



## Sources of Work Stress Inventory

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### Group Profile Report

Company:  
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JvR Psychometrics Sample  
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### CONFIDENTIAL REPORT

The information in this report is confidential and must not be made known to anyone other than authorised personnel, unless released by the expressed written permission of the person taking the assessment. The information should be considered together with all other information gathered in the assessment process.

Stress has become a burning issue of our time. The constant pressure associated with living in a fast-paced, ever-changing world has created an environment where almost everyone is dealing, with varying degrees of success, with excessive stress. The effects on our health, productivity and quality of life can be devastating. If left unchecked, stress can cause increased levels of anxiety, depression, disease, pain, fatigue, and unbalanced emotions. Fortunately stress, and its negative effects, can be managed and minimised. The first step is to become aware of the stress your system or team is under.

The Sources of Work Stress Inventory (SWSI) provides a group with a measure of occupational stress that not only determines a general level of stress, but also identifies possible key sources of stress. The SWSI identifies eight sources of work stress, namely Role Ambiguity, Relationships, Tools and Equipment, Career Advancement, Job Security, Lack of Autonomy, Work/Home Interface, and Workload. The group results of the SWSI can be used to assess the general level of employee stress in a group, and pinpoint areas in that organisation that may contribute to employee stress. This information can then be used within the context of a comprehensive organisational evaluation, or as part of a structured employee wellness programme.

The McCall's T-scores (mean = 50, SD = 10) given below provide an indication of the level of stress you experience, and identify the sources of work stress that are most stressful to you. Scores below 40 indicate a low level of stress, between 40 and 60, a medium level of stress, and above 60 a high level of stress.

Scale	Raw Scores	Comments
<b>GENERAL WORK STRESS</b>	<b>50</b>	<b>The group has an average level of stress due to work. Most individuals are occasionally under stress at work.</b>
ROLE AMBIGUITY	52	Although the group is generally certain of their job expectations, they are sometimes frustrated by having to do tasks that seem unnecessary or irrelevant or are poorly defined.
RELATIONSHIPS	52	People in the group generally have good relationships with their colleagues, but on occasion are subject to some kind of interpersonal friction at work.
TOOLS AND EQUIPMENT	53	Group members are occasionally irritated by the equipment in their workplace.
CAREER ADVANCEMENT	47	Most of the group feel that their careers are moving in the right direction, but are sometimes frustrated by being denied opportunities they feel they deserve.
JOB SECURITY	43	Group members feel that their jobs are relatively secure, although they are mildly concerned with how future changes might affect them.
LACK OF AUTONOMY	48	The group members are relatively satisfied about the amount of decision-making authority they have at work, but are often annoyed by structures within the workplace that hamper their effectiveness.
WORK/HOME INTERFACE	53	Group members' roles at work and home sometimes clash, although they feel they are able to cope with the associated strain when it arises.
WORKLOAD	48	The group feel that they are able to cope with their workload, although at times it does get stressful.

### End of Report