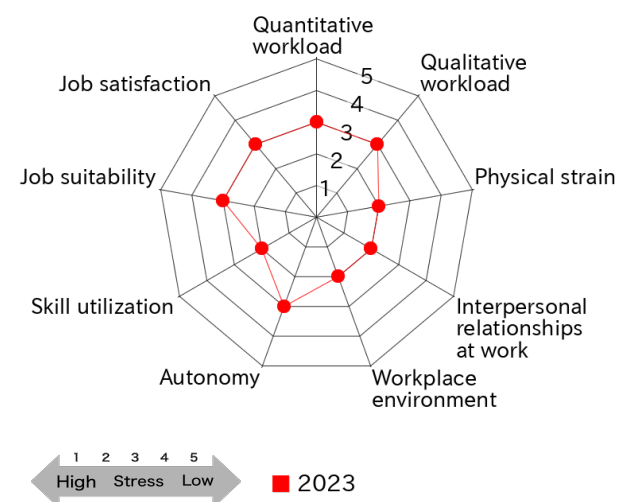


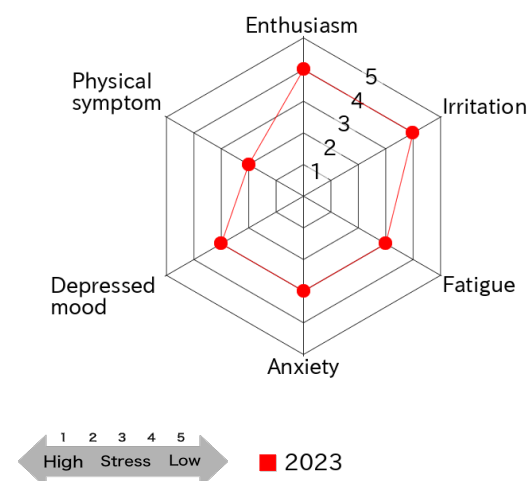
Your stress profile : Work-related stress factors

The result indicates you are experiencing some stress response to quantitative workload, qualitative workload, autonomy, job suitability and job satisfaction but the stress is not significant. The result indicates you are experiencing stress response to physical strain, interpersonal relationships at work, workplace environment and skill utilization. We recommend that you should take remedial actions.



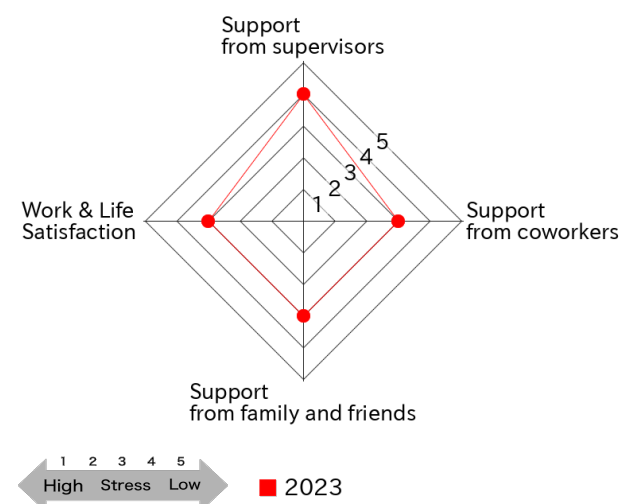
Your stress profile : Physical and psychological stress reactions

The result indicates you have more than average of irritability and anxiety. You have within the average range of fatigue. You have less than average of enthusiasm and depressed mood. We recommend that remedial actions should be taken. The result suggests a high level of physical symptoms. We strongly recommend that remedial actions should be taken immediately.



Your stress profile : Support system

The result indicates you have more than average of support from supervisors and support from coworkers. You have within the average range of support from family members and friends. You have within the average range of satisfaction with work and family life.



Your stress profile : (phenotype)

Item name		Low /Few	Somewhat low /Few	Norm	Somewhat high /Many	High /Many	Total Score
Work-related stress factors	Quantitative workload	Low stress				High stress	45Point
	Qualitative workload	Low stress				High stress	
	Physical strain	Low stress				High stress	
	Interpersonal relationships at work	Low stress				High stress	
	Workplace environment	Low stress				High stress	
	Autonomy	High stress				Low stress	
	Skill utilization	High stress				Low stress	
	Job suitability	High stress				Low stress	
	Job satisfaction	High stress				Low stress	
Physical and psychological stress reactions	Enthusiasm	High stress				Low stress	57Point
	Irritation	Low stress				High stress	
	Fatigue	Low stress				High stress	
	Anxiety	Low stress				High stress	
	Depressed mood	Low stress				High stress	
	Physical symptom	Low stress				High stress	
Support system	Support from supervisors	High stress				Low stress	18Point
	Support from coworkers	High stress				Low stress	
	Support from family and friends	High stress				Low stress	
	Work & Life Satisfaction	High stress				Low stress	
This item is not included in the evaluation score of high stress person judgment.					Total	120Point	

Administrator comment

Your score indicates < NOT within high stress level > .

The result indicates some level of stress, but it appears to be handled appropriately. Please continue to cope with stress appropriately. However, if you feel your stress level is high enough, please be proactive and work on stress management more actively. It is recommended that you seek support from others including professionals and develop your own coping strategies.

For self-care

Tips for self-care.
Recommended tips below are for you to read to strengthen your selfcare skill.
Please try to have your own selfcare plan to fit your needs and life style.
Seek for consultation and advise from counselors and other experts to make your plan more effective.

Express yourself assertively and effectively!

It is very common to experience interpersonal issues at workplace. It is also common to find it very challenging to express what needs to be communicated at times. You may want to consider using assertive communication for such difficulty. You can express yourself effectively by using assertive communication.

- What is assertive communication?
Assertive communication helps us express ourselves honestly, sincerely, and does not coerce others to agree with us. Instead, it allows us to communicate effectively while respecting others without becoming emotionally charged. Do you ever find yourself being engaged in an emotionally charged discussion over difference in opinions? Or do you find yourself being so concerned how you are going to be viewed as that you cannot express yourself? Assertive communication can be very useful in these situations. It is natural to try to avoid conflicts at workplace. It is also stressful to stay quiet when you know you are right. Assertive communication allows you to reach agreeable results without damaging your interpersonal relationships nor increasing your stress level although the result may not be what you have proposed originally.

- Talk assertively.
Consider using “ DESC ”. D (Describe), E (Express), S (Specify), C (Consequence/Choose). Describe: Observe and describe the situation objectively including what the other party is trying to communicate. Describe the behavior/situation as completely and objectively as possible. Just the facts Express your feelings or thoughts about the behavior/situation. Try phrasing your statements using “ I ” and not “ You ” Specify what behavior/outcome you would prefer to happen. Specify the consequences if this happens. (Both positive and negative)

Shaping & Taking smaller steps

When under stress, we find ourselves feeling so overwhelmed that even ordinary tasks appear too large or too time consuming. We become unsure of where or how to start such tasks. It decreases our motivation and focus we need to complete tasks. In that case, consider using “ Shaping ” which is a psychological method known to help maintain motivation and work effectively and efficiently.

- What is “ Shaping ” ?
Shaping is one of techniques of behavioural therapy. It helps you map ideal actions to complete tasks by segmenting an overwhelming project into small steps. It assists you to work through the project more easily and smoothly. A big project is like a marathon. When you stand on the start point of marathon do you think about the goal? It is too far so you might lose your motivation easily. If you use shaping, you only focus on how to run the first 5km. After the 5km, you only think of another 5km. By only focusing on a smaller distance, you will not lose motivation and could run to the goal efficiently without feeling overwhelmed.

- Try “ Shaping ”
There are three phases in the shaping method. First, “ Determine the target action.” You decide what goals you want to accomplish. Secondly, “ Design each step.” In this phase, one of the most important points is “ Do not create too big or too long steps.” The last phase is “ Carry out the plan properly.” You may adjust the plan flexibly while you go through the plan.

Example: “ You have to submit a business proposal in 3 weeks.”
The first point of “ Determine the target action ” is “ Submit the business proposal ” in this example.
The second point is “ Design each step.” You might feel that 3 weeks is too long to think through the plan. If so, you can set a theme for each week. For example, the first week ’ s step is “ Collect the date from market research and decide on the focus for the product.” The second week ’ s theme is “ Create a rough draft of the product proposal ” . The third week is “ Editing and preparing for the project presentation.” The point is to create feasible steps for each week and allow yourself to feel a sense of accomplishment in each step.
Using the third point of “ Carry out the plan properly,” you can examine how this plan works. After going through the plan, you might think a particular step takes much more time than you planned. Unexpected events often happen. In that case, you do not have to be a perfectionist. It is important to be flexible and adjust the plan or steps. Make steps even smaller or give more time or less time if needed. It is more important to maintain your motivation and concentration. If you lose them, it may mean that the step is too large. If you achieve the theme by the end of each week, you might want to reward yourself to maintain motivation.

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Kana
Name Sahoo Shashank

Stress Check
Personal Results