



OUTPUT REPORT

Stress Management Questionnaire

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You were delivered results of the Stress Management Questionnaire which monitors twelve basic strategies naturally used by people to respond to stress or load. Generally, to manage stress efficiently in a long run, it is suitable to use such strategies that not only contribute to resolution of the given situation, but also help find our inner positive mood – therefore the outputs also show classification according to these two dimension (resolution of the situation / mental well-being).

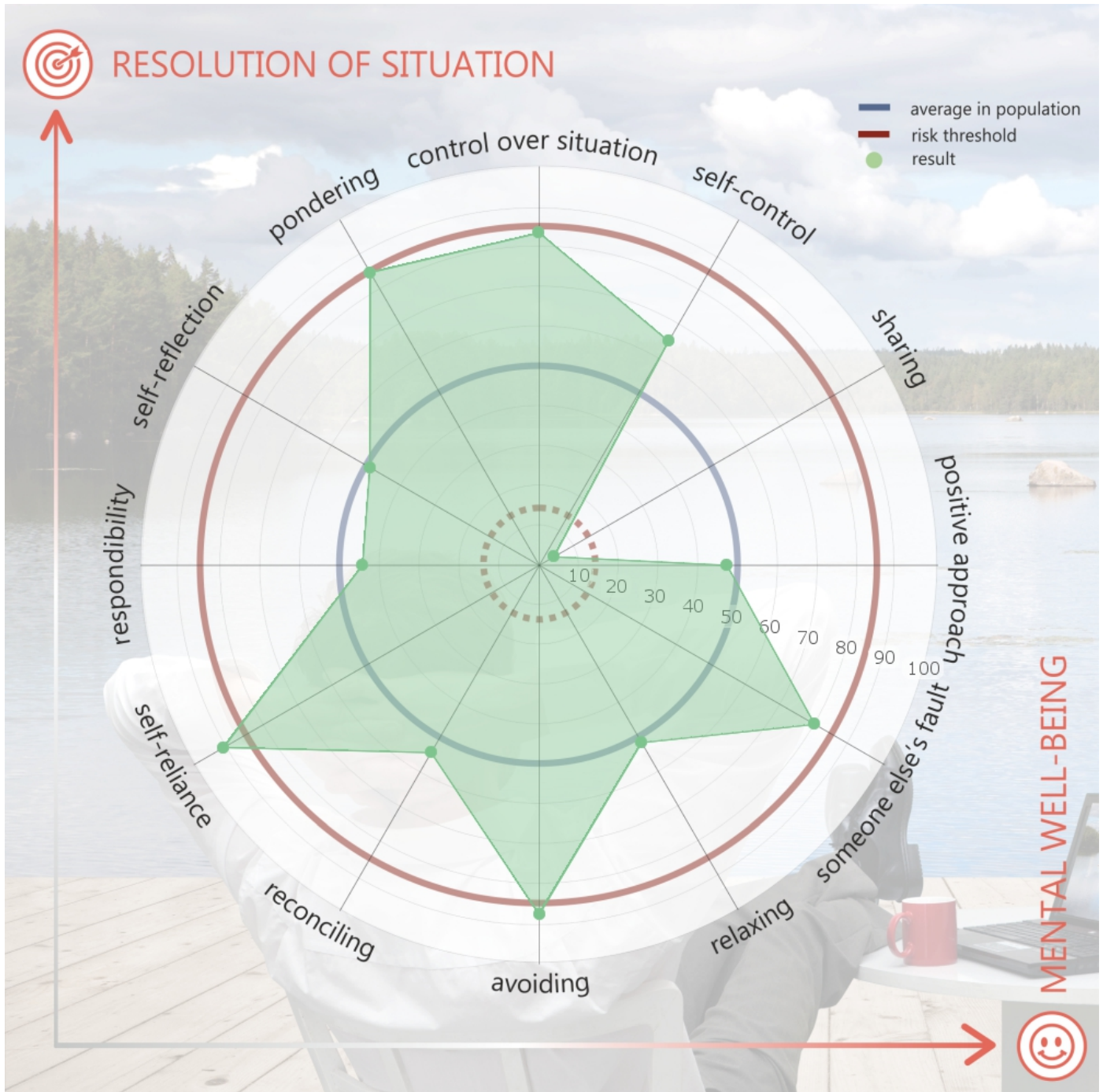
CONTROL SCALE

Validity of the results may depend to some extent on the assessed person's approach to its completing – therefore a control scale is included in the Questionnaire notifying of possible result distortions.

NEED TO SUCCEED

a reasonably great openness of the responses

RELATIVE PRESENCE OF INDIVIDUAL STRATEGIES



Results in the chart are shown as percentiles. The risk threshold draws attention to strategies that are used excessively and thus they can involve some risks, regardless of their overall impact on mental well-being and resolution of the given situation. It may also be problematic to use these strategies only rarely, as they contribute to the problem resolution and mental well-being.

DESCRIPTION OF THE MOST PREFERRED STRATEGIES

■ SELF-RELIANCE - 92%

STRATEGIES USED ABOVE THE RISK THRESHOLD ARE HIGHLIGHTED WITH COLOUR: ■

This strategy manifests in a tendency to turn inward in a demanding situation and to seek isolation from others. This may be caused by an effort to deal with problems independently and not to disturb others with such problems. This strategy works in cases when it is necessary to calmly think of the problem and its solution or where joint resolution or sharing of the problem is impossible or undesirable. People using this strategy may have a feeling that others are not interested in their problems or do not understand their solutions and therefore they keep things secret.

A high score on this scale indicates that self-reliance is used excessively. It may manifest in an effort to deal with everything independently, even though it may not be always appropriate. For example some social situations or problems when one lacks the necessary competence or abilities to deal with them and when a contribution of others could lead to a more efficient solution. Feelings of shame for one's own problems, unwillingness to share them and try to find solution through consultation with others may also appear with increased frequency. People using this strategy usually believe that they are alone and feel lonely and misunderstood by others. Excessive use of this strategy is mainly problematic in situations where sharing of information and cooperation with others are a part of the job.

■ AVOIDING - 88.2%

Using of the strategy of avoiding means an effort not to get into unpleasant situations. It may be connected with an assessment of one's own abilities and competences, i.e. I do not deal with situations exceeding my powers or capacity on purpose. It also manifests in a prevention of stress situations with the aim to maintain mental well-being. It may also manifest in a tendency to ignore problems and avoid all stress situations, including those that are critical and should be dealt with.

A high score on this scale indicates that the strategy of avoiding is used excessively. This increases the risk of avoiding important and urgent problems that should be dealt with immediately. It may also lead to postponing various tasks in hope that they will resolve themselves somehow. It is characterised with a low motivation to search for solutions, i.e. passivity when dealing with demanding situations or ignoring of problems. Excessive use of this strategy is mainly problematic in situations where problem solving is a fundamental work competence, i.e. in managerial positions, where it may jeopardize the work of others.

■ PONDERING - 85.3%

Pondering is a strategy characterised with ongoing returning to the problem in one's thoughts. People using this strategy are pondering about problems all the time and strive to find their solutions. A positive aspect of this strategy may be found in finding a suitable option to manage the problem, a negative aspect may be represented by thinking of obstacles that cannot be change or inability to stop thinking about problems, which limits the space for relaxing, resting and energetic recovery.

A high score on this scale indicates that this strategy is used excessively. This manifests in intense clinging to problems in our thoughts and inability to move one. Ongoing pondering about current and past problems does not lead to their resolving and impedes resting and energetic recovery. It is characterized with an inability to resolve the problem somehow and leads to constant doubting of the selected resolution. People that excessively cling to problems tend to feel overloaded for much longer than others, which may have a negative impact on their physical and mental well-being in the long run. It is mainly problematic when the given situation cannot be resolved in a short time frame and when problem solving is a fundamental part of the job.

DESCRIPTION OF THE LEAST PREFERRED STRATEGY

■ SHARING - 4.3%

STRATEGIES USED UNDER THE RISK THRESHOLD ARE HIGHLIGHTED WITH COLOUR: ■

Application of the sharing strategy manifests in the need to talk about the problem with others and ask for their advice, aid and support. In addition it brings about a possibility to share various solutions and extend one's own perspective, which may be quite narrow under stress. It may also manifest as a tendency to reduced self-reliance up to dependency on others.

A low score on this scale means that sharing with others is not sought for, which manifests in an effort to deal with the situation alone without any communication with others and searching for their help and support. It may be caused by a feeling that others cannot help the person to deal with the problem or it looks more effective to deal with the situation independently. Other possible solutions may also be marginalized (sharing, delegating, cooperation, mentoring) and it may lead to the feelings of isolation and "I am alone". Poor sharing is mainly problematic in a situation where the topic to be dealt with concerns cooperation, know-how sharing, information transfer or setting of competences and powers.

RECOMMENDATIONS FOR DEVELOPMENT

Not to be afraid to share one's problems with others, not to surrender to the feeling of loneliness. To consider whether it is always

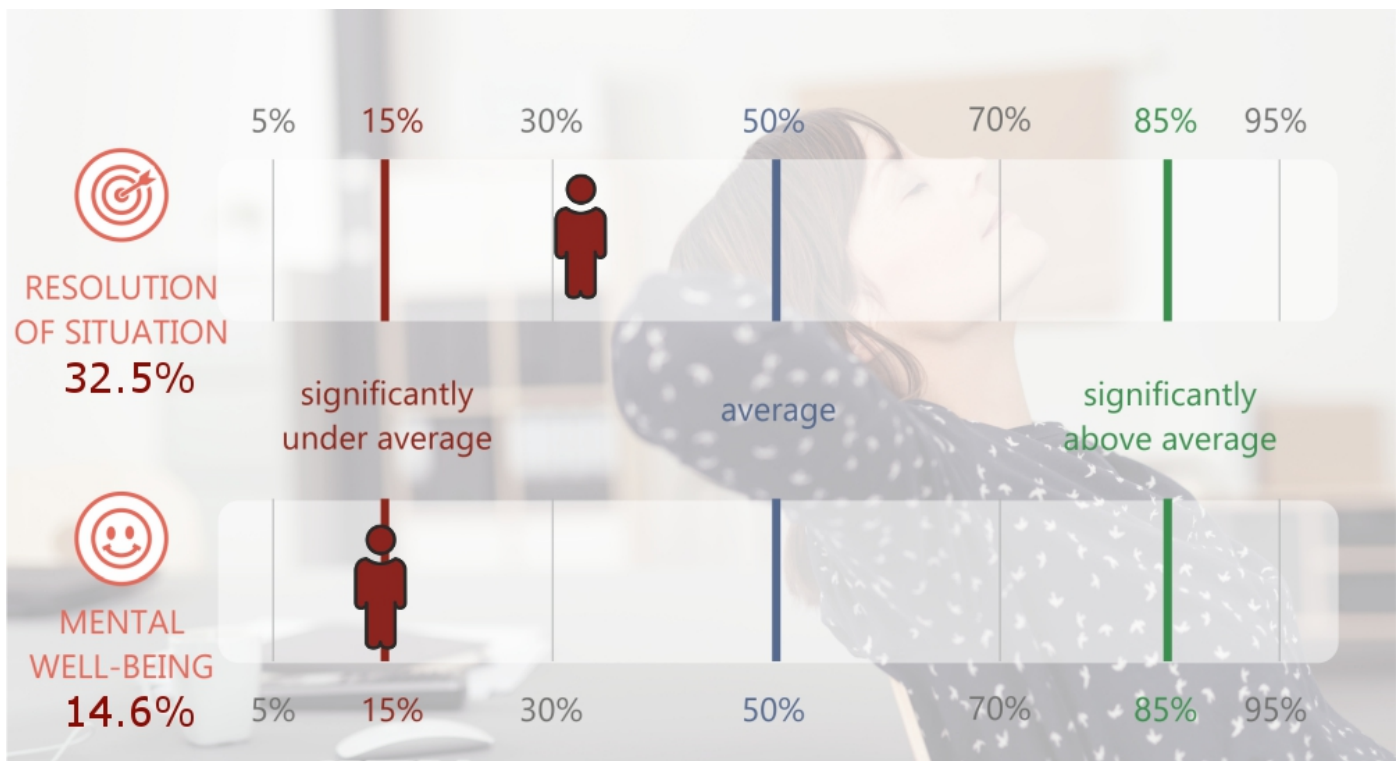
desirable to deal with the situation independently and if the opinion of someone else would be useful. To consider suitable delegating, to gain more information about the options to deal with the situation, to use inspiration from others, and also to verify one's own information (not to assume or anticipate anything).

To better determine one's priorities and to also deal with situations that may be unpleasant, while their solution is important and/or urgent. Where needed, to motivate oneself and to deal with the situation, instead of spending unnecessary effort with the aim to avoid it. Not to be afraid to assume responsibility for dealing with stress situations and try to have their resolution under control.

Not to pay so much attention to problematic situations and to leave the current and past difficulties alone from time to time, not to bring problems home from work and cling on them. To build customs and rituals helping cutting off from the currently dealt with problems when switching to another activity (the work-home transition) or before free time activities or going to bed. To find an activity leading to an active cutting off from stress situations and to recovery of mental well-being.

To turn to people around more frequently, to engage them in the process of solving, not to be afraid to delegate. To use the potential for cooperation ("two heads are better than one") and problem sharing ("shared concern is less pressing"), to acknowledge that a joint resolution will be better accepted by other people who will stand for it more willingly. To seek for sharing more frequently, which may lead to new ways of dealing with the situation, an increased efficiency, time saving and load relief.

TOTAL RATIO OF STRATEGIES



Note: The charts show an overall distribution of strategies that either contribute to dealing with the given situation and to mental well-being or not.

COMMENTS TO THE TOTAL RATIO OF STRATEGIES

A quite low need to deal with stress situations or to affect their resolution occurs throughout the strategies. This manifests in poorer activity and low engagement when looking for the solution.

Responses to stress situations minimizing mental well-being prevail throughout the strategies. This may lead to a significant reduction in resilience against stress, overall discomfort, discontentment and health difficulties in a long run.