

**Sam Sample**  
**17 Apr 2014**

**DECISION MAKER**

# INDIVIDUAL REPORT

**EMPLOYEE WELLBEING QUESTIONNAIRE**

**SOLUTIONS  
SURVEY**



## REPORT STRUCTURE

The individual report presents Sam Sample's profile results in the following sections:

### 1. Guide to Using This Report

- Introduction
- Theories of Stress
- The EWQ in Context
- Reference Group (Norm) Used

### 2. Results Summary

- Employee Wellbeing Profile Chart

## DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

This profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



## GUIDE TO USING THIS REPORT

### INTRODUCTION

The Employee Wellbeing Questionnaire (EWQ) was developed in a programme of research on occupational stress, and has general relevance to psychological health at work, job satisfaction and job demands, or workload. The main scales and facets are:

- **Psychological Health:** Includes the following facets: Resilience, Positive Outlook and Physical Health.
- **Job Satisfaction:** Includes the following facets: Supervision, Supportive Colleagues and Engagement.
- **Workload**

When used at a group or organizational level, the EWQ can:

- Provide an audit of occupational stress and adjustment in employees.
- Identify specific jobs, departments and teams where there may be problems to do with workload, job satisfaction or psychological health.
- Measure the impact of organisational change programmes and stress management programmes.
- Evaluate employee counselling and Employee Assistance Programmes.
- Provide data to allow benchmarking of individuals or teams relative to organisation or industry norms.
- Provide longitudinal assessment of employee wellbeing through the use of annual surveys.
- Over time, measure the effect of programmes designed to improve employee wellbeing and job satisfaction.

### THEORIES OF STRESS

Within the EWQ, two occupation-related variables of job satisfaction and psychological health are assessed. The former is largely determined by the job and working context, whereas psychological distress is affected by many factors apart from an individual's work, including their personal life, genetic predisposition and previous work experiences. Working conditions affect job satisfaction and psychological health, and in turn these factors affect an individual's behaviour in relation to work. People with low job satisfaction and low engagement give less of themselves at work and are more likely to contemplate leaving to find alternative employment than people with high job satisfaction.

There are many theories of occupational stress that try to link these and similar outcome measures to specific causes: all the theories have their strengths and weaknesses though only offer partial explanations that don't fit all people or circumstances and indeed, it is unlikely that any single theory or model could, because of the complexities involved in understanding the relationship between working conditions and human health.

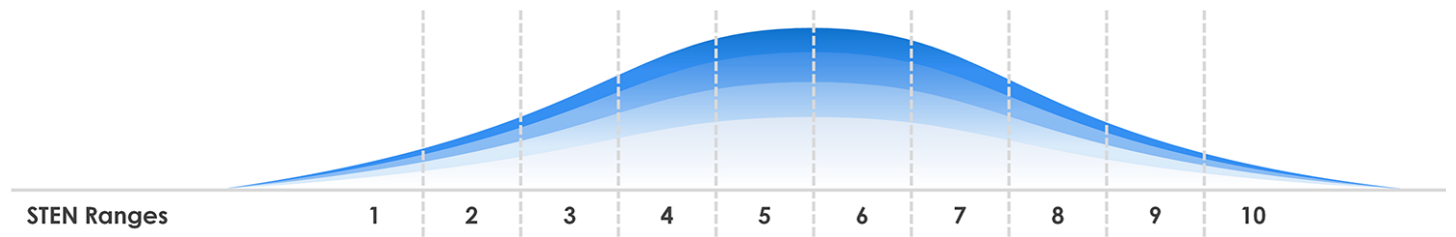
### THE EWQ IN CONTEXT

The EWQ addresses occupational stress from a practical standpoint. In developing the EWQ, the authors set out to measure a wide range of constructs that are used commonly within individual and organizational stress/engagement audits, but when the questionnaire was factor analysed, the constructs reduced to a small number of highly replicable scales and sub-scales. This in itself was an interesting discovery, suggesting that 'stress' questionnaires often incorporate complex and redundant measures. Consequently, the EWQ is unique among occupational stress questionnaires, because it measures the core dimensions that are essential for occupational use, with very little risk that the three core measures are overlapping or confounded with each other.



## REFERENCE GROUP (NORM) USED

A reference group is used to evaluate Sam Sample's results. His results are presented as standardised STEN scores with Mean=5.5 and SD=2 as demonstrated in the following chart.



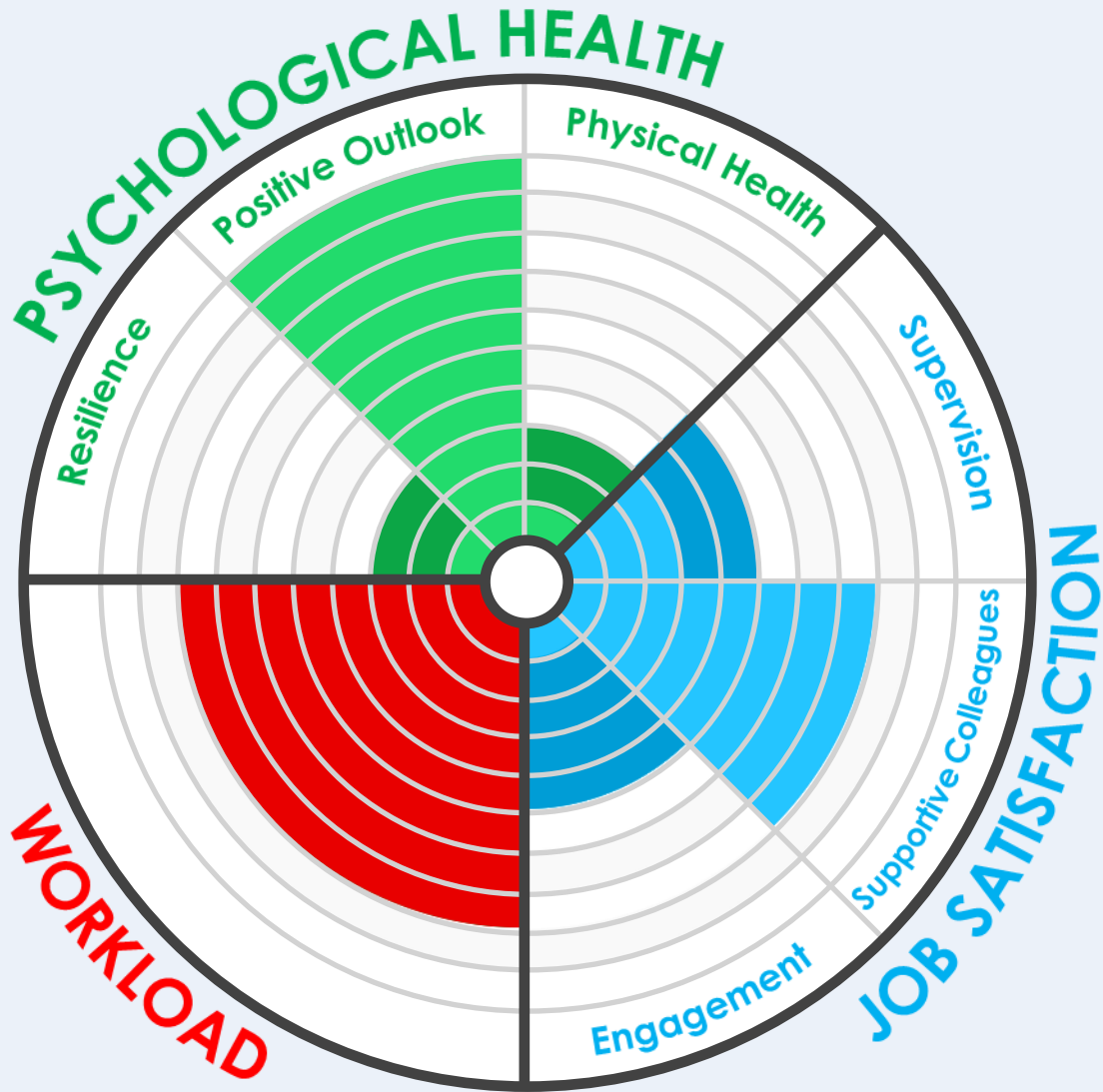
The following norm was used to generate this report:

Test	Norm Used	Sample Size
Employee Wellbeing Questionnaire (EWQ)	Global EWQ	7071



## RESULTS SUMMARY

### EMPLOYEE WELLBEING PROFILE CHART



**PSYCHOLOGICAL HEALTH\* = 3**

Resilience = 1  
Positive Outlook = 10  
Physical Health = 1

**JOB SATISFACTION\* = 5**

Supervision = 3  
Supportive Colleagues = 8  
Engagement = 1

**WORKLOAD\*\* = 8**

\* Overall dimension scores for Psychological Health and Job Satisfaction are displayed in the chart as dark shaded colours while score for the individual facets which make up the dimensions are displayed as light shaded colours.

\*\* High workload scores represent a feeling of being overworked while low workload scores indicate that the respondent does not feel under pressure.



## Psychological Health

- **Resilience:** Sam Sample has great difficulty coping with the day to day demands of the job. He lacks confidence in his abilities and skills, and experiences feelings of foreboding about the outcome of future events. In addition to this, he finds it difficult to 'bounce-back' from adverse events, tending to worry and fret about such events which occurred in the past.
- **Positive Outlook:** Sam Sample possesses an optimistic outlook on life, where he is likely to be energetic and show a positive 'can do' attitude, even when experiencing adverse events. Overall, he is viewed as a happy, motivated person by co-workers.
- **Physical Health:** Sam Sample's responses indicate that he tends to suffer from many physical symptoms of stress and ill-health such as headaches, shortness of breath and aches and pains. These physical ailments may lead to time lost at work and a gradual deterioration in his work performance.

## Job Satisfaction

- **Supervision:** Sam Sample feels that he is not being managed/supervised in a way he feels is suited to him. He feels he is not consulted about matters which involve his work, and that the supervisory environment is confrontational rather than supportive. In addition, when he does try and make positive suggestions about work-related matters, he feels he is not taken seriously.
- **Supportive Colleagues:** Sam Sample's profile indicates that he gets on very well with his co-workers and colleagues. Interactions between them are supportive, open and rewarding, with very few serious personal conflicts (if any). The overall impression is that everyone is working toward a shared goal.
- **Engagement:** Sam Sample reports a low motivation to work for the organization, where he feels he is now just working for the money he is paid rather than any additional motivation to support the organization and his colleagues. Unless his motivation is re-kindled, it is likely he will leave the organization when an opportunity arises.

## Workload

- Sam Sample's results indicate that he feels rushed and unable to do his job properly. He reports being overworked with insufficient time available to him to fulfil his job functions.