

## Overall Analysis

<b>ORGANISATION</b>	<b>Clarion</b>
<b>DATE OF AUDIT</b>	<b>19 May 2004</b>
<b>GROUP STRESS SCORE</b>	<b>35%</b>
<b>NUMBER OF QUESTIONNAIRES RETURNED</b>	<b>1</b>
<b>The Number Of Sex : Male</b>	<b>1</b>
<b>The Number Of Sex : Female</b>	<b>0</b>

KEY	LOW RISK (0% - 40%)	MEDIUM RISK (41% - 60%)	HIGH RISK (61% - 100%)	
No. Stressors				Average High Risk Score Responses
19	Are you unclear about the reason for organisational changes?			80% 1
5	Do you feel that you are given unreasonable workloads or deadlines?			60% 1
8	Do you feel that you do not have enough time to do a good job?			60% 1
13	Do you ever experience poor communications with managers or staff?			60% 1
20	Do you feel that there is insufficient consultation about changes and decisions that affect you?			60% 1
21	Are you unclear about your role in and contribution to the organisation?			60% 1
22	Are you unclear about the purpose or objectives of your department?			60% 1
24	Do you ever experience poor problem solving support from your manager / supervisor?			60% 1
3	Do you feel that you lack career development opportunities?			40% 0
4	Do you feel that your job is not secure?			40% 0
6	Do you feel pressurised to do excessive overtime or take work home?			40% 0
10	Does operating on your own in the workplace result in feelings of isolation?			40% 0
12	Do you have a poor working relationship with other members of staff?			40% 0
14	Do you have to manage members of staff who are not performing well?			40% 0
2	Do you have concerns about the effectiveness of employee review and development process?			20% 0
7	Do you feel guilty about taking your holiday entitlement?			20% 0
9	Do you ever have to do work that is mundane or boring?			20% 0
11	Do you have a poor working relationship with your manager / supervisor?			20% 0
15	Do you feel that you are not given enough positive feedback or acknowledgement of your work?			20% 0
18	Do you have a fear of violence, abuse or actual incident involving members of the public, service clients or users?			20% 0
23	Do you feel that lack of training stops you from doing your job effectively?			20% 0
1	Do you work in uncomfortable or poor working conditions (e.g. noise, light, temperature, etc)			0% 0
16	Have you ever suffered discrimination because of ethnic origin, sex, age, disability, sexual orientation, or for any other reason?			0% 0
17	Have you ever suffered bullying from anyone in the work place?			0% 0
25	Do you feel that you have insufficient administration or clerical support?			0% 0