



Pressure Management Indicator Personal Profile

Personal profile prepared for:

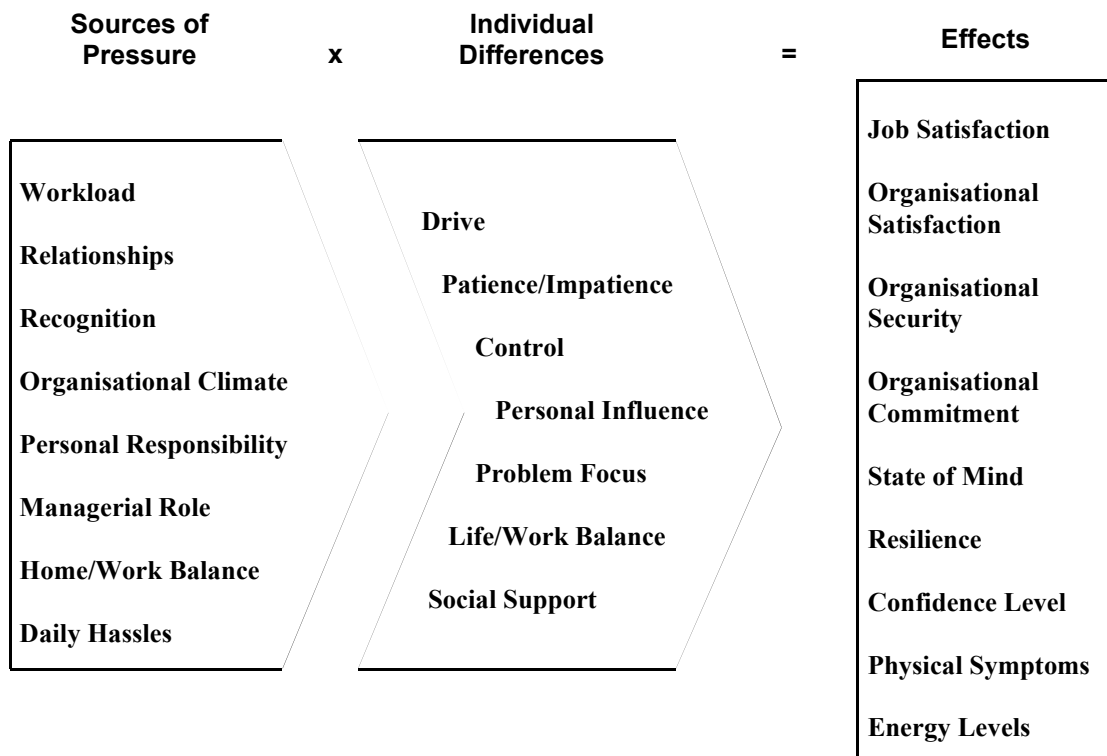
Sample Individual Report

Poor Overall Profile

Your Personal Profile

We have prepared a Personal Profile report based on the replies you gave when you completed the Pressure Management Indicator ('the PMI'). Your replies were given 'scores' and these scores were compared with those of almost 20,000 people from all walks of life - a good sample of the working population. This report will give you a 'snapshot' of your pressure levels at the time you completed the questionnaire and you can compare your own levels with those of other people in work.

The report follows the model below. We look at your 'Sources of Pressure' (where your pressure comes from), and at your 'Individual Differences' (how your behaviour and coping skills help you to manage pressure), and we look at how these 2 work together to produce 'Effects' (your satisfaction with your job and organisation, and your mental and physical wellbeing).



Analysis of your Results

This report is in 4 sections:

- ▣ Effects of Pressure
- ▣ Sources of Pressure
- ▣ Individual Differences
- ▣ Summary of Your Personal Profile.

The charts that we use show your scores as percentiles. These percentiles allow you to see your position in relation to a group of people on each of the scales. For example, you have a percentile score of 5 on the scale measuring satisfaction from your job. This means that approximately 4 out of every 100 people will have lower levels of job satisfaction than you on this scale.

Most of our graphs also have a shaded area.

Key: worse than average better than average

If your scores are in the shaded areas of the graph it means that they are worse than average, but if they are in the other area then it means they are better than average.

Effects of Pressure

The pressure you experience in your everyday life affects your mental and physical wellbeing and it also has an effect on how satisfied you are with your job and the organisation you work for.

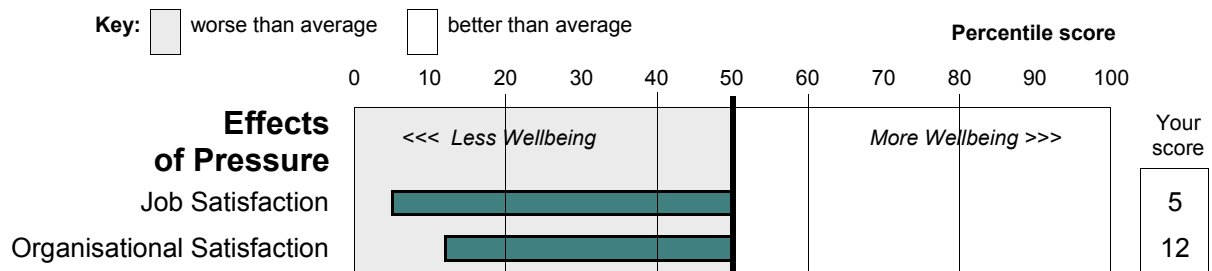
The charts in this section set out some of the main areas of wellbeing (listed on the left hand side), and show your scores on the right hand side. The average score for the working population is shown as a score of 50. By looking at these charts you can see whether you feel better or worse about certain aspects of your wellbeing than the average for other working people.

The Way You Feel About Your Job and Your Organisation

Your satisfaction with your job and organisation depend on a number of factors, for example, the actual tasks you are asked to do, the people you work with, the way that your contribution is recognised and rewarded, and the extent to which you identify with the goals or objectives of your organisation.

The chart below measures 2 aspects of satisfaction at work:

- Job Satisfaction - the work that you do and the tasks you are asked to perform, and
- Organisational Satisfaction - the 'feel' of your organisation including the culture, climate and working environment.



Job Satisfaction Your Results:

The chart shows that you do not appear to enjoy your job and get very little, if any, job satisfaction. If you have felt this way for some time you should think about what it is that is making you so dissatisfied with your job, and try to change those things for the better.

Organisational Satisfaction Your Results:

You report a very low level of satisfaction with your organisation. You do not appear to be comfortable with the structure or climate of your place of work. You may find it helpful to think about why you are dissatisfied, is it one specific issue or a general feeling of discomfort?

Summary:

The scores in your Personal Profile suggest that you do not derive much satisfaction from either the job itself or the organisation for which you work. If you have felt this way for some time and think this is likely to continue in the future, then you should consider making changes. You may be able to do something about the nature, scope or demands of your work or your place of work.

The PMI also measures 2 aspects of your feelings about your organisation:

- Organisational Security
- Organisational Commitment.

Organisational Security - measures how comfortable you feel with the rate of change and the level of stability within your organisation. Many people find it hard to adjust to new ways of working, new technologies, or new structures. Other people find change exciting. Change and lack of stability are also often linked to concerns about job security or career development.

Organisational Commitment - is an overall measure of how comfortable you are with your organisation and how much you value working there.



Organisational Security
Your Results: Your results show that you feel about the same amount of concern about the level of stability, changes in your organisation and the effects of this on your job security as do most people. Your score is about the same as the average score for other people.

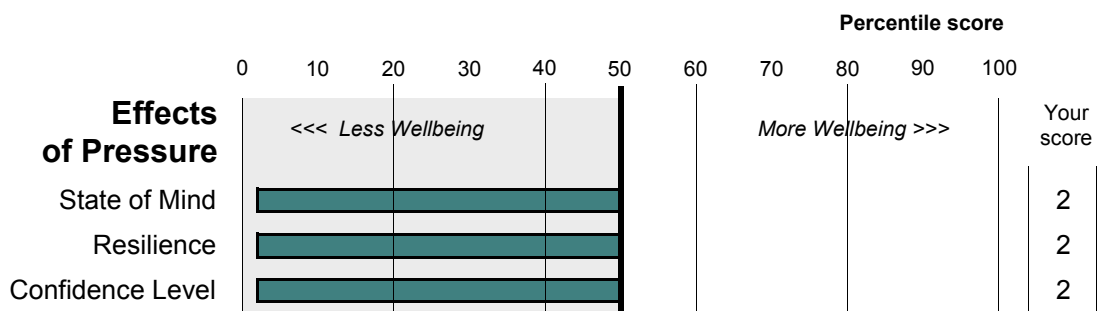
Organisational Commitment
Your Results: Your lower than average score shows that your commitment to the organisation is very low at the moment. There can be a variety of reasons for this and you should take some time to examine them and see whether there is anything you can do to deal with them.

Mental and Physical Wellbeing

The wellbeing sections of the PMI measure how good you feel about yourself. Wellbeing is not just a question of not feeling ill, it is about feeling positive about your health. Poor wellbeing is one of the outcomes of the stress process and may be an indicator of mental or physical health problems.

The charts in this section measure 3 aspects of mental wellbeing and 2 aspects of physical wellbeing.

Your wellbeing profile does not provide a medical diagnosis - it is simply an indicator of how you felt when you completed the questionnaire. If your scores are low, we do advise that you talk to a suitably qualified advisor.



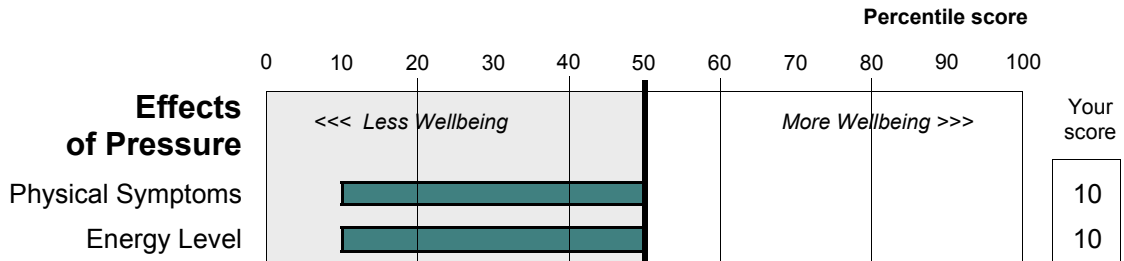
State of Mind
Your Results: Your score is much lower than the average for most people and suggests that you are currently feeling very unsettled and anxious. You may find it helpful to talk about this with a suitably qualified advisor.

Resilience
Your Results: Your current level of resilience and self-esteem is much lower than the average for other people. You find it hard to recover after a setback. You should think about training programmes or tapes and books about self-esteem and confidence building. It is surprising how many simple techniques can be learnt which help build 'the bounce back factor'.

Confidence Level
Your Results: Your score shows that you worry about things much more than other people. For example, negative events or comments may affect you quite deeply. You may find that this reduces your ability to manage pressure positively. You should try to 'manage' your worries by focusing on things you can do something about and trying to ignore the rest.

Summary:

Your replies to this section of the Pressure Management Indicator show that your overall level of mental wellbeing is low. Although the questionnaire is not a clinical measure of mental health, it is possible that your lower than average scores on all of the mental wellbeing scales suggest that it may be helpful for you to seek appropriate professional advice. Please remember that the questionnaire is only an indicator and it is possible that you may have misinterpreted the questions or that your scores reflect a temporary lack of wellbeing.



**Physical Symptoms
Your Results:**

You report much less physical wellbeing than the average for other people. This may represent an early warning signal of health problems and that stress may be having a physical effect on you.

**Energy Level
Your Results:**

Your energy level is much lower than that of other people. This tiredness or lack of vitality is probably having an impact on your physical health, you may find yourself feeling tired or worn out on a regular basis. If you have felt this way for some time then you should think about ways of boosting your energy level, for example look at your diet, sleeping patterns and exercise regime.

Summary:

As you also report lower than average levels of mental wellbeing, it could be that you are suffering from stress and would benefit from discussing your Personal Profile in more detail with a suitably qualified advisor.

Sources of Pressure

Almost anything can be a source of pressure and too much pressure can have harmful effects. In the previous section - 'The Effects of Stress' - we looked at your questionnaire results to see whether you were showing any negative or positive effects of pressure. Your analysis shows that there are some indicators of occupational stress and it may be helpful for you to identify specific sources of pressure that you can reduce or remove.

In this section we look at 8 of the most common work-related 'Sources of Pressure' and we compare your scores with the average scores of a cross-section of the working population. We discuss your results under the 3 following categories:

- ⌘ Your Work - workload, relationships, recognition and organisational climate
- ⌘ Personal and Managerial Responsibility
- ⌘ The Balance between Home and Work, and Daily Workplace Hassles.

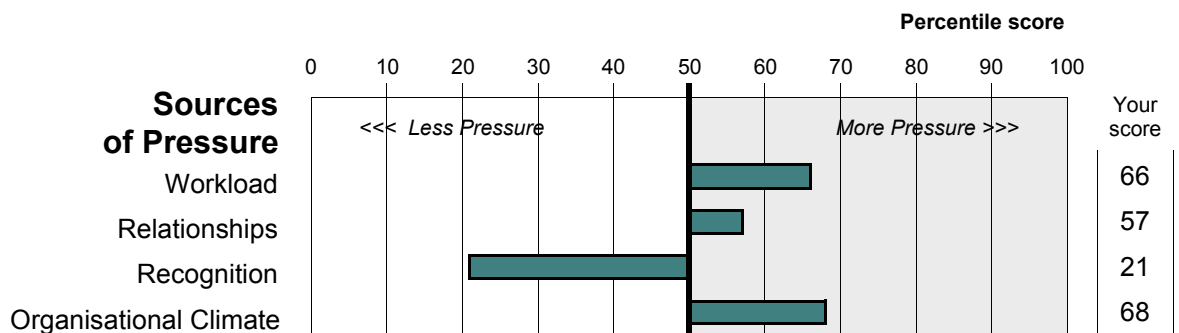
Your Work - workload, relationships, recognition and organisational climate

The pressure you experience from your workload may arise from either the volume of work you are required to do or the difficulty of the work.

Relationships at work can also be a major source of pressure for some people. This pressure can come from bosses, subordinates, colleagues or even customers or suppliers.

Recognition is also very important. Most people feel the need to be valued, to have their achievements recognised and to have the opportunity for growth and development. Failure to be recognised can be a major source of pressure at work.

The final source of pressure we look at under the 'your work' section is pressure from the organisational climate - the 'feel' of your place of work. This environment can have a direct influence on an individual's wellbeing.



Workload Your Results:

You report more pressure from your workload than most people. Your work makes heavy demands on you. You should consider whether this is because of the amount of work or the difficulty of the work you do. You should then take steps to reduce this source of pressure, for example, by talking to your manager about reducing the volume of work or by taking extra training to deal with the more challenging aspects of your job.

Relationships Your Results:

Your score shows that you feel under the same amount of pressure from relationships with people at work as does the average person. You feel some pressure but this is not excessive. This pressure may be the result of your relationships with a number of people or with one particular person.

Recognition Your Results:

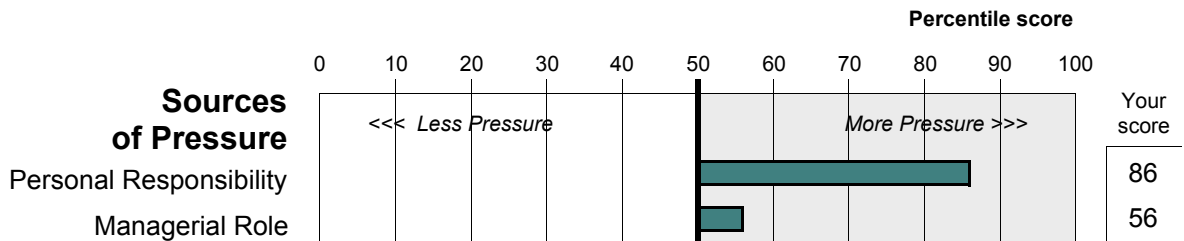
The chart shows that pressure from recognition, career progression or development is not a problem for you. There may be some issues that concern you but they are not a major source of pressure for you.

**Organisational Climate
Your Results:**

Your results show that the climate of your organisation places demands on you and is a major source of pressure for you. The pressure you report from the organisation climate is reinforced by the low level of satisfaction with the organisation that you reported in the 'Effects' section. This combination suggests that you are really not comfortable with your organisation and you should think about changes you could make to improve your situation.

Personal and Managerial Responsibility

Responsibility can also be a source of pressure for many people. In preparing your profile we have looked at responsibility from both the personal and managerial sides.



**Personal Responsibility
Your Results:**

On a personal level, taking personal responsibility for your actions, decision making and managing important situations is much more of a source of pressure for you than for other people.

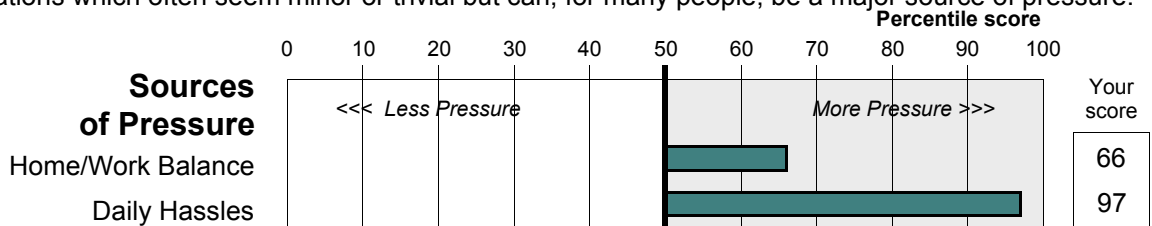
**Managerial Role
Your Results:**

On a managerial level, supervising or being responsible for other people causes you about the same amount of pressure as most other people.

The Home/Work Balance and Daily Hassles at Work

This profile is mainly concerned with pressure at work, but home life does have an impact on work and similarly, work has an impact on home life. The PMI measures how you cope with the relationship between home and work - the home/work balance - this can have a major influence on the levels of stress you experience.

Finally in the Sources of Pressure section, we take a look at those day to day workplace irritants and aggravations which often seem minor or trivial but can, for many people, be a major source of pressure.



**Home/Work Balance
Your Results:**

In your case, managing the balance between home and work appears to be a source of pressure for you. Your score on this scale is higher than for most other people. The higher level of pressure you report from work overload may be related to pressure from managing the balance between home and work. If this is the case, you should consider ways in which these demands can be reduced.

**Daily Hassles
Your Results:**

Your chart shows that daily workplace hassles are a major source of pressure for you.

Individual Differences

We know from experience that people can react in different ways to the same situation. This is because we are all individuals and have different personalities and behaviours. We react to pressure in different ways. For example, some people see problems as a challenge or an opportunity; others see them as an obstacle they have to struggle to overcome. Most of us are somewhere in the middle.

Our reactions to pressure at work (the 'Effects' we looked at earlier) depend not only on the Sources of Pressure that we have experienced in the recent past and that are still having an effect on us, but also on our Individual Differences.

This section looks at Individual Differences. The PMI measures 3 common aspects of behaviour:

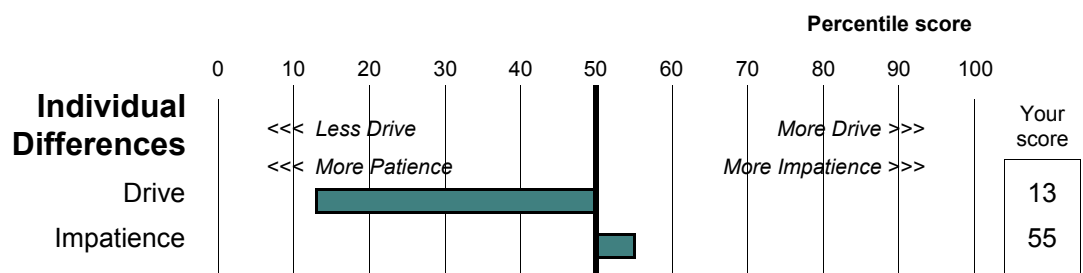
- ▣ Drive and Patience/Impatience
- ▣ Control and Personal Influence
- ▣ Coping and Support.

Drive and Impatience

People's behaviour varies across the scale from that which is rushed, hard driven, competitive and time-directed to that which is more relaxed, patient, less competitive and less hurried. The amount of drive that you have, and your level of impatience, has a direct bearing on how you react to pressure.

'Drive' is a measure of the need to achieve, seek career progression or take immediate action. It is usually seen as a positive aspect of behaviour but it can also have a negative side if it leads to irritability, frustration and inability to complete tasks.

'Impatience' on the chart measures how you feel when things don't happen as quickly as you like.



Drive Your Results:

Your 'drive' score is low compared to other people and suggests that you are a fairly easy-going person and not overly competitive.

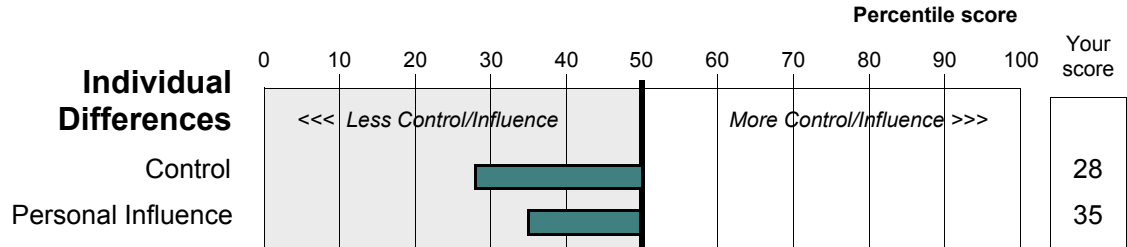
Impatience Your Results:

You report about the same levels of impatience as most people which means that you sometimes lack patience and calmness but at other times can be comfortable with a slower pace of life.

Control and Personal Influence

The need to control and influence events around us is very important for some people and plays a significant role in the management of pressure. The chart looks at 2 aspects of control and influence.

- ⌘ Control - shows the extent to which you feel able to influence events in your life
- ⌘ Personal Influence - is specifically about the amount of discretion or freedom you have in your job.



**Control
Your Results:**

In your case, you feel that people generally do not have a lot of direct control over events and are fairly powerless to improve their situation. If you also feel this way about yourself, then this will reduce your ability to manage pressure effectively. It would help you to consider ways in which you can increase your level of control and influence at work.

**Personal Influence
Your Results:**

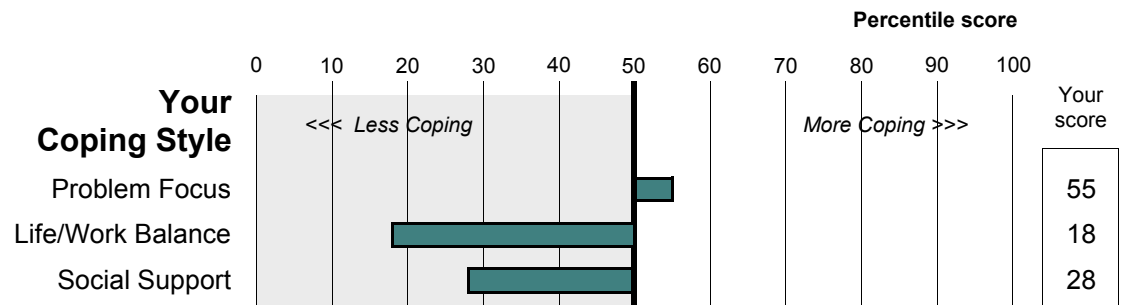
You report having little freedom in how you manage your work and choosing what to do and when to do it. Many people find this very frustrating and it can be a major factor in producing stress.

Coping and Support

People have many different ways of coping with pressure, we call these 'coping strategies'. Coping strategies are the things that you can do to manage pressure yourself. For example, making the best use of your time, or discussing your problems with other people. Many researchers believe that the broader and more varied a person's coping strategies are, the better an individual is able to cope with pressure.

In your Personal Profile we look at 3 areas:

- ⌘ Problem Focus - which measures how good you are at dealing with problems by using time management, forward planning or by being more task oriented.
- ⌘ Life/Work Balance - which measures how good you are at separating home from work, finding time to relax and not letting work pressures affect the rest of your life.
- ⌘ Social Support - which is about sharing your concerns with other people, either friends or members of your family, or having a life outside work that can compensate for the pressures of the workplace, for example using leisure activities or hobbies. In the PMI questionnaire we specifically look at 'talking to people'.



Problem Focus
Your Results:

The chart shows that you are able to focus on specific issues and prioritise and use this technique as a way of coping with pressure. Your score on this scale is about average which leaves some room for improvement. For example, if time is sometimes a problem then think about extra training on time management.

Life/Work Balance
Your Results:

Your score shows that you do not find it easy to separate home from work, or to relax, and quite often you let things get to you more than they should.

Social Support
Your Results:

You seem to prefer to keep things to yourself rather than share them with others. You are not therefore using social support as a coping mechanism to help you manage pressure more effectively. Many people find that talking about issues is a helpful way of getting their concerns into perspective - most of us know the old saying 'a problem shared is a problem halved'. It may help you to think about ways of increasing your social support, in particular talking to people about issues that are causing you concern.

Overall Summary

The final part of this report gives an overall summary of your Personal Profile. It is set out in 4 sections.

- ▣ Overall Summary. The chart in this section highlights the strong and weak points of your Personal Profile. It is based on the diagram on page 2 and shows how your Sources of Pressure and your Individual Differences act together to produce the Effects of Pressure.
- ▣ Improving Your Ability to Cope. This section lists some of the coping mechanisms that the PMI tells us you are not using fully and which could help you in managing your pressure.
- ▣ And Finally... This section just reminds you about the limits of this report - we hope the Personal Profile helps you, but it isn't a substitute for professional advice if you feel you need it.
- ▣ Your Overall Profile. This section simply puts together all the small charts that we've already looked at on one page, so that you can see them at a glance.

Overall Summary

Sources of Pressure	x	Individual Differences	=	Effects
Workload	x	Drive		Job Satisfaction
Relationships	↔	Impatience		Organisational Satisfaction
Recognition	√	Control		Organisational Security
Organisational Climate	x	Personal Influence		Organisational Commitment
Personal Responsibility	xx	Problem Focus		State of Mind
Managerial Role	↔	Life/Work Balance		Resilience
Home/Work Balance	x	Social Support		Confidence Level
Daily Hassles	xx			Physical Symptoms
				Energy Levels

Key:	√ = better than average	√√ = much better than average
(↔ means average)	x = worse than average	xx = much worse than average
	~ Drive is not reported here as it cannot be labelled as good or bad	

Improving Your Ability to Cope

At different times in our lives many of us find that pressure builds up and becomes difficult to manage. It is at these times that we need to draw heavily on our 'coping strategies' and the more different strategies we have to draw on, the better we can cope. We can all learn to build up our coping strategies so that they are there when we need them.

Your Personal Profile shows that you are currently showing some signs of stress at work and it would certainly help you to use coping mechanisms to improve your ability to manage pressure. Your questionnaire replies show that you could make more use of the following coping strategies:

- ▣ Teach yourself to stand back from problems, be less emotional and more objective.
- ▣ Make more use of friends, family or work colleagues to talk about any problems.
- ▣ Try to keep home and work separate - train yourself to leave work problems behind when you leave work and vice versa.

And Finally...

Please remember this Personal Profile is a guide, a 'snapshot' of your pressure levels at the time you completed the Pressure Management Indicator. We have interpreted your results based on knowledge gained through providing feedback to thousands of people. Our 'expert system' is very sophisticated but it lacks the subtlety of a personal interpretation.

If you have any concerns about your profile, please seek professional advice.

We hope this report will help you gain an insight into how pressure is affecting you at the moment, what your main sources of pressure are, and the methods that you use to help you manage pressure.

Thank you for completing the Pressure Management Indicator. We hope you will find this Personal Profile useful and that it will lead you to better management of your pressure and a healthier and happier lifestyle.

Your Overall Profile

You will find this on the next page.

Your Overall Profile

The chart shows the extent to which your profile differs from that of other people on each of the scales. *If you cannot see a bar then your score on that scale is exactly average.*

