

Registration Details

Email Address: abcd@.com

First Name: Demo Test

Last Name: Not filled

Gender: Not filled

Country: Not filled

Level of Education: Less than High School

Industry: Not filled

Profession: Not filled

No. of years of Experience: 2

EXECUTIVE SUMMARY

Organizational factors as motivators

Role: The person has a very clear understanding of his/her roles & responsibilities in the organization.

Relationships: The person perceives his/her interaction with the supervisors, co-workers, subordinates etc. as being very pleasant and comforting.

Support: The employees feel they get enough support from their organization as well as the employees.

Organizational factors as stressors

NONE

Personal factors as motivators

Environmental Stress: Not prone to stress from environmental factors, like infrastructural facilities, living condition, neighborhood, traffic, etc.

Family Stress: Not susceptible to experience stress due to family and relatives.

Susceptibility to Stress: Not likely to easily get disturbed in highly stressful situations due to insufficient social & personal resources, adversities, changes in personal and professional life.

Personal factors as stressors

Impact to Immune System: Likely to be greatly impacted by stress inducing situations, leading to frequent health problems.

Stress Resiliency Level

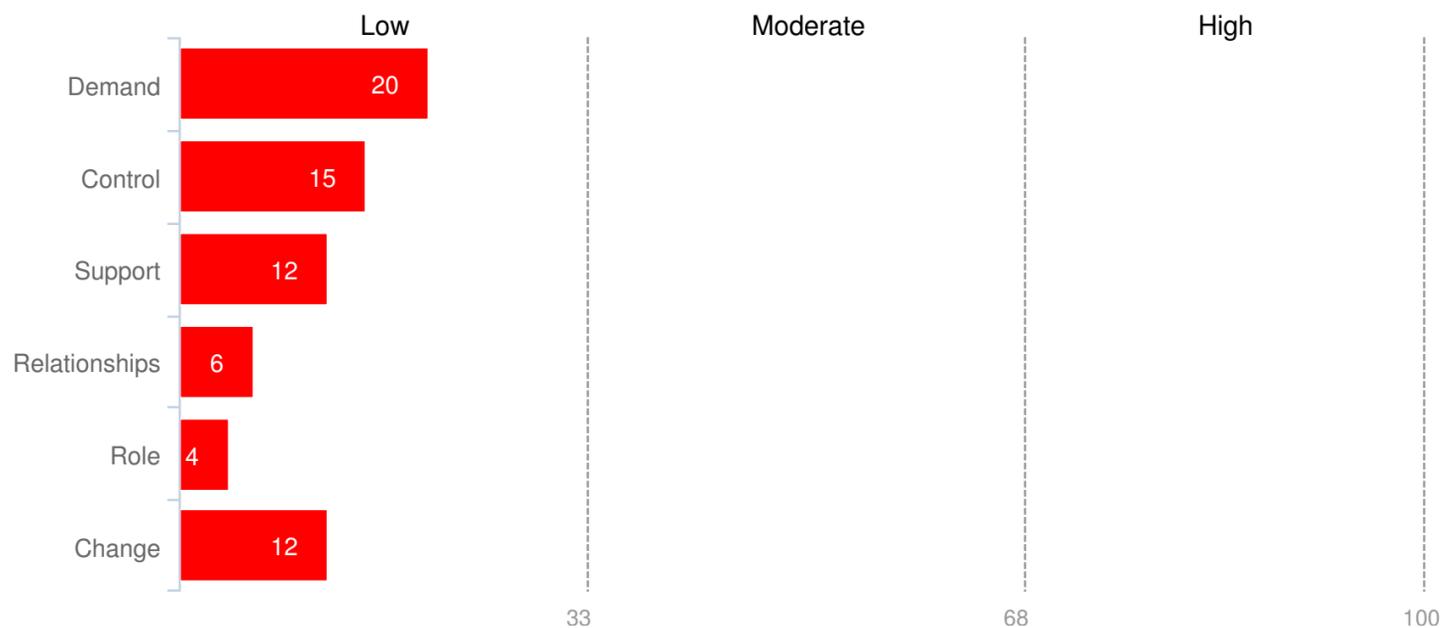
Moderate

Key Factors driving Stress Resiliency

NONE

DETAILED ANALYSIS

Organizational Stressors



Demand: Low

The person is able to cope with the work related demands of his/her job appropriately and successfully. His/her skills & abilities are matched to the tasks, factors such as workloads, deadlines, physical working conditions, rules & regulations are considered to be reasonable pleasant & comfortable.

Control: Low

The person feels he/she is given enough freedom in deciding how he/she can perform & carry out the tasks. He/she has a perception of being readily consulted or included in the decision making process, having complete independence to make decisions about aspects related to the job, being given enough opportunities by seniors to make suggestions and give one's opinions on the job.

Support: Low

The person feels has got enough support from the organization as well as the employees. There is a perception of high level of guidance & encouragement given by seniors and colleagues, availability of resources to be an efficient worker, in terms of physical resources (machinery, supplies & so on) & career advancement opportunities.

Relationships: Low

The person perceives his/her interaction with the supervisors, co-workers, subordinates etc. as being very pleasant and comforting. He/she perceives the social environment as being very friendly and cordial in terms of his/her relations with other employees, discrimination faced, competition and harassment.

Role: Low

The person has a very clear understanding of roles & responsibilities in the organization. He/she has a clarity in terms of the nature of the job, tasks to be performed owing to proper training, clarity about performance expectations of the seniors and lack of ambiguity about the job profile.

Change: Low

The person feels the organization does involve them to a great extent, when undergoing any major strategic change. They have access to proper and timely information about any changes in their job role or the organizational structure, complete awareness and training with respect to the likely impact of the change, opportunities to consult on the changes and access to required support to deal with the changes.

Recommendations for Dealing with Organizational Stressors

What can the Organization do?**1. Practice open communication with the employees:-**

- Clearly define roles and responsibilities so that employees' are aware of their job descriptions and duties.
- Promote an 'open door' policy to encourage employees to freely communicate their grievances, concerns as well as suggestions.
- Make clear to the employees what is expected of them in terms of performance.
- Discuss and decide upon achievable, realistic and time-bound targets and goals for the employees.
- Give employees regular feedback on how well they are progressing towards their targets- appreciate good work.

2. Promote a workplace environment that communicates that the organization cares about the employees' well-being:-

- Practice a zero tolerance policy for bullying and harassment in the workplace
- Provide equal rights and opportunities to all employees'.
- Encourage employees' to take short breaks in between tasks to rest.

3. Help employees' build good interpersonal relationships with each other:-

- Give opportunities to employees to interact with each other socially by organizing office parties, outings and so on.
- Provide employees' a place where they can come together during lunch time and relax and unwind.

4. Provide employees with adequate resources:-

- Give employees the required resources to complete a task efficiently and successfully, like supplies, machinery and so on.
- Help them excel in their respective jobs by giving them career advancement opportunities like training programs, workshops and so on.

5. Ensure that the responsibilities and workload matches the workers skills, abilities and knowledge base.**6. Provide employees' with opportunities to participate in making decisions about aspects which directly relate and affect their jobs.**

7. **Keep the employees' informed about any organizational change that takes place :-**

- Inform them why the change is occurring
- Help them understand their role in the change and how they can be benefitted by the same.
- Providing them adequate support and training required to deal with the changes.

What can the employees do?

1. **Manage workload:-**

- By prioritizing tasks
- Using time efficiently by proper time management to meet targets and work demands
- Discussing with seniors, assignment of tasks according to one's skills and interest levels.

2. **Build cordial relationships with colleagues and seniors:-**

- Discuss work related concerns and problems as and when they rise.
- Cooperate and interact with colleagues to facilitate good working relationships
- Help others-assisting colleagues in their tasks, whenever possible.
- Openly and honestly communicate with manager their grievances and opinions.

3. **Strike a balance between professional and personal life:-**

- Engage in leisure activities outside work like socializing with friends and families.
- Engage in physical exercise.
- Follow regular eating and sleeping habits.

4. **Seek out opportunities to learn:-**

- Explore situations which will help one excel in their field- learning on the-job from peers, seniors, participating in trainings, workshops and so on.

5. **Be hard working and efficient:-**

- Aim to complete tasks by following a strict schedule.
- Be positive, motivated and dedicated about the work you do.
- Take short breaks between tasks- talk to a friend, drink a cup of coffee, walk around and so on.

6. **Take time off from work:-**

- Utilize your vacation days- without carrying your work along.

7. **Be more accommodating:-**

- Compromise, adjust and adapt to the changes which take place in one's roles and responsibilities due to organizational changes.
- Approach managers and peers for support to deal with the changes.
- Be open to constructive criticism given by managers/colleagues.

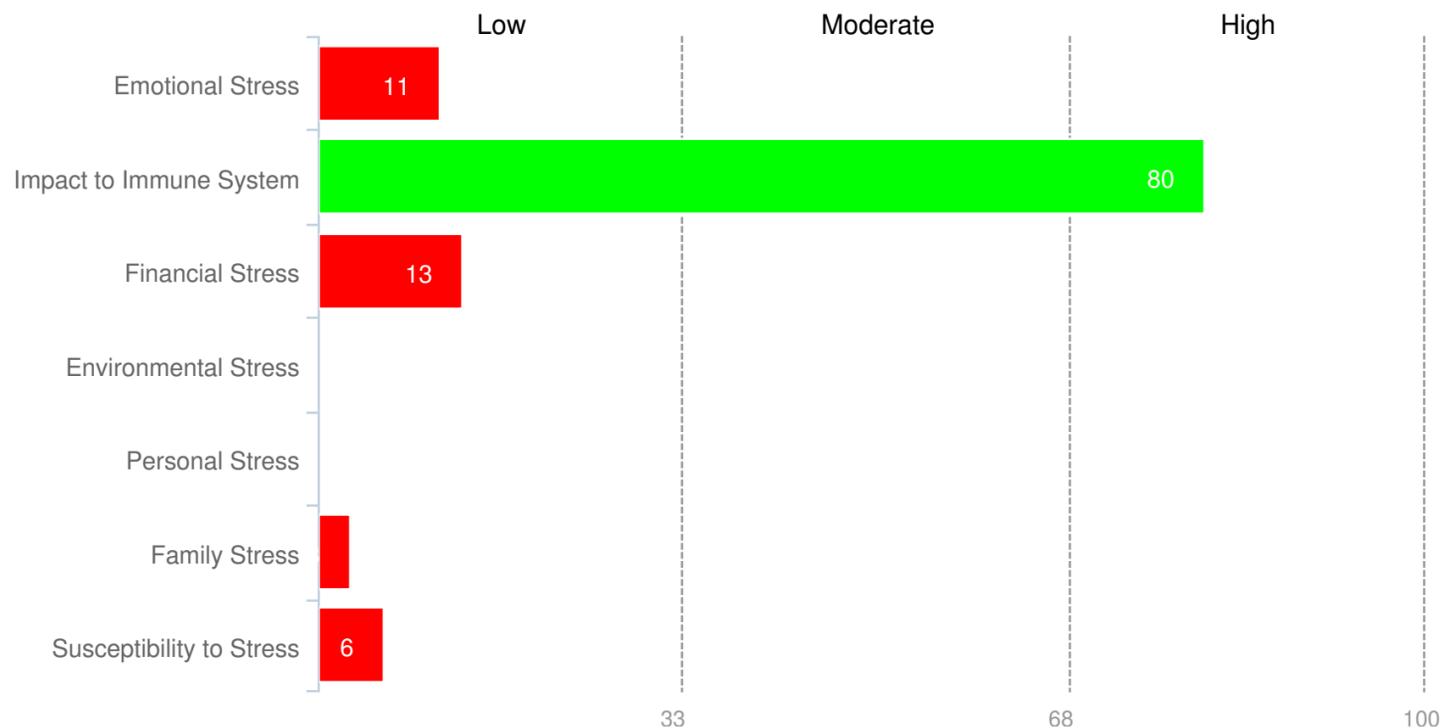
8. **Be more optimistic:-**

- View stressful situations from a more positive perspective; see them as challenges and opportunities for personal and professional growth,

rather than as disasters/hurdles.

- In critical times, reflect on things you appreciate about your job.

Personal Stressors



Values shown in above chart are percentages

■ Low ■ Moderate ■ High

Emotional Stress: **Low**

Stress is not likely to cause one to experience more negative emotions than positive. Individual is likely to feel motivated, inspired, happy, enthusiastic & so on.

Impact to Immune System: **High**

Likely to be greatly impacted by stress inducing situations, leading to frequent health problems.

Financial Stress: **Low**

Not at all susceptible to experience stress due to financial insecurity as a result of availability of sufficient finances and a secure financial position.

Environmental Stress: **Low**

Not prone to stress from environmental factors. Likely to have access to adequate infrastructural facilities, be comfortable with changes in living condition, can appropriately adjust and has no difficulties with neighbors, traffic and so on.

Personal Stress: **Low**

Not likely to experience stress due to factors related to self. Likely to be in good health, have high levels of confidence & self esteem and contentment with how one's life is at the moment. There is a surety regarding who one is and what one want to accomplish in life.

Family Stress: Low

Not at all susceptible to experience stress at the family level due to good interpersonal bonds, ability to fulfill family obligations & expectations, healthy communication within members & ability to devote time to family.

Susceptibility to Stress: Low

Not likely to easily fall apart in highly stressful situations owing to sufficient social & personal resources that can be drawn upon during tough times. Is capable of dealing with adversities in an appropriate manner. Not likely to experience stress due to a career change.

Recommendations for Dealing with Personal Stressors

1. Learn to manage your time more effectively-

- Set priorities through systematic planning and goal setting
- Analyze your responsibilities and commitments
- Make a list of all the tasks to be performed
- Draw out a schedule
- Schedule and prioritize the tasks as per their significance
- Stay focused

2. Take out time for yourself, do something you enjoy-

- Spend time with family and friends
- Go out for social outings like movies, celebrations and so on
- Unwind by going on a holiday
- Rejuvenate yourself by doing something which relaxes you

3. Learn to express and share your feelings-

- If something is troubling you, communicate your concerns in an open and honest manner
- Express your opinions frankly, while respecting others' feelings
- Talk to someone you trust- share your problems and concerns

4. Be more optimistic-

• View stressful situations from a more positive perspective; see them as challenges and opportunities for growth, rather than as disasters/hurdles

- Remember- Difficult times will also pass; they are temporary and not permanent
- In critical times, reflect on things you appreciate-the positives of your life

5. Have a strong social support network-

- Develop social bonds with people with whom you can confide in and who serve as your buffers and enhance your life

6. Avoid things like alcohol, tobacco, caffeine-

- They might provide immediate relief but can cause harm in the long run.
- Don't avoid your issues by using such substitutes, deal with them.

7. Encourage a healthy lifestyle-

- Take time out from your responsibilities and exercise regularly
- Practice relaxation techniques like breathing, yoga to de-stress
- Eat healthy
- Don't disregard physical needs- eating, sleeping

8. Get regular medical check-ups for yourself and your family to avoid health concerns.

9. Focus on what can be controlled-

- Certain stressful events like other people's behavior, mishaps like deaths, accidents; can't always be changed or controlled
- Focus on aspects which you can control like your reactions to these events

10. Gaining a control over your financial condition-

- Take help from a professional
- Make financial plans
- Start a budget allocating your funds and requirements/needs

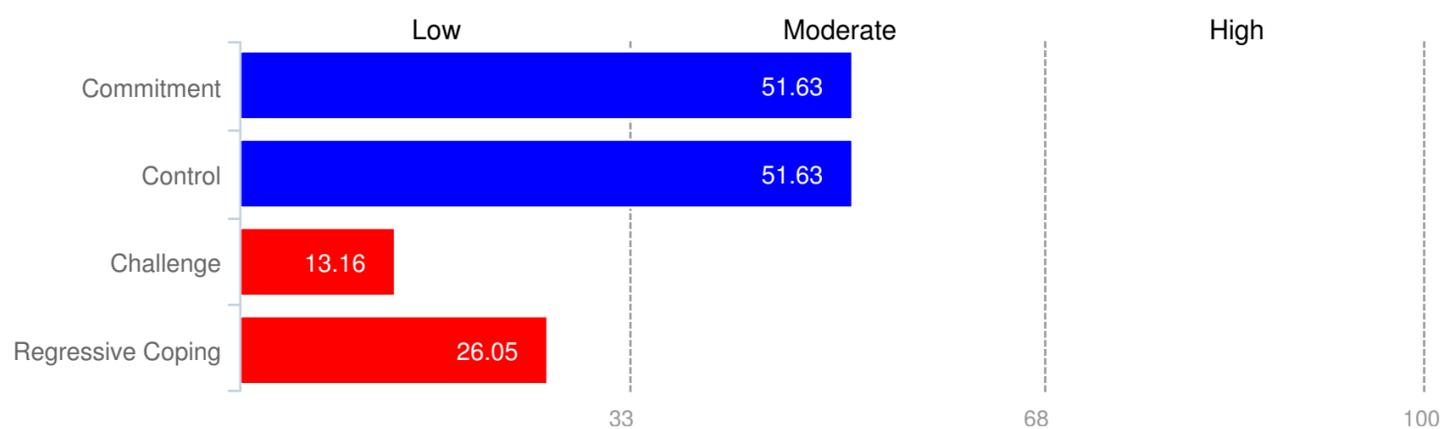
11. Don't take up more than you can handle-

- Know your limitations; do not take up more responsibilities than you can manage
- Try to do one thing at time
- Take short breaks between tasks

12. Try to view things from a different perspective-

- Talk to people, get their opinion on your situation
- Be open - can help you see things from a less stressful perspective

Stress Resiliency



Values shown in above chart are percentiles

■ Low ■ Moderate ■ High

Commitment: Moderate

May or may not be able to cope with stressful situations as is moderately committed to various aspects of one's life including work, family, interpersonal relationships and so on, giving life some purpose & meaning. Is moderately able to draw upon personal values to remind oneself about why one is doing what they're doing in life, especially in difficult times & thus keeping oneself somewhat motivated to perform better. Is sometimes likely to give up in the midst of setbacks and obstacles due to moderate levels of commitment to various aspects of one's life. Is likely to make an attempt to persevere and engage themselves in their work in times of stress, but may discontinue if the stressful situation persists. May not make a full fledged attempt to keep oneself motivated to work in stressful times, as is not fully committed to various aspects of one's life. May tend to easily lose sight of one's purpose in extremely stressful situations.

Control: Moderate

Moderately believes that one can exert control over the events occurring in one's life by influencing certain aspects of a situation indirectly like modifying one's response, to make the situation less stressful and manageable. Sees oneself as a somewhat active player in life rather than as a victim of circumstances. Is likely to manage to deal with stress by making an effort to alter certain controllable aspects of the situation. May focus one's limited energies on controlling aspects of a stressful situation and may not persist for long, as sees oneself only as a somewhat active player in life. As one does not feel fully responsible & in-charge of the direction that one's life takes, one is not likely to be fully committed to controlling events of a stressful situation. At times, one might even focus one's efforts on modifying the uncontrollable circumstances, resulting in becoming more stressed.

Challenge: Low

Is not at all curious about change & new experiences and doesn't welcome them rather resists and avoids them. Doesn't view change & adversities as opportunities to learn & grow from, rather sees them as hassles or threat. Can't capitalize on such opportunities and use them to enhance performance. Is likely to have a pessimistic outlook towards change and adversities, as might view them as threats and avoid confrontations. May not be able to effectively adapt to problems & changes taking place and is likely to feel very overwhelmed during such situations.

Regressive Coping: Low

Is not capable of dealing with situations in an adaptive way. Reacts to problems by avoiding, denying or withdrawing from them rather than attempting to deal & cope with them using the resources at hand. Takes a pessimistic approach to problems and challenges and might have a tendency to excessively focus on them. Likely to have a pessimistic outlook towards tough situations in life, seeing them as a hindrance and oneself as being incapable of dealing with it. Is likely to take an immature approach when coping with stress, may avoid, deny or withdraw from the problem instead of trying to get actively involved in it.

Benefits of Being Stress Resilient

1. **Healthy lifestyle-** Stress resilient individuals take care of themselves even in tough times, by maintaining healthy habits like exercising, sleeping and eating right, irrespective of their work and personal demands, leading to better physical as well as mental health.
2. **Having the ability to successfully complete tasks-** Stress resilient individuals are able to prioritize, meet deadlines and get the important tasks done on time as they have good time management capabilities.
3. **Wider scope for knowledge & skill acquisition-** Stress resilient individuals are able to and willing to quickly adapt and adjust to a dynamic environment, resulting in learning of new skills, and acquiring more knowledge from the existing environment.
4. **Healthy relationship with others-** Stress resilient individuals make an effort to spend time with their friends and family in spite of their other commitments, ensuring a good interpersonal relationship.
5. **Strong support system-** In times of need, stress resilient individuals are able to reach out to friends and family to seek their support, ask for help & share their feelings openly. This leads to a development of a strong support network of people who serve as their buffers in stressful times.
6. **Increase in productivity & effectiveness-** Stress resilient individuals are likely to show an increased productivity level at the workplace, as they are able to focus and channel their energies in the right direction, rather than letting stress rule their lives.
7. **Reduction in illness-** Stress impacts a person's immune system and can increase the risk of illness and diseases like ulcers, eating disorders, sleep problems, excessive smoking/drinking, depression and so on. Being stress hardy reduces the chances of falling sick, ensuring better physical health.
8. **Optimistic Outlook to Life-** Stress resilient individuals tend to be more positive about life, treating change and problems as challenges and a part of life, leading to a happy disposition and a healthy sense of humor.

Recommendations for Increasing Stress Resiliency

1. Focus on changing one's beliefs about problems-

- Learn to view adversities with a more optimistic outlook, by seeing them as challenges that one can cope with, confront & actively deal with them.
- Do not avert change; rather look at it as a new opportunity that can be used to enhance one's existing knowledge, skills & abilities.
- Try to adapt to the circumstances that are unchangeable and unavoidable.
- Undertake only those activities which you feel completely committed to and which give you a meaning in life, for instance, do a job which satisfies and fulfils one's purpose in life instead of doing something one has no interest in.

2. Strategize to deal with a stressful situation-

- When faced with a stressful situation- take a minute, step back and think about how you can better deal with it in the future, what aspects of one's behavior can be changed to effectively overcome it.

3. Physical exercises to combat stress-

- Meditation can help one retreat into one's mind, think, contemplate & focus on positive thoughts.
- Yoga/Stretching can help reduce stress by relaxing the muscles and bringing one's body & mind back to normal state.
- Exercise keeps one fit & healthy and utilizes the excess energy in times of stress.
- Progressive Muscle Relaxation helps reduce stress by alternately tensing & relaxing the muscles. Helps one become aware of muscular tension and differentiate between feelings of tension & relaxation.

Test Log

16 Jul,2014

1:12 PM Started the test with Organizational Stressors

1:13 PM Finished the test

