

PERSPECTIVES

No. 010

**Why do some people do their best
work under pressure...
while others stop being themselves?**

WHERE CULTURE, LEADERSHIP
AND TALENT FLOURISH.

01

THE TENSION

We live in an age where pressure seems to have stopped being an exceptional circumstance and become part of the norm. Meeting ambitious targets, responding quickly to change and deciding amid uncertainty have become everyday life in many organisations.

Curiously, we do not all respond to pressure in the same way.

Some hold on to clarity of thought, composure and the ability to decide even in the most demanding moments. Others become more reactive, communicate less effectively, or struggle to recover their energy after particularly intense periods.

01

THE TENSION

At first glance we might conclude that some people simply “handle stress better” than others. But is that the real explanation?

Perhaps the difference lies not in how much pressure each person is under, but in how they read it and respond to it. **Pressure, after all, is often unavoidable. Burnout is not.**

The real challenge for organisations is not to remove pressure. It is to help people keep doing their best work when it is there.

02

THE THRIVE PERSPECTIVE

At Thrive Partners we believe stress should not be seen only as a risk to be minimised. In many contexts it is a natural response to the demands of work, and it can mobilise focus, energy and the capacity to act.

The problem arises when that pressure stops mobilising and starts consuming the cognitive and emotional resources people need to do their work consistently.

Stress is a strategic performance variable, not an individual weakness.

Managing stress does not mean working less. It means recognising your own triggers, regulating emotional responses and recovering energy before attrition compromises the best in each person.

03

FROM PERSPECTIVE TO PRACTICE

It was precisely from this conviction that we created:

Under Pressure

More than a wellbeing programme, it is an intervention designed to help professionals and teams understand the relationship between pressure, emotions and performance. The aim is not to remove stress, but to regulate it productively.

Because the real challenge was never to work without pressure. It was to learn to keep giving our best when it is there.



At Thrive Partners we believe the most complex challenges rarely have simple causes. That is why we help organisations understand the tensions hidden behind the symptoms and design solutions suited to the reality of each context.

We see Culture, Leadership and Talent as inseparable dimensions across the entire Employee Lifecycle, believing it is from this interaction that more sustainable, healthier and high-performing organisations emerge.

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