

# Confidential Stress Survey

We sincerely hope that the results of this confidential survey will help us to better understand how our policies, procedures and leadership affect your health, happiness and well-being. We are trying to create a workplace that encourages you to be your best: To feel engaged with what you do, to get along well with others, to feel like a team and to use your many talents and skills to the fullest. Based on the information we gather from this confidential survey, we hope to make changes that will lower your stress, improve our workplace and provide you with just the right tools and training to bolster your coping skills and build your resilience.

As you will soon see, the questions in this survey are worded in a positive way that assumes things here are generally OK. But, you are COMPLETELY free to agree or disagree with each statement. We want to know what you really think, otherwise, we wouldn't be distributing this survey. Remember your anonymity will be strictly maintained, so it's important for you to answer these questions candidly.

*Check the circle after each statement that best matches your feelings.*

## ON THE JOB

### Workload

	strongly agree	mildly agree	mildly disagree	strongly disagree
I feel like my workload is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel passionate about what I do for a living.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get to take breaks when I need them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel appropriately challenged by the responsibilities of my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find my work to be interesting and engaging most of the time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## ON THE JOB

### Deadlines, Time Pressure, "Telepressure"

	strongly agree	mildly agree	mildly disagree	strongly disagree
The pace at which I'm expected to work seems reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even when I'm juggling multiple assignments I feel like I know which assignments get top priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My deadlines for the most part seem reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy with my current work schedule and the number of hours I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I DON'T feel the pressure to stay connected to work all the time (AKA "telepressure") including weekends, holidays and while on vacation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**ON THE JOB**

## Interaction with Customers and Clients

As part of my job I work with clients and/or customers.

yes	no
<input type="radio"/>	<input type="radio"/>

**If yes please answer the following:**

I enjoy working with clients and customers.

strongly agree	mildly agree	mildly disagree	strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

When I hear customer complaints I feel like I can really help them resolve their issues.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I don't take it personally when customers complain.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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For the most part, customers don't blame me for the issues they might be having with the company.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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**ON THE JOB**

## Interaction with Coworkers

I have never experienced bullying at work.

strongly agree	mildly agree	mildly disagree	strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have a best friend at work.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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The people I work with for the most part are supportive and helpful.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Socializing at work, sharing ideas, and teambuilding is supported here.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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We have about the right number of staff meetings and they usually don't run too long.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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**ON THE JOB**

## Interaction with my Supervisor

My supervisor gives me a fair amount of autonomy over what I do.

strongly agree	mildly agree	mildly disagree	strongly disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My supervisor, for the most part, knows how to give me constructive criticism.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I like my boss/supervisor.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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My boss/supervisor makes it quite clear about what is expected of me.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I feel like my supervisor is supportive of me and lets me know he or she appreciates the job I do.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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**ON THE JOB**

## Interaction with Management

I feel OK about taking a sick day when I need it.

strongly agree   mildly agree   mildly disagree   strongly disagree

       

I feel like promotions and raises are handed out fairly.

       

I feel like there is someone other than my boss who I can go to for help such as an EAP counselor or an HR person.

       

I feel like my company has a good benefits plan.

       

I feel like my company is concerned with my financial wellness and shows it by offering savings plans, retirement plans and information and seminars about this subject.

       

**ON THE JOB**

## Everyday Atmosphere

I feel there is plenty of opportunity for growth in my organization.

strongly agree   mildly agree   mildly disagree   strongly disagree

       

Good communication and social interactions are encouraged.

       

I feel my job permits me to work to my strengths and allows me to display some of my unique talents.

       

I feel my working environment is safe.

       

I have little or no issues with: too much noise, poor lighting, or uncomfortable seating.

       

**OFF THE JOB**

## Worklife Balance

I rarely HAVE to work late or take work home or work on weekends.

strongly agree   mildly agree   mildly disagree   strongly disagree

       

My supervisor encourages me to put family first.

       

I DON'T often miss important family or personal events because of work.

       

I have little or no child care (or senior care) issues.

       

I have adequate vacation time and I'm encouraged to take it.

## OFF THE JOB

### Coping Abilities

	strongly agree	mildly agree	mildly disagree	strongly disagree
I feel like I am in control of my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I get home, I don't bring work-related problems in the door.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy my time off and come usually back to work refreshed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On most days, I look forward to coming to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find meaning and purpose in what I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Questions

For each of the following questions you will be asked to rank this issue on a scale of 1-10.  
1 = no problem at all. 10 = A very BIG problem.

**The majority of the stress in my life comes from:**

A) Worklife    B) Homelife    C) A combination of the two    D) Other \_\_\_\_\_

Rank this problem on a scale from 1-10 \_\_\_\_

**Is there anything particularly frustrating about your job?** Describe it. Rank this problem on a scale from 1-10 \_\_\_\_

**If you have experienced bullying, without naming names, describe it below.** Rank this problem on a scale from 1-10 \_\_\_\_

**Is there anything about your job that feels overwhelming?** Describe it. Rank this problem on a scale from 1-10 \_\_\_\_

**Is there anything about your job that feels boring or repetitive?** Describe it. Rank this problem on a scale from 1-10 \_\_\_\_

**If you could change one thing about work, what would it be?** Rank this problem on a scale from 1-10 \_\_\_\_

**List three specific things we could do to lower the stress in this organization.**

- 1.
- 2.
- 3.