



ASSET Individual Feedback Report

for

Example Person

CONFIDENTIAL

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Welcome to your ASSET Report

The information contained within this report has been generated from your responses to the ASSET questionnaire and outlines the key workplace pressures for you.

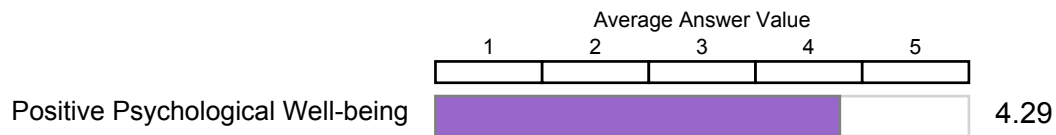
You perform most effectively in your role when you are engaged, resilient and enthusiastic, and are also managing the work pressures that can be detrimental to your levels of well-being and overall effectiveness. Pressure can stem from several different sources, including your relationships with others, work overload, and your perceived levels of control. When pressure exceeds your ability to cope it becomes stress and starts to affect work performance, causing you to be less productive, less motivated and more likely to make mistakes.

Your ASSET report presents your scores on key sources of pressure and on your commitment levels. It begins with an overview of your scores for all of the ASSET scales. Then, taking each scale in turn, it provides narrative feedback on the scale score to help you interpret its meaning, before drilling down to reveal the scores for the items within each scale.

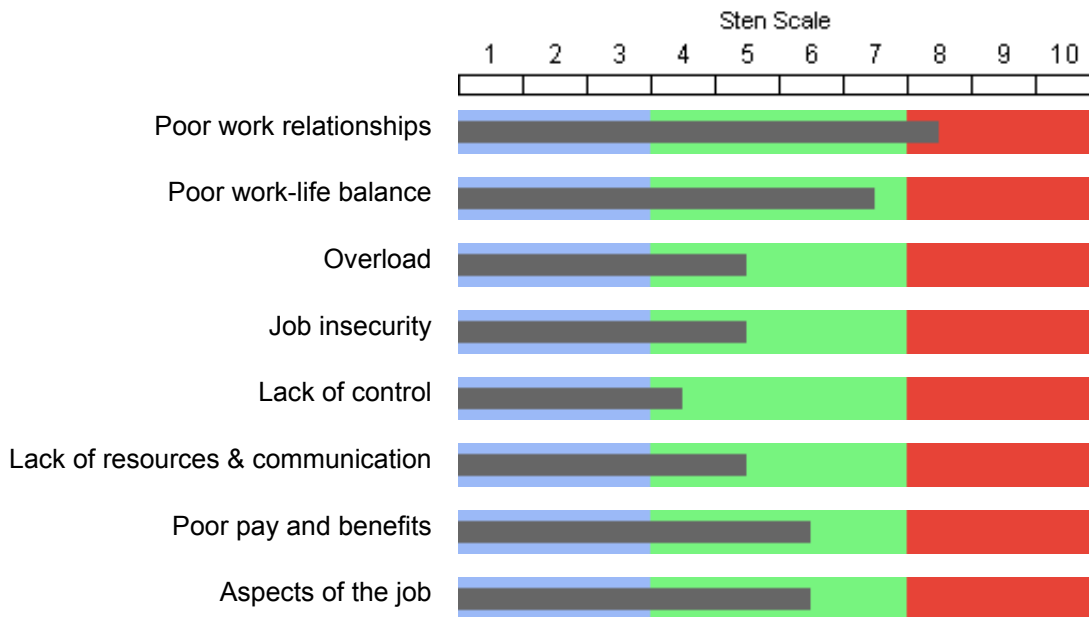
Your scores are compared to those from a cross section of the UK General Population and are presented on a colour coded scale of 1 to 10. A score falling in the green area (i.e. the range of 4 to 7) indicates that your response to that item /scale is typical of the comparison group. A more extreme score, 1 to 3 or 8 to 10, indicates that your response is not typical. If your score falls in the red area on the scale, then this is a less positive score relative to the comparison group and if it falls in the blue area it is a more positive score.

Please note: this report is confidential and contains information specific to you. If you would like to discuss your feedback with someone, please contact the individual coordinating this process.

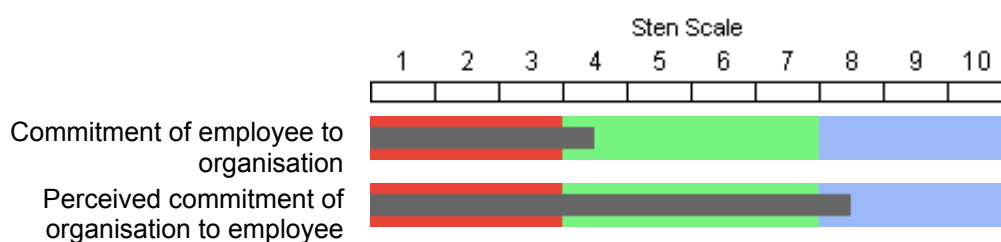
Psychological Well-being



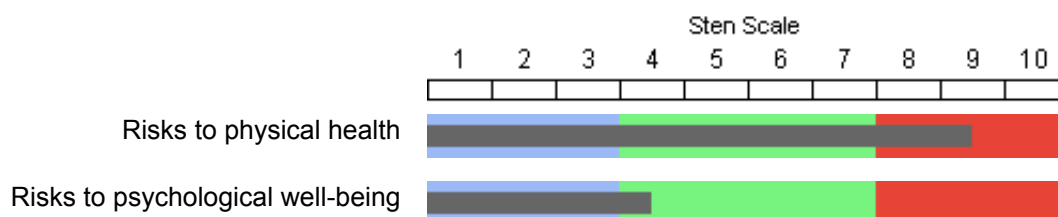
Perceptions of your Job



Attitudes Towards Your Organisation

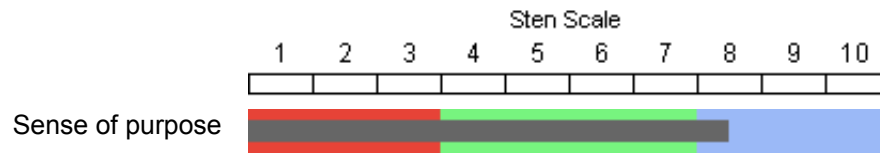


Your Health





Sense of Purpose

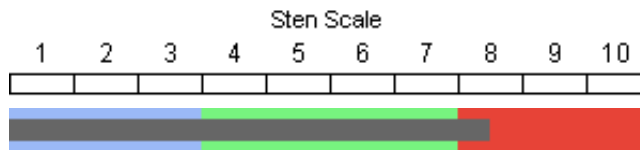


Productivity



Scale drilldown: Poor work relationships

This scale measures the extent to which individuals are troubled by their work relationships.

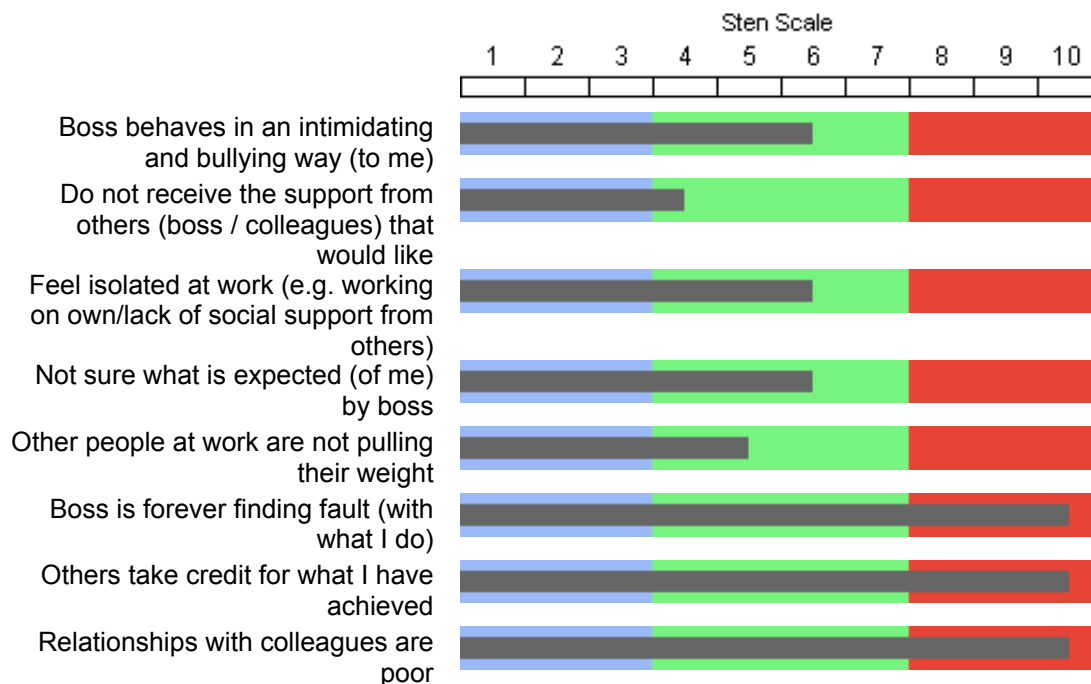


Compared with most other people, you see your work relationships as a significant source of workplace pressure.

Poor working relationships may arise due to personality clashes or differences of opinion but very often they are the result of misunderstandings. Often the best thing to do is to deal with the issue head on. It may, therefore, be a good idea for you to approach the person or people with whom you are having problems so that the poor relationship does not have a detrimental affect on you or on your work. If you feel uncomfortable about doing this, you could ask a colleague with whom you have a good relationship to speak on your behalf or ask your manager or a member of HR to mediate.

Whichever way you choose to go, you need to sit down and discuss the problem. When you do so, make sure you listen to what the other person/people have to say and try not to be on the defensive. Whatever the issue, the aim of the meeting should be to clear the air and find a solution, not to place blame. It may be that you agree to disagree, or just agree to be civil to each other. In some situations, you may not be able to sort out the problem with a simple meeting. In these cases, you may have to get HR or your manager involved. Remember, however, that you do not have to be best friends with everyone that you work with.

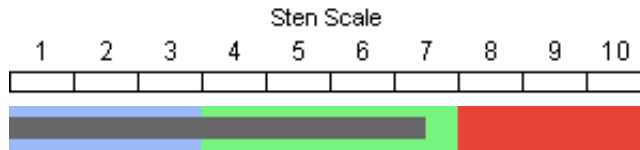
Item Scores





Scale drilldown: Poor work-life balance

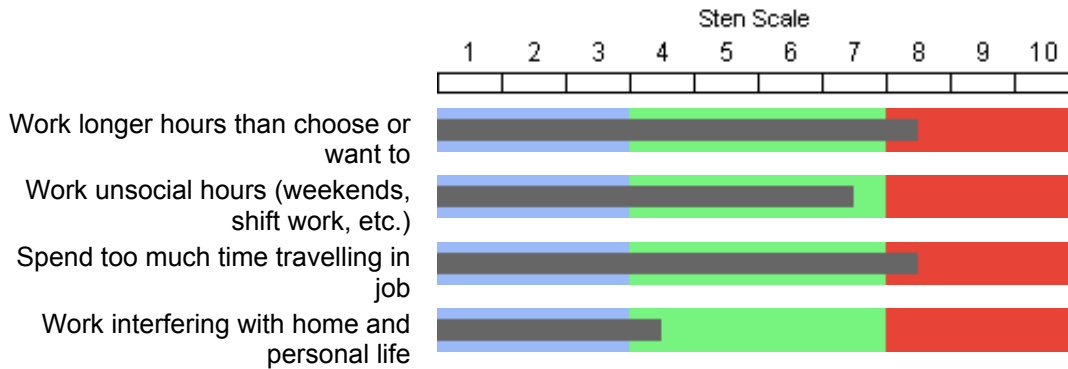
This scale measures the extent to which individuals are troubled by their work-life balance.



You see your work-life balance as similar to most other people and therefore as being reasonably healthy.

However, there may be some issues in your work-life balance that could become an issue in the future in certain circumstances. You may wish to review your work demands and/or your choices about hours of work or bringing work home. Although it may not be a major issue at the moment, poor work-life balance can quickly become a problem if left unchecked.

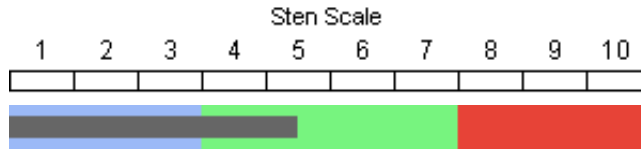
Item Scores





Scale drilldown: Overload

This scale measures the extent to which individuals are troubled by the demands of their workload and the associated time pressures.



You see work overload as a source of pressure to an extent that is typical of most other people.

You appear to be managing your workload in an effective way at the moment, but your score suggests that you may need to keep a careful eye on it to ensure that additional workload burdens do not become a source of pressure. Good prioritisation, effective planning and an assertive attitude towards those who place demands on you are all useful workload management techniques.

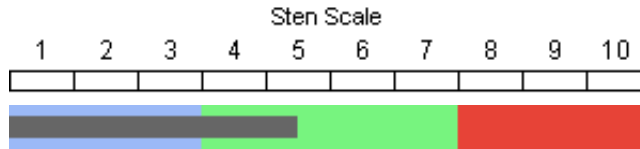
Item Scores





Scale drilldown: Job insecurity

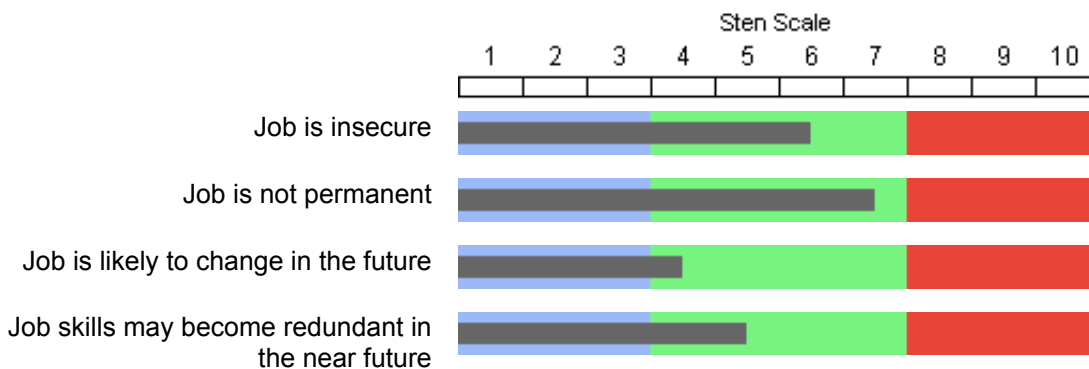
This scale measures the extent to which individuals are troubled by a lack of job security and job changes.



You perceive job insecurity or skill redundancy to be as much of a source of pressure as most other people.

Although you do not report job security pressures at present, your scores suggest that this could become an issue in the future in certain circumstances. Risk can arise not only from job security, but also from skill redundancy, whereby you feel that your current skill-set is no longer useful or relevant. One way to avoid this is to think ahead to try to anticipate the skills that you will need in the future. You can then try to acquire these skills and training can often be a viable solution to this particular issue.

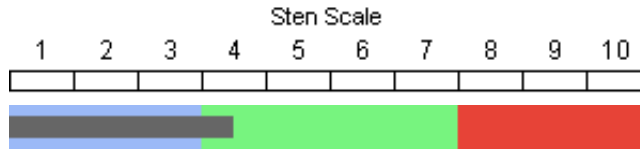
Item Scores





Scale drilldown: Lack of control

This scale measures the extent to which individuals are troubled by a lack of control over their own work.



You feel as much in control of your work and the way that you do it as most other people.

Although your scores show that you do not see a lack of control over how you perform your job as a problem, they do suggest that this could become a source of pressure for you in the future in certain circumstances. Any solutions you can find to head-off potential problems relating to a lack of control would be worth considering. These might include discussing control issues and how you could increase your feelings of control with your manager.

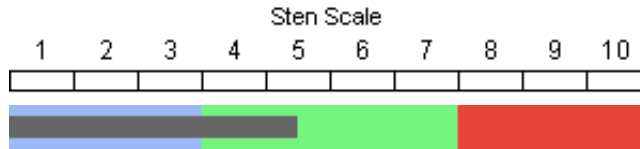
Item Scores





Scale drilldown: Lack of resources & communication

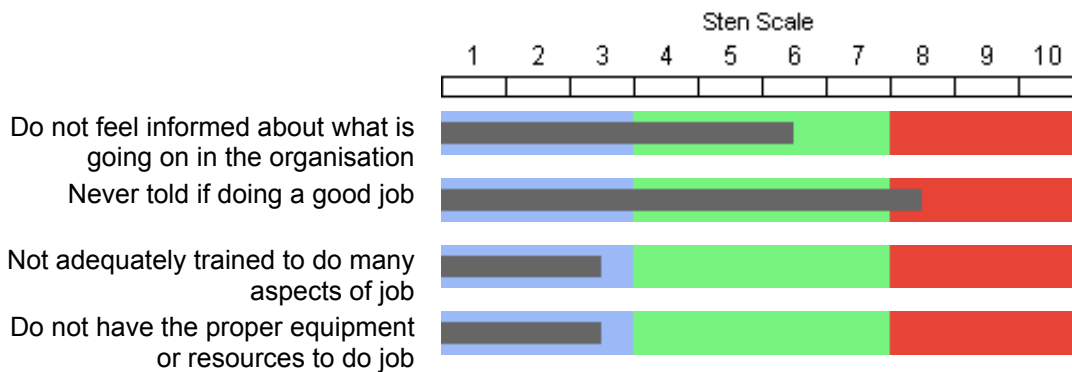
This scale measures the extent to which individuals are troubled by the resources and communication available to them.



You perceive resources and communication as a source of workplace pressure to a similar extent as most other people.

Your results suggest that, at present, you find communication channels in your workplace positive and effective and that generally you have the necessary resources required to do your job. However, in certain circumstances, there is potential for either communication or resources to become an issue for you. It may be useful to think about heading off any potential problems by thinking about what information you need to improve your own productivity and where this information should come from. You could also start to think about any areas in which a lack of resources would have serious consequences for you and your work in future. This will enable you to plan more effectively and influence your manager accordingly.

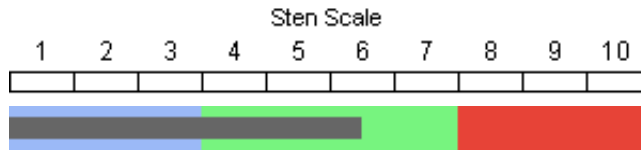
Item Scores





Scale drilldown: Poor pay and benefits

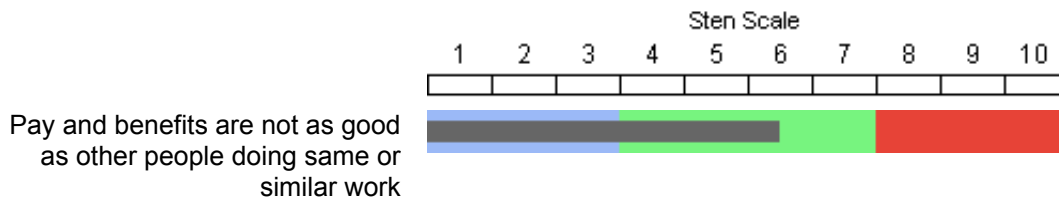
This scale measures the extent to which individuals are troubled by their pay and benefits.



You perceive pay and benefits to be a source of workplace pressure to a similar extent as most other people do.

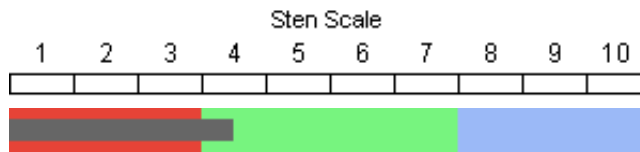
Your results indicate, however, that in the future in certain circumstances, this could become an issue. Therefore, it may be beneficial to think about (and perhaps also talk to your manager or to someone in the HR department) the issue and maybe make some enquiries about what plans the organisation has for you in this respect. You could also think about how you will raise the subject at your next pay or performance review.

Item Scores



Scale drilldown: Commitment of employee to organisation

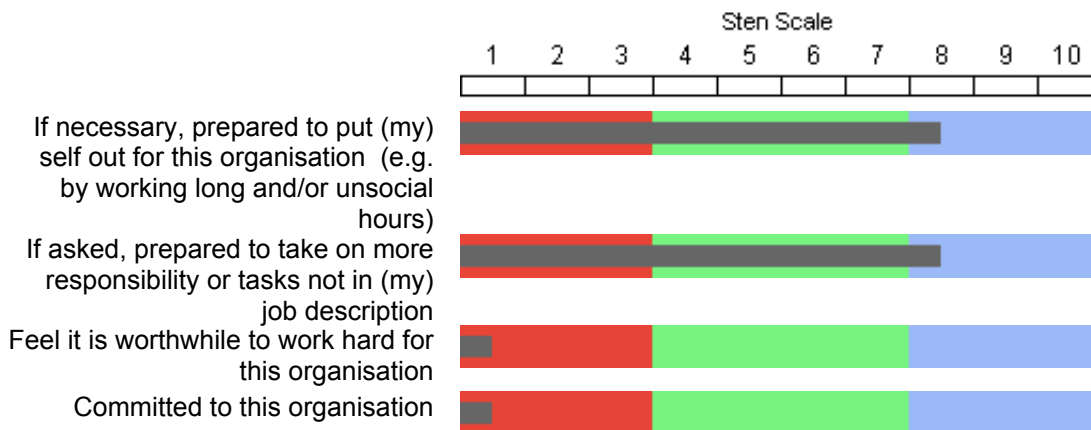
This scale measures the extent to which individuals feel committed to the organisation.



Compared with most other people, you are similarly committed to your employer.

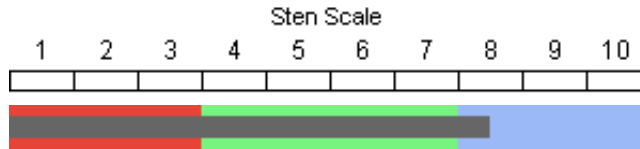
This indicates that you are as likely as most to put yourself out for the organisation and to be prepared to take on extra work and responsibility. While your own commitment is not a particular source of pressure for you at the moment, it's worth thinking about factors that could affect it in the future. By thinking about these issues and discussing them with others, you will be better prepared to deal with any threat to your organisational commitment.

Item Scores



Scale drilldown: Perceived commitment of organisation to employee

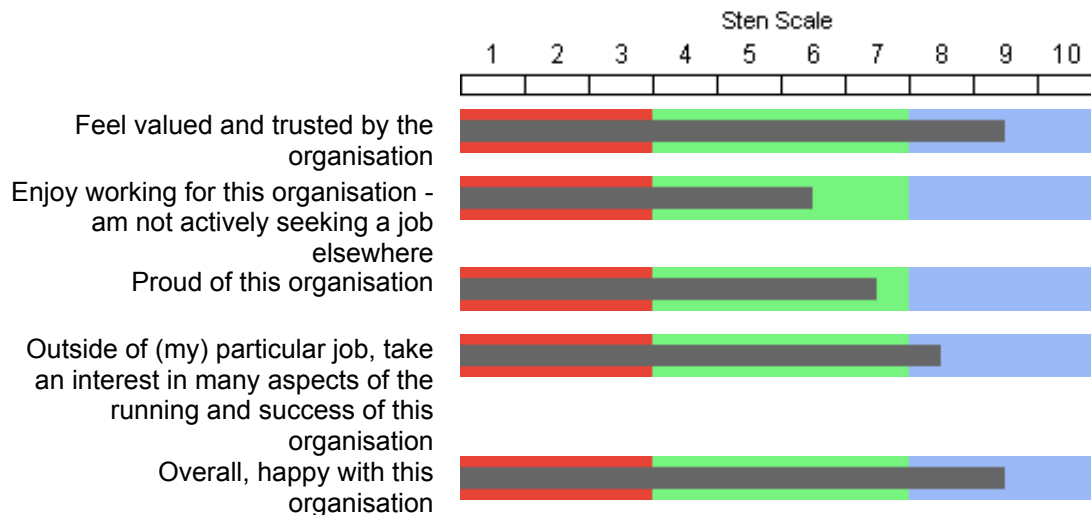
This scale measures the extent to which individuals feel that the organisation is committed to them.



You perceive your employer to be committed to its employees to a greater extent than other organisations are so perceived by their employees.

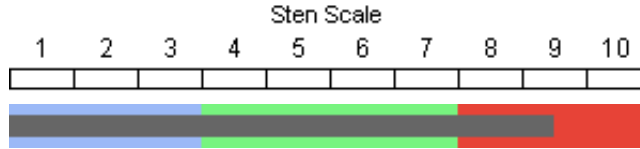
This implies that you feel valued and trusted by the organisation and, as a consequence, are proud to represent it. Your morale and motivation at work is likely to be high at the moment.

Item Scores



Scale drilldown: Risks to physical health

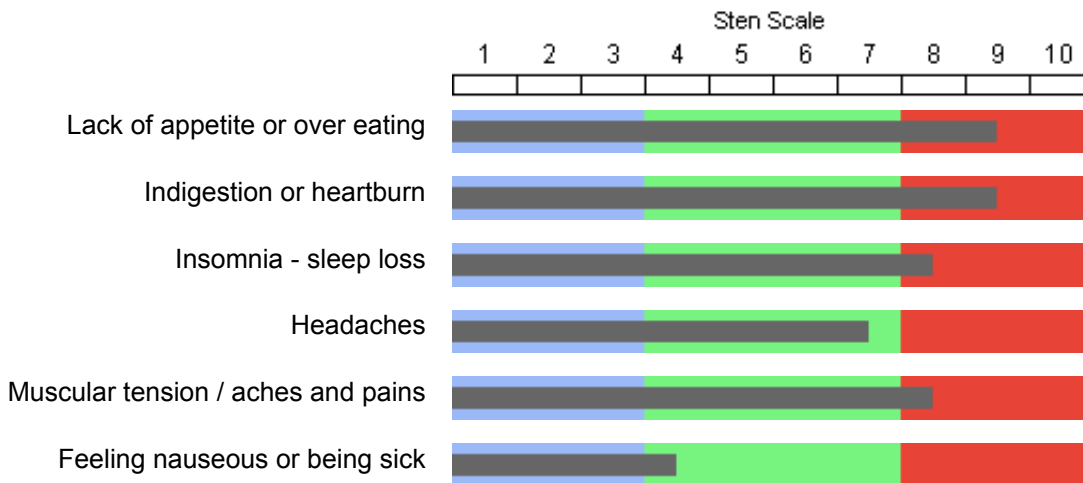
Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to ascertain whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to physical health.



Compared with most other people, you perceive yourself as less physically healthy.

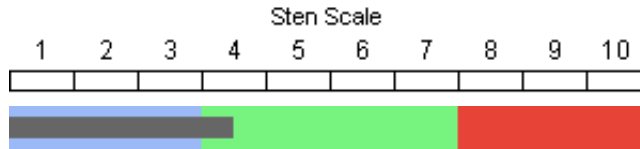
This may suggest a higher risk of sickness absence and you may be at an increased risk of poor physical health as a result of any perceived workplace pressures identified earlier in this report. You may find it useful to think about how these sources of pressure relate to your physical health scores; for example, you may feel that your work relationships are causing insomnia or muscular tension. By adopting this approach, you may identify ways in which you can deal with any future physical health problems. It is also important to remember that your work is not the only determinant of your state of physical health. Your home life and your lifestyle can also contribute to how healthy you are and, therefore, it's worth considering whether anything you do outside of work could be contributing to the physical symptoms that you have reported. If these symptoms persist, it may be worthwhile consulting your doctor.

Item Scores



Scale drilldown: Risks to psychological well-being

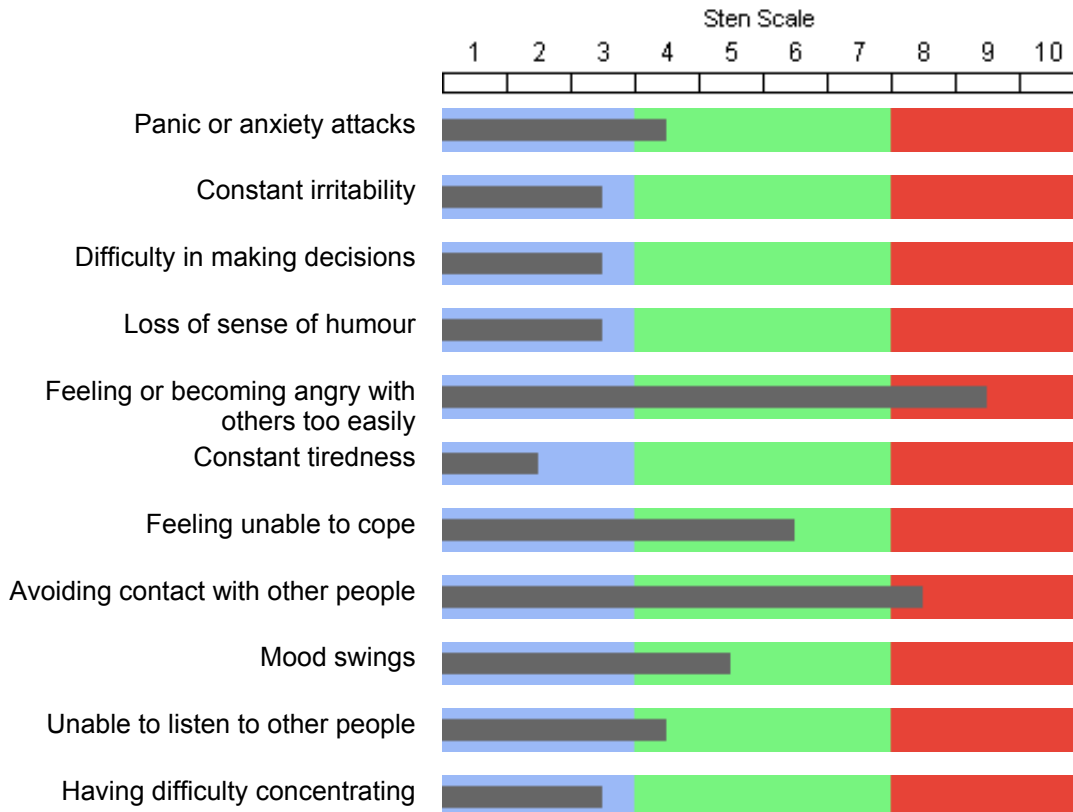
Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to discover whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to psychological well-being.



You report levels of psychological wellbeing similar to those reported by most other people.

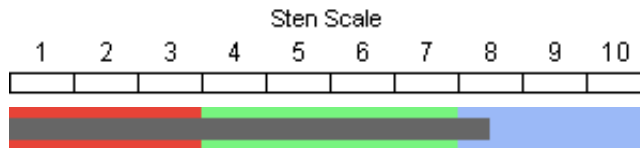
Any psychological health problems that you have reported may be related to the sources of pressure referred to earlier in this report. You may find it useful to think about how these sources of pressure relate to your psychological wellbeing scores; for example, you may feel that your work overload has the potential to cause anxiety or constant irritability. By adopting this approach, you may identify ways in which you can head-off potential psychological health problems.

Item Scores



Scale drilldown: Sense of purpose

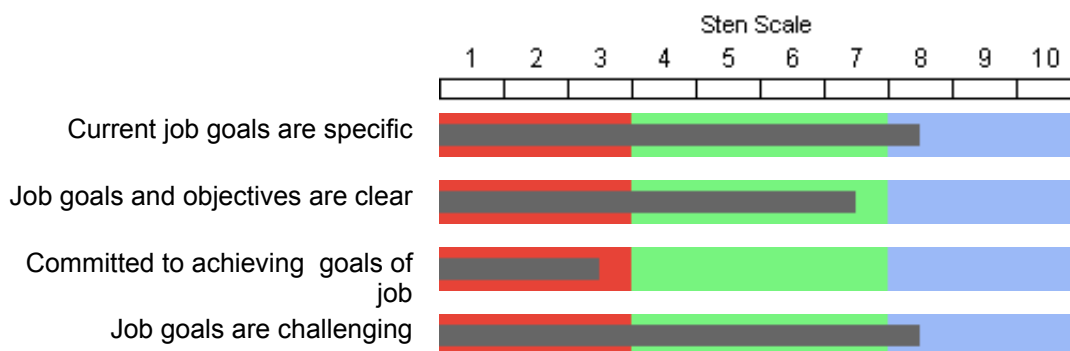
This scale measures how individuals feel about their job goals and gives an assessment of their overall sense of purpose.



Your responses indicate that you feel you have more sense of purpose in relation to your job role than most other people.

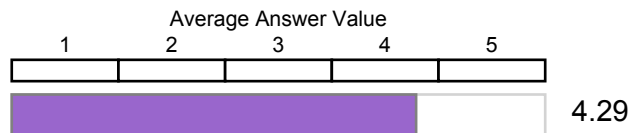
Having a clear sense of purpose helps people to work effectively on a long-term basis. Your results indicate that you have a strong sense of purpose and this is likely to help you to be effective in your work and to maintain good levels of well-being. It is likely that you already have clear and challenging goals that you value. However, it's still important that you play your part in ensuring that you understand and are motivated by your goals going forward. Make time to communicate regularly and discuss your current goals with your manager.

Item Scores



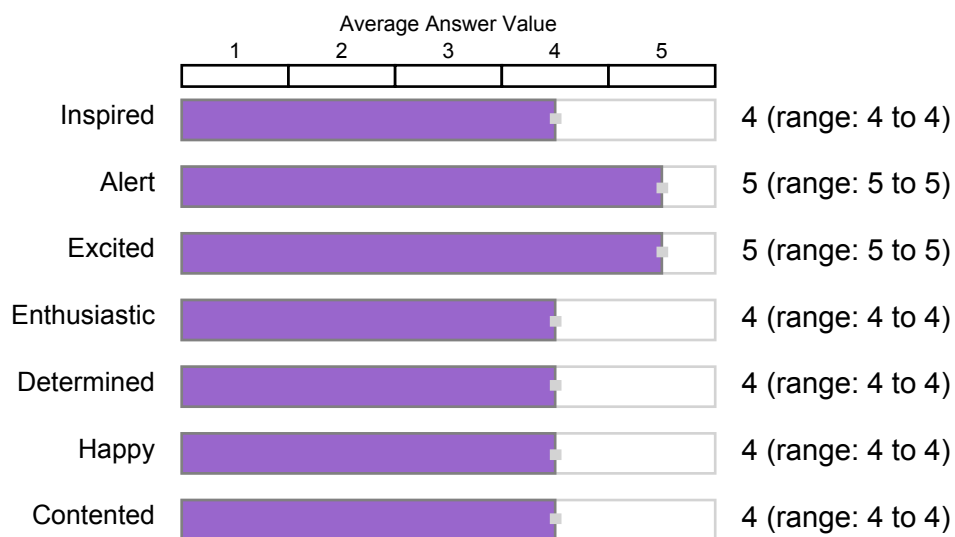
Scale drilldown: Positive Psychological Well-being

Positive psychological well-being (PPWB) is created when people consistently experience positive emotions at work. Research has shown that PPWB has a direct and positive impact on performance, including improving employee engagement, problem-solving and levels of resilience. This scale measures the extent to which the individuals in this group have experienced positive emotions at work in the last three months.



The figures below illustrate the average scores for each of the aspects of Positive Psychological Well-being measured. The range of scores for each aspect is also indicated.

Item Scores



Key:

1 = felt very slightly/not at all like this during the last 3 months at work

5 = felt very much like this during the last 3 months at work



Scale drilldown: Productivity

The figure below illustrates the self-reported level of productivity in percentage terms.

