



TEAM OUTPUT

Stress Management Questionnaire

## TEAM REPORT

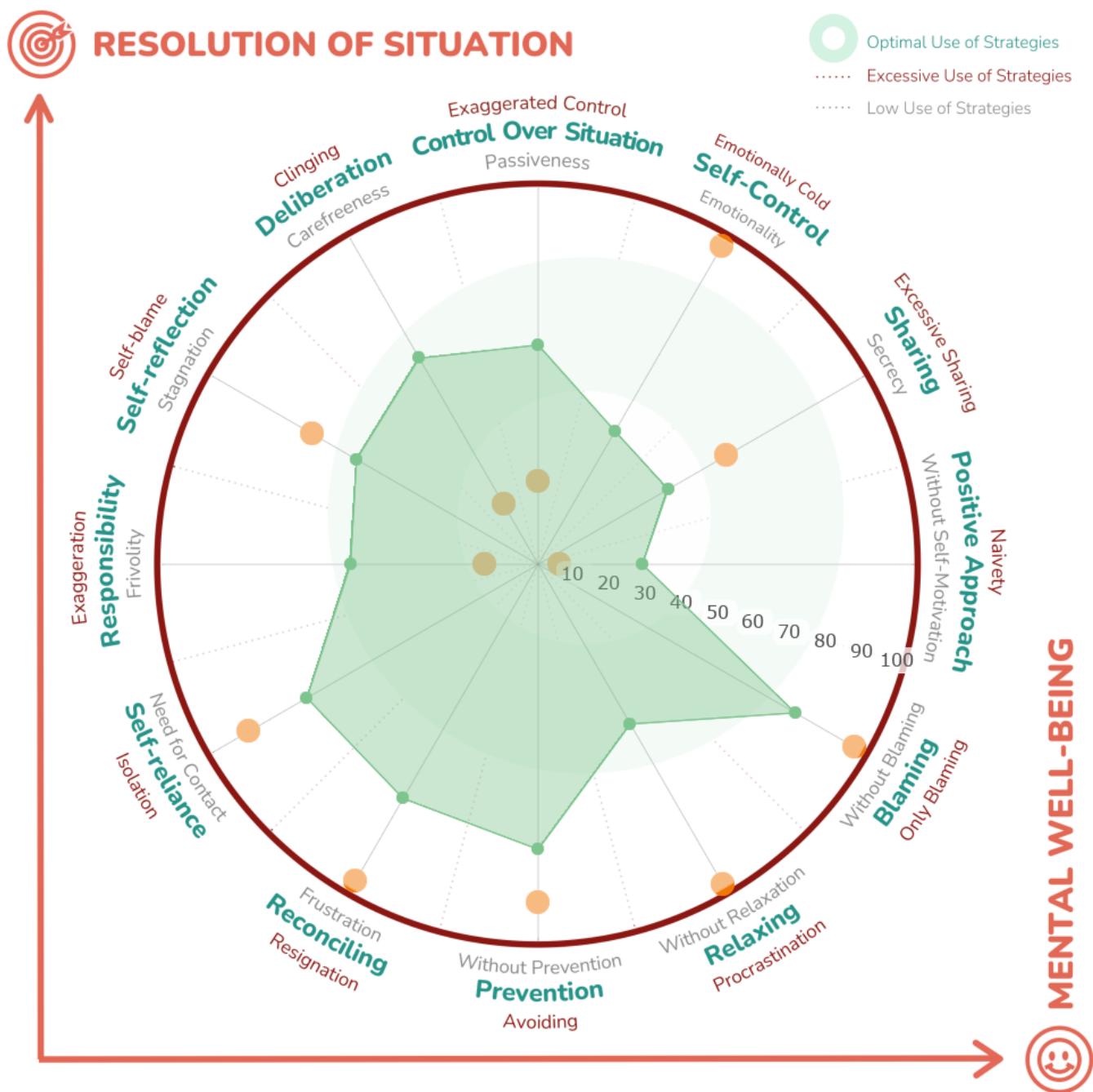
### TEAM MEMBERS:

- [bill.smith@example.com](mailto:bill.smith@example.com) (Bill Smith)
- [jack.white@example.com](mailto:jack.white@example.com) (Jack White)
- [jeremy.johnson@example.com](mailto:jeremy.johnson@example.com) (Jeremy Johnson)
- [john.doe@example.com](mailto:john.doe@example.com) (John Doe)
- [mandy@example.com](mailto:mandy@example.com) (Mandy Moon)
- [mia.brown@example.com](mailto:mia.brown@example.com) (Mia Brown)
- [tina.timberlay@example.com](mailto:tina.timberlay@example.com) (Tina Timberlay)

### PEOPLE LABELLED AS MANAGERS:

- [susan.black@example.com](mailto:susan.black@example.com) (Susan Black)

## RELATIVE PRESENCE OF INDIVIDUAL STRATEGIES IN THE TEAM



Note: The chart captures average presence of individual strategies across the entire team. Prospective manager is indicated with an independent line in the chart.

## DESCRIPTION OF THE MOST PREFERRED STRATEGIES IN THE TEAM

### **BLAMING (79%)**

The 'blaming' strategy manifests itself in a tendency to search for the causes of stressful situations in other people or disadvantageous circumstances and conditions, and it is a strategy focused rather on analysis of the causes of the problem than on their resolution. Not burdening oneself with remorse and feelings of failure and one's own fault may help maintain mental well-being. On the other hand, it may however lead to a reduced focus on my contribution to the problem's origin and on other ways of acting in the future.

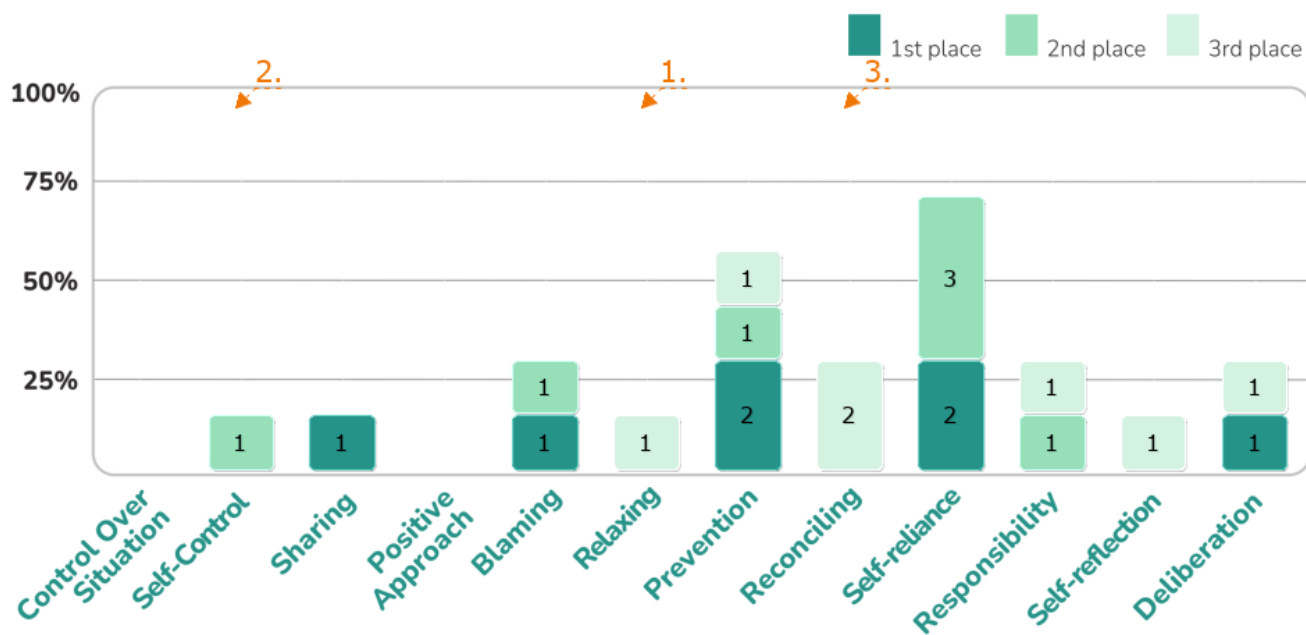
### **PREVENTION (76%)**

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.

### **RECONCILING (72%)**

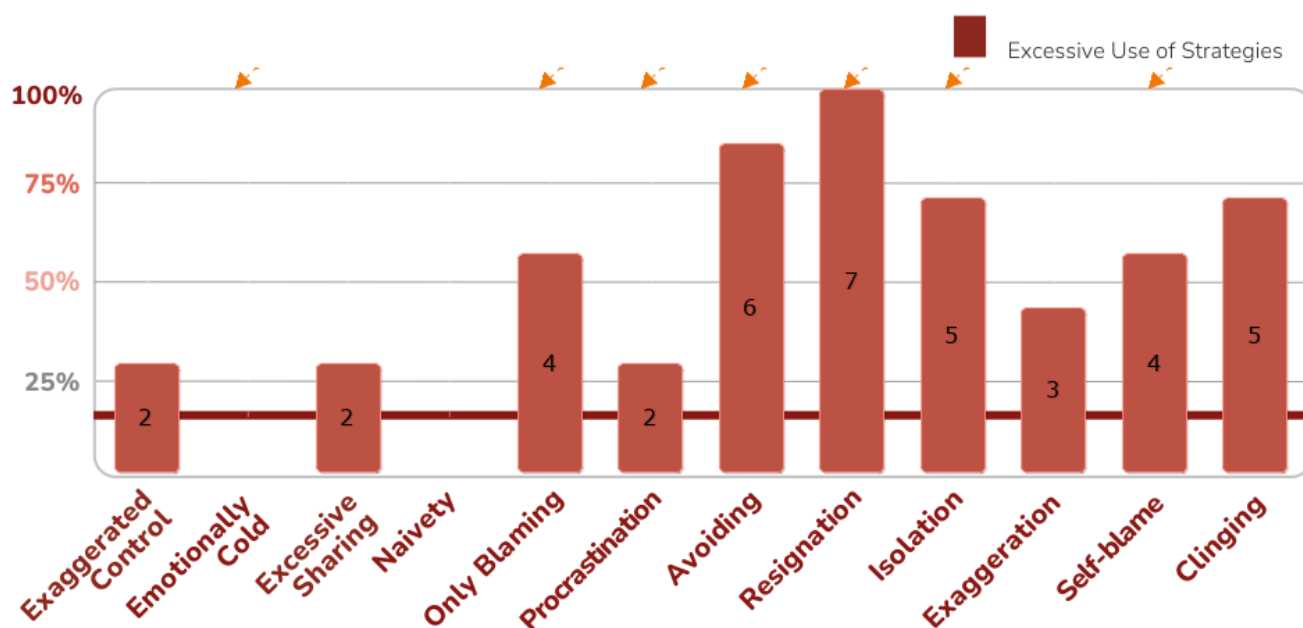
The strategy of reconciling manifests itself in a tendency to surrender under stressful situations. It is characterised by a tendency to give up dealing with and withdrawing from the situation. This strategy enables one to assess how difficult the situation is and not to deal with situations that are 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.

### THREE MOST PREFERRED STRATEGIES IN THE TEAM



Note: The group chart captures presence of the individual strategies ranking 1st to 3rd for the individual members of the team and the number of person who used it at the same spot. Choice and order of the three most preferred strategies of the selected manager is indicated by an arrow and number. 1. 2. 3.

## EXCESSIVELY USED STRATEGIES



Note: The chart captures the presence of excessively used strategies within the group. Values concerning the strategies used by more than 15% of the team members are important for interpretation (the specific number of team members is provided). Any arrows in the chart represent indication of excessively used strategies of the manager or team manager.

### RECONCILING (RESIGNATION) - 7x

A high score on this scale indicates that the strategy of reconciling is 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, inadequacy in dealing with the situation and passivity. These people may then find themselves falling behind as events overtake them. Resignation may result from overload and bad planning of time and their own capacities. On the other hand it may also be caused by laziness and making excuses regarding a lack of power in their remit, chances or options of how to deal with the situation.

### PREVENTION (AVOIDING) - 6x

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.

### SELF-RELIANCE (ISOLATION) - 5x

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.

**DELIBERATION (CLINGING) - 5x**

A high score on this scale indicates that this strategy is used excessively. This manifests itself in an intense clinging to problems in our thoughts and inability to move on. Ongoing consideration of current and past problems does not lead to their resolving and impedes resting and energetic recovery. It is characterised by an inability to resolve the problem somehow and leads to constant doubting of the selected resolution. People who excessively cling to problems tend to feel overloaded for much longer than others, which may have a negative impact on their physical and mental well-being in the long run. It is mainly problematic when the given situation cannot be resolved in a short time frame and when problem solving is a fundamental part of the job.

**BLAMING (ONLY BLAMING) - 4x**

A high score on this scale indicates that the strategy of blaming someone else is used excessively. It manifests itself in a tendency to overlook one's own mistakes and rejecting responsibility, or excessive emphasis on the faults of others, or blaming disadvantageous conditions. It is connected with a risk of low willingness to accept criticism and adapt one's behaviour in stressful situations. It may manifest itself particularly in making excuses, buck-passing, denying responsibility and blaming others or the circumstances. Excessive use of this strategy is mainly problematic in situations where good self-reflection and openness to criticism and further development is expected.

**SELF-REFLECTION (SELF-BLAME) - 4x**

A high score on this scale indicates that this strategy is used excessively. This may manifest itself in an overall tendency to mainly blame oneself, even for minor shortcomings, and an excessive sense of personal responsibility for the occurrence of the given situation. This may result in strong dissatisfaction with oneself, remorse and feeling incomplete. Excessive use of this strategy may become a cause and consequence of reduced self-confidence. It is mainly problematic when an emphasis is put on high personal persuasiveness and self-assurance or when the fault and the ensuing lesson learnt is an inherent part of the work process (e.g. development, junior positions, crisis management).

**RESPONSIBILITY (EXAGGERATION) - 3x**

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.

**CONTROL OVER SITUATION (EXAGGERATED CONTROL) - 2x**

A high score on this scale indicates that control over the situation is used to an excessive extent. This manifests itself in a need to assume responsibility and power from others in an effort to have the situation fully under control. Excessive use of this strategy may be perceived by others as interference in their remit or challenge to their authority. A tendency to manage and control everything may result in an unnecessary waste of energy for problems that are beyond one's power or cannot be resolved. If this person tries to exert control in situations that are simply beyond their control, it will naturally lead directly to frustration.

**SHARING (EXCESSIVE SHARING) - 2x**

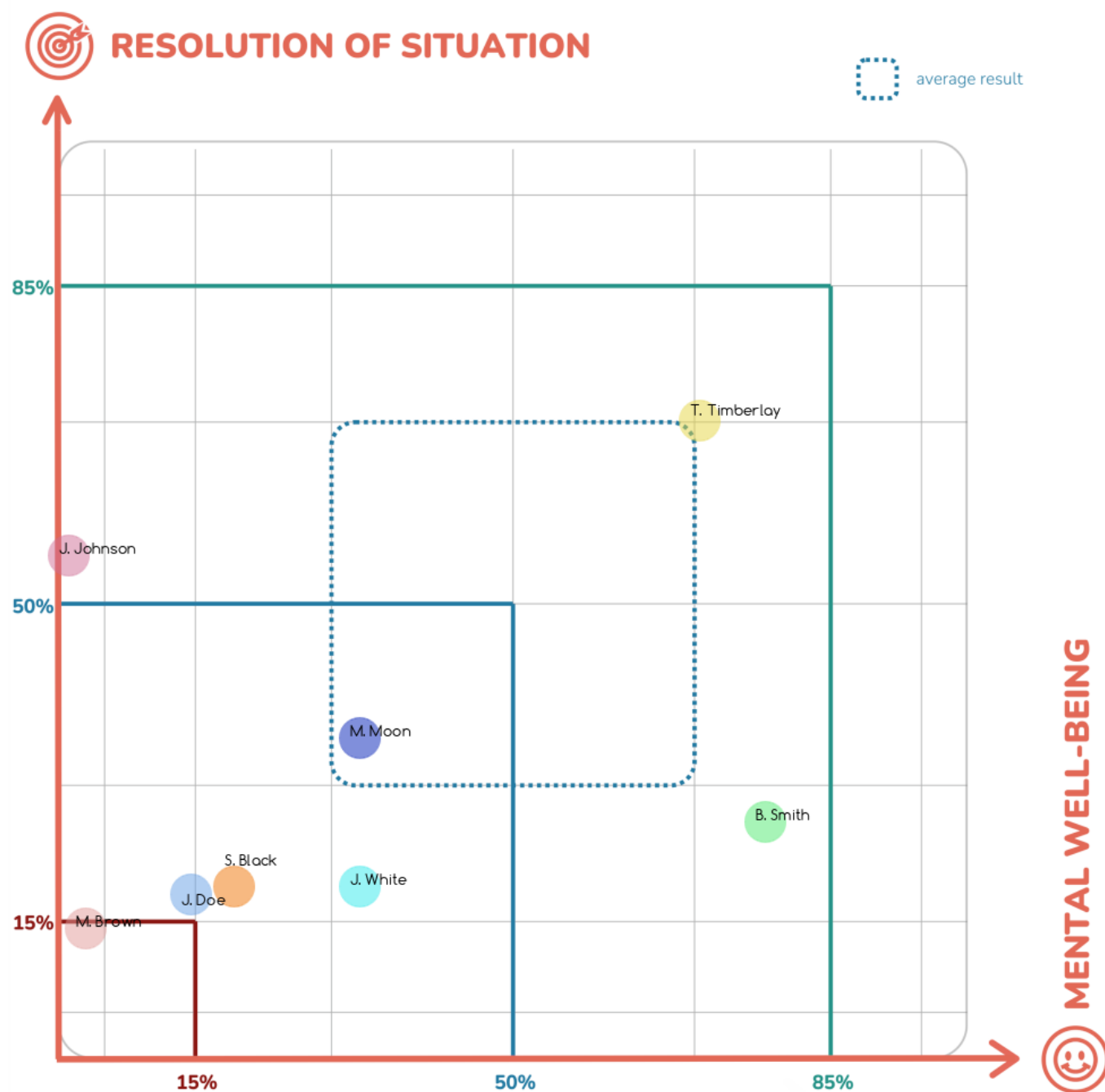
A high score on this scale indicates that sharing is used to an excessive extent. This may manifest itself in low self-reliance and even dependency on others. People who use this strategy may excessively tend to avoid dealing with stressful situations until they have discussed it with others. While in some situations it may be a desirable approach, excessive use of this strategy means that these people look for support and advice also in other cases where it is not reasonable. People using support of other people excessively rely too much on the opinion of others and believe that they are unable to manage the situation without their help. Excessive use of this strategy may be problematic in situations where self-reliance and speed in resolving the situation is expected.

## RELAXING (PROCASTINATION) - 2x

A high score on this scale indicates that this personality may tend to relax excessively. This may manifest itself in delaying important tasks – procrastination. Excessive use of this strategy is characterised by a preference of plausible activities instead searching for the solution of the given situation, even though by procrastination the situation may become complicated. This may have a negative impact on the handling of the situation, as well as on the mental well-being of the people using this strategy and others. Excessive use of this strategy is mainly problematic where there is a great pressure on a speedy and timely resolution and also where work procedures and organisation do not provide for a flexible inclusion of activities focused on relaxing or free working time.

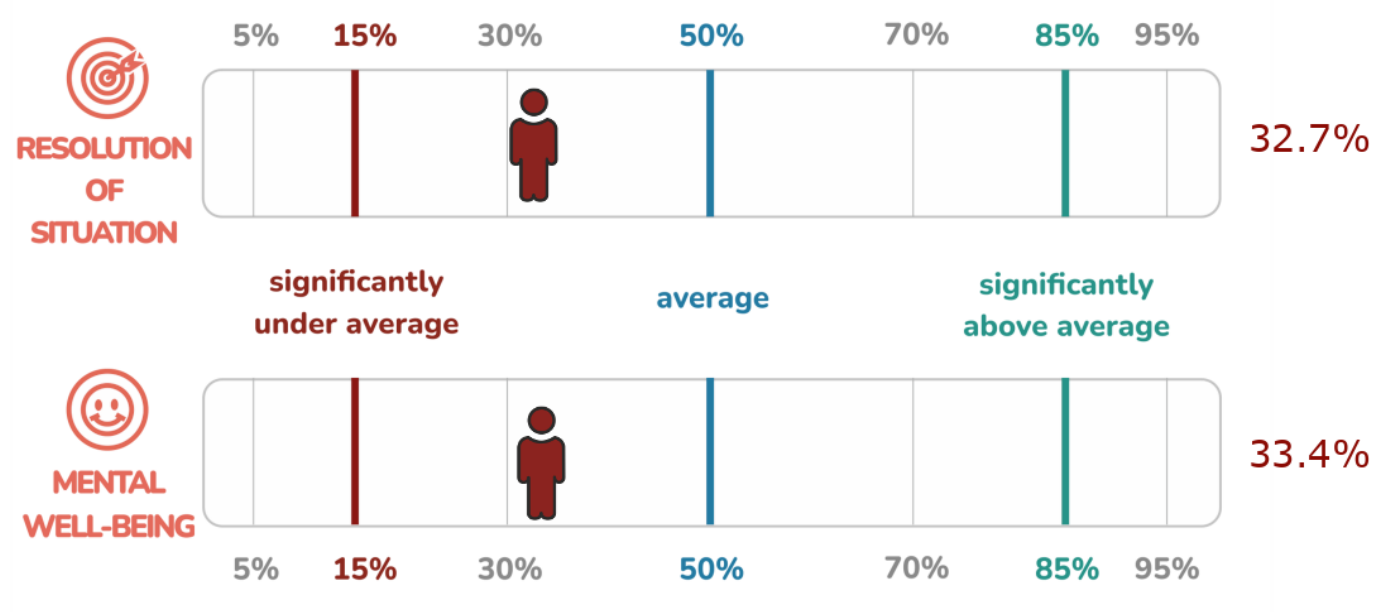


## TEAM MAP



Note: The team map shows the individual members according to the overall rate of encompassed positive strategies, as concerns dealing with the situation and mental well-being.

## 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. Some strategies gain points in both charts according to their impact on the problem resolution and mental well-being. Strategies that are neutral in relation to the first or second monitored aspect are captured in a single chart.