PSYTECH INTERNATIONAL

Group Sample

DECISION MAKER

GROUP SUMMARY

EMPLOYEE WELLBEING QUESTIONNAIRE

SOLUTIONS SURVEY

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REPORT STRUCTURE

The group report presents the group'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
- Understanding the Charts and Tables

2. Results Summary
- Employee Wellbeing Profile Chart

3. Group Data Table

DISCLAIMER

This is a strictly confidential assessment report on The group 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 The group.

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.

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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 lives, 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.

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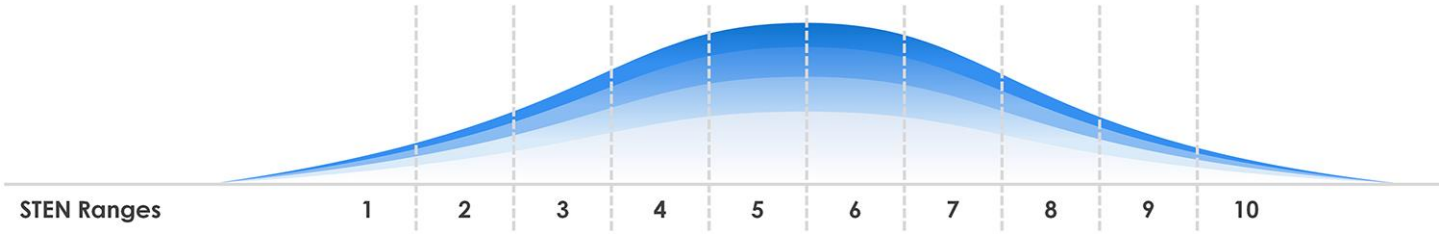
REFERENCE GROUP (NORM) USED

A reference group is used to evaluate The group's results. Their 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	0

UNDERSTANDING THE CHARTS AND TABLES

All the information and results presented in this report are presented in the form of charts or tables, which is why it is important to be able to read the charts and tables accurately and make use of the information contained within them.

The following elements are used in the charts to represent the results:

Chart Element	Type	Description
○	**Circles**	Represent the **AVERAGE** scores for a group.
┈┈┈	**Dashed bars or columns**	Represent the **RANGE** between the minimum and maximum scores observed within a group. The range is used as an indication of the level of agreement within a group, where the narrower the range the more likely there is agreement.

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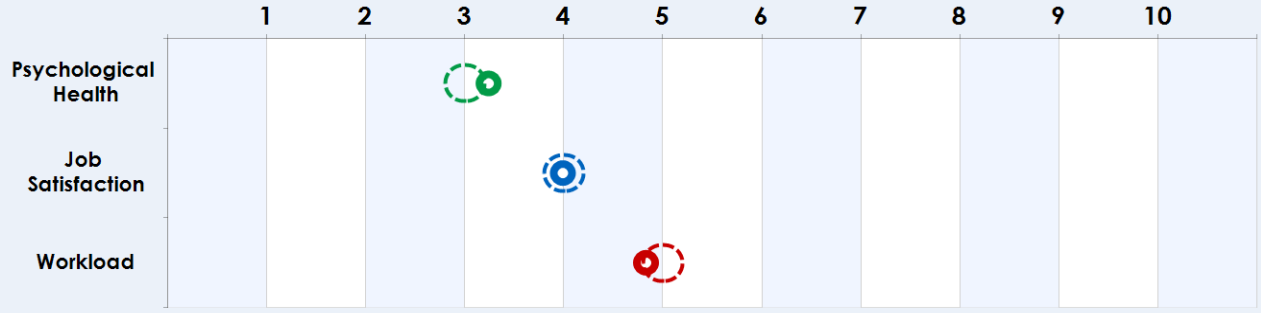
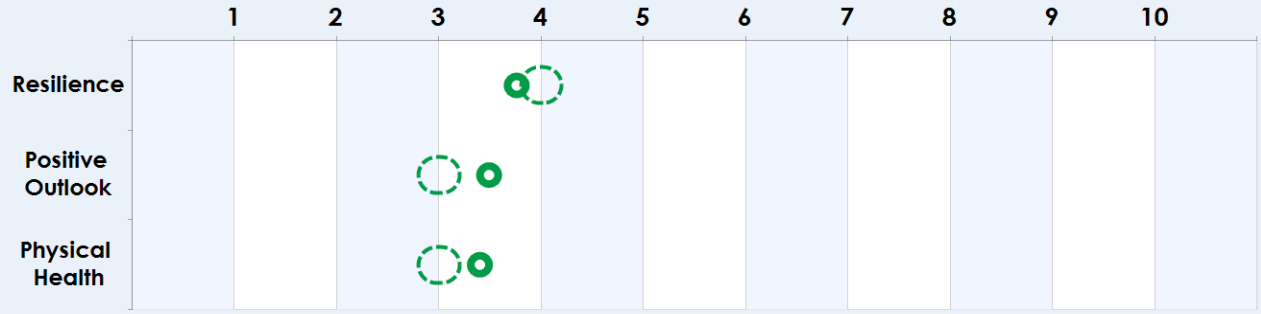
RESULTS SUMMARY

EMPLOYEE WELLBEING PROFILE CHARTS

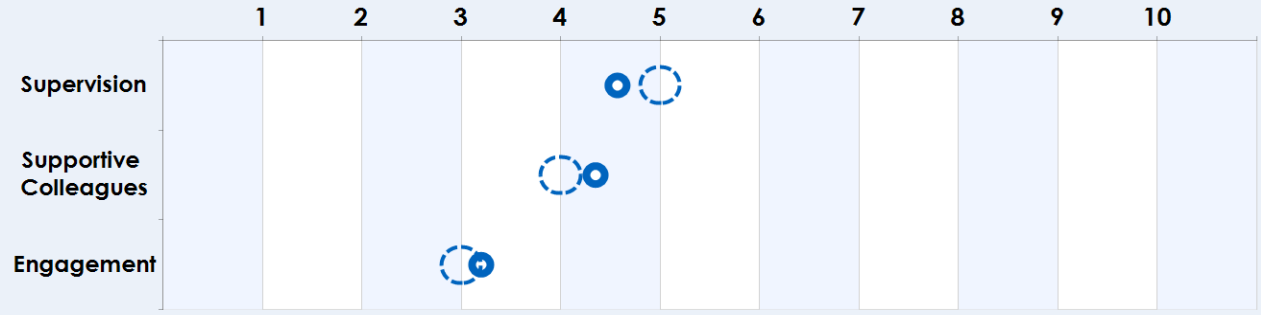
Employee Wellbeing (Main Dimensions)



Psychological Health (Facet Breakdown)



Job Satisfaction (Facet Breakdown)



PSYCHOLOGICAL HEALTH

- **Resilience:**
- **Positive Outlook:** The group generally feels pessimistic about life, experiencing bouts of depression and a lack of energy, and tend to have a negative outlook on people and events. Their results further indicate that they are not happy in their work or in their personal lives.
- **Physical Health:** The group's responses indicate that they generally tend 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 their work performance.

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JOB SATISFACTION

- **Supervision:** The group is as satisfied with the supervision/management at work as most others. They report a fairly good working environment where their managers consult with them on decisions relevant to their job-roles.
- **Supportive Colleagues:** The group reports working in an environment where colleagues and team members are somewhat difficult to work with. There is a feeling that most everyone is just 'doing their own thing' and where helpful comments are interpreted as a personal criticism.
- **Engagement:** The group reports a low motivation to work for the organization, where they feel they are now just working for the money they are paid rather than any additional motivation to support the organization and their colleagues. Unless their motivation is re-kindled, it is likely they will leave the organization when opportunities arise.

WORKLOAD

- The group's results indicate that they feel sufficiently challenged though also feels they are not overworked. Overall, they feel they can fulfil their job functions thoroughly and properly.

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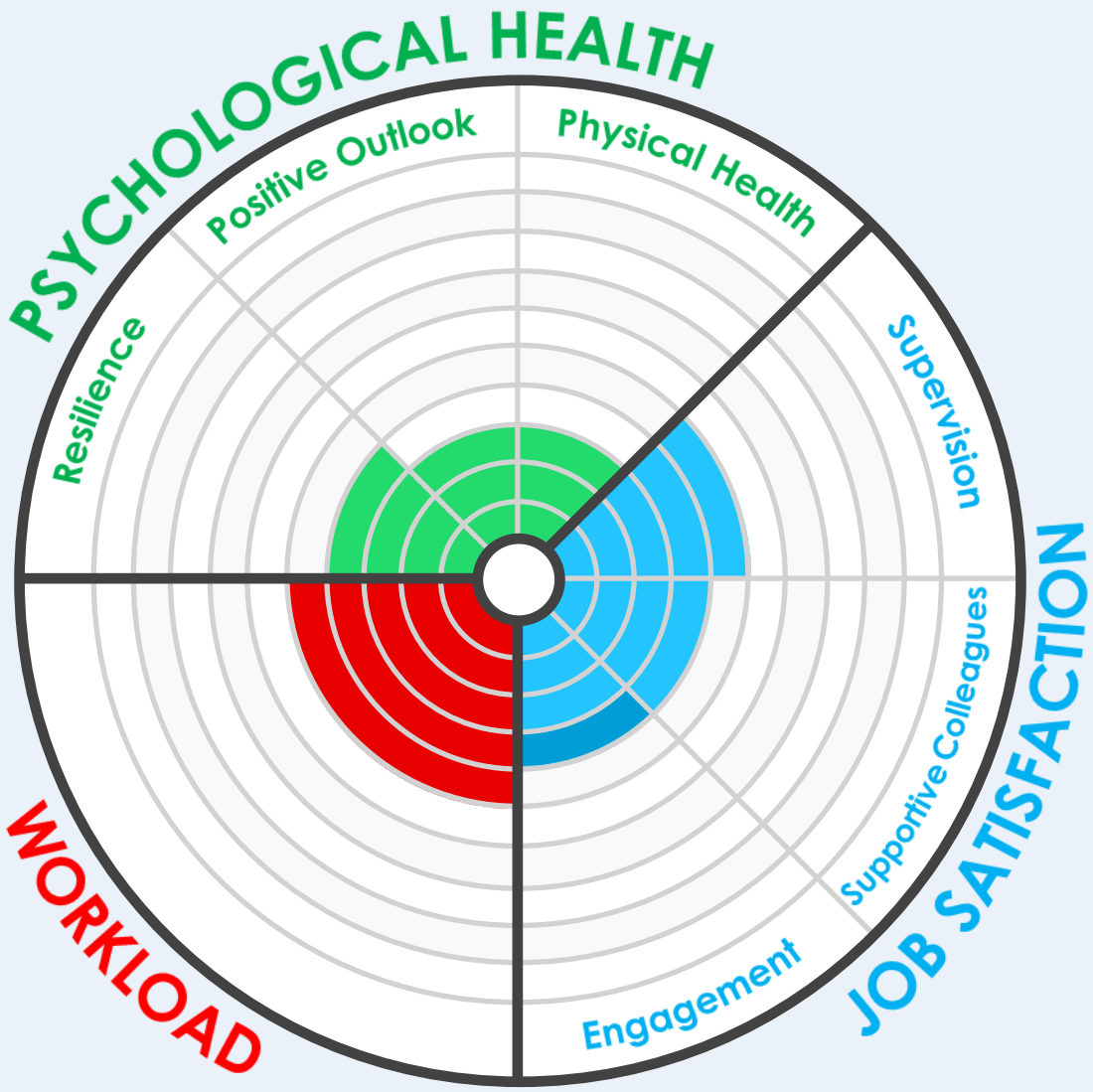
EMPLOYEE WELLBEING PROFILE CHART



PSYCHOLOGICAL HEALTH* = 3.24
Resilience = 3.76
Positive Outlook = 3.49
Physical Health = 3.4

JOB SATISFACTION* = 3.99
Supervision = 4.57
Supportive Colleagues = 4.35
Engagement = 3.2

WORKLOAD = 4.83**

* Group 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.

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GROUP DATA TABLE

The following table presents the scores each individual in the group obtained on each of the facets of wellbeing. The table also presents the group average scores, the maximum and minimum scores observed for each scale and the standard deviation.

No.	Name	PSYCHOLOGICAL HEALTH	Resilience	Positive Outlook	Physical Health	JOB SATISFACTION	Supervision	Supportive Colleagues	Engagement	WORKLOAD
1	Sam Jones	3	4	3	3	4	5	4	3	5
Group Average		3.24	3.76	3.49	3.4	3.99	4.57	4.35	3.2	4.83
Standard Deviation		0.24	0.24	0.49	0.4	0.01	0.43	0.35	0.2	0.17
Highest Observed		3	4	3	3	4	5	4	3	5
Lowest Observed		3	4	3	3	4	5	4	3	5

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