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OUTPUT REPORT

Sources of Stress

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These are the results of your Sources of Stress questionnaire.

This questionnaire focuses on mapping potential sources of stress (negative factors) and also on the positive areas that help you recover mental energy and your ability to handle stress(positive factors). In addition to the opposite positive and negative factors, the questionnaire also focuses on motivators: areas that are a source of stress but at the same time push you forwards in a positive sense, in terms of skills, knowledge or resilience to stress.

This questionnaire does not have an 'optimal' result. In general, a balanced representation of the negative factors together with the motivators and positive factors would be a good result, but if motivators and negative factors are more prevalent, more focus should be applied to strengthening the positive factors. This can be achieved in a number of ways - for example, changing your stress management strategy. A useful inspiration could be the results of a further questionnaire: the Stress Management questionnaire. Another possibility is to change your habits or activities or the amount of time spent on them. It is important to always interpret the results of the questionnaire within the context of the current personal and professional situation of the respondent.

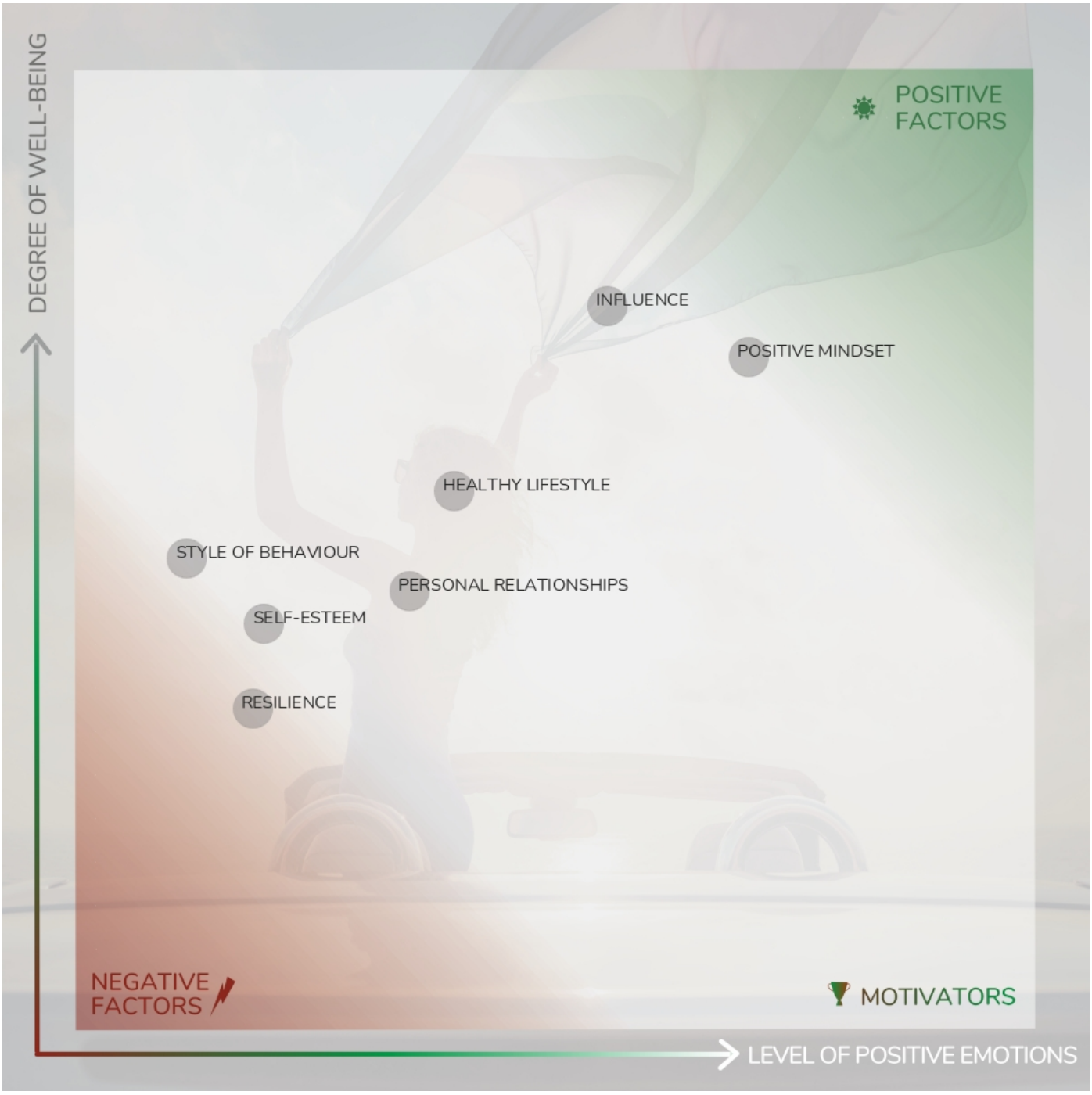
OVERALL SUMMARY OF THE DISTRIBUTION OF STRESS FACTORS IN BOTH PROFESSIONAL AND PERSONAL LIVES.

	LEVEL OF POSITIVE EMOTIONS	DEGREE OF WELL-BEING
Total proportion in the professional field	17.7	33.2
Total proportion in the personal field	43	55.8

Note: Values in the graph are in the form of percentiles.

GRAPHIC SUMMARY OF THE DISTRIBUTION OF STRESS FACTORS IN THE PROFESSIONAL FIELD.

GRAPHIC SUMMARY OF THE DISTRIBUTION OF STRESS FACTORS IN THE PERSONAL FIELD.



POSITIVE FACTORS

Positive factors are those which contribute to your pyschological well-being. These factors give you positive emotions and are crucial to your ability to overcome obstacles and deal with stressful situations. As soon as you find yourself in a stressful situation, these positive factors give you the power to cope with the situation and also help you let off steam. Positive factors help protect us and prevent the occurrence of a negative reaction to a stressful situation (which may be phyisical or psychological). If you are already aware of the positive factors in your life, you can utilise them effectively and focus on them when you feel under stress.

MAIN POSITIVE FACTORS IN THE PROFESSIONAL FIELD:

AREA	LEVEL OF POSITIVE EMOTIONS	DEGREE OF WELL-BEING
Role at Work	77.9	97.2

- **Role at Work**
  Role at Work is a scale which encompasses various aspects of the professional role. It includes, for example, the level of responsibility, whether the individual perceives their role as motivating or stressful, the extent of the demands made on the individual and the resulting conflicts. In addition, it looks at the emotional demands placed on the person in question.

  In your case, your Role at Work is a positive factor. Your Role at Work probably contributes positively to your mental well-being and to a reduction in stress reactions.

MOTIVATORS

Motivators are factors which bring positive emotions but are also associated with a higher level of stress. They present challenges to you which help you develop and move forward. The difficulty that comes with these challenges can drive you to a higher level of performance and give you a sense of self-reliance and ability to overcome obstacles. A certain degree of motivation is beneficial to you and enables you to reach a level of self-fulfillment. It is necessary, however, to keep in mind that it still a subtype of negative stressors - the negative factors. Therefore, our physical reaction to them is similar to that of our reaction to negative factors. As such, they could also be harmful to your organism when they appear in excess.

NEGATIVE FACTORS

Negative factors are those which put you under pressure and give you negative feelings. These areas usually represent a source of worry and anxiety. They trigger a negative physical response potentially leading to mental and/or physical problems in chronic cases. For the most part these are factors that we struggle to cope with and feel are beyond us. These stressful, negative factors reduce our feelings of satisfaction and also our work performance.

MAIN NEGATIVE FACTORS IN THE PROFESSIONAL FIELD:

AREA	LEVEL OF POSITIVE EMOTIONS	DEGREE OF WELL-BEING
Work Organisation	14.5	2.9
Working Relationships	9.2	8.7
Working Sphere	12.8	12.2

- **Work Organisation**

  Work Organisation is a scale that examines how an individual is affected by different aspects of organisation at work. These include the definition of their remit and job priorities, the amount of work that is allocated to the individual, the quantity of bureaucracy involved, or the long-term distribution of work.

  Work Organisation, with regards to your workplace, is a negative factor for you and is a threat to your mental well-being.

  In the case of necessary changes on the level of work organisation, intervention by management is almost always necessary. Such a change can be initiated, for example, based on the results of a satisfaction survey. For the benefit of your well-being, it is advisable to eliminate work-related stress; especially by having a good work-life balance and spending time on leisure activities or on aspects of your work which are regarded as positive factors.

Strategies which could assist you in this area:

- Self-control - Used in 27%

  The strategy of Self-Control is the reflected in the effort made to control your own emotions and responses in stressful situations.

- Positive Outlook - Used in 39%

  Positive Outlook is a strategy that is reflected in the effort to see positives in stressful situations, such as: what the situation might give you, what you could get from the situation, and at the same time the confidence you have in yourself to manage the situation.

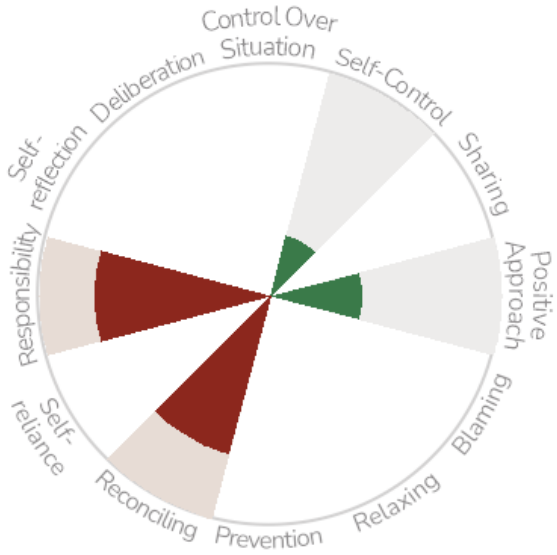
Beware of using strategies which could reduce your well-being in this area:

- Reconciliation - Used in 71%

  The strategy of Reconciliation is characterised by the tendency to give ground and back away from stressful situations.

- Responsibility - Used in 76%

  The strategy of responsibility is characterised by a very conscientious approach to a stressful situation.



- **Working Relationships**

  Working Relationships is a scale that shows how an individual perceives their relationships in the workplace. This includes, for example, the level of support from colleagues, the quality of their relationship with their manager, the general atmosphere at work, as well as the willingness to work together. A low level or complete lack can cause stress.

  Working Relationships are, in your case, a negative factor and represent a threat to your mental well-being.

  Improving workplace relationships can be a difficult task for an individual. A conversation with the manager is a good way to address the issue and could lead to changes within the team. Teambuilding activities, which improve relationships within the organisation, combined with training focused on effective communication and cooperation are also considered beneficial. In your case, as an individual, it is important to maintain the boundary between work and free time (i.e. a good work-life balance) and to achieve self-fulfillment outside of the working environment as well as inside.

Strategies which could assist you in this area:

- Sharing - Used in 6%

  Applying the strategy of Sharing is reflected in the need to talk to others about current problems, to ask for advice, help and support.

- Self-reflection - Used in 70%

  The strategy of self-reflection is characterised by an effort to look for one's own share of the responsibility or blame in a stressful situation and to learn from the mistakes that may have led to it.

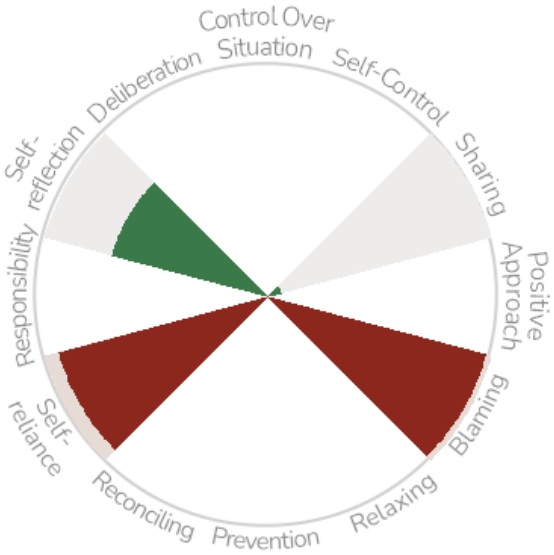
Beware of using strategies which could reduce your well-being in this area:

- Blaming Others - Used in 98%

  Blaming Others, as a strategy, is typically reflected in the tendency to look for the causes of stressful situations in other people, unfavourable circumstances and conditions, and is a strategy focused on analysing the roots of the problem, rather than on solving it.

- Independence - Used in 94%

  This strategy is characterised by the tendency to close oneself off in a difficult situation and isolate oneself from others.



- **Working Sphere**

  Working Sphere is a scale that looks at how an individual is influenced by their working environment. This takes into account not only factors such as noise, lighting and temperature, but also the quality of the working conditions e.g. overtime, shift work, working late, quality and quantity of breaks.

  In your case, Work Environment is a negative factor and represents a threat to your mental well-being.

  If an unfavourable working environment is the case, intervention from higher management would be required in most situations. Satisfaction surveys are a good feedback method that could initiate changes in the working environment. In your case, as an individual, it would be advantageous to focus on balancing work with free time, as well as free time activities that allow you to relax and create a better quality of mental well-being. In addition, it is also an option (where your job allows) to focus on making your place of work more enjoyable.

Strategies which could assist you in this area:

- Situation Control - Used in 87%

  Situation Control is reflected in the focus given to the problem and the effort made to keep it under control.

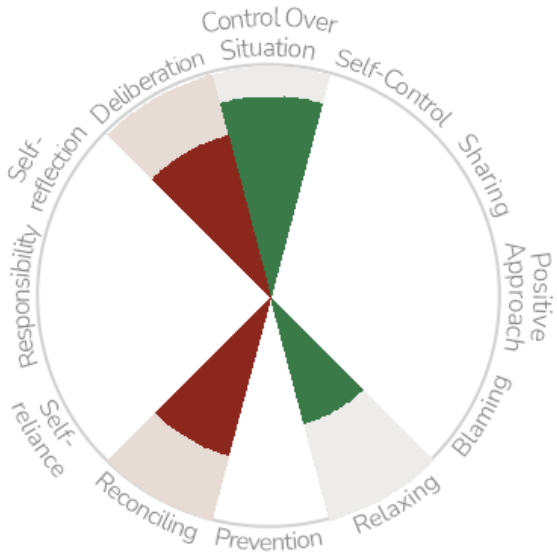
- Letting off steam - Used in 56%

  Letting off steam, as a strategy, is characterised by efforts to compensate for stress with various other activities.

Beware of using strategies which could reduce your well-being in this area:

- Reconciliation - Used in 71%

  The strategy of Reconciliation is characterised by the tendency to give ground and back away from stressful situations.

- Consideration - Used in 73%

  Deliberation is a strategy in which the problem is constantly readdressed in one's mind.