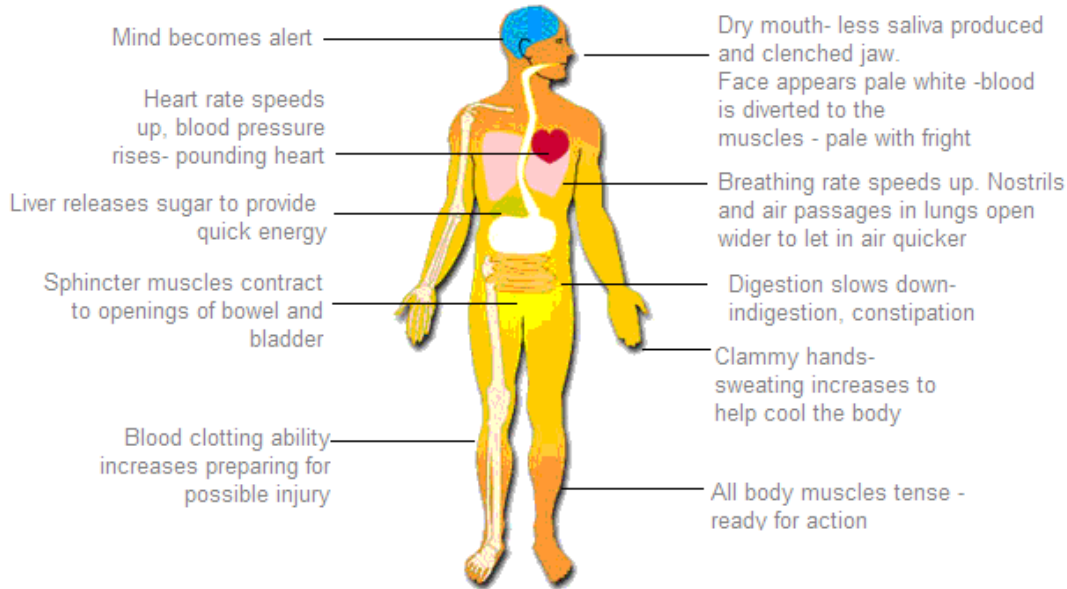


Date : Monday, October 27, 2008
Elapsed time : 1 hours, 30 minutes

Name : David Mason
Company : Individual



Signs and Symptoms



The following results are your mind and body's way of warning you that you are potentially experiencing stress. Collectively you are experiencing 0% of all possible mental, physical, emotional and behavioural signs and symptoms of stress.

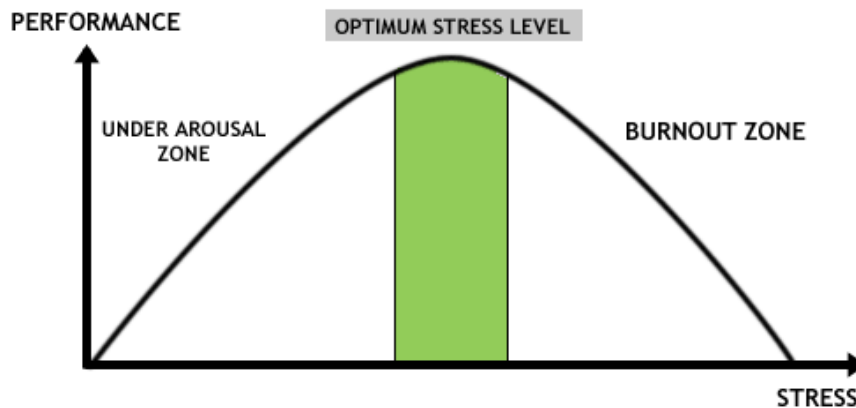
Mental	Although your results fall below the stress indicator line, it maybe worth paying more attention to how often these symptoms occur and the environment in which they take place. (such as work or home)
Physical	Although your results fall below the stress indicator line, it maybe worth paying more attention to the tension in your body and other physical factors that occurs in response to a stressful situation. As such, it may be worth starting a "physical awareness diary" to assist you identify those bodily sensation that occur in response to your potential stressors.
Emotional	Although your results fall below the stress indicator line, it maybe useful for you to utilise some of the recommended problem solving strategies and self tips presented in this toolkit.
Behavioural	Although your results fall below the stress indicator line, it maybe useful for you to keep a record of those factors that cause you to experience some of the behavioural symptoms that you are currently experiencing and monitor yourself over the next few weeks.

Personal stress levels

The art of stress management is to be aware of your own signs and symptoms of stress and identify those factors that cause you stress. To much stress or too little stress effects your ability to perform work in an efficient and effective capacity.

The causes and/or sources of stress are commonly called stressors. Thus prevention of serious stress can be accomplished by early identification of potential stressors.

Take the following quick stress test to find out how you are currently performing on the stress scale and to help you identify potential stressors in your life.



You fall into the green zone known as the "Optimum Performance Zone". You appear to be functioning at an optimum stress level. Your results reveal a very healthy balance of motivation, enthusiasm and performance in your work life.

From your results the following tests are recommended to assist you to identify the causes of stress.

Tolerance to change

1. There is a strong correlation between stress and your ability to tolerate change.
2. If you find change difficult and are more comfortable with the "familiar" then you will experience greater stress when change does occur.
3. Your attitude towards change and the extent to which you have difficulty coping with situations that require change are potential stress factors.
4. Change in itself may not be the problem, however ambiguous information or inadequate, unclear information regarding the change may cause you stress.
5. A change in your work environment, work structure, reporting arrangement, job role or even job description can all impact on your stress level if you have a low tolerance to change.

- According to your results you have a reasonable ability to tolerate new and unfamiliar situations.

From your results you may experience difficulty in effectively tolerating multiple, distinctive or unrelated information. According to your results you have a reasonable ability to be tolerant of problems that are very difficult to solve. This also includes tolerance to alternative solutions that are not evident or the problem components seem unrelated to each other.

Personality Type

Research has highlighted a correlation between Type A Personality and stress-related problems. Such problems may include tension, depression, coronary heart disease and destructive relationships.

TYPE A PERSONALITY CHARACTERISTICS:

1. Control focused
2. Need to master time
3. Tend to be competitive and ambitious
4. Relatively easily upset, frustrated, angered
5. Tend to be more impatient/intolerant
6. Inclined to be unduly task focused
7. Value effort, activity, and outcomes
8. Take on a lot
9. Have clear and ardent absolutes: "Musts", "Shoulds", "Oughts"
10. Philosophy: - "If a job is worth doing, its worth doing right"

The Type A Personality consists of 4 behavioural tendencies:

High Competitiveness,
High Life imbalance,
High Anger and
High Impatience.

- You have an acceptable competitive approach to life.
- You have a healthy approach to anger in your life.
- You have a healthy patient approach to life.
- You have a healthy and balanced approach to life.

Time Management Stress

Time stressors are often the greatest source of stress for people. There are four main factors that effect a persons ability to manage their time effectively;

"Eliminating Stressors" refers to a persons ability to handle four main types of stressors:

1. Work overload.
2. Encounter- Conflict in the work situation.
3. Situational- Working conditions, sudden change.
4. Anticipatory- Unpleasant expectations, personal fears.

"Developing Resilience" refers to a persons ability to develop effective ways to handle the stress in their life that cannot be eliminated, such as, incorporating a healthy balance of physical, spiritual, cultural, social, family and work activities.

"Effective Delegating" refers to a persons ability to effectively delegate tasks to other people who have the necessary information and expertise to complete the task successfully.

"Short Term Coping" refers to a persons ability to approach difficult tasks in a positive light and to ensure they have incorporated some relaxation techniques into their busy day.

You scored 25% on the Eliminating Stressor Scale.

This Scale refers to your ability to handle work overload, conflict in the work situation, working conditions, sudden change and unpleasant expectations and/or personal fears.

You scored 17% on the Developing Resilience Scale.

This scale refers to your ability to develop effective ways to handle the stress in your life through incorporating a healthy balance of physical, spiritual, cultural, social, family and work activities.

You scored 23% on the Effective Delegating Scale.

This Scale refers to your ability to effectively delegate tasks to other people who have the necessary information and expertise to complete the task successfully.

You scored 25% on the Short term Coping Scale.

This Scale refers to your ability to approach difficult tasks in a positive light and to ensure you have incorporated some relaxation techniques into your busy day

You are in the bottom quartile for handling your own stress in terms of time management, compared to a norm group of 500 Business School students.

Workplace Stress






- Given the extent to which you feel your values are in conflict with the organisational values (role conflict), you need to consider whether you want to continue working within an environment that challenges your own personal values.
- Given the extent to which you believe that you have too much work to do in relation to the time allocated/available to you (role overload), you need to review your time management and assertiveness skills and highlight your current concerns with management.
- Given the extent to which you do not understand the priorities, expectations, and performance evaluation criteria expected of you within the organisation (role ambiguity), you need to communicate with your manager and clearly ascertain what your job role is and what duties you are expected to do.
- Given the extent to which you believe there is a lack of inclusion of your ideas in important decision making processes within the organisation (non participation), you need to talk to your manager and explain why it is beneficial to the organisation for you to be included in the decision making process.
- Given the extent to which you believe that your true potential is not being utilised within the organisation (under utilisation), it is in your best interest to talk to your manager and outline your feelings regarding your current position and the benefits to the organisation of utilising your services to their full potential.
- Given the extent to which you believe that your job is meaningless and/or you feel undervalued and/or lack support from your managers (under-valued), it is in your best interest to talk to your manager and outline your feelings regarding your current position and the benefits to the organisation of providing more support for the role.
- Given the extent to which you are concerned about your job security and the possible threat of unemployment within the organisation (future uncertainly) you need to be upfront regarding your concerns and ask for a clear answer to the question of job security and permanent employment potential.
- Given the extent to which you believe that you have an unusually high level of responsibility and pressure for the activities and work performance of others (responsibility), you need to review your ability to delegate and highlight your concerns with management regarding the performance of others.
- Given the extent to which you believe that you do not have the necessary training, education, skills, and experience to fulfil your current job requirements (role insufficiency), you need to flag your concerns with management and clearly highlight the areas you feel you need to address and provide solutions for addressing these areas in terms of courses, training or experience.
- Given the extent, to which you feel intimidated, offended, degraded or humiliated by your fellow workers and/or management (bullied), you need to discuss these concerns/issues with the person causing the problem or follow workplace procedures and report the incident (s) to your manager and/or the Human Resource Department.

Your Workplace Stress Recommendations

You have not entered any recommendations

Personal Factors

Are there factors outside your workplace that are causing you to experience a certain level of stress/anxiety or depression.

- Are you in poor health? 
- Is the health of your family or friends causing you a high degree of anxiety? 
- Are you overly concerned about your financial financial circumstances? 
- Are you currently in an unhappy, unstable and poorly supportive relationship? 
- Are you concerned about the wellbeing of any dependant relatives? 

Susceptibility to stress

This test was based on the premise that good and bad events in one's life can increase stress levels and make one more susceptible to illness and mental health problems. This test measured your susceptibility to stress based on your past 12 months life events.

You have a mild susceptibility to illness and mental health problems based on your last 12 months.