

## **SURVEY RESULTS**

**PREPARED FOR:** John Smith II

**ORGANIZATION:** Widget Inc.

**SURVEY COMPLETION DATE:** 2010-07-05 10:52:56

**REPORT GENERATION DATE:** 2010-07-05 11:05:57



# **Report Table of Contents**

- **Organizational Information**
- **Demographics**
- **PSR-12**
- **Initial Scan**
- **Psychological Health Questionnaire**
- **Stanford Presenteeism Scale (SPS-6)**
- **Lam Employment Absence and Productivity Scale (LEAPS)**

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## COMPANY/ORGANIZATION DETAILS

Total number of employees, company-wide.	50-99
Number of employees to whom the GM@W surveys were administered:	300-499
For-profit or not-for-profit	For-profit
Private sector or public sector	Private Sector
Industry sector	Other

## EMPLOYEE DEMOGRAPHIC RESULTS

Branch/location/unit	Employee Respondents
dept1	16.67%
dept2	27.78%
dept3	16.67%
dept4	27.78%
dept5	11.11%
Province	Employee Respondents
Alberta	0%
British Columbia	5.56%
Manitoba	0%
New Brunswick	11.11%

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Newfoundland and Labrador	11.11%
Northwest Territories	0%
Nova Scotia	5.56%
Nunavut	5.56%
Ontario	11.11%
Prince Edward Island	5.56%
Québec	22.22%
Saskatchewan	11.11%
Yukon	5.56%
No response	5.56%
<b>Sex</b>	<b>Employee Respondents</b>
Male	38.89%
Female	22.22%
No response	38.89%
<b>Age Range</b>	<b>Employee Respondents</b>
12-17	22.22%
18-24	5.56%
25-34	5.56%

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35-44	5.56%
45-54	5.56%
55-64	11.11%
65-74	5.56%
75+	16.67%
No response	22.22%

Highest Level of Education Attained	Employee Respondents
Public/Elementary School	0%
Some High School	11.11%
Graduated High School	27.78%
Vocational/technical/college/CEGEP	16.67%
Some University	5.56%
Graduated University	16.67%
Some Post-Graduate Education (Masters, PhD)	0%
Completed Post-Graduate Degree (Masters, PhD)	16.67%
No response	5.56%

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REPORT GENERATION DATE: 2010-07-05 11:05:57



Union Status	Employee Respondents
Yes	27.78%
No	27.78%
No response	44.44%
Co-Worker Environment	Employee Respondents
Mostly work in a setting where employees are present	27.78%
Mostly work alone	44.44%
No response	27.78%
Seniority Level Within Company	Employee Respondents
Junior Level	22.22%
Mid-Level	22.22%
Senior Level	11.11%
Owner	22.22%
No response	22.22%
Managerial Role	Employee Respondents
Yes	27.78%
No	44.44%

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No response	27.78%
<b>Number of Employees DIRECTLY supervised on a Day-to-Day Basis</b>	<b>Employee Respondents</b>
0	0%
1-5	22.22%
6-10	5.56%
11-20	0%
21-50	0%
51-100	11.11%
101-299	16.67%
300-499	16.67%
500+	11.11%
No response	16.67%
<b>Number of Employees INDIRECTLY supervised on a Day-to-Day Basis</b>	<b>Employee Respondents</b>
0	0%
1-5	11.11%
6-10	11.11%
11-20	5.56%

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21-50	11.11%
51-100	11.11%
101-299	11.11%
300-499	5.56%
500+	16.67%
No response	16.67%
<b>Length of Time with Present Employer (in any capacity)</b>	<b>Employee Respondents</b>
Less than 6 months	16.67%
6 months to <1 year	5.56%
1 year to <2 years	16.67%
2 years to <4 years	11.11%
4 years to <6 years	16.67%
6 years to <8 years	5.56%
8 years to <10 years	0%
10 years to <15 years	0%
15 years to < 20 years	0%
20 years to <25 years	11.11%
25 years to <30 years	11.11%

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30 years to <35 years	5.56%
35 years to <40 years	0%
>40 years	0%
<b>Length of Time in Current Position with Present Employer</b>	<b>Employee Respondents</b>
Less than 6 months	0%
6 months to <1 year	0%
1 year to <2 years	5.56%
2 years to <4 years	5.56%
4 years to <6 years	22.22%
6 years to <8 years	5.56%
8 years to <10 years	0%
10 years to <15 years	5.56%
15 years to < 20 years	22.22%
20 years to <25 years	11.11%
25 years to <30 years	5.56%
30 years to <35 years	0%
35 years to <40 years	11.11%
>40 years	5.56%

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Current Type of Employment	Employee Respondents
Permanent	38.89%
Contract	50%
Seasonal	44.44%
Casual/Temporary	50%
No response	44.44%
Rotating Shift-work	Employee Respondents
Yes	27.78%
No	38.89%
No response	33.33%
Split Shift-work	Employee Respondents
Yes	44.44%
No	16.67%
No response	38.89%
Afternoon Shift-work	Employee Respondents
Yes	44.44%
No	33.33%

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No response	22.22%
<b>Evening Shift-work</b>	<b>Employee Respondents</b>
Yes	27.78%
No	44.44%
No response	27.78%
<b>Night/Graveyard Shift-work</b>	<b>Employee Respondents</b>
Yes	22.22%
No	33.33%
No response	44.44%
<b>Total Number of Hours Worked per Week</b>	<b>Employee Respondents</b>
1-9 hours	5.56%
10-19 hours	0%
20-29 hours	16.67%
30-39 hours	5.56%
40-49 hours	5.56%
50-59 hours	22.22%
60-69 hours	11.11%

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70-79 hours	16.67%
80+ hours	5.56%
No response	11.11%
<b>Current Employment Status</b>	<b>Employee Respondents</b>
Employed full-time (30 or more hours per week) - including if on leave, such as parental, educational or disability	27.78%
Employed part-time (less than 30 hours per week) - including if on leave, such as parental, educational or disability	27.78%
Self-employed	22.22%
No response	22.22%

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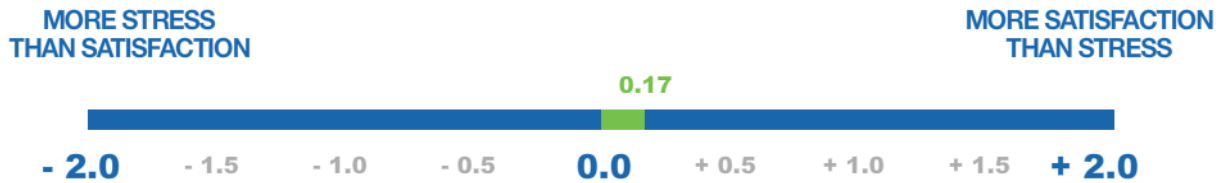
## INITIAL SCAN SURVEY

Here are your organization's risk results for the Initial Scan Survey. Please note the different risk areas within the organization.

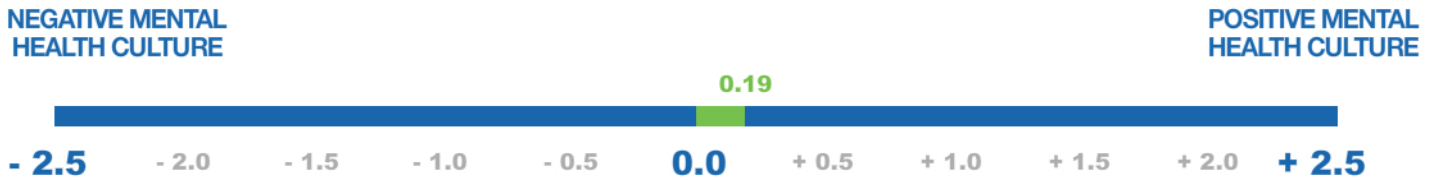
The next step is to go to the Dashboard and download the Effective Actions and Action Planning Worksheets to create a plan to help you implement action strategies.

### Risk Report Card

#### SSOS (basic score)



#### SSIX (enhanced score)



The basic score, called the Stress Satisfaction Offset Score (SSOS), assesses for Stressors (pressures that exceed one’s ability to cope) in the areas of Demand (time pressure) and Effort (mental fatigue). It also assesses for Satisfiers (resources that improve one’s ability to cope) in the areas of Control (involvement in decisions involving one’s own work) and Reward (merited praise and recognition). The SSOS is strongly correlated with a wide variety of mental and physical health outcomes. It expresses the balance or “offset” between satisfaction and stress as a number ranging from -2 to +2.

The enhanced score, called the Stress Satisfaction Index (SSIX), provides information about the effects of the mediators (factors that modify the impact of stress, positively or negatively) of Fairness and Supervisor Support on the basic score. In this way, you can see how the mediators increase or lower the basic scores (e.g., the positive experience of supervisor support and fairness increases the scores, while the absence of this experience lowers them). Fairness and supervisor support can be important “action levers” even when little can be done about the basic conditions of demand and effort. The SSIX expresses the mediated balance between satisfaction and stress as a number ranging from -2.5 to +2.5.

When the SSIX is lower than the SSOS, it suggests a need for further attention to the following PSR-12 factors: PSR7 - Organizational Culture and PSR1 - Psychological Support.

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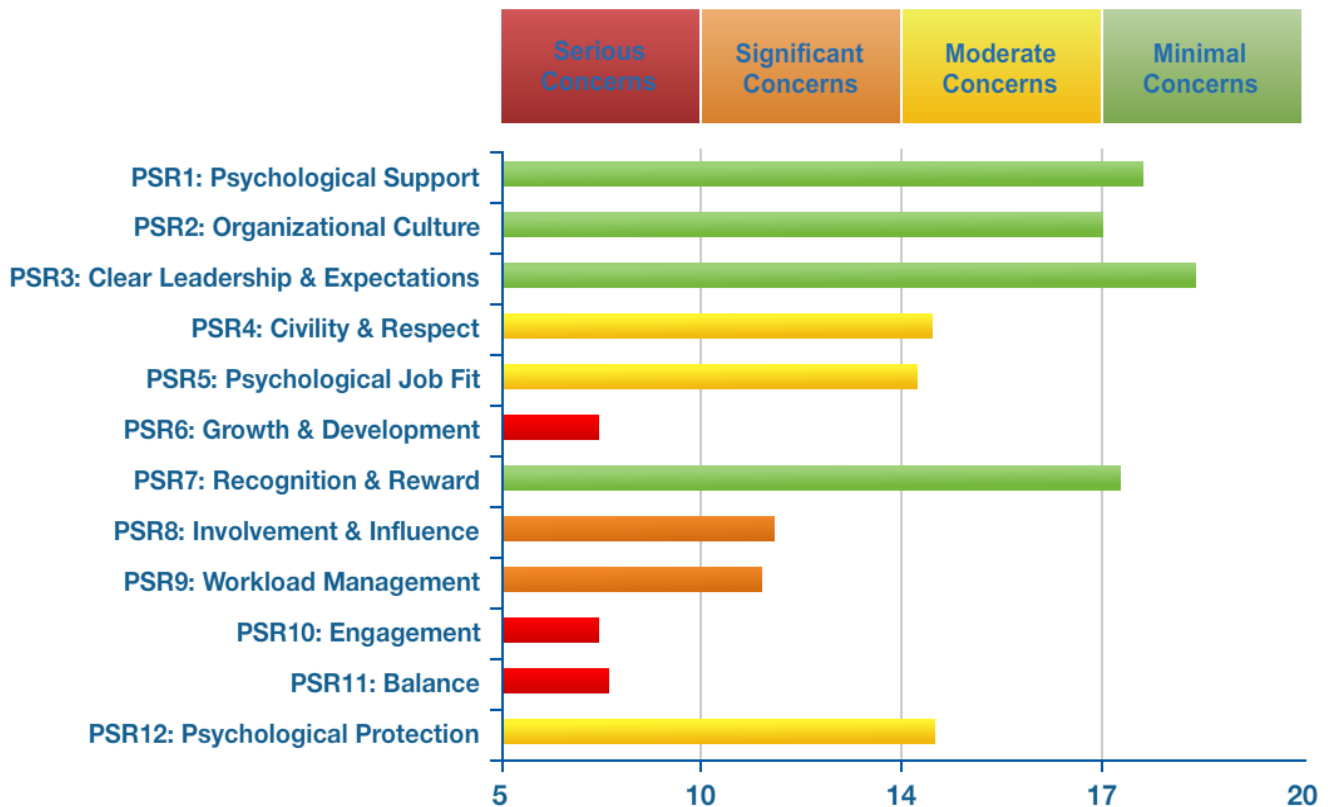


This document provides an overall profile of your organization (or work unit) in relation to its main areas of psychosocial risk and concern. You now have the information required to act. However, it can be difficult to know where to begin. For this reason, we recommend you take the following steps:

1. Review the following results
2. Identify and prioritize areas of concern
3. Review and complete the Effective Actions and Action Planning worksheets
4. Create and implement a plan to help you evaluate the actions you take

## MEAN RESPONSE BY PSR-12 FACTOR

The following graph presents your organization's overall risk results for the PSR-12 Employee Survey. Please note the different risk areas within the organization. PSRs which fall under the category of "Serious Concerns" should be your top priority.



**Serious Concerns = 5-9 Significant Concerns = 10-13 Moderate Concerns = 14-16 Minimal Concerns = 17-20**

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## CRITICAL INDICATORS OF RISK

Here are some critical indicators of risk within your organization. The corresponding results of the 2009 national Ipsos Reid survey on psychological safety and health have been included below.

### RESULTS FROM YOUR ORGANIZATION (n = 18 respondents)

**27.7% (5)** of employees reported experiencing discrimination because of their cultural/ethnic background, disability, sexual orientation, gender or age.

**33.3% (6)** of employees reported being bullied or harassed, either verbally, physically or sexually.

**16.6% (3)** of employees believe they are suffering from a mental illness.

Of these, **33.3% (1)** reported being treated unfairly in the workplace due to their mental illness.

### RESULTS FROM IPSOS REID SURVEY (n = 6804 respondents)

**6% (408)** of employees reported experiencing discrimination because of their cultural/ethnic background, disability, sexual orientation, gender or age.

**7% (476)** of employees reported being bullied or harassed, either verbally, physically or sexually.

**16.8% (1148)** of employees believe they are suffering from a mental illness.

Of these, **10.9% (126)** reported being treated unfairly in the workplace due to their mental illness.

In March and April 2009, Ipsos Reid was commissioned by the Guarding Minds @ Work research team at Simon Fraser University to conduct the largest public opinion survey to date looking at psychosocial risks in Canadian workplaces. In total, 6804 surveys were conducted with working Canadians across a nationally representative sample of industries and geographical regions.

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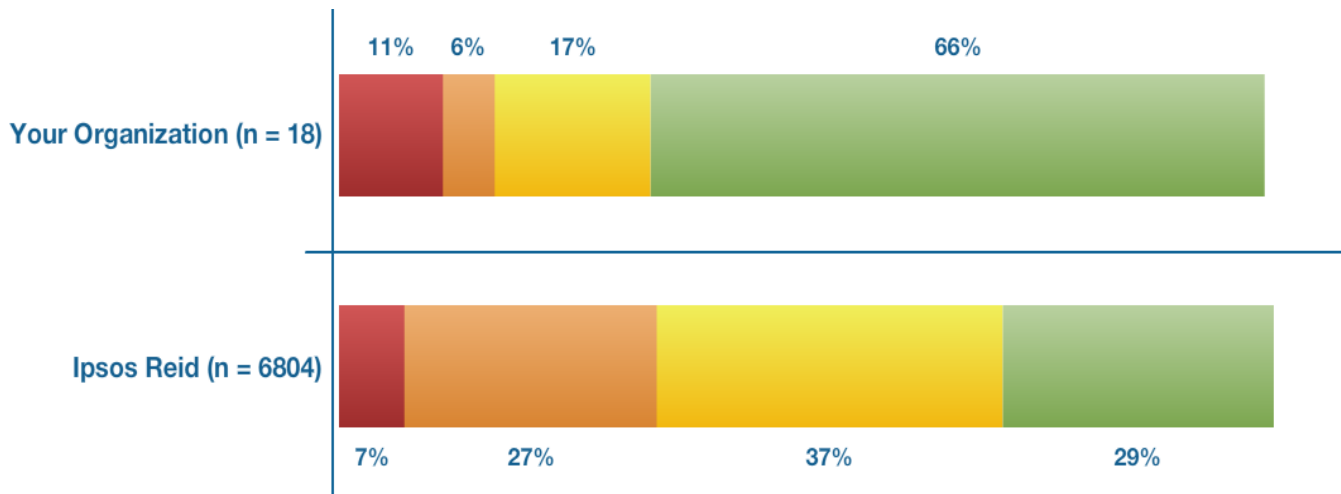


## PSR1: PSYCHOLOGICAL SUPPORT

A work environment where coworkers and supervisors are supportive of employees' psychological and mental health concerns, and respond appropriately as needed.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR1: Psychological Support. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer offers services or benefits that adequately address my psychological and mental health.
2. My supervisor would say or do something helpful if I looked distressed while at work.
3. I feel supported in my workplace when I am dealing with personal or family issues.
4. My workplace supports employees who are returning to work after time off due to a mental health condition.
5. People in my workplace have a good understanding of the importance of employee mental health.

# SURVEY RESULTS

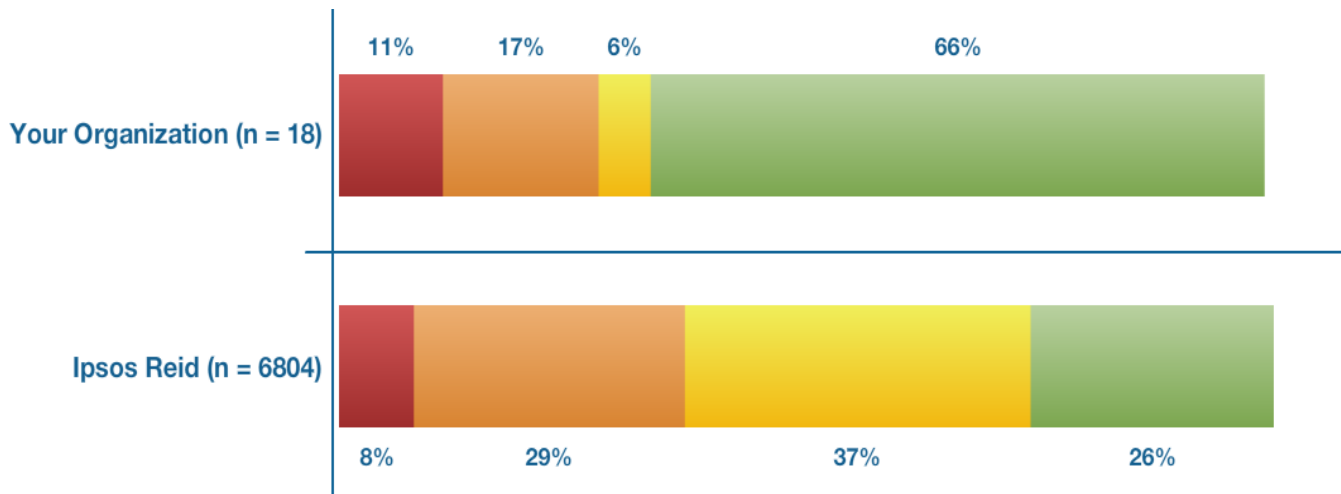
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**REPORT GENERATION DATE:** 2010-07-05 11:05:57

## PSR2: ORGANIZATIONAL CULTURE

A work environment characterized by trust, honesty and fairness.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR2: Organizational Culture. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. All people in our workplace are held accountable for their actions.
2. People at work show sincere respect for others' ideas, values and beliefs.
3. Difficult situations at work are addressed effectively.
4. I feel that I am part of a community at work.
5. Employees and management trust one another.

# SURVEY RESULTS

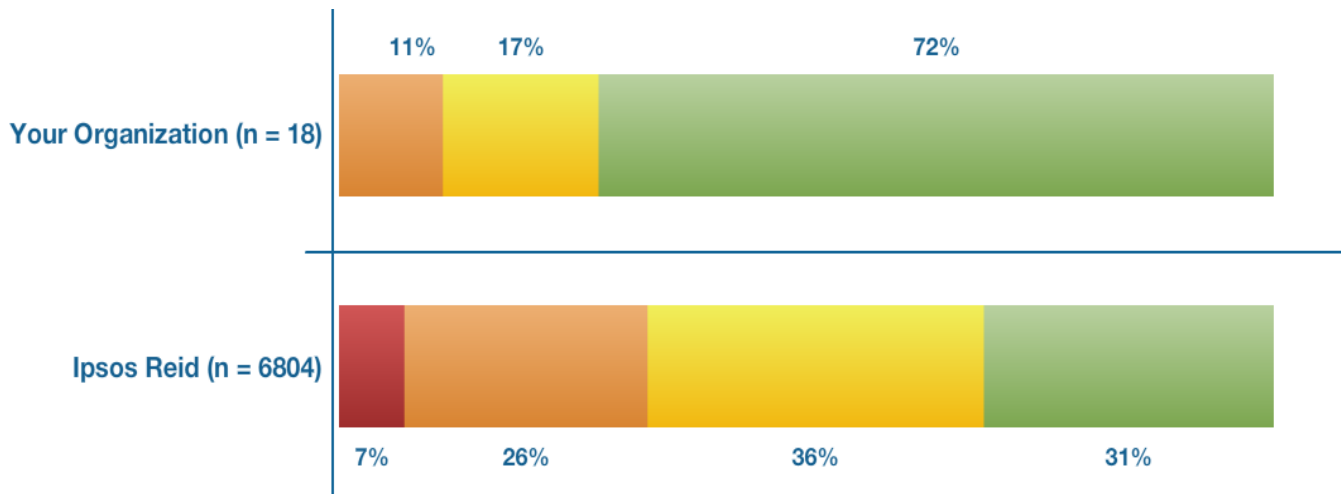
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## PSR3: CLEAR LEADERSHIP & EXPECTATIONS

A work environment where there is effective leadership and support that helps employees know what they need to do, how their work contributes to the organization, and whether there are impending changes.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR3: Clear Leadership & Expectations. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. In my job, I know what I am expected to do.
2. Leadership in my workplace is effective.
3. I am informed about important changes at work in a timely manner.
4. My supervisor provides helpful feedback on my performance.
5. My organization provides clear, effective communication.

# SURVEY RESULTS

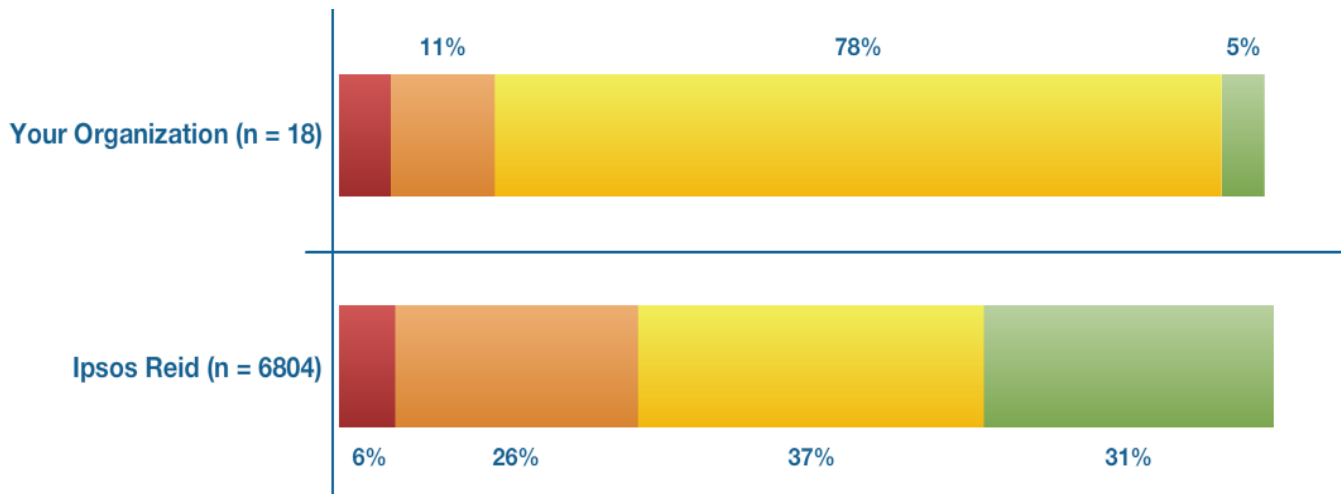
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REPORT GENERATION DATE: 2010-07-05 11:05:57

## PSR4: CIVILITY & RESPECT

A work environment where employees are respectful and considerate in their interactions with one another, as well as with customers, clients and the public.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR4: Civility & Respect. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9**   **Significant Concerns = 10-13**   **Moderate Concerns = 14-16**   **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. People treat each other with respect and consideration in our workplace.
2. Our workplace effectively handles "people problems" that exist between staff.
3. People from all backgrounds are treated fairly in our workplace.
4. Unnecessary conflict is kept to a minimum in our workplace.
5. My workplace has effective ways of addressing inappropriate behaviour by customers or clients.

# SURVEY RESULTS

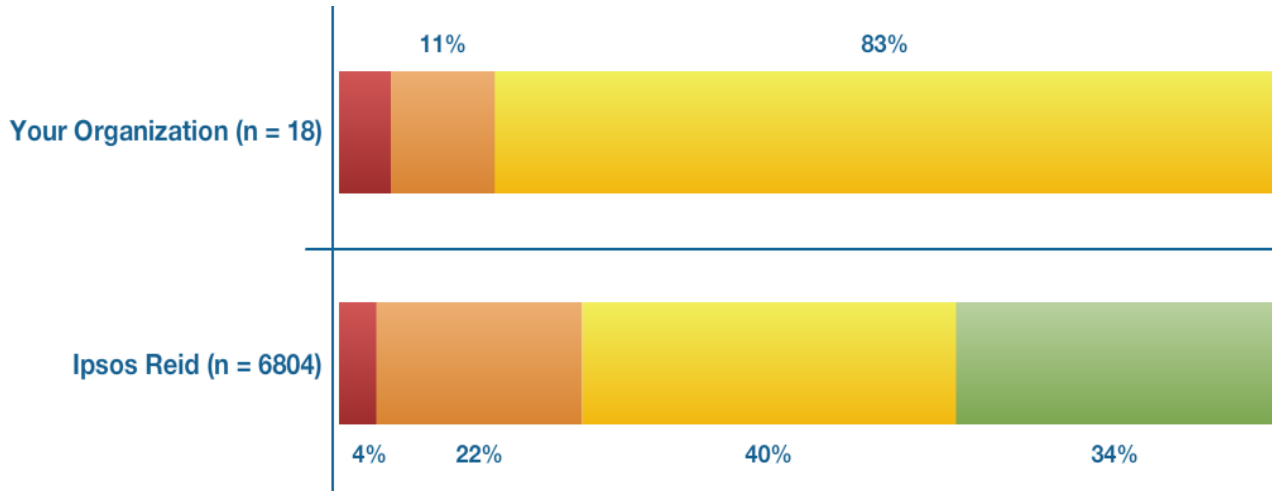
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## PSR5: PSYCHOLOGICAL JOB FIT

A work environment where there is good fit between employees' interpersonal and emotional competencies, their job skills, and the position they hold.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR5: Psychological Job Fit. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. Hiring/promotion decisions consider the "people skills" necessary for specific positions.
2. My company hires people who fit well within the organization.
3. I have the social and emotional skills needed to do my job well.
4. My supervisor believes that social skills are as valuable as other skills.
5. My position makes good use of my personal strengths.

# SURVEY RESULTS

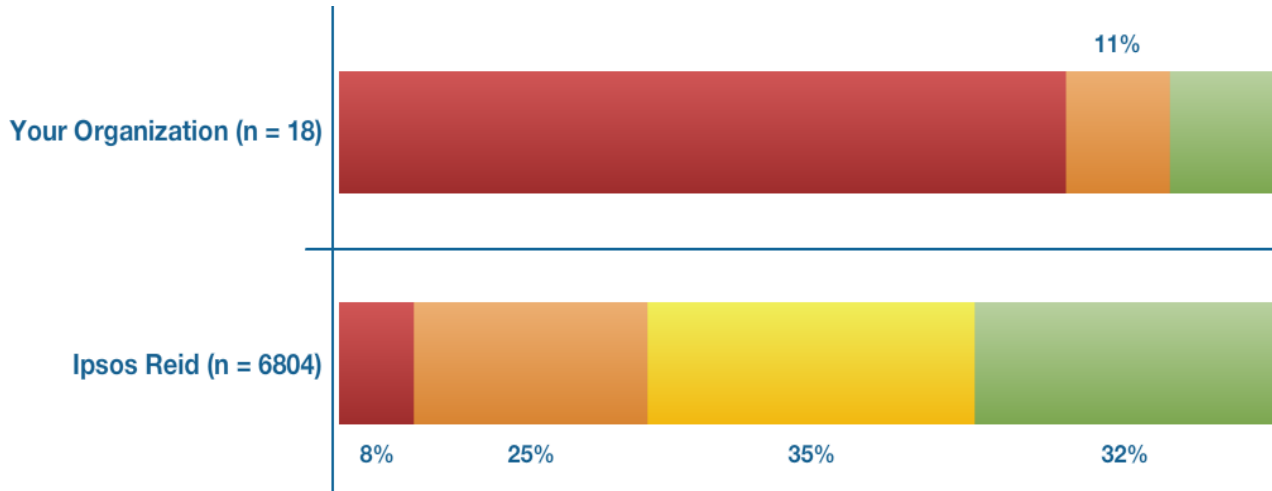
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## PSR6: GROWTH & DEVELOPMENT

A work environment where employees receive encouragement and support in the development of their interpersonal, emotional and job skills.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR6: Growth & Development. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I receive feedback at work that helps me grow and develop.
2. My supervisor is open to my ideas for taking on new opportunities and challenges.
3. I have the opportunity to advance within my organization.
4. My company values employees' ongoing growth and development.
5. I have the opportunity to develop my "people skills" at work.

# SURVEY RESULTS

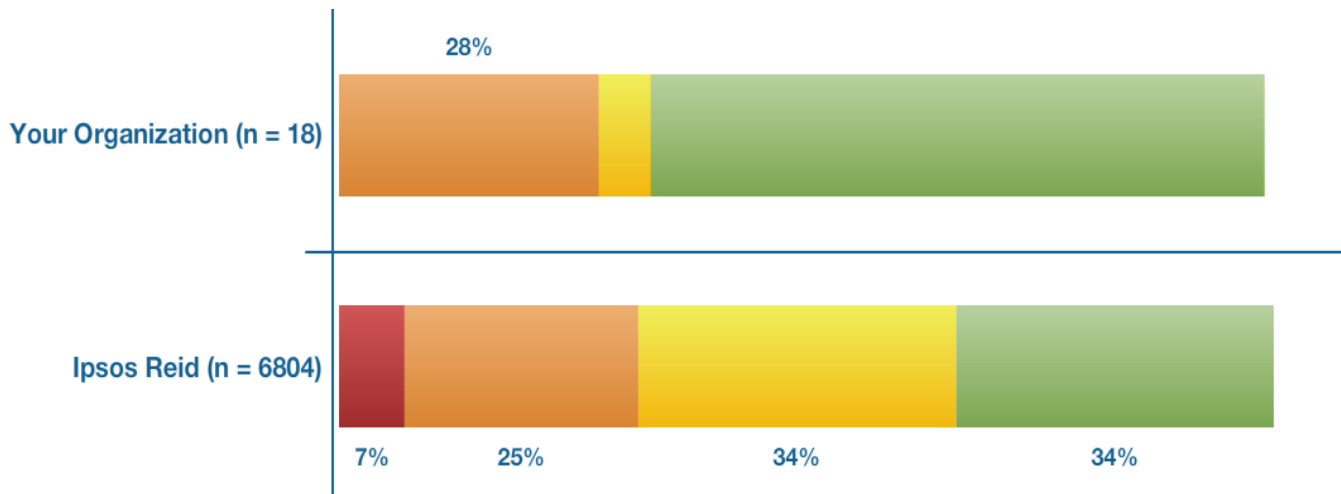
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## PSR7: RECOGNITION & REWARD

A work environment where there is appropriate acknowledgement and appreciation of employees' efforts in a fair and timely manner.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR7: Recognition & Reward. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My immediate supervisor appreciates my work.
2. I am paid fairly for the work I do.
3. My company appreciates extra effort made by employees.
4. Our organization celebrates our shared accomplishments.
5. My employer values my commitment and passion for my work.

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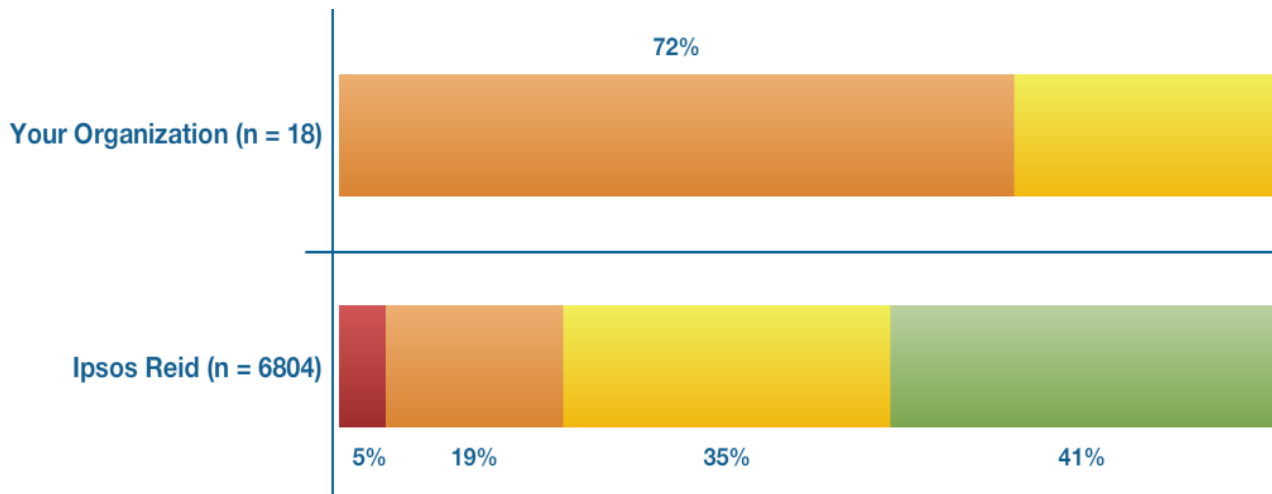


## PSR8: INVOLVEMENT & INFLUENCE

A work environment where employees are included in discussions about how their work is done and how important decisions are made.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR8: Involvement & Influence. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I am able to talk to my immediate supervisor about how I do my work.
2. I have some control over how I organize my work.
3. My opinions and suggestions are considered at work.
4. I am informed of important changes that may impact how my work is done.
5. My employer encourages input from all staff on important issues related to their work.

# SURVEY RESULTS

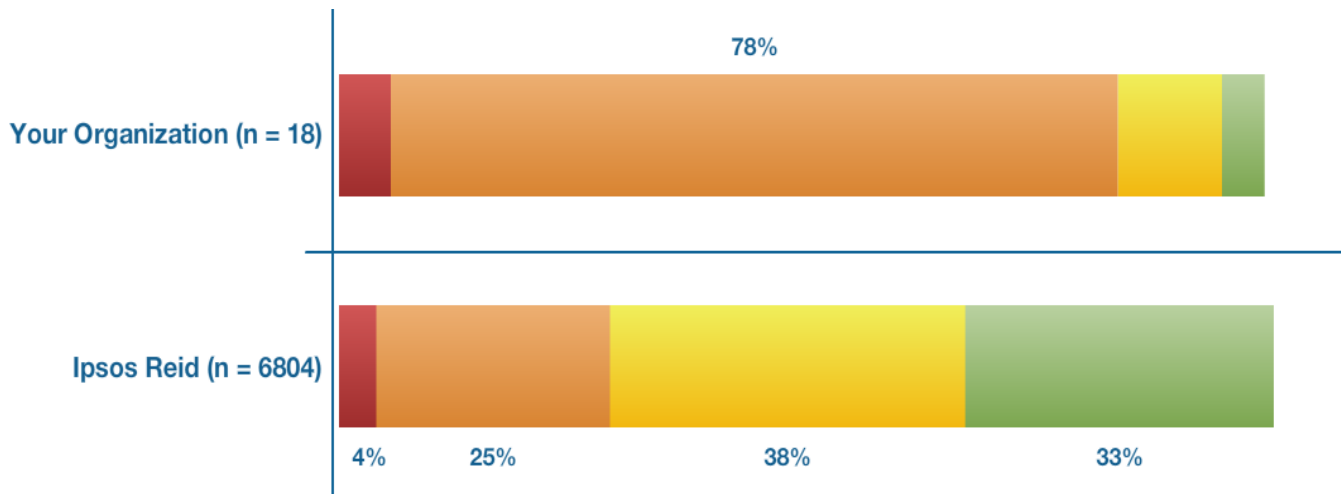
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REPORT GENERATION DATE: 2010-07-05 11:05:57

## PSR9: WORKLOAD MANAGEMENT

A work environment where tasks and responsibilities can be accomplished successfully within the time available.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR9: Workload Management. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9**   **Significant Concerns = 10-13**   **Moderate Concerns = 14-16**   **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. The amount of work I am expected to do is reasonable for my position.
2. I can talk to my supervisor about the amount of work I have to do.
3. I have the equipment and resources needed to do my job well.
4. My work is free from unnecessary interruptions and disruptions.
5. I have control over prioritizing tasks and responsibilities when facing multiple demands at work.

# SURVEY RESULTS

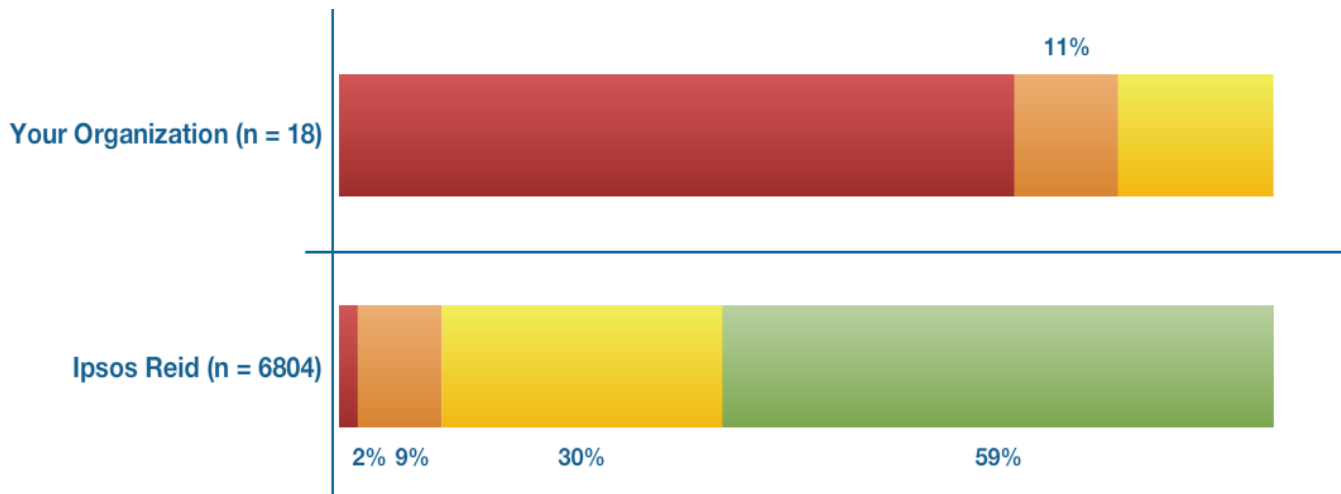
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## PSR10: ENGAGEMENT

A work environment where employees enjoy and feel connected to their work, and where they feel motivated to do their job well.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR10: Engagement. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. I enjoy my work.
2. I am willing to give extra effort at work if needed.
3. My work is an important part of who I am.
4. I am committed to the success of my organization.
5. I am proud of the work I do.

# SURVEY RESULTS

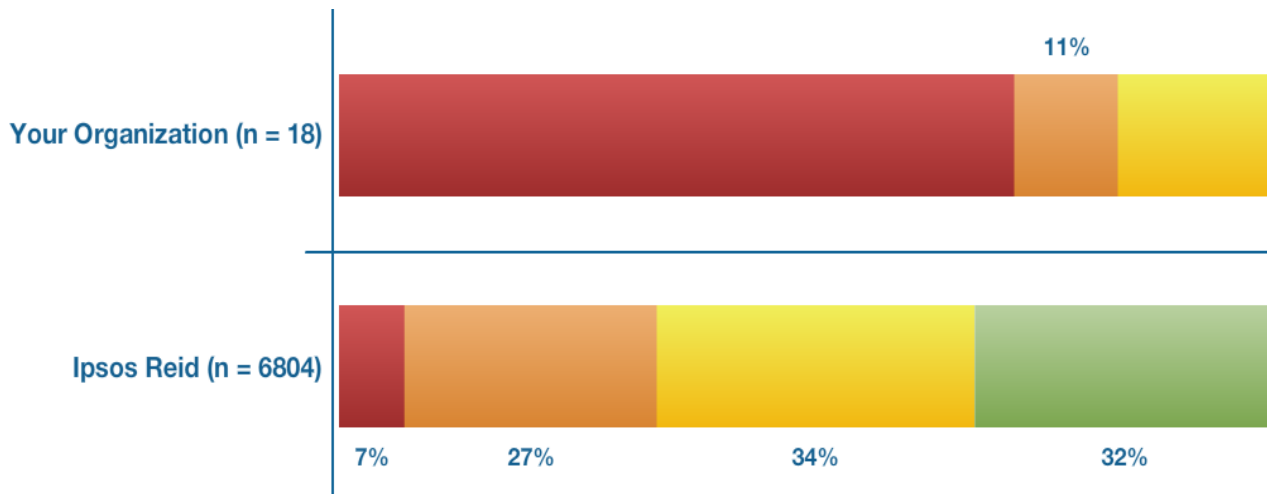
PREPARED FOR: John Smith II  
ORGANIZATION: Widget Inc.  
SURVEY COMPLETION DATE: 2010-07-05 10:52:56  
REPORT GENERATION DATE: 2010-07-05 11:05:57

## PSR11: BALANCE

A work environment where there is recognition of the need for balance between the demands of work, family and personal life.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR11: Balance. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer encourages me to take my entitled breaks (e.g., lunchtime, sick time, vacation time, earned days off, parental leave).
2. I am able to reasonably balance the demands of work and personal life.
3. My employer promotes work-life balance.
4. I can talk to my supervisor when I am having trouble maintaining work-life balance.
5. I have energy left at the end of most workdays for my personal life.

# SURVEY RESULTS

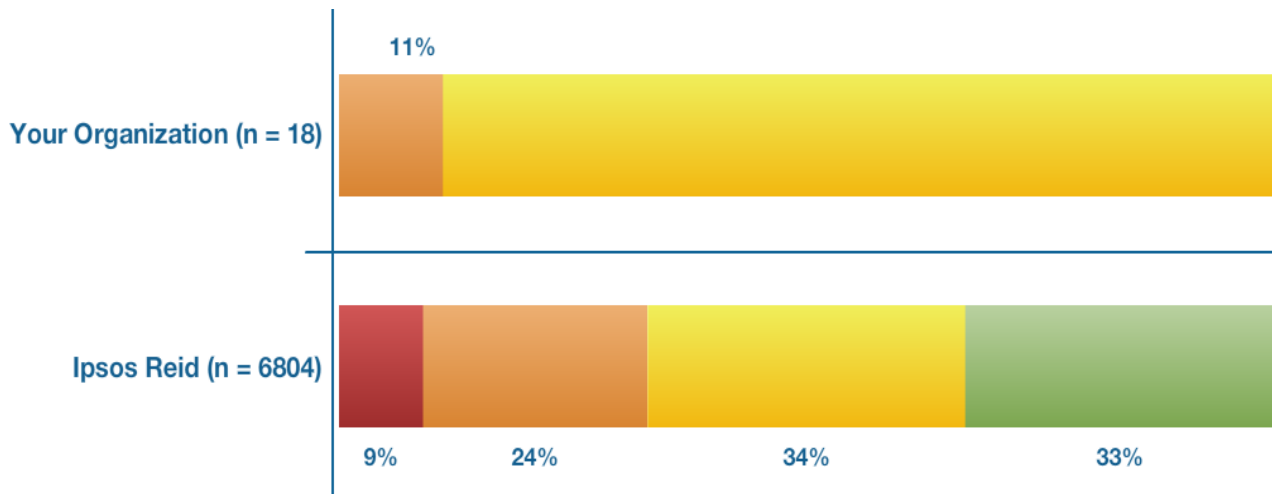
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## PSR12: PSYCHOLOGICAL PROTECTION

A work environment where employees' psychological safety is ensured.

### EMPLOYEE RESPONSES: % BY RISK CATEGORY

The following graph displays the percentage of employees in each of the four categories of concern for PSR12: Psychological Protection. The corresponding results of the Ipsos Reid survey are presented immediately below.



**Serious Concerns = 5-9** **Significant Concerns = 10-13** **Moderate Concerns = 14-16** **Minimal Concerns = 17-20**

### Employees were asked to rate their level of agreement (on a 4-point scale) with the following statements

1. My employer is committed to minimizing unnecessary stress at work.
2. My immediate supervisor cares about my emotional well-being.
3. My employer makes efforts to prevent harm to employees from harassment, discrimination or violence.
4. I would describe my workplace as being psychologically healthy.
5. My employer deals effectively with situations that may threaten or harm employees (e.g., harassment, discrimination, violence).

# SURVEY RESULTS

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## Psychological Health Questionnaire

The Psychological Safety & Health Questionnaire asked employees about their psychological health.

### Perceptions of Overall Psychological Safety & Health in the Workplace

On a scale of 1 to 10, where 1 means strongly disagree and 10 means strongly agree, **how strongly do you agree or disagree with the following statement?**

"Overall, my current workplace is a psychologically safe and healthy environment to work in."

\*A psychologically safe and healthy workplace is one that promotes employees' psychological well-being and does not harm employee mental health in negligent, reckless or intentional ways.

Scale	Strongly Disagree 1	2	3	4	5	6	7	8	9	Strongly Agree 10
Your Organization	16.67%	22.22%	0%	11.11%	11.11%	0%	5.56%	27.78%	5.56%	0%

## Psychological Health Questions

Employees were asked to respond to the following questions:

N = 18	Yes, recently or currently	Yes, previously but not recently or currently	No, never
I have been diagnosed by a doctor as being clinically depressed	33.33%	38.89%	27.78%
I have been diagnosed by a doctor as having an anxiety disorder	5.56%	50%	44.44%

## SURVEY RESULTS

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I have been diagnosed by a doctor as having an alcohol use disorder	50%	27.78%	22.22%
I have been under the care of a physician for depression, stress or anxiety	22.22%	33.33%	44.44%
I have taken prescription medication for depression, stress or anxiety	33.33%	22.22%	44.44%
I have undergone counseling or therapy for depression, stress or anxiety	16.67%	44.44%	38.89%
I have been hospitalized for depression, stress or anxiety	22.22%	38.89%	38.89%
I have undergone treatment for an alcohol use disorder	27.78%	50%	22.22%

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The following 3-item table was asked only to those employees who responded "No, Never" to the statement "I have been diagnosed by a doctor as being clinically depressed."

N = 5	Yes, recently or currently	Yes, previously but not recently or currently	No
Do you believe that you suffer from depression even though you have never been clinically diagnosed with it?	20%	0%	80%
Do you believe that you suffer from an anxiety disorder even though you have never been clinically diagnosed with it?	0%	40%	60%
Do you believe that you suffer from an alcohol use disorder even though you have never been clinically diagnosed with it?	60%	20%	20%

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Employees were asked to respond to the following questions:

N = 13	Yes	No
In the past 12 months, have you missed three (3) or more workdays due to depression, stress or anxiety?	53.85%	46.15%
In the past 12 months, have you missed three (3) or more workdays due to alcohol use?	46.15%	53.85%

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### Stanford Presenteeism Scale (SPS-6)

The SPS-6 is a screening measure that asked employees about the links between their health and productivity.

An employee with DECREASED presenteeism (i.e one with a low score) is one who is physically present in their jobs but who may "experience decreased productivity and below-normal work quality" due to an illness or other constraint. A high SPS-6 score indicates INCREASED presenteeism which is defined as having "a greater ability to concentrate on and accomplish work despite health problem(s)".

The following table displays employee responses by total SPS-6 score.

	 Low Presenteeism				 High Presenteeism
Scale	6-10	11-15	16-20	21-25	26-30
Your Organization	61.11%	16.67%	11.11%	11.11%	0%

### Employees were asked to respond to the following question:

In the past month, have you experienced depression, stress, or anxiety?

N = 18	Yes	No	Don't know
In the past month, have you experienced depression, stress, or anxiety?	38.89%	22.22%	38.89%

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**Employees who answered "Yes" to the previous question were asked to fill out an additional section:**

Please indicate how strongly you agree or disagree with each of the following statements about the impact of your depression, stress, anxiety on your work experiences in the past month.

N = 7	Strongly agree	Somewhat agree	Uncertain	Somewhat disagree	Strongly disagree
Because of my depression, stress or anxiety, the stresses of my job were much harder to handle.	28.57%	0%	14.29%	28.57%	28.57%
Despite my depression, stress or anxiety, I was able to finish hard tasks in my work.	14.29%	28.57%	14.29%	14.29%	28.57%
My depression, stress or anxiety distracted me from taking pleasure in my work.	42.86%	14.29%	0%	0%	42.86%
I felt hopeless about finishing certain work tasks due to my depression, stress or anxiety.	28.57%	0%	28.57%	0%	42.86%
At work, I was able to focus on achieving my goals despite my depression, stress, or anxiety.	14.29%	28.57%	28.57%	14.29%	14.29%
Despite my depression, stress or anxiety, I felt energetic enough to complete all my work.	14.29%	14.29%	14.29%	14.29%	42.86%

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N = 7	You Organization - Mean Score	
Because of my depression, stress or anxiety, the stresses of my job were much harder to handle.	2.71	
Despite my depression, stress or anxiety, I was able to finish hard tasks in my work.	3.14	
My depression, stress or anxiety distracted me from taking pleasure in my work.	3.14	
I felt hopeless about finishing certain work tasks due to my depression, stress or anxiety.	2.71	
At work, I was able to focus on achieving my goals despite my depression, stress, or anxiety.	2.86	
Despite my depression, stress or anxiety, I felt energetic enough to complete all my work.	3.57	

## SURVEY RESULTS

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### Lam Employment Absence and Productivity Scale (LEAPS)

LEAPS is a screening measure that asks employees about work functioning and impairment.

A positive response to LEAPS does not necessarily indicate that an employee has work impairment. However, a positive response does indicate that an employee may have symptoms of possible work impairment and further investigation of symptoms by a mental-health professional may be warranted. Total scores range from 0 to 27 with higher scores being indicative of work impairment.

The following table displays employee responses by total LEAPS score along with the estimated level of work impairment.

Your Organization	Score	Level of Opressive Symptomatology
0%	0-5	None to minimal
11.11%	6-10	Mild
66.67%	11-16	Moderate
16.67%	17-22	Severe
5.56%	23-28	Very severe

#### Employees were asked to respond to the following question:

Over the last 2 weeks, how often have you been bothered by any of the following problems? Please limit your answers to the time when you were at work.

N = 18	None of the time or 0%	Some of the time or 25%	Half of the time or 50%	Most of the time or 75%	All of the time or 100%
Low energy or motivation	16.67%	22.22%	11.11%	16.67%	33.33%

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Poor concentration or memory.	11.11%	33.33%	22.22%	16.67%	16.67%
Anxiety or irritability.	22.22%	16.67%	22.22%	22.22%	16.67%
Getting less work done.	16.67%	16.67%	16.67%	38.89%	11.11%
Doing poor quality work.	27.78%	11.11%	16.67%	38.89%	5.56%
Making more mistakes.	16.67%	22.22%	5.56%	33.33%	22.22%
Having trouble getting along with people, or avoiding them.	11.11%	11.11%	44.44%	11.11%	22.22%