



HUMAN CAPACITY INTELLIGENCE

Keep your best people from burning out.

Pivot measures where strain is building, equips managers to act, and proves what changed.

ONWARD. UPWARD. FORWARD.

[PIVOTTRAINING.US](https://pivottraining.us)



Strain reaches performance before it reaches the resignation letter.

20%

global employee engagement in 2025

22%

manager engagement in 2025

\$10T

modeled annual productivity loss tied to low engagement

When managers are strained, every change lands through a weakened layer.

Gallup's \$10 trillion figure is a modeled estimate, not a measured cash loss.

Most organizations measure outcomes after the damage is done.

WHAT LEADERS SEE

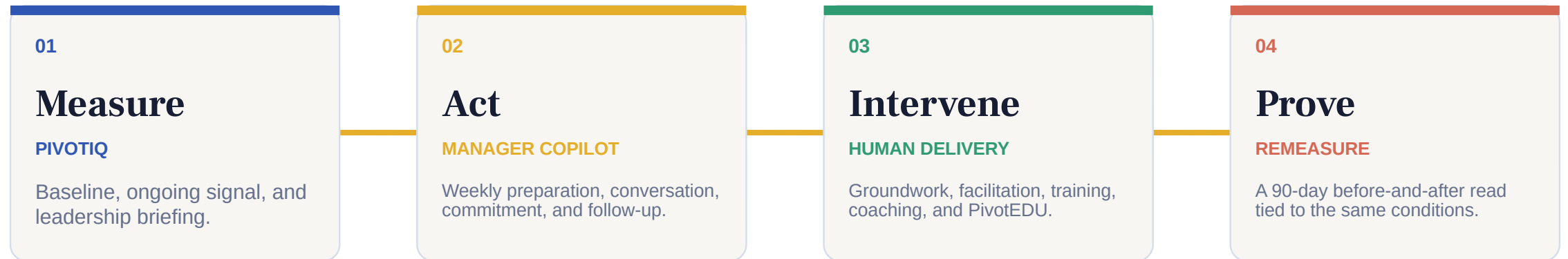
Attrition
Absenteeism
Missed goals

WHAT MOVED FIRST

Exhaustion and workload
Trust and team safety
Manager capacity

Annual surveys, opt-in benefits, and one-off training each capture only part of the system.

Pivot closes the loop from signal to proof.



One diagnostic spine. One annual system. No disconnected shelf of products.

Start with a fast read across five risk domains.

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MINUTES

Individual responses stay
confidential.
Leadership sees the team
aggregate.

01 **Burnout & Exhaustion Risk**

02 **Retention & Flight Risk**

03 **Engagement & Fulfillment**

04 **Leadership & Manager Effectiveness**

05 **Team Safety & Cohesion**

PivotIQ names where strain is concentrated and routes leadership to the right next step.

PivotIQ 360 answers the executive capacity question.

Can your people and operating conditions sustain the performance you are asking for?

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CAPACITY
DIMENSIONS

Mental

focus and cognitive load

Emotional

recovery under pressure

Relational

trust and working relationships

Leadership

capacity multiplied or drained

Work environment

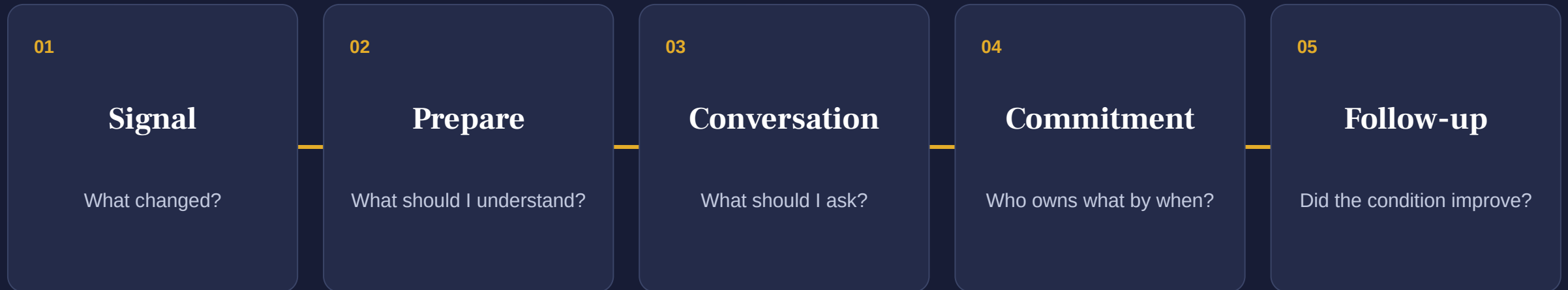
workload, clarity, and fairness

Performance

ability to deliver sustainably

Baseline = five risk domains for a fast starting read. PivotIQ 360 = six capacity dimensions for deeper organization-wide diagnosis, segment analysis, roadmap, and remeasurement.

Turn every signal into a weekly manager action.



Support leader judgment. Do not automate people decisions.

A plan, opening line, questions, commitments, and an approve-before-send recap - in seconds.

PIVOT

INTERVENE

Software flags it. Humans fix it.

Groundwork, facilitation, training, coaching, and PivotEDU are prescribed by what the signal reveals - not sold as a generic workshop.

SET

Name the
standard.

SHIFT

Build it into the
work.

READY

Leaders can hold
it.

Privacy is what makes the signal useful.

- | | | |
|----|----------------------------------|---|
| 01 | Aggregate leadership view | Leaders see themes, heatmaps, trends, and participation - not individual answers. |
| 02 | Minimum cohort of five | Nothing is broken out for a group small enough to re-identify a person. |
| 03 | Consent-governed signals | Pulses and connected signals are opt-in. Manager notes remain private. |

Never individual answers. Never private manager notes. Nothing reaches an employee without manager approval.

The outcomes are already showing up in client work.

45%

lower reported burnout

Johnson & Johnson

Healthcare / Fortune 500

28%

**lower absenteeism
within 90 days**

Johnson & Johnson

Healthcare / Fortune 500

22%

lower staff turnover



K-12 Education

4.9/5

average session rating



Higher Education

From Fortune 500 teams to public institutions, Pivot pairs the intervention with a before-and-after measurement plan.



BUILT FOR THE REAL WORK

Built by practitioners who understand both psychology and learning.

CHRIS DAVIS

M.S. Psychology

More than a decade in human performance and organizational mental health.

JAZMINE DAVIS

M.Ed., collegiate professor and curriculum designer

Adult-learning rigor that turns insight into behavior.

Founded 2021 | Cleveland + Atlanta | Programs delivered nationwide

Start with the smallest useful read. Scale only when the evidence supports it.



The buyer receives one coherent operating system - not a menu of unrelated products.



START WITH THE READ

See where your organization is straining.

Take the free PivotIQ Baseline or book a 20-minute working session. We will map the signal, the manager cohort, the intervention, and the date you will remeasure.

PIVOTTRAINING.US

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