEMENTS (Frequency)	
23	I can show up at work as my authentic self	10	My team's work platforms are inadequate or under-supported
20	I believe my work contributes to overall goals and objectives	6	I cannot maintain a work-life balance
18	My team is thoughtful about how decisions are made and how they impact our goals	6	My team's approach often puts short-term gains ahead of long-term growth
17	My teammates listen and respond genuinely	6	Talented people are leaving my team
16	I want to work with my team on something that matters	5	Our ideas or solutions are reactive not proactive
15	I pride myself on being accountable for my own behavior and decisions	5	Team coordination issues happen too frequently
15	My contributions are considered and utilized by the team	5	I do not know how or see a way to advance my career
15	I can depend on my teammates to do their part	4	My team wastes time on the wrong things
14	I want to grow in my organization and learn from people on my team	4	I do not understand our team's structures and systems
14	I am confident that my work is making a difference	4	My team fears change, failure, or the unknown
13	I have the appropriate training or experience to accomplish my responsibilities	4	My team lacks a sense of community
11	My team regularly receives updates on the overall impact of our efforts	3	Team meetings lack energy, focus, or productivity
10	I am in sync with the rest of my team about our shared purpose	2	My team lacks accountability and ownership
9	My team has a productive way to address conflict or disagreement	1	We avoid conflict and hard conversations
8	I can access the right resources, thought partners, or mentors when needed	1	My efforts on the team are not acknowledged or appreciated enough
6	My team works on gaining consensus and moving forward together	1	I don't understand the purpose of the tasks and functions I perform
6	My team's goals are clearly communicated	0	I am micromanaged
5	My team has the right people in the right places at the right times	0	I am unmotivated by or disengaged from my work

STRENGTH PLAYLISTS

Based on the higher scores in the report, using game dynamics that align with these constellations should allow the team to show off and celebrate what they do well:



FEEL

0.96



WHAT

0.76

PRESSURE PLAYLISTS

Based on the lower scores in the report, using game dynamics that align with these constellations should be set up and facilitated as an opportunity for growth:



HOW

-0.04



THINK

0.08

CATEGORY STRENGTHS (Frequency)

10 Sense of autonomy and accountability

8 Sense of direction and belief

8 Sense of opportunity and advancement

CATEGORY PRESSURES (Frequency)

13 Sense of process and flow

9 Sense of community and security

9 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

Our culture

Flexibility to design sessions however I want

The flexibility and working with a great team

Flexibility in work, support of colleagues,

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

Salary increases

Process orientation

Having a more organized flow and set processes

Clarity around objectives and outcomes, processes that empower people to do work rather than tie people up in red tape