



Sources of Work Stress Inventory

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Individual Profile Report

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CONFIDENTIAL REPORT

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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 you are under.

The Sources of Work Stress Inventory (SWSI) provides you with a measure of occupational stress that not only determines your 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. Your profile on the SWSI allows you to isolate problem areas in your work environment in order to address them.

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	T-Scores	Comments
GENERAL WORK STRESS	55	You have an average level of stress due to work. You are occasionally under stress at work.
ROLE AMBIGUITY	54	Although you are generally certain of your job expectations, you are sometimes frustrated by having to do tasks that seem unnecessary or irrelevant or are poorly defined.
RELATIONSHIPS	58	You generally have good relationships with your colleagues, but on occasion are subject to some kind of interpersonal friction at work.
TOOLS AND EQUIPMENT	54	You are occasionally irritated by the equipment in your workplace.
CAREER ADVANCEMENT	51	You feel that your career is moving in the right direction, but are sometimes frustrated by being denied opportunities you feel you deserve.
JOB SECURITY	47	You feel that your job is relatively secure, although you are mildly concerned with how future changes might affect you.
LACK OF AUTONOMY	55	You are relatively satisfied about the amount of decision-making authority you have at work, but are often annoyed by structures within the workplace that hamper your effectiveness.
WORK/HOME INTERFACE	59	Your roles at work and home sometimes clash, although you feel you are able to cope with the associated strain when it arises.
WORKLOAD	53	You feel that you are able to cope with your workload, although at times it does get stressful.

End of Report