

Private & Confidential

Occupational Stress Inventory Revised (OSI-R)

Personal Profile Report

Prepared For

Sally Sample

31/08/2005

Your Personal Profile

Your Personal Profile report has been prepared based on the replies you gave when you completed the Occupational Stress Inventory – Revised (OSI-R). This report provides a “snapshot” of your stress levels at the time you completed the questionnaire. Your profile reflects a comparison between your score (based on your replies) and the scores of others who have also completed this questionnaire in a variety of work environments.

The report is in four major sections:

- Occupational Stress – measured by the Occupational Roles Questionnaire (ORQ).
- Psychological Strain – measured by the Personal Strain Questionnaire (PSQ).
- Coping Resources – measured by the Personal Resources Questionnaire (PRQ).

Each of the above sections measures specific attributes of you or of your environment that represent important characteristics of occupational adjustment.

- Where to from here?

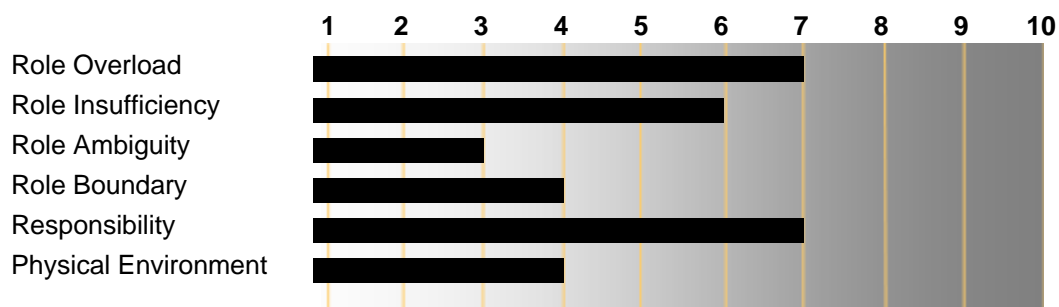
The final section contains some suggestions about monitoring and controlling any stress levels that may be evident.

Confidentiality

This report is strictly confidential. The questionnaire has been administered for a particular purpose and the outcomes can only be disclosed with the permission of Sally.

Occupational Stress

The Occupational Roles Questionnaire measures several factors related with work roles that have been associated with stress. These include **Role Overload** - the extent to which job demands exceed resources (personal and workplace) as well as the accomplishment of workloads; **Role Insufficiency** - the extent to which resources such as training, education, skills and experience are appropriate to the job requirements; **Role Ambiguity** - the clarity of priorities, expectations and evaluation criteria; **Role Boundary** - the extent to which there is an experience of conflicting role demands and loyalties in the work setting; **Responsibility** - the extent to which there is a responsibility (actual or perceived) for the performance and welfare of others on the job; and **Physical Environment** - the degree of exposure to high levels of environmental dangers or extreme physical conditions.



Your results suggest that, compared to others, you are tending towards above average levels of stress with respect to overload in your role. As such, at times you may feel that you are required to undertake an unreasonable workload within the available timeframes. Occasionally, you may think that you require more resources and time to perform the job and may wish that you had more help to deal with the demands of the task at hand.

With regard to role insufficiency, you appear to be experiencing an average degree of stress, indicating that you feel about as challenged as most people and that the fit between your current job and your skills and interests is reasonably good. You appear to be generally satisfied with the progression of your career and consider your need for recognition, self-improvement or success to be largely met.

With clarity of priorities, expectations and evaluation criteria, you report an absence of stress relating to ambiguity in your role. As such, you are likely to perceive yourself as having a good understanding of what constitutes acceptable personal behaviour on the job (e.g. dress, interpersonal relations, etc.) and are clear about how you should be spending your time, as well as what you need to do to "get ahead".

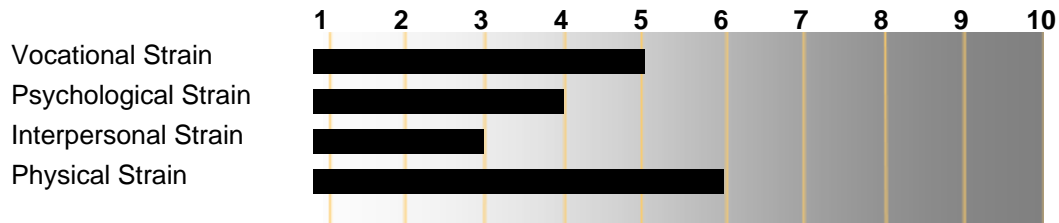
Showing no more or less stress than others relating to the boundaries of your role, you appear to have a reasonably clear sense of what the demands, lines of authority and loyalties are relating to your job. For the majority of the time you are likely to feel a similarity between what you think is right and what your superiors or colleagues expect of you. More often than not you may feel proud about what you do.

Reporting levels of stress relating to your level of responsibility that are tending towards above average, it is likely that you feel a relatively strong sense of responsibility for the activities and work performance of subordinates. However, at times you may be concerned that others will not perform and may on occasion perceive yourself as having difficulty in relationships with people at work.

In terms of your work environment (e.g. noise, climate, lighting, hazards and shift schedules), you appear to be experiencing an average amount of stress compared to others.

Psychological Strain/Personal Strain

The psychological strain questionnaire measures the extent to which effective coping exists in relation to various stresses in the workplace and/or other settings including **Vocational Strain** – work attitudes and the extent to which problems exist in work quality or output; **Psychological Strain** - the extent of psychological and/or emotional wellbeing; **Interpersonal Strain** - the extent of disruption (e.g. withdrawal or aggressiveness) in interpersonal relationships; and **Physical Strain** - complaints about physical illness and/or poor self-care habits.



Regarding your career, your responses fall into the average range compared to others. That is, you are likely to have a positive work attitude, and express an interest or excitement about your work that is no more or less than most people. Whilst on occasion you may not be sufficiently stimulated or challenged, resulting in some drop in concentration, you generally perceive yourself to be productive and your work to be of good quality.

An average degree of psychological strain is evident from your profile. Like most people, you may occasionally feel a little sad or anxious, however generally you are happy and pleased about the way things are going.

On an interpersonal level it appears that your needs are well met. Able to find enough time to spend with friends and not likely to feel as if you want to withdraw and be alone, your relationships with others appear to be good.

Your responses indicate that you appear to be as healthy as most and to possess a standard of self-care that falls into the average range compared to others.

Coping Resources/Personal Resources

The coping resources questionnaire measures a number of coping resources including Recreation - the utilisation of leisure time and the extent to which pleasure and relaxation are derived from recreational activities; **Self-Care** - the extent of engagement in personal activities that reduce or alleviate chronic stress; **Social Support** - the extent to which a feeling of support and help exists; and **Rational/Cognitive Coping** - the existence and utilisation of cognitive (thinking) skills in the face of work-related stresses.



Taking advantage of your leisure time as much as most, your likelihood of engaging in a variety of activities that you find relaxing and satisfying falls within the average range. This indicates that you have as much ability to cope as most others.

Your self-care standards are below average compared to others, in that you may not tend to engage in relaxation techniques or regular exercise. It is possible that you do not get enough sleep or eat and drink healthy food or beverages. As a result you may have difficulty reducing or alleviating chronic stress.

You are likely to feel that there is at least one person you can count on who values or loves you. With access to sympathetic people with whom you can share your concerns, you may also have help completing important things.

Compared to others, you appear to have a well developed coping resource in terms of cognitive (thinking) capacity to deal sufficiently with work related stress. As such, your approach to problem solving is likely to be systematic, and you should be able to think your decisions through to their logical conclusions. Your confidence in your own ability to do another job besides your current position is likely to be high, as is your ability to set and follow priorities and to use techniques to avoid distraction. You are likely to re-examine and re-organise your work schedule to help better deal with the demands of your work environment and are as likely to be able to put your job out of your mind when you get home.

Where to from here?

A life completely free from stress is not possible. Our goal is not to eliminate stress but to learn how to manage it and how to use it to help ourselves.

Insufficient stress acts as a depressant and may leave us feeling bored or dejected; on the other hand, **excessive stress** may leave us feeling “tied up in knots”. What we need to do is find the **optimal level** of stress, which will individually motivate but not overwhelm each of us. This type of stress is actually essential and beneficial, and can be our strongest ally for leading stimulating healthy lives, filled with vitality and resilience.

There is no single level of stress that is optimal for all people. We are all individual creatures with unique requirements. As such, what is distressing to one person may be a joy to another. Even when we agree that a particular event is distressing, we are likely to differ in our physiological and psychological responses to it. It has been found that a number of illnesses are related to unrelieved stress. If you are experiencing stress symptoms, you have gone beyond your optimal stress level; you need to reduce the stress in your life and/or improve your ability to manage it.

Learn to monitor your stress levels. By managing your stress effectively you can significantly improve the quality of your life. The following general advice and strategies may be of assistance in building your resilience:

- Exercise is one of the simplest means of stress reduction. Physical exertion is the natural outlet for the body when it is in the “flight or fight” state of arousal.
- Eat Well – good nutrition is a building block of good health; a healthy body responds better to the inevitable stresses of life.
- Relaxation, meditation and breathing help to calm the body and reverse the effects of the stress response.
- Keep perspective and look for the positive. Humour is a wonderful stress-reducer and antidote to upsets.
- Talking and sharing with others releases the tension of stress. This can be with family, friends, a counsellor or through writing in a journal or diary.
- Plan to manage your time proactively rather than react to the demands of the day.

Please remember this Personal Profile report is a guide, a ‘snapshot’ of your stress levels at the time you completed the Occupational Stress Inventory – Revised. If you have any concerns about your profile, please contact your Human Resources Department or seek professional advice.