

## Questionnaire to identify the main sources of stress in your work environment

1. Demands						
1	Different groups at work demand things from me that are hard to combine	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
2	I have unachievable deadlines	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
3	I have to work very intensively	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
4	I have to neglect some tasks because I have to much to do	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
5	I am unable to take sufficient breaks	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
6	I am pressurised to work long hours	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
7	I have to work very fast	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
8	I have unrealistic time pressures	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1

2. Control						
1	I can decide when to take a break	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
2	I have a say in my own work speed	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
3	I have a choice in deciding how I do my work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
4	I have a choice in deciding what I do at work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
5	I have some say over the way I work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
6	My working time can be flexible	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5

3a. Managers' support						
1	I am given supportive feedback on the work I do	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
2	I can rely on my line manager to help me out with a work problem	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
3	I can talk to my manager about something that has upset or annoyed me about work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
4	I am supported through emotionally demanding work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
5	My line manager encourages me at work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5

3b. Peer support						
1	If work gets difficult, my colleagues will help me	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
2	I get help and support I need from colleagues	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
3	I receive the respect at work I deserve from my colleagues	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
4	My colleagues are willing to listen to my work related problems	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5

4. Relationships						
1	I am subject to personal harassment in the form of unkind words or behaviour	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
2	There is friction or anger between colleagues	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
3	I am subject to bullying at work	Never 5	Seldom 4	Sometimes 3	Often 2	Always 1
4	Relationships at work are strained	Never 5	Seldom 4	Sometimes 3	Often 4	Always 1

5. Role						
1	I am clear what is expected of me at work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
2	I know how to go about getting my job done	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
3	I am clear what my duties and responsibilities are	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
4	I am clear about the goals and objectives for my department	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
5	I understand how my work fits into the overall aim of the organisation	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5

6. Change						
1	I have sufficient opportunities to question manager's about change at work	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
2	Staff are always consulted about changes at works	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5
3	When changes are made at work, I am clear how they will work out in practice	Never 1	Seldom 2	Sometimes 3	Often 4	Always 5

## Key to questionnaire

	Indicates a score in the bottom 20% when compared to the benchmarked scores and it indicates that this item is likely to be a significant source of stress to you and requires your immediate attention.
	Indicates a score in the lower 50% when compared with the benchmarked scores and it indicates that this may be a source of stress to you, there is scope for some improvement on this item and that it needs addressing.
	Indicates a score in the top 50% when compared to the benchmarked score and it indicates a satisfactory/good response on this item at the time of completing the questionnaire.

## Mean ratings for each subscale

Management standard	In bottom 20 per cent compared to benchmark scores	In bottom 50 per cent compared to benchmark scores	In top 50 per cent compared to benchmark scores
Demands	Less than 2.9	2.9 to 3.1	More than 3.1
Control	Less than 3.2	3.2 to 3.5	More than 3.5
Managers support	Less than 3.3	3.3 to 3.5	More than 3.5
Peer support	Less than 3.6	3.6 to 3.8	More than 3.8
Relationships	Less than 3.6	3.6 to 3.9	More than 3.9
Role	Less than 4.0	4.0 to 4.2	More than 4.2
Change	Less than 2.8	2.8 to 3.0	More than 3.0