THE SAMPLE PACK

PressureMap

INDIVIDUAL · TEAM · LEADER

Pressure Has a Shape.
See Yours and Your Team's.

Mary Poffenroth

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A SAMPLE · ALL THREE REPORTS

Inside PressureMap

A science based look at how a person, a team, and its leaders meet pressure

WHAT'S INSIDE

Three real sample reports, in order: an individual PressureMap, the team's PressureMap, and the leader guide. The names and numbers are illustrative.

WHAT IT DOES

PressureMap measures five conceptually distinct dimensions of how someone meets pressure: how fast it hits, how they respond, how their thinking shifts, how quickly they recover, and how their stress ripples out to everyone around them.

WHO IT'S FOR

Teams under real pressure, and the leaders who run them. It comes with a live PressureProof workshop, the Rapid Reset Cards, and the RAIN Method.

WHY IT MATTERS

Most people meet pressure the same way every time and never see the pattern, so the same moments keep costing them. Seeing your map changes that: you catch the onset sooner, reach for the tool that actually works for you, recover faster, and keep your stress from spilling onto the people around you. For a leader, the same view across a whole team turns "everyone is stressed" into knowing exactly who needs what, and when.

Your

PressureMap

THE INDIVIDUAL REPORT

A SAMPLE

Mary Poffenroth

What Is This Report?

This is your personalized PressureMap, a science backed snapshot of how your brain and nervous system respond to pressure across five key PressureDimensions. There are no good or bad scores. Every PressureType on the spectrum represents a pattern that has strengths and things to watch for. This report helps you see your patterns clearly so you can work with your biology, not against it.

About your scores. The PressureMap measures patterns, not personality. Your scores reflect how your nervous system currently responds to pressure, not how it must always respond. Research on neuroplasticity confirms these patterns can shift with deliberate practice.

What this report is. A personalized, science informed tool to help you understand and work with your pressure patterns. It draws on validated constructs from affective neuroscience, polyvagal theory, cognitive psychology, and emotional contagion research.

What this report isn't. A clinical assessment, diagnostic tool, or substitute for professional mental health care. If you're experiencing persistent anxiety, depression, or distress, please consult a licensed mental health professional.

Based on the PressureProof System by Mary Poffenroth, Ph.D. Confidential, for respondent use only. Not a clinical, psychological, or medical diagnosis.

Before You Begin

How to read what comes next.

Pressure impacts you in five specific ways. We measured all five. You'll see your individual scores on the next page; the deep dives follow.

Stage	PressureDimension	Definition
1	**Pressure Onset**	How fast your body switches into stress mode.
2	**Default Response**	Whether you move toward problems or pull back.
3	**Cognitive Shift**	How your thinking changes when pressure hits.
4	**Recovery Velocity**	How quickly you return to baseline after.
5	**Pressure Ripple**	How visibly your stress shows to others, not how much you feel.

You feel it build before it breaks, move toward the problem, keep your options open, reset almost instantly, all while you broadcast it quietly.

Recovery Velocity is your most pronounced dimension (sits farthest from the middle), and Pressure Onset is your most centered (closest to the middle of the spectrum). Here's your shape across all five PressureDimensions.

Each PressureDimension is one of five ways pressure moves through you. Your PressureType is the named pattern you land on, and your PressureCoordinate is your place on its 1 to 5 spectrum. No coordinate is better than another, a higher number is a different pattern, never a better score.

Stage	PressureDimension	PressureType	PressureCoordinate (1 to 5)
1	PRESSURE ONSET	Measured Responder	2.0
2	DEFAULT RESPONSE	Active Engager	4.0
3	COGNITIVE SHIFT	Flexible Reframer	4.0
4	RECOVERY VELOCITY	Rapid Resetter	5.0
5	PRESSURE RIPPLE	Quiet Regulator	2.0

Your Today

You rated your current pressure a 3 out of 10. Things are relatively quiet for you right now, which is a good time to read this. You named one source: Deadlines. Read the rest with that context in mind. The strategies that matter most are the ones that fit where you actually are, not where someone else is.

New to all this? A little confusion at this stage is the most common reaction, and it's completely normal. Keep going, each PressureType gets its own deep dive just ahead, where it all comes together.

YOUR PRESSUREMAP SUMMARY

The Big Picture of How Pressure Moves Through Your System

Five PressureDimensions, five spectrums. What each one measures, and where you land.

Pressure Onset

how fast your body switches into stress mode.

You're a **Measured Responder.** Stress often builds at a moderate pace, more of a climb than an instant spike, though a sharp event can still hit fast. When it climbs, you often see it coming, which gives you time most people don't have.

Default Response

whether you move toward problems or pull back.

You're an **Active Engager.** When pressure shows up, you move toward it. You ask questions, gather resources, take action while others are still deciding.

Cognitive Shift

how your thinking changes when pressure hits.

You're a **Flexible Reframer.** Even when your body is activated, your thinking stays open. You see angles others miss, reframe problems on the fly, and find the third option.

Recovery Velocity

how quickly you return to baseline after pressure ends.

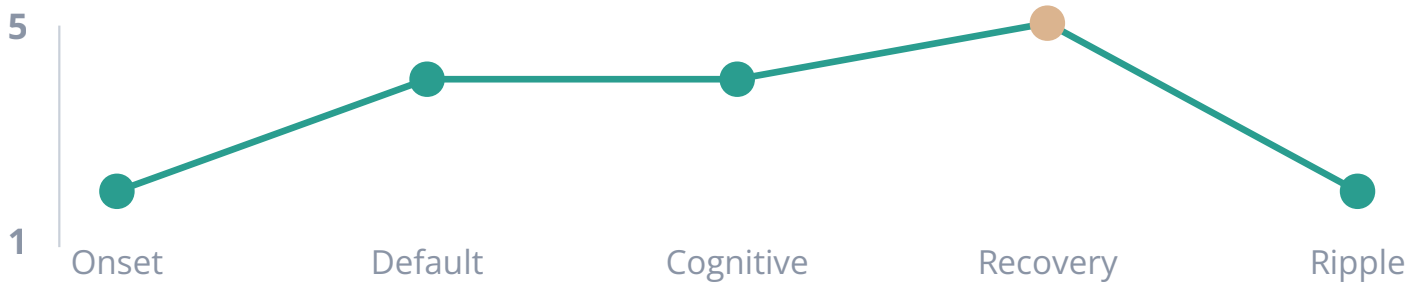
You're a **Rapid Resetter.** Your reset is near instant. The stress response ends almost as fast as it started. The catch is making sure you actually processed the event, not just cleared it.

Pressure Ripple

how visibly your stress shows to others, not how much you feel.

You're a **Quiet Regulator.** You broadcast quietly. Just enough signal for people who know you to read, but not so much that you raise the temperature in a room. Your presence tends to settle things.

Reading Your Sequence



The line above is yours. It plots your five scores in the order pressure moves through you. Each teal point is a PressureDimension, and the cream point marks your most extreme score, the place pressure lands hardest for you.

Pressure doesn't just happen to you. It moves through you in a sequence. You feel it build before it breaks, then move toward the problem, your thinking tends to keep your options open, and when it's over you reset almost instantly, all while you broadcast it quietly. Knowing the order lets you interrupt it at the right link, not white knuckle the whole chain.

In each deep dive you'll also find a PressureProof Rapid Reset Card, a short technique matched to that PressureType. Your full set is gathered near the end.

A few science terms come up as you read. There's a plain language glossary at the end of this report if you want it.

PressureDimension One · Pressure Onset

2.0 / 5

Measured Responder

Pressure Onset: how fast your body switches into stress mode.

SLOW TO ACTIVATE — 2.0 — FIRES INSTANTLY

WHAT THIS MEANS FOR YOU

Stress often builds in you at a moderate pace, more of a climb than an instant spike, though a big or sudden event can still hit you fast. When it does build, that pace can give the thinking brain time to come along for the ride, and you may notice the build before the full response lands. That gap between first signal and full response, when you get it, is real estate most people don't have.

THE SCIENCE BEHIND THIS SCORE

In this pattern, the amygdala has moderate sensitivity, so the stress chemicals (adrenaline and norepinephrine, what scientists call catecholamines) come up in a steady ramp instead of all at once.

That ramp lets the prefrontal cortex, the part of the brain that handles flexible thinking, stay online longer. This is consistent with what Aron's Highly Sensitive Person research calls moderate Depth of Processing.

THE STRENGTH

That build window is an asset. You usually have time to choose a response instead of being hijacked by one. You pace well through long stretches of pressure. You can stay functional even while openly acknowledging that stress is present. That's a leadership trait people remember.

WHAT TO WATCH FOR

The slow build can be sneaky, masking how much stress you have actually taken on. By the time you notice you're fully activated, the cumulative load may already be heavier than you realized. Watch for the Friday afternoon crash that snuck up on you.

FOR EXAMPLE

A deadline is still a week out, and you can already feel the week tightening. It's not panic, it's a slow climb you can name early. Used well, that head start means you plan instead of scramble.

Your Rapid Reset Card · Decoding Fear Signals

How. Pause and identify what your body is telling you. Awareness is the first step to calming fear.
Why for you. Your gradual build is a window most people don't have. Use this card to learn what the early signs feel like for you so you can act inside that window.

PressureDimension Two · Default Response

4.0 / 5

Active Engager

Default Response: whether you move toward problems or pull back.

WHAT THIS MEANS FOR YOU

When pressure hits, you move toward it. Your system mobilizes, you start asking questions, gathering resources, organizing the response. This is what researchers call a flight into action pattern. In this pattern, the answer to threat is productive movement. Your default is do something.

THE SCIENCE BEHIND THIS SCORE

Strong sympathetic mobilization with the social engagement system staying online. In this pattern, heart rate variability shows activation without a loss of connection to the people around you. Approach motivation runs high, meaning the brain reads pressure as something to head toward, not away from.

THE STRENGTH

Visible leadership under pressure. You take initiative when others freeze. You channel stress energy into productive action. You build confidence in teams who need someone to step forward. You solve problems by moving on them, and people remember it.

WHAT TO WATCH FOR

You can act before you have fully assessed. Your energy can overwhelm quieter team members. Action can become a way to avoid underlying emotion. If engagement is constant, burnout is a real risk.

FOR EXAMPLE

The problem is barely on the table and you're already asking questions and pulling threads, moving while others are still deciding whether to.

Your Rapid Reset Card · T.M.I.

How. Identify your trigger, write down your mind chatter, improve with one small action you can take today. **Why for you.** Your forward action default can skip processing entirely. T.M.I. forces a brief pause to catch the trigger and the inner script before the action lands. The quality check changes the action.

PressureDimension Three · Cognitive Shift

4.0 / 5

Flexible Reframer

Cognitive Shift: how your thinking changes when pressure hits.

WHAT THIS MEANS FOR YOU

You hold onto strong cognitive flexibility even when your body is activated. You see multiple perspectives, reframe problems, and generate alternatives while under pressure. The thinking brain stays online in this pattern, in moments when it typically goes quiet for most people. That's a genuine advantage.

THE SCIENCE BEHIND THIS SCORE

In this pattern, the prefrontal cortex is unusually resilient to stress chemistry. The ability to shift mental frames stays available, and attention stays under control. Shields et al. (2017) describe individual variation in how much stress chemistry it takes to impair thinking, and this pattern reflects a higher than average threshold.

THE STRENGTH

You see options others miss. You can reframe a threat as a challenge in real time. You maintain complex problem solving under pressure. You're the third option thinker. Valuable in strategy, crisis management, and innovation roles.

WHAT TO WATCH FOR

You may overthink when speed is what the moment needs. Your ideas don't always translate to action, especially if paired with a withdraw default. Others may want you to just decide and move, not reframe again.

FOR EXAMPLE

Your body is activated and somehow you're still finding the third option nobody else saw. Pressure doesn't close your thinking down the way it does for most people.

Your Rapid Reset Card · Focus on Function

How. Inhale and hold your breath while naming one object around you and its function, then exhale. **Why for you.** Your wide thinking is an asset until it scatters. This card pulls your attention back to a single anchor when ideas multiply faster than you can use them. One thing, one function, one breath.

Rapid Resetter

Recovery Velocity: how quickly you return to baseline after pressure ends.

SLOW, DEEP — 5.0 — NEAR INSTANT

WHAT THIS MEANS FOR YOU

Near instant return to baseline. Your system exits the stress response almost immediately after the pressure event ends. Cortisol spikes and clears fast, and the felt experience of stress evaporates quickly.

THE SCIENCE BEHIND THIS SCORE

This pattern shows the highest vagal tone and the strongest parasympathetic reactivation. The vagal brake is highly responsive, which creates efficient switching between stress and calm states. This likely reflects a mix of constitutional wiring and well developed regulatory capacity built over time.

THE STRENGTH

Exceptional resilience to pressure volume. You handle workloads that would overwhelm others. Minimal energy loss to stress recovery. You can stay clear headed across marathon days.

WHAT TO WATCH FOR

The primary risk is bypassed processing. Events are cleared physiologically before they have been integrated psychologically. You can invalidate others' slower recovery with a dismissive "why are you still upset about that?"

FOR EXAMPLE

The spike ends almost as soon as the event does, and you're already clear. The only catch is making sure you actually processed it, not just flushed it.

Your Rapid Reset Card · Decoding Fear Signals

How. Pause and identify what your body is telling you. Awareness is the first step to calming fear.
Why for you. Your near instant reset is efficient. This card adds a beat to ask what the body just told you, before that information disappears. Speed without integration is just speed.

Quiet Regulator

Pressure Ripple: how visibly your stress shows to others, not how much you feel.

INVISIBLE 2.0 BROADCASTS

WHAT THIS MEANS FOR YOU

Minimal emotional broadcast, with subtle signals visible only to close observers. You tend to absorb group stress and return it at a lower intensity, a natural regulatory function, and much of what you carry stays inside where it doesn't show. Your presence in a group tends to bring things down through low signal energy.

THE SCIENCE BEHIND THIS SCORE

Low to moderate emotional expression. Subtle facial and vocal cues are there but require attentive observation to catch. In group dynamics, your effect bends toward regulation (lowering intensity). You co regulate implicitly rather than deliberately.

THE STRENGTH

A natural co regulator. A de escalation presence. Group stress tends to drop when you're there. People trust you as a container for their emotions. You're an effective mediator because you don't add your own emotional charge to the room.

WHAT TO WATCH FOR

Your regulatory function is invisible and uncompensated. You rarely get credit for the stabilizing effect you provide. You may suppress positive emotional expression too, which reduces celebratory energy for everyone.

FOR EXAMPLE

Only the people who know you well catch the small tell that you're carrying something. Your presence tends to settle a room rather than stir it.

Your Rapid Reset Card · Bravery Bites

How. Activate your stress busting rest and digest mode with a crunchy snack, gum, or crushed ice.
Why for you. As a Quiet Regulator, you hold the room down without releasing your own load. Chewing gives you a private physical release that stays under the radar. Your amygdala reads the chewing as safety, and your body follows.

PATTERNS TO WATCH FOR

For a PressureMap Like Yours, Watch Out for These Moments That Can Cost You

Other people with a shape like yours often report these. Hold them loosely, and see which ring true.

Composed Until You Are Not

Slow onset plus forward action plus quiet broadcast is a pattern I see in some of the most accomplished people I work with. You look extraordinarily composed under pressure, and you can ride that look for a long time. The catch is by the time you notice you're over capacity, you're already there. Build a measurement habit, not a feelings habit, to catch it earlier.

Moved On Before They Did

Fast recovery plus forward action means you move on quickly, often before the event has fully landed for the people around you. You can come across dismissive even when you're not. Build in a pause that lets others catch up, especially for events that hit them harder than they hit you.

Where your Recovery Velocity can cost you

The primary risk is bypassed processing. Events are cleared physiologically before they have been integrated psychologically.

The RAIN Method

A four step method for navigating pressure in real time. It works on fictional fear, the stress response to everything that's not an actual physical threat. Here's how each step lands for your profile.

R · Recognize

Your onset is slow, so your body doesn't send loud early signals. Build a deliberate scanning habit: every couple of hours, check for tension in your shoulders, jaw, or stomach, and notice your breathing. The goal is awareness, not analysis. Just notice.

A · Assign

Your default is forward action, which often skips naming the emotion entirely. Before you act, pick a single specific word from the fear emotion wheel: alarm, frustration, panic, rejected, startled. Naming it first creates a quality check layer on whatever you do next.

I · Identify

Most pressure is a response to one of two core fears. In the moment, ask yourself which one you're responding to right now: Fear of Not Enough (not good enough, not smart enough, not prepared enough, not worthy enough), or Fear of Losing Control (over the outcome, the situation, the perception, the timeline). Naming the category creates cognitive distance from the emotion. You're not your fear, you're the one noticing it. With your fast recovery, your body clears pressure quickly. Taking a breath to identify the core fear makes sure the event is fully processed, not just flushed.

N · Navigate

Once you have recognized, assigned, and identified, navigate through using a matched technique. This is where the PressureProof Rapid Reset Cards plug in: Box Breathing, Pinch the Valley, Name It to Claim It, and the rest of the 35 card deck. Your personalized five from this report are your starting menu: Decoding Fear Signals (Onset), T.M.I. (Default), Focus on Function (Cognitive), Decoding Fear Signals (Recovery), and Bravery Bites (Ripple).

Your Rapid Reset Cards, All in One Place

One reset per PressureDimension, in the order pressure moves through you. Each works in under two minutes, most of them invisibly. Your physical deck is in your packet, and your full digital set is a scan away, so your cards are always within reach, on the table or on your phone.

Decoding Fear Signals PRESSURE ONSET & RECOVERY VELOCITY

Pause and identify what your body is telling you. Awareness is the first step to calming fear.

T.M.I. DEFAULT RESPONSE

Identify your trigger, write down your mind chatter, improve with one small action you can take today.

Focus on Function COGNITIVE SHIFT

Inhale and hold your breath while naming one object around you and its function, then exhale.

Bravery Bites PRESSURE RIPPLE

Activate your stress busting rest and digest mode with a crunchy snack, gum, or crushed ice.

THE PRESSUREPROOF SYSTEM

CREATED BY MARY POFFENROTH, PH.D. · © 2026

The Team

PressureMap

A SHARED VIEW OF 19 PEOPLE

Mary Poffenroth

What This Report Is

PressureMap is a science backed picture of how a person meets pressure, moves through it, and recovers. Everyone in this room took the same short assessment, built on validated psychological instruments. This report gathers those answers into one view of the group, showing the patterns they share and the ways they already steady each other.

Everyone also has their own PressureMap report, personal to them, with their results and the science behind them. Whether it has been read already or comes after today, this document shows where each person sits inside the group.

Before We Begin

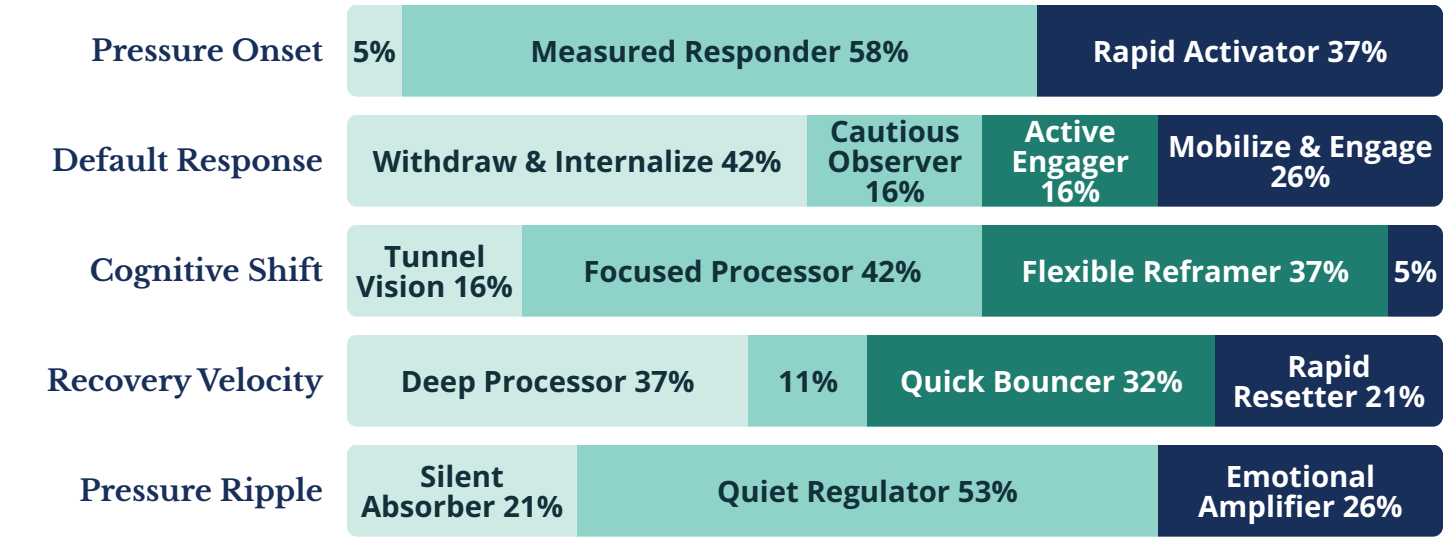
How to read what comes next.

Pressure shows up in five specific ways. The assessment measured all five for everyone in the room. Here's what each one means. On the pages that follow, the report shows how the whole group sits across them.

Stage	PressureDimension	What it measures	Lower to higher
1	**Pressure Onset**	How fast the body switches into stress mode.	Slow to activate → Fires instantly
2	**Default Response**	Whether a person moves toward problems or pulls back.	Pull inward → Move toward
3	**Cognitive Shift**	How thinking changes when pressure hits.	Thinking narrows → Thinking widens
4	**Recovery Velocity**	How quickly a person returns to baseline after.	Slow, deep return → Near instant reset
5	**Pressure Ripple**	How visibly stress shows to others, not how much is felt.	Invisible → Broadcasts

The Whole Room, Across All Five Dimensions

Here's how the whole room sits across the five dimensions. Each bar is one dimension, divided into the PressureTypes present in the group. Neither end is better, and nothing here's a score or a ranking. Every segment is a real number of people, named in full on the pages that follow.



Where Each Person Fits

Everyone has a PressureType on each of these five dimensions in their personal PressureMap report. This report shows where those PressureTypes sit across the whole room. Each person's own PressureType on each dimension is where they sit on the bars above and in the list on the pages that follow.

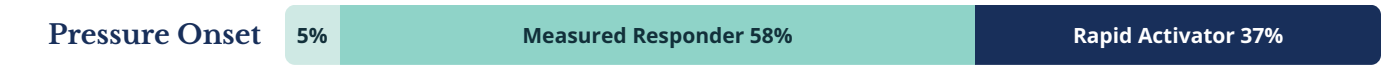
What Each PressureType Means, and Where to Find It

Only the PressureTypes that actually showed up in this room are listed, grouped by dimension. Each is a PressureType with a strength and a thing to watch, never a rank. Everyone has a PressureType on each

dimension in their personal PressureMap report; this section explains the PressureTypes showing up in this group.

PressureDimension One · Pressure Onset

How fast the body switches into stress mode.



Slow Activator 1 of 19

Pressure has to work to get to them. While other people are already feeling the heat, their body still hasn't gotten the memo.

THE STRENGTH

They're the steady one in a storm. They don't chase false alarms.

WHAT TO WATCH FOR

The same wiring that keeps them steady can keep them a beat behind on early warning signs.

FOR EXAMPLE

The room has already tensed over the news and they're still reading it a second time, wondering what the fuss is. Their alarm has a high bar, so they're often the calm one while everyone else is already on edge.

Measured Responder 11 of 19

Stress often builds in them at a moderate pace, more of a climb than an instant spike, though a big or sudden event can still hit them fast.

THE STRENGTH

That build window is an asset. They usually have time to choose a response instead of being hijacked by one.

WHAT TO WATCH FOR

The slow build can be sneaky, masking how much stress they have actually taken on.

FOR EXAMPLE

A deadline is still a week out, and they can already feel the week tightening. It's not panic, it's a slow climb they can name early. Used well, that head start means they plan instead of scramble.

Rapid Activator 7 of 19

Their body switches into full alert the moment pressure shows up, heart rate and muscle tension climbing fast.

THE STRENGTH

They catch threats, opportunities, and subtle shifts that others miss entirely.

WHAT TO WATCH FOR

The frequency and intensity of activation can be exhausting.

FOR EXAMPLE

A calendar invite pops up with no subject line, and before they have even opened it their whole body is on alert, already bracing for the worst. The alarm fires before the facts are in.

Whether a person moves toward problems or pulls back.

Default Response

Withdraw & Internalize 42%	Cautious Observer 16%	Active Engager 16%	Mobilize & Engage 26%

Withdraw & Internalize 8 of 19

When pressure hits, they go inward. They get quiet, pull back, and process privately.

THE STRENGTH

Withdrawing protects them from impulsive reactions.

WHAT TO WATCH FOR

They can come across as checked out, cold, or quietly angry when none of those things are true.

FOR EXAMPLE

A hard problem lands and they go quiet, stepping back to examine it on their own before they say a word. They're not checked out, they're working it in private.

Cautious Observer 3 of 19

Their first response to pressure is to create space for themselves, either physical or mental, and watch.

THE STRENGTH

Strategic restraint. Their first actions land well because they're informed by what they observed.

WHAT TO WATCH FOR

People may read them as hesitant or lacking initiative.

FOR EXAMPLE

When the pressure rises their first move is to wait and read the room, wanting the full picture before they commit. The pause is deliberate, not frozen.

Active Engager 3 of 19

When pressure hits, they move toward it. Their system mobilizes, they start asking questions, gathering resources, organizing the response.

THE STRENGTH

Visible leadership under pressure. They take initiative when others freeze.

WHAT TO WATCH FOR

They can act before they have fully assessed.

FOR EXAMPLE

The problem is barely on the table and they're already asking questions and pulling threads, moving while others are still deciding whether to.

Mobilize & Engage 5 of 19

Maximum forward movement. Their system is wired to mobilize immediately and fully: take charge, direct resources, make decisions, push forward.

THE STRENGTH

Crisis leadership. Decisive action. Infectious energy that mobilizes others.

WHAT TO WATCH FOR

They can dominate decision making and inadvertently exclude valuable input.

FOR EXAMPLE

The moment a real problem lands they're on their feet, assigning tasks and making calls while others are still processing. Moving on it's how their body discharges the pressure.

How thinking changes when pressure hits.

Cognitive Shift

Tunnel Vision 3 of 19

Under pressure, their thinking narrows hard.

THE STRENGTH

Intense focus on what's right in front of them.

WHAT TO WATCH FOR

They miss alternative solutions. Once they lock on, changing course is hard.

FOR EXAMPLE

The pressure hits and their focus snaps to a single track, everything else going quiet. It can feel like clarity, and sometimes it is, and sometimes it's missing what was just off to the side.

Focused Processor 8 of 19

Their thinking narrows under pressure but it doesn't collapse.

THE STRENGTH

Reliable execution of known solutions. Consistent under moderate pressure.

WHAT TO WATCH FOR

They may default to the familiar when novelty is what the moment actually needs.

FOR EXAMPLE

When it gets hard they reach for the approach that has worked before and run it cleanly. Reliable under fire, as long as this problem is like the last one.

Flexible Reframer 7 of 19

They hold onto strong cognitive flexibility even when their body is activated.

THE STRENGTH

They see options others miss. They can reframe a threat as a challenge in real time.

WHAT TO WATCH FOR

They may overthink when speed is what the moment needs.

FOR EXAMPLE

Their body is activated and somehow they're still finding the third option nobody else saw. Pressure doesn't close their thinking down the way it does for most people.

Divergent Thinker 1 of 19

Under pressure, their thinking actually expands.

THE STRENGTH

Innovation under constraint. Breakthrough problem solving.

WHAT TO WATCH FOR

They may overcomplicate simple problems. The quantity of ideas can overwhelm teams.

FOR EXAMPLE

The stakes climb and their mind speeds up, ideas and unique connections multiplying faster than they can catch them. The trick is choosing which one to actually run with.

How quickly a person returns to baseline after.

Deep Processor 7 of 19

After a pressure event ends, their system takes its time returning to baseline.

THE STRENGTH

They process events deeply. They don't just move on, they integrate what happened.

WHAT TO WATCH FOR

Cumulative stress is their primary risk. Each event stacks on the last without fully clearing.

FOR EXAMPLE

A hard meeting ends and everyone moves on to lunch. They're still turning one comment over at their desk that afternoon, and it colors the rest of their day.

Reflective Recoverer 2 of 19

Their recovery is present but takes longer than average.

THE STRENGTH

The extended processing window allows thorough integration of what happened.

WHAT TO WATCH FOR

Scheduling pressure events close together creates compounding activation that they can't shake off in time.

FOR EXAMPLE

They come back down, just not on command. They need a real wind down after a hard one, and the people close to them can usually tell they're still settling.

Quick Bouncer 6 of 19

Fast return to baseline after pressure events.

THE STRENGTH

High throughput for pressure events. Minimal cumulative load.

WHAT TO WATCH FOR

Fast recovery can mean incomplete processing.

FOR EXAMPLE

The meeting was brutal and twenty minutes later they're genuinely fine, on to the next thing. Back to back pressure doesn't stack on them the way it does for others.

Rapid Resetter 4 of 19

Near instant return to baseline. Their system exits the stress response almost immediately after the pressure event ends.

THE STRENGTH

Exceptional resilience to pressure volume.

WHAT TO WATCH FOR

The primary risk is bypassed processing. Events are cleared physiologically before they have been integrated psychologically.

FOR EXAMPLE

The spike ends almost as soon as the event does, and they're already clear. The only catch is making sure they actually processed it, not just flushed it.

How visibly stress shows to others, not how much is felt.

Pressure Ripple

Silent Absorber 4 of 19

Their stress is nearly invisible to others, and that doesn't mean it's small.

THE STRENGTH

A stabilizing presence for the group. They don't add emotional fuel to a tense situation.

WHAT TO WATCH FOR

They absorb group stress without releasing it, which carries a real risk of invisible emotional labor and burnout.

FOR EXAMPLE

They could be holding a hard morning and no one across the table would know, their face and voice giving nothing away. They absorb it rather than send it back out.

Quiet Regulator 10 of 19

Minimal emotional broadcast, with subtle signals visible only to close observers.

THE STRENGTH

A natural co regulator. A de escalation presence.

WHAT TO WATCH FOR

Their regulatory function is invisible and uncompensated.

FOR EXAMPLE

Only the people who know them well catch the small tell that they're carrying something. Their presence tends to settle a room rather than stir it.

Emotional Amplifier 5 of 19

Maximum emotional broadcast intensity. Their internal state transmits to the group with high fidelity and high power.

THE STRENGTH

An extraordinary capacity to inspire, rally, and energize.

WHAT TO WATCH FOR

The team's mood can start to track theirs, so a hard day can pull the room down as fast as a good one lifts it.

FOR EXAMPLE

They walk in lit up about the work and within minutes the whole room has caught it. They walk in tense and, without a word, the room tightens too. Their state sets the weather.

The Most Important Page in This Report

14 of 19 people in this room, everyone on the Silent Absorber and Quiet Regulator side, carry pressure where it doesn't show. That's 74% of the room.

That doesn't mean they feel less. It means they show less. They often carry a heavy load and reveal almost none of it.

Is that unusual? No. A room that mostly carries stress quietly is consistent with what research on emotion regulation and workplace display rules would lead one to expect, not an outlier. Under showing stress relative to what's felt is a normal, widely used strategy, and the standing expectation in relational, high stakes work is to hide it. Read this as a real tendency worth naming, not a precise measurement.

So what does the room do about it? Stop reading load off faces, because the signal the room needs won't show on its own. Ask directly, on a regular and low stakes cadence, and make it ordinary to say the load is heavy. And notice that 5 people in this room broadcast pressure strongly, so the room already has voices who can surface what the quiet carriers hold, if the room lets them.

The Room's Weather Right Now

The rest of this report is about how the room tends to meet pressure over time. This is today, what the room is carrying right now.

5.2 average current pressure, on a 0 to 10 scale, across 19 people.

What's driving it. The pressure sources the room named most:

- Workload volume · 4
- High stakes decisions · 4
- Deadlines · 4
- Competing priorities · 3
- Interpersonal friction · 3

This Room Is a Set of PressurePatterns, and They Fit Together

These are the PressurePatterns present in this room, the shared leans the group shows when individual PressureTypes add up, with how many people carry each. None is the strong one. People can appear in more than one of these, so the counts overlap.

Early Warning 7 of 19

They feel pressure before anyone else does, often before they can say why. Strong at catching a real threat early. Watch that a fast alarm still gets a beat of assessment.

The Steady Core 12 of 19

They take pressure in on a slower clock, so they hold a level head while others are already spun up. Strong at not chasing false alarms. Watch that the slow build can hide how much they're actually carrying.

Deep Recoverers 9 of 19

They hold pressure longer and hold context, remembering what a hard season cost and refusing to rush past it. Strong at integrating the lesson. Watch that stress doesn't compound across a week.

Fast Recoverers 10 of 19

They reset quickly and can carry the room through a heavy stretch without stacking load. Strong at throughput. Watch that a fast reset doesn't skip the debrief.

The Regulators 14 of 19

They keep their state contained, so the room's temperature stays down. Strong as a calming presence. Watch that their real load stays invisible and uncredited, so ask, don't scan.

The Broadcasters 5 of 19

They move the room's energy, and when they're steady the room settles. Strong at authentic, visible signal. Watch that a hard mood spreads as fast as a good one, so steady them first.

No single one of these is the whole room, and they work best together, each pattern covering a gap another leaves. Watch the quiet side most: the load a room carries without showing is the load that goes unasked, so make asking a habit rather than waiting to see it.

The Same Shape Gives Both

THE ROOM'S STRENGTHS

This room carries genuine range on every dimension, so most kinds of pressure meet someone built to handle them. It has a steady majority and a real fast alarm group, so it can stay grounded and still catch a threat early. It has people who reset quickly and people who hold context and refuse to rush past a hard thing. Most of the room keeps its state contained, which keeps the temperature down. That's coverage, and coverage is a strength most teams don't have.

WHAT TO WATCH FOR, TOGETHER

This room splits to the poles on almost every dimension, with very few people in the middle, so the biggest risk is misreading each other. A fast responder and a slow one feel the same deadline on different clocks. A quick recoverer and a deep processor disagree about when to move on. Left unnamed, that reads as friction, or as someone being difficult. Named, it's just two nervous systems doing their jobs.

So what does the room do? Make the differences explicit, so a fast reaction and a slow one are both heard before the room decides, and so the quiet load reaches the room before it becomes a problem.

Neither reading is a fault in any person. They're just the weather patterns this room should watch together.

HOW THIS WAS AGGREGATED

A Word on Privacy, and on Reading It Honestly

This picture is built from everyone in the room who took the PressureMap, shown as shape and proportion only, never a name. Where a type is held by just one person, the number names the type, not the individual, and no one but that person holds their own report. Read every count as a leaning in the room, not a line to anyone in it.

One honest caveat. This is the room at a single moment, and with a group this size a percentage is a small number of people, so read the counts and treat every reading as a leaning, not a verdict on anyone. The patterns here draw on validated research in stress physiology, emotion regulation, and team dynamics; the full reference list is in the Diving Deeper guide.

Pressure Tested. Pressure Proved.

THE PRESSUREPROOF SYSTEM
CREATED BY MARY POFFENROTH, PH.D. · © 2026

For Leaders

PressureMap

PREPARED FOR THE LEADERSHIP TEAM

A SHARED VIEW OF 19 PEOPLE

Mary Poffenroth

What This Is, and How to Use It

This is your team's PressureMap. It's built from what your people actually told us, everyone on the team who took the assessment, gathered into one picture of how this group meets pressure, moves through it, and comes back down.

It goes with the team report your whole room received. That report has the full picture, every PressureType and the research behind it. This guide lifts what a leader needs and gets to what to do with it.

It's made for your team, from your team's results, and is about how to best support your team's patterns.

It's de identified. You'll see the shape of the room and real counts, but never a name. Where a type is held by just one person, the count names the type, not the individual. All of it shows patterns in the room, not a line to anyone in it.

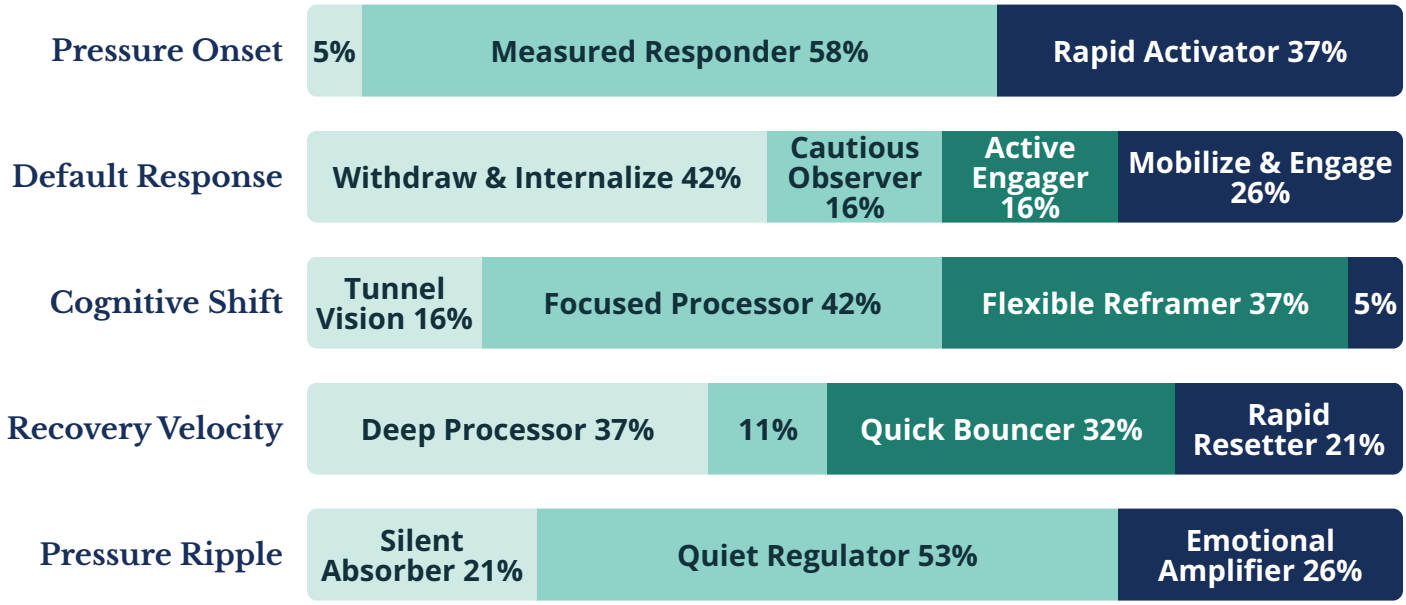
It's not a verdict and it's not fixed. It's how this group sits right now, so treat it as the weather you're leading in right now, and check it again as the season and tides change.

THE FIVE DIMENSIONS

Stage	PressureDimension	Definition
1	**Pressure Onset**	How fast the body switches into stress mode.
2	**Default Response**	Whether a person moves toward problems or pulls back.
3	**Cognitive Shift**	How thinking changes when pressure hits.
4	**Recovery Velocity**	How quickly a person returns to baseline after.
5	**Pressure Ripple**	How visibly stress shows to others, not how much is felt.

The Whole Room, Across All Five Dimensions

Here's your whole team across the five dimensions, the shape everything else in this guide rests on. Each bar is one dimension, divided into the PressureTypes present. Neither end is better, and none of it's a score or a ranking. Every segment is a real number of people, read for you in the pages that follow.



What This Team's Shape Asks of Its Leaders

Big Picture Before Detail: Your Team as a Whole. Everything after this page is granular, per type, per moment. This section sits on top and gives you a few things that matter most about your team's collective shape.

Built From Your Team's Answers. Below are the handful of things that matter most about how your people, taken together, meet pressure. It opens with what your team is already good at, so you can help your team put these incredible strengths to work. Then one thing to watch. Every team's shape has something to watch out for, and it's often the flip side of a strength.

STRENGTHS TO LEAN ON

Your Team Steadies the Room

Most of this group keeps its state contained, so the room stays calm even when the work isn't. That steadiness is a foundation. Build on it but don't mistake quiet for checked out.

Your Team Covers a Wide Range of Styles

This group spans a real range of styles, so most kinds of pressure meet someone built to handle them. Most teams don't have that. Put the right styles on the right moments and let the range work for you.

WHAT TO WATCH

Much of Your Team Carries Stress Out of Sight

About 74% of this group carries pressure where it doesn't show. They're not fine because they look fine. Instead of waiting for a hand to go up, build a short, regular, low stakes check in, and make it ordinary to say the load is heavy.

YOU LEADING YOU

The Room Takes Its Cue From You

In a group this size the leader's nervous system is contagious. On the hard days, the steadiness you model is the steadiness the room can reach. Modeling how you're actively regulating your pressure, especially out loud, can elevate the entire team's ability and motivation to do so as well.

This is the group at a single moment, so keep checking in as seasons change.

What Your People Say Is Driving the Pressure

The rest of this guide is about how your team meets pressure. This is what they named as driving it right now, with a note on each about where a leader usually has the most room to help. The room put its current pressure at 5.2 out of 10 on average.

Workload volume 21%

High stakes decisions 21%

Deadlines 21%

Competing priorities 16%

Interpersonal friction 16%

The PressureTypes in Your Room

Only the PressureTypes actually present in your room are here, grouped by the five dimensions. Each one gets a short read of what that pattern is, three things you can do to get the best from it, one thing to watch, and a question you can ask. The percentage by each type is how much of your team lands there, and within each dimension the most common comes first, so you can start where you'll reach the most people or go straight to your rarest few.

Read every type as a strength first. The thing to watch is a real tradeoff, not a flaw, and the order shows how common each type is, not how much it matters.

PRESSURE ONSET

How fast the body switches into stress mode.

Measured Responder **58%** They feel pressure coming and pace themselves for it, so they get a running start most people never do.

- Give them the full picture as early as you can. Their advantage is lead time, so the sooner they see it, the more they do with it.
- Pull them into the planning, not just the doing. They catch the pinch points before the rest of us feel them.
- When something truly is urgent, say so and name the deadline out loud. They won't manufacture urgency on their own, and they shouldn't have to.

Watch for: When the runway disappears and something lands out of nowhere, they can get caught flat. Their body is built to climb into pressure, not snap into it.

A question to ask: "What are you feeling build that the rest of us haven't caught yet?"

Rapid Activator **37%** They feel pressure first and hardest. The alarm goes off loud and fast, well before the thinking catches up.

- Give them a beat and the facts before you ask for a decision. Let the first surge pass and a sharper read comes right behind it.
- Don't take the fast, big reaction as the final word. Wait for the second, calmer one.
- Point that early intensity at getting ready, and the same sensitivity that overwhelms becomes real foresight.

Watch for: The first reaction can be bigger than the moment calls for, and if people treat it as the verdict, it can set the wrong tone fast.

A question to ask: "What's your gut saying, and what does it look like once it settles?"

Slow Activator 5% They stay steady while everyone else is already spun up. Their alarm takes its time, and in a real crisis that calm is worth a lot.

- Put them where a long fuse helps: the slow burn problem, the crisis that needs a level head, the work that punishes panic.
- Name urgency out loud and early. They'll not feel it on their own, so tell them plainly when the clock actually matters.
- Trust their calm when the room is spiking. It's not that they don't care, their system just doesn't race.

Watch for: Because they warm up slowly, they can miss that something is already urgent. The signal that's obvious to a fast catcher may not reach them in time.

A question to ask: "Is there anything on your plate that's more urgent than it feels to you right now?"

DEFAULT RESPONSE

Whether a person moves toward problems or pulls back.

Withdraw & Internalize 42% Under pressure they pull inward to protect their thinking. The quiet isn't checking out, it's where they do their best work.

- Build a private way to get their read, because it won't show up in the open.
- Give them a little processing time before a group decision. Put them on the spot and you lose the very thing you wanted.
- Read the pulling back as protecting their judgment, then go get that judgment.

Watch for: Their best thinking can stay locked inside where no one benefits from it, and in a fast room it gets mistaken for having nothing to say.

A question to ask: "What are you thinking on this that you haven't said out loud yet?"

Mobilize & Engage 26% When a crisis hits, they're already moving. They run at the problem and start taking charge before most people have found their footing.

- Aim that drive at the problem that actually matters most, early, so their momentum pulls the room the right way instead of just fast.
- Clear their path. Take the blockers and slow handoffs out of the way so their speed goes somewhere.
- Before you bless their plan, ask what it might be missing. A fast start can run right over the quieter people who already saw the risk.

Watch for: In a room that doesn't show much, their volume can start to sound like the whole room's opinion, and the quiet reads never reach the table.

A question to ask: "Before we move on this, whose read are we missing?"

Cautious Observer 16% They hold back and watch first. That restraint is a strategy, not shyness.

- Ask for their read straight out and you trade silence for real caution about what could go wrong.
- Value the pause. They often see the risk the fast movers are already running past.
- Give them a clear opening to speak, so their read reaches the room before the plan is locked.

Watch for: If no one invites it, their caution stays private, and the room commits to a plan they could have flagged.

A question to ask: "What's the risk here that the rest of us might be walking past?"

Active Engager 16% When pressure hits, they move toward it. They start asking questions, pulling threads, getting the response organized.

- Point them at the right problem and let them carry the momentum. They take initiative while others are still deciding whether to.
- Make room for the quieter reads first, so their forward motion doesn't close the question too soon.
- Give them something real to organize. With nothing to do, that drive goes restless.

Watch for: They can start acting before they have fully sized up the problem, and their motion can pull the room along before it's ready.

A question to ask: "What do we know for sure here, and what are we still guessing at?"

COGNITIVE SHIFT

How thinking changes when pressure hits.

Focused Processor 42% Their thinking narrows under pressure but it holds. They run the approaches they know, cleanly and reliably.

- Give them defined problems and clear scope. Reliable execution of a known thing is their strength.
- Check in before they have to improvise, so a curveball doesn't catch them mid execution.
- When the problem is genuinely new, pair them with someone who reframes, so steady meets fresh.

Watch for: They can reach for the familiar approach when the moment actually calls for a new one, and run the old play well past its usefulness.

A question to ask: "Is this like something we have handled before, or is it actually new?"

Flexible Reframer 37% Even with their body fired up, they keep their options open. They can turn a threat into a puzzle in real time.

- Bring them in when the room is stuck. They see the doors other people walked past.
- Give them a deadline so the options actually land, or the exploring runs long.
- Ask them to say the third option out loud, so the reframe reaches the people who can't see it yet.

Watch for: They can keep opening new doors when the moment just needs a decision, so the search for a better way stalls the good enough one.

A question to ask: "If we couldn't do the obvious thing, what would we try instead?"

Tunnel Vision 16% Under pressure their focus narrows hard to a single track. Everything off to the side goes quiet.

- Hand them one clear problem and guard it from noise. Inside that tunnel they execute like few others.
- Ask the second question, the one about what's off to the side, so the narrowing doesn't miss the thing next to it.
- In a true crisis, put that focus to work. It's exactly what drives clean, single minded execution when it counts.

Watch for: Once they lock on, they can miss a better answer sitting just outside the frame, and changing course mid lock is hard.

A question to ask: "If the path you're on turned out to be wrong, what would you look at next?"

Divergent Thinker 5% A tight box is where they generate the most. Real constraint pulls their best ideas out.

- Turn them loose on the hard, open problem, the one with no clear answer yet.
- Pair them with a closer, so the ideas turn into decisions instead of more ideas.
- Keep them off pure execution work. Boxed into a routine, the best of them goes quiet.

Watch for: The ideas can outrun the follow through, and without someone to land them, the room ends up with more options than it can use.

A question to ask: "Of everything you're seeing here, which one would you actually bet on?"

RECOVERY VELOCITY

How quickly a person returns to baseline after.

Deep Processor 37% They come back down slowly and thoroughly. A hard thing doesn't just pass, they work all the way through it.

- Build in real recovery time. They're integrating what happened, and rushing it costs you the part that mattered.
- Don't read a slow bounce back as low commitment. The depth is the point, not a problem.
- Don't pile the next big push on top of one that hasn't cleared, or it stacks.

Watch for: Cumulative load is the real risk. Each hard thing lands on the last one before it has fully cleared, so a heavy stretch can quietly bury them.

A question to ask: "What from the last few weeks is still sitting with you?"

Quick Bouncer 32% They get back to baseline fast and carry very little from one hard thing to the next.

- You can ask a lot of them across a long stretch, since the load doesn't pile up the way it does for others.
- Keep one honest debrief in place, so the quick reset doesn't skip the lesson.
- Don't hold everyone else to their pace. Use them to carry a hard run, not as the bar for the room.

Watch for: A fast reset can skate over what happened, so the learning gets left behind and the same thing comes around again.

A question to ask: "That went by fast. Anything worth slowing down on before we move?"

Rapid Resetter 21% They reset almost the instant it's over. The hard thing is behind them before most people have exhaled.

- Trust the resilience. They're genuinely fine and ready for the next thing.
- Slow them down just enough to pull the lesson before it's gone.
- Don't read that instant reset as not caring. Their system just clears fast.

Watch for: Because they move on so quickly, they can leave behind people who were hit harder and are still inside it.

A question to ask: "You're clearly good, is everyone who was in that with you?"

Reflective Recoverer 11% They come back at their own pace and bring the lesson with them. The wind down is where they make sense of it.

- Give them the wind down and they hand you back the thing everyone else rushed past.
- Don't schedule the hard events back to back. They reset in their own time, not on command.
- When they hold it together and fall apart later, read that as the system working, not as fragility. That's what this pattern does.

Watch for: Stack pressure events too close and they never get back to baseline, so the load compounds under a calm surface.

A question to ask: "Do you have what you need to actually come down from this one?"

PRESSURE RIPPLE

How visibly stress shows to others, not how much is felt.

Quiet Regulator 53% They keep their own state contained and the room's temperature down. A natural calming presence.

- Check what they're carrying directly, on a regular low stakes rhythm, because it won't surface on its own.
- Spread the calming around so they're not always the one absorbing the room.
- Say their steadying effect out loud, so the quiet work that keeps everyone level actually gets seen.

Watch for: Because they settle the room without being asked, that work stays invisible and uncredited, and they end up holding more than anyone realizes.

A question to ask: "You keep a lot of us steady. Who does that for you?"

Emotional Amplifier 26% Their state fills the room, full volume. Whatever they feel, everyone feels.

- Help them regulate first, because the room catches whatever they carry.
- When you need the room lifted, put that amplitude to work, they can rally a group like few others.
- Give them a private outlet for the intensity, so the broadcast is a choice and not a leak.

Watch for: With the dial always up, a hard moment of theirs can flood the room, and a good one can paper over a real problem.

A question to ask: "What's the strongest thing you're feeling right now, and where is it coming from?"

Silent Absorber 21% Their stress is nearly invisible, and that doesn't mean it's small. They steady the room and give almost nothing away.

- They're not fine because they look fine. Ask directly, and make it ordinary to say the load is heavy.
- Don't let them soak up the group's stress with nowhere for it to go. Check what they're quietly holding.
- Lean on their steadying presence, but don't read that calm as an all clear.

Watch for: They can carry a lot without a flicker of it showing, so burnout arrives with no warning on the surface.

A question to ask: "What are you holding this week that hasn't come up?"

Moments That Will Test This Room

Every room meets pressure differently. These are the moments where this room's shape will show, each with the one move that fits. Drawn from where the room actually leans.

The stakes climb and the room stays flat calm

You get little read off faces. Ask, don't scan, and treat the quiet as a reason to check in, not a sign that all is well.

A deadline is already real, but the room looks calm

Your slow builders won't feel the urgency on their own. Name it explicitly and early, and say the clock out loud.

The pressure rises and the room goes quiet

That silence is processing, not agreement. Open a private way for the quiet read to reach you before the group converges.

A hard problem lands and the room narrows fast

Efficient, and it can miss the edges. Give one person the standing job of asking what you're all not seeing.

Questions to Bring to Your People

Ready to use prompts for a one to one or a team check in, shaped by how this room sits.

What's one thing that's heavier right now than it looks?

Say this deadline in your own words. When does it start to feel urgent to you?

What do you need from me this week that you haven't asked for?

What's one thing we should stop doing when the pressure is on?

When you're at your best under pressure, what's true, and how do we get more of that?

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