



You were delivered results of the Stress Management Questionnaire which monitors twelve basic strategies naturally used by people to respond to stress or load. Generally, to manage stress efficiently in the long run, it is suitable to use such strategies that not only contribute to the resolution of the given situation, but also help find our inner positive mood – therefore the results also show classification according to these two dimensions (resolution of the situation / mental well-being).

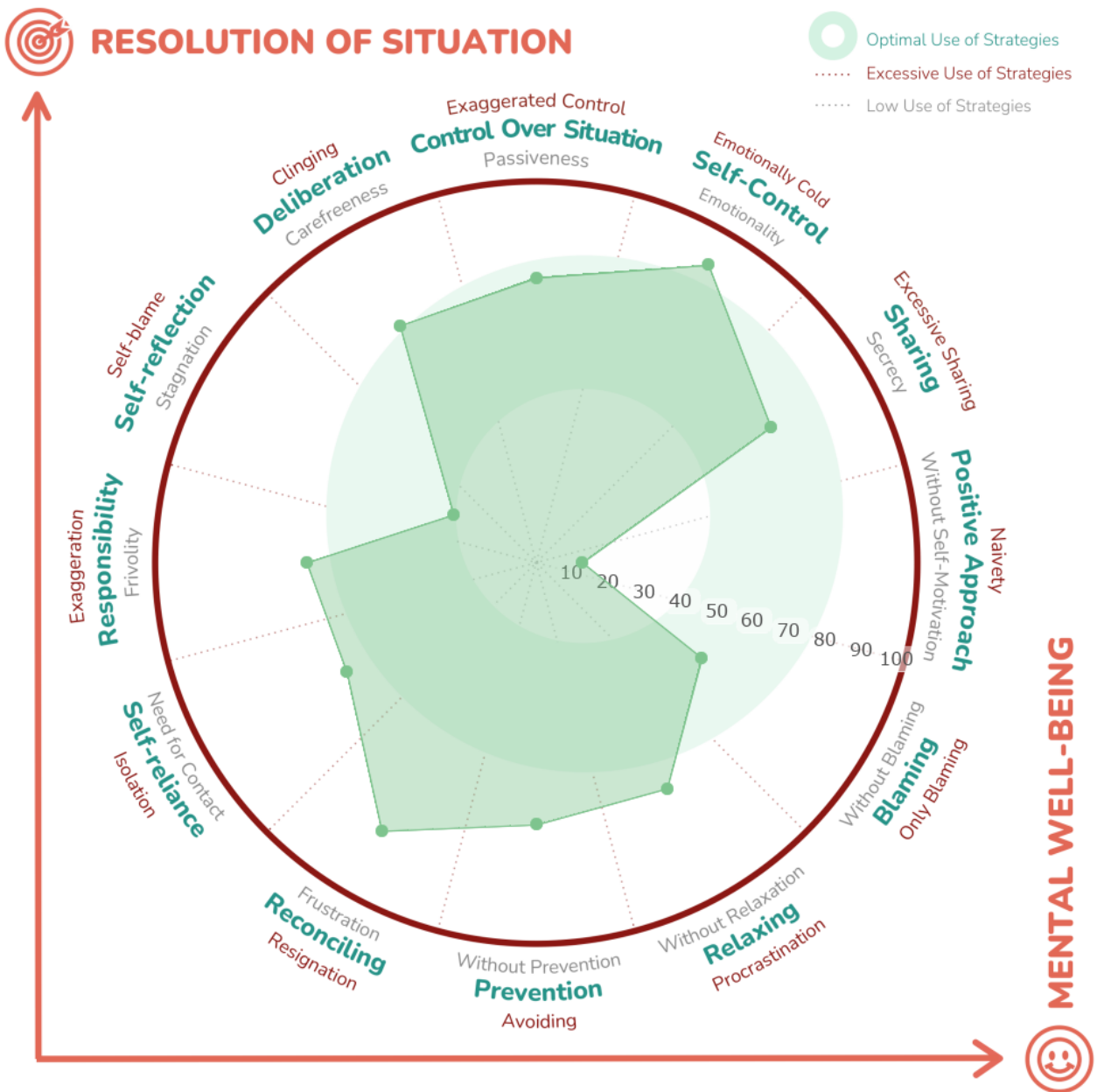
### CONTROL SCALE

Validity of the results may depend to some extent on the assessed person's approach to its completion – therefore a control scale is included in the questionnaire warning of possible result distortions.

NEED TO SUCCEED

a reasonable openness of the responses

### RELATIVE PRESENCE OF INDIVIDUAL STRATEGIES



The results are displayed in the graph in the form of percentiles. The green colour represents the area of optimal use within each strategy. Excessive use of a strategy is when a percentile above the upper limit of the optimal area is achieved - hence the red title applied to this strategy. In contrast, when a lower percentile is recorded, a grey title is used which more appropriately reflects this strategy.

## DESCRIPTION OF THE MOST PREFERRED STRATEGIES

Overused strategies are highlighted in colour: 

### ■ SELF-CONTROL (EMOTIONALLY COLD) - 91.7%

Self-control strategy manifests itself in an effort to control one's emotions and responses to stressful situations. It also encompasses an effort to constructively express emotions. This strategy is characterised by an active effort to control, not to show emotions and respond thoughtfully. Because emotions are expressed only a little, these people may be perceived by others as unreadable and not genuine. An effort to ensure intense and fixed control of one's own responses may also cause feelings of inner tension.

A high score on the scales of sharing and self-reliance means that both strategies are used excessively. This may indicate an excessive effort to gain self-control. Due to that the people may feel inner tension because they cannot or for some reason even do not want to show others how they feel. Others may think that they are secretive, cold or hard to read. It may not only complicate coping with stress itself but also relations with others, as these people do not show that they are under stress. As a consequence more and more requirements are imposed on these people, which they may not be able to manage. In these situations self-control in fact reduces mental comfort. This strategy is usually also less effective when the handling of the stressful situation involves working with emotions.

### ■ RECONCILING (RESIGNATION) - 82.7%

The strategy of reconciling manifests itself in a tendency to surrender under stressful situations. It is characterised by a tendency to give up dealing with and withdrawing from the situation. This strategy enables one to assess how difficult the situation is and not to deal with situations that are not within their competences or powers. Use of this strategy is mainly suitable for situations that an individual cannot change, where an active effort to deal with the situation would lead to more frustration. However, this strategy may manifest itself in a feeling of helplessness and inability to deal with the situation.

A high score on the scales of reconciling and self-control means that both strategies are used excessively. This can first manifest itself in an effort to deal with the situation by means of fast surrender and escape from the situation. Giving up searching for a solution is accompanied by feelings of helplessness, the inability to positively influence the situation, and passivity. These people then fall behind as events overtake them. Resignation may result from overload and bad time management and his/her own capacities. On the other hand it may also be caused by laziness and making excuses regarding a lack of adequate powers, chances and possibilities of how to deal with the situation.

### ■ CONTROL OVER SITUATION - 76%

Control over the situation manifests itself in a focus on dealing with the problem and an effort to have it in one's own hands. This strategy is characterised by a desire to have the situation under control and be able to influence it. People using this strategy do not put stressful situations aside but deal with them immediately. They may sometimes even try to deal with problems that lie in the remit of others. With situations which they cannot have under their own control this strategy leads to tension and dissatisfaction.

## OTHER OVERUSED STRATEGIES

**■ DELIBERATION (CLINGING) - 73%**

Deliberation is a strategy characterised by an ongoing returning to the problem in one's thoughts. People using this strategy are thinking about problems all the time and strive to find their solutions. A positive aspect of this strategy may be found in finding a suitable option to manage the problem, a negative aspect may be represented by thinking of obstacles that cannot be changed or an inability to stop thinking about problems, which limits the space for relaxing, resting and energetic recovery.

A high score on the scales of relaxing and deliberation means that both strategies are used excessively. This combination shows that a lot of energy is dedicated to thinking about the stressful situations being dealt with and it is hard to divert ones thoughts from them, but also a great focus on the techniques that assist relaxation. These strategies may therefore compensate each other, but they may also means a high energy investment when thinking about the problem and performing the activities to regain the invested energy. There is a risk that activities originally leading to relaxation are made too performance-focused, which brings about more stress.

**■ PREVENTION (AVOIDING) - 69.9%**

Use of the strategy of prevention means an effort not to get into unpleasant situations. It may be connected with an assessment of one's own abilities and competences, i.e. I deliberately do not try to resolve situations beyond my powers or ability. It also manifests itself in a prevention of stressful situations with the aim of maintaining mental well-being. It may also manifest itself in a tendency to ignore problems and avoid all stressful situations, including those that are critical and should be dealt with.

A high score on this scale indicates that the strategy of prevention is used excessively. This increases the risk of avoiding important and urgent problems that should be dealt with immediately. It may also lead to postponing various tasks in the hope that they will resolve themselves somehow. It is characterised by a low motivation to search for solutions, i.e. passivity when dealing with demanding situations or ignoring problems. Excessive use of this strategy is mainly problematic in situations where problem solving is an essential requirement of the person's job role, i.e. in a managerial position, where it may jeopardise the work of others.

**■ RELAXING (PROCRASTINATION) - 69.6%**

The strategy of relaxing is characterised by an effort to compensate for stress with various other pleasant activities. They may include other enjoyable activities, rewarding oneself with something pleasant, self-care or active relaxation. It is a strategy focused on restoration of physical and psychological powers in a stressful situation or afterwards. However, it may also manifest itself in procrastination when dealing with a stressful situation or in other activities that are not necessarily beneficial for the given person.

A high score on the scales of relaxing and deliberation means that both strategies are used excessively. This combination shows that a lot of energy is spent considering the stressful situations being dealt with and it is hard to divert one's thoughts from them - in addition to great attention paid to the techniques that enable relaxation. These strategies may therefore compensate each other, but they may also mean a large investment of energy when thinking about the problem and performing the activities to regain the invested energy. There is a risk that activities originally leading to relaxation are made too performance-focused, which brings about more stress.

**■ RESPONSIBILITY (EXAGGERATION) - 61.4%**

Responsibility is typical for a strategy characterised by a very diligent approach to stressful situations. People using this strategy take the stressful situation very seriously and strive to manage it. Their main purpose is to prevent all possible negative consequences which they perceive more sensitively than others. Their strong feeling of responsibility and focus on the possible negative effects of such situations may even have a paralysing effect on them.

A high score on this scale means that this strategy is used excessively. This may lead to extreme feelings of responsibility for the stressful situation, and others may even consider such situations as normal or even trivial. It is characterised by a reduced ability to maintain a distance and an insufficient ability to use resources that may make the situation easier. Strong concerns about the seriousness of the given situation and exaggeration of risks may even lead to the creation of catastrophic scenarios, which are very exhausting or paralysing. Excessive use of this strategy may be problematic mainly in situations where the required distance, strategic perspective and focus on real risks and their prioritisation within time management is necessary.

**■ SELF-RELIANCE (ISOLATION) - 58.5%**

This strategy manifests itself in a tendency to turn inward in a demanding situation and to seek isolation from others. This may be caused by an effort to deal with problems independently and not to disturb others with such problems. This strategy works in cases when it is necessary to calmly think about the problem and its solution or where joint resolution or sharing of the problem is impossible or undesirable. People using this strategy may have a feeling that others are not interested in their problems or do not understand their solutions and therefore keep things secret.

A high score on this scale indicates that self-reliance is used excessively. It may manifest itself in an effort to deal with everything independently, even though it may not always be appropriate. For example some social situations or problems when one lacks the necessary powers or abilities to deal with them and when a contribution of others could lead to a more efficient solution. Feelings of shame for one's own problems, unwillingness to share them or try to find solution through consultation with others may also appear with increased frequency. People using this strategy usually believe that they are alone and feel lonely and misunderstood by others. Excessive use of this strategy is mainly problematic in situations where sharing of information and cooperation with others are part of the job.

## DESCRIPTION OF THE LEAST PREFERRED STRATEGY

Underused strategies are highlighted in colour: 

**■ POSITIVE APPROACH (WITHOUT SELF-MOTIVATION) - 12.2%**

The positive approach is a strategy manifesting itself in an effort to find positive aspects in a stressful situation, e.g. what I can learn or get from such situation, as well as in the trust in one's own capability to manage it. People using this strategy admit the risks only in a limited extent and may tend to underestimate them. The positive approach is also accompanied by great self-confidence in managing the situation, which may lead to too much optimism and being overloaded in the belief that anything can be managed.

A low score on this scale indicates that the positive approach is used only rarely, which is connected with a lower rate of optimism and self-confidence in dealing with the situation. It also confirms a poor focus on positive aspects and opportunities ensuing from stressful situations. It may result to reduced effort to deal with the situation, lower self-assurance in such dealing, and forgetting the previous success and the base on which one can build (acquired knowledge and experience). Poor use of this strategy in a long run may lead to decreased self-confidence in general, a loss of "lightness" and distance when resolving the issue, and reduced well-being. A low score is mainly disadvantageous in situations that must be handled with creativity, an innovative perspective and ability to assume some risk.

## RECOMMENDATIONS FOR DEVELOPMENT

To define one's own feelings in a constructive way, especially in stressful situations. Not to try to suppress or ignore one's emotions at all costs. Greater openness will lead to better understanding from others and may prevent the

occurrence of conflicts, “explosive” emotions that are surprising for others and also psychosomatic disorders stemming from one’s own unprocessed emotions (e.g. headache or neck pain, problems with digestion, etc.).

Not to give up the effort to deal with the situation, to try to find alternative ways of resolution that are not so demanding. To think more intensely whether and how the situation could be influenced from one's own position. To try to look at it from another perspective. Not to give in to the feelings of helplessness and frustration. To better plan one's activities so that there is a real chance that I will manage to complete them or rather to redefine the goal into a smaller or more achievable one than to give up completely.

To focus on balance and also on suitability both when considering problems and when relaxing. To choose such activities for relaxing that can really bring peace and rest and if they are focused on the performance, to look for other ways that are less dynamic but effective, regarding relaxing and mental well-being.

To better determine one’s priorities and to also deal with situations that may be unpleasant even though their solution is important and/or urgent. Where needed, to motivate oneself and to deal with the situation, instead of spending unnecessary effort trying to avoid it. Not to be afraid to assume responsibility for dealing with stressful situations and trying to resolve them under one's own control.

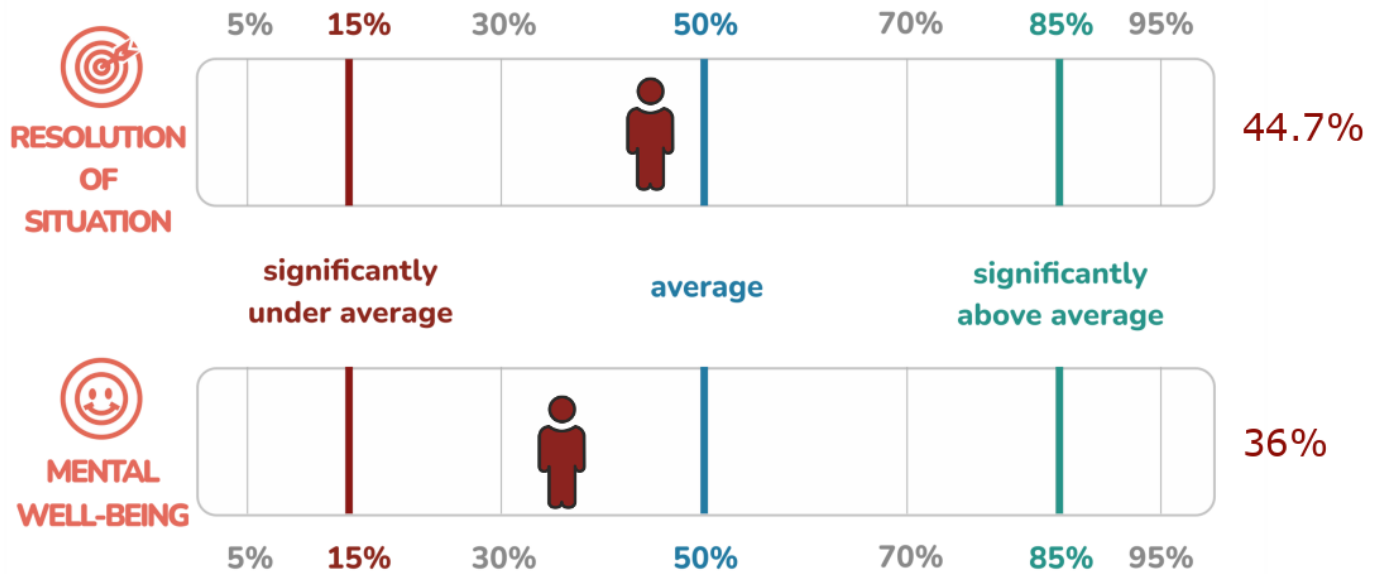
To focus on balance and also on suitability both when thinking about problems and when relaxing. To choose such activities for relaxing that can really bring peace and rest and if they are focused on the performance, to look for other ways that are less dynamic but efficient, regarding relaxing and mental well-being.

Not to surrender to the feelings of excessive responsibility, to strive to view things from a distance. Not to ponder about all possible risks, to try to assess whether they are real and only deal with the probable one. To perceive the stressful situation rather as an opportunity than a great risk, to focus on the positive aspects of the situation.

Not to be afraid to share one’s problems with others, not to surrender to the feeling of loneliness. To consider whether it is always desirable to deal with the situation independently and if the opinion of someone else would be useful. To consider the appropriate delegation of work, to gain more information about the options to deal with the situation, to draw inspiration from others, and also to verify one’s own information (not to assume or anticipate anything).

To focus more intensely on the positives of stressful situations. To view these situations with the perspective of the opportunities they may bring about and the potential for personal growth. To acknowledge one’s experience and previous success in dealing with similar situations, to review the skills and abilities I can use to deal with the situation and to focus on an idea of a successful resolution of the given problem. To deal with stressful situations more self-confidently and with a greater belief in success.

## TOTAL RATIO OF STRATEGIES



*Note: The charts show an overall distribution of strategies that either contribute to dealing with the given situation and to mental well-being or not.*

## COMMENTS ON THE OVERALL RATIO OF STRATEGIES

A fairly low need to deal with stressful situations or to play a part in their resolution occurs throughout the strategies. This manifests itself in less activity and low engagement when looking for the solution.

Responses to stressful situations helping to maintain mental well-being are less frequent throughout the strategies. This may contribute to discomfort and dissatisfaction of the individual.