

## Organizational Percentile Scores

Twenty three Organizational areas were assessed in the questionnaire. These results indicate how much each of these areas are a source of stress for you, compared to the normative group. If you have not received feedback on all twenty three areas it is because you answered "Not Applicable" to at least one of the items in the area (or areas) that you have not received feedback on.

### Overall

This score is only based on the first question in the questionnaire which was, "Overall work is a source of stress for me". It was designed to assess people's 'global' feelings of work related stress. The result therefore shows how your overall feelings of work related stress compare to the normative group.



### Resources

This area includes whether people feel they have all the resources needed to do their job, how often they find that a lack of resources makes it difficult for them to do their job and the extent to which work resources are a source of stress for them



### Hours/Demands of Work

This area includes whether or not people are able to complete their work within the hours they are paid for, whether they are expected to work long hours and the extent to which the hours they work are a source of stress for them



### Volume of Work

This area includes to what extent interruptions make it difficult for people to complete their work, whether they feel that no matter how hard they work they still slip behind and the degree to which the volume of work they are expected to do is a source of stress for them

