

Sam Sample

DECISION MAKER

INDIVIDUAL REPORT

EMPLOYEE WELLBEING QUESTIONNAIRE

**SOLUTIONS
SURVEY**



REPORT STRUCTURE

The individual report presents Sam Sample's profile results in the following sections:

1. Guide to Using This Report

- Introduction
- Theories of Stress
- The EWQ in Context
- Reference Group (Norm) Used

2. Results Summary

- Employee Wellbeing Profile Chart

DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



GUIDE TO USING THIS REPORT

INTRODUCTION

The Employee Wellbeing Questionnaire (EWQ) was developed in a programme of research on occupational stress, and has general relevance to psychological health at work, job satisfaction and job demands, or workload. The main scales and facets are:

- **Psychological Health:** Includes the following facets: Resilience, Positive Outlook and Physical Health.
- **Job Satisfaction:** Includes the following facets: Supervision, Supportive Colleagues and Engagement.
- **Workload**

When used at a group or organizational level, the EWQ can:

- Provide an audit of occupational stress and adjustment in employees.
- Identify specific jobs, departments and teams where there may be problems to do with workload, job satisfaction or psychological health.
- Measure the impact of organisational change programmes and stress management programmes.
- Evaluate employee counselling and Employee Assistance Programmes.
- Provide data to allow benchmarking of individuals or teams relative to organisation or industry norms.
- Provide longitudinal assessment of employee wellbeing through the use of annual surveys.
- Over time, measure the effect of programmes designed to improve employee wellbeing and job satisfaction.

THEORIES OF STRESS

Within the EWQ, two occupation-related variables of job satisfaction and psychological health are assessed. The former is largely determined by the job and working context, whereas psychological distress is affected by many factors apart from an individual's work, including their personal life, genetic predisposition and previous work experiences. Working conditions affect job satisfaction and psychological health, and in turn these factors affect an individual's behaviour in relation to work. People with low job satisfaction and low engagement give less of themselves at work and are more likely to contemplate leaving to find alternative employment than people with high job satisfaction.

There are many theories of occupational stress that try to link these and similar outcome measures to specific causes: all the theories have their strengths and weaknesses though only offer partial explanations that don't fit all people or circumstances and indeed, it is unlikely that any single theory or model could, because of the complexities involved in understanding the relationship between working conditions and human health.

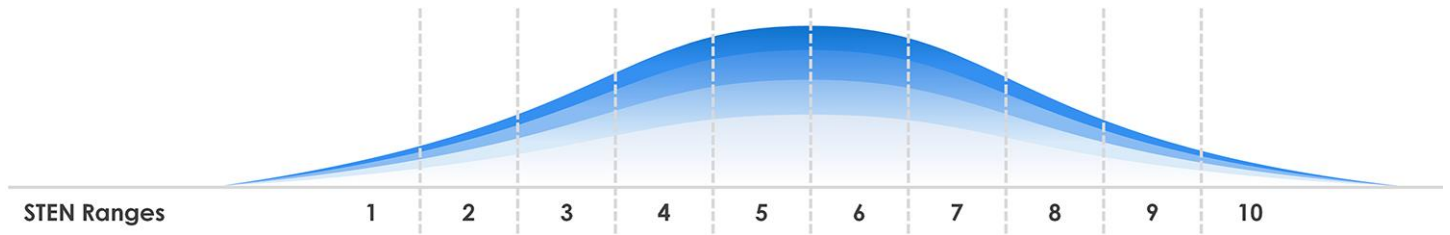
THE EWQ IN CONTEXT

The EWQ addresses occupational stress from a practical standpoint. In developing the EWQ, the authors set out to measure a wide range of constructs that are used commonly within individual and organizational stress/engagement audits, but when the questionnaire was factor analysed, the constructs reduced to a small number of highly replicable scales and sub-scales. This in itself was an interesting discovery, suggesting that 'stress' questionnaires often incorporate complex and redundant measures. Consequently, the EWQ is unique among occupational stress questionnaires, because it measures the core dimensions that are essential for occupational use, with very little risk that the three core measures are overlapping or confounded with each other.



REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam Sample's results. His results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.



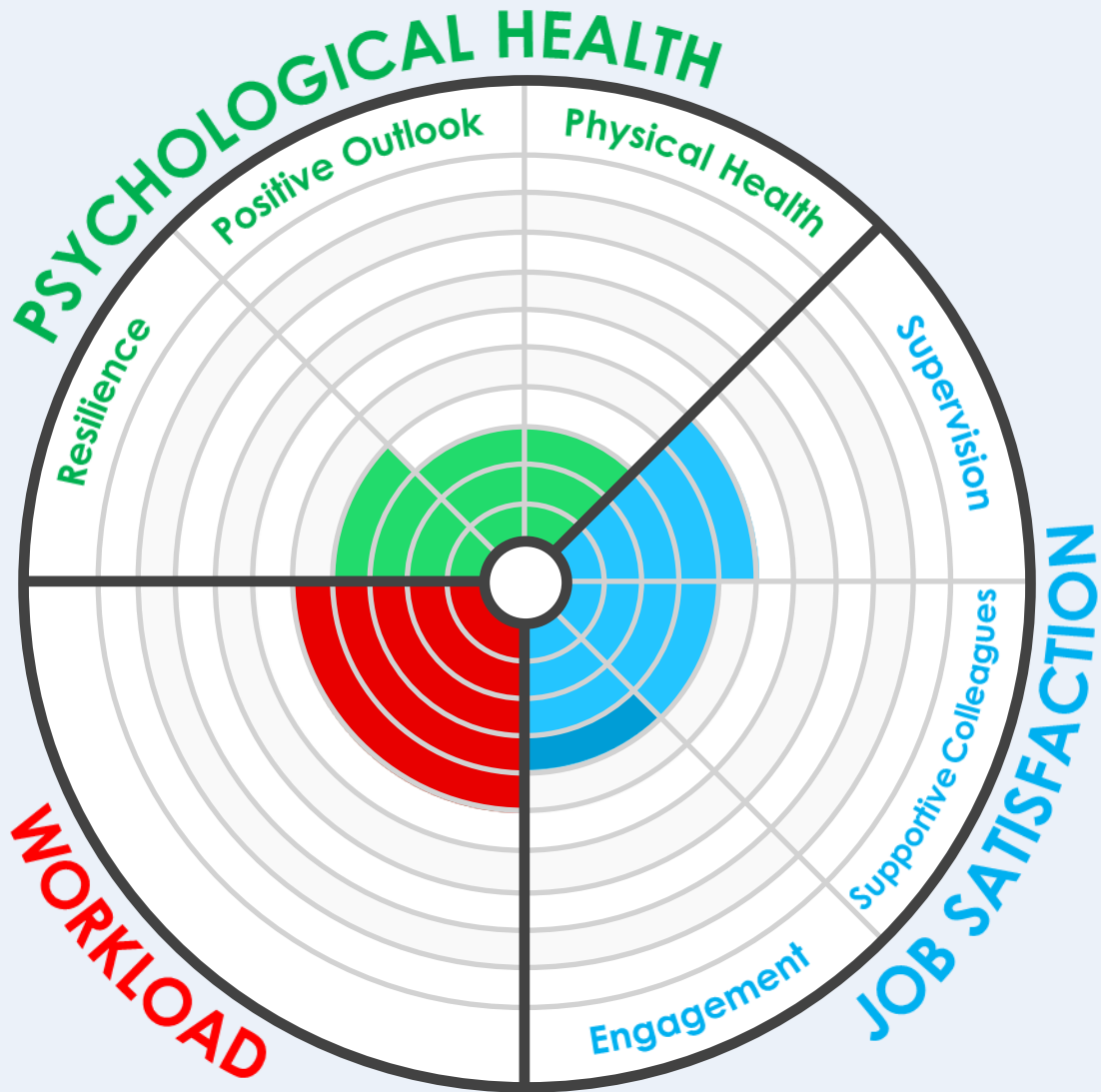
The following norm was used to generate this report:

Test	Norm Used	Sample Size
Employee Wellbeing Questionnaire (EWQ)	Global EWQ	7071



RESULTS SUMMARY

EMPLOYEE WELLBEING PROFILE CHART



PSYCHOLOGICAL HEALTH* = 3

Resilience = 4
 Positive Outlook = 3
 Physical Health = 3

JOB SATISFACTION* = 4

Supervision = 5
 Supportive Colleagues = 4
 Engagement = 3

WORKLOAD = 5**

* Overall dimension scores for Psychological Health and Job Satisfaction are displayed in the chart as dark shaded colours while score for the individual facets which make up the dimensions are displayed as light shaded colours.

** High workload scores represent a feeling of being overworked while low workload scores indicate that the respondent does not feel under pressure.



PSYCHOLOGICAL HEALTH

- **Resilience:** Sam Sample may have some difficulty coping with the day to day demands of the job. He may not have sufficient confidence in his abilities and skills, and may sometimes experience feelings of foreboding about the outcome of future events. In addition to this, he may find some difficulty recovering from adverse events, where he has a tendency to worry about such events which occurred in the past.
- **Positive Outlook:** Sam Sample generally feels pessimistic about life, experiencing bouts of depression and a lack of energy, and tend to have a negative outlook on people and events. His results further indicate that he is not happy in his work or in his personal life.
- **Physical Health:** Sam Sample's responses indicate that he tends to suffer from many physical symptoms of stress and ill-health such as headaches, shortness of breath and aches and pains. These physical ailments may lead to time lost at work and a gradual deterioration in his work performance.

JOB SATISFACTION

- **Supervision:** Sam Sample is as satisfied with the supervision/management at work as most others. He reports a fairly good working environment where his managers consult with him on decisions relevant to his job-role.
- **Supportive Colleagues:** Sam Sample reports working in an environment where colleagues and team members are somewhat difficult to work with. There is a feeling that most everyone is just 'doing their own thing' and where helpful comments are interpreted as a personal criticism.
- **Engagement:** Sam Sample reports a low motivation to work for the organization, where he feels he is now just working for the money he is paid rather than any additional motivation to support the organization and his colleagues. Unless his motivation is re-kindled, it is likely he will leave the organization when an opportunity arises.

WORKLOAD

- Sam Sample's results indicate that he feels sufficiently challenged though also feels he is not overworked. Overall, he feels he can do his job thoroughly and properly.