



# 80-Question Stress Check Group Analysis Results Report

Sample K.K.  
Jun, 2023

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# Testing Information

01

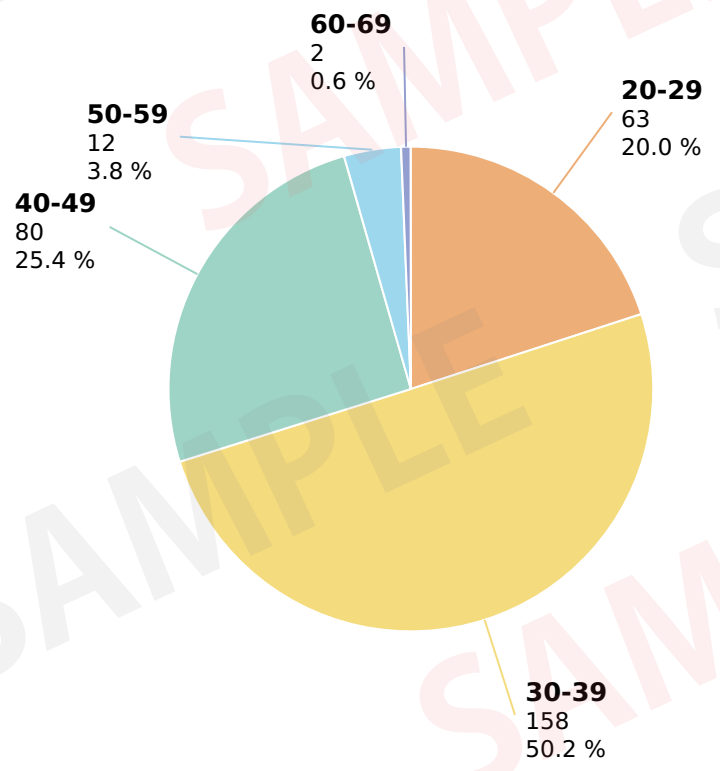
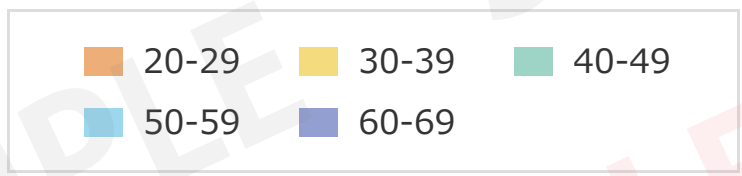
<b>Testing period</b> 2023 <b>6/1 ~ 6/8</b>	<b>Testing rate</b> <b>93.8%</b> National average <b>90.1%</b>	<b>High stress individuals rate</b> <b>20.6%</b> National average <b>15.5%</b>	<b>STELLA candidate rate</b> <b>3.5%</b> National average <b>13.0%</b>
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	06-2023	Last time	Before Last
Number of subjects	336	317	281
Number of testing subjects	315	248	230
Testing rate	93.8%	78.2%	81.9%
Number of high stress individuals (rate)	65 (20.6%)	48 (19.4%)	45 (19.6%)
Number of STELLA candidates (rate)	11 (3.5%)	16 (6.5%)	17 (7.4%)

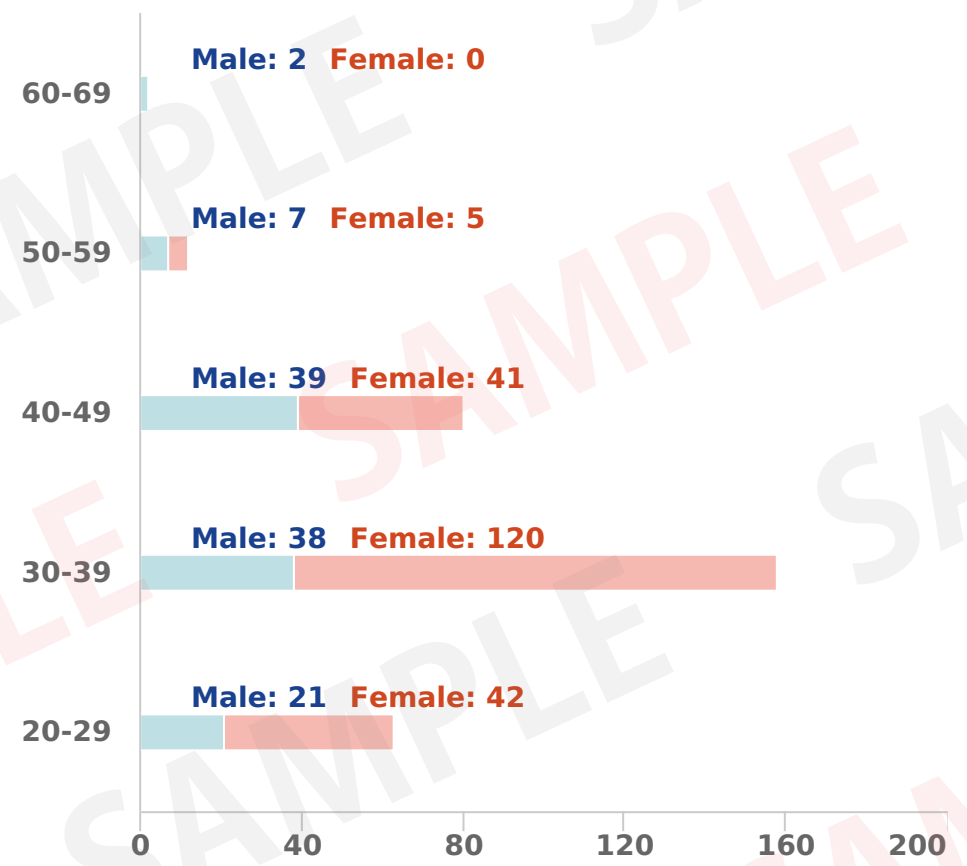
- Testing Information
- High Stress Individuals
- STELLA Candidates
- High Stress Individuals
- STELLA Candidates
- High Stress Individuals
- STELLA Candidates
- High Stress Individuals
- STELLA Candidates

# Test subject information (by age, gender)

### Test subject rate (by age)

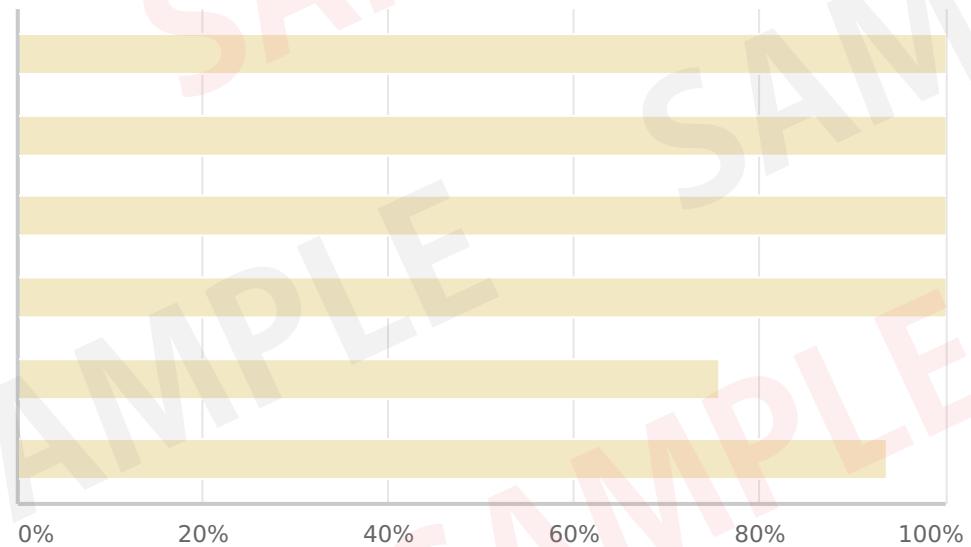


### Test subject rate (by gender)



### Testing Rate (by department)

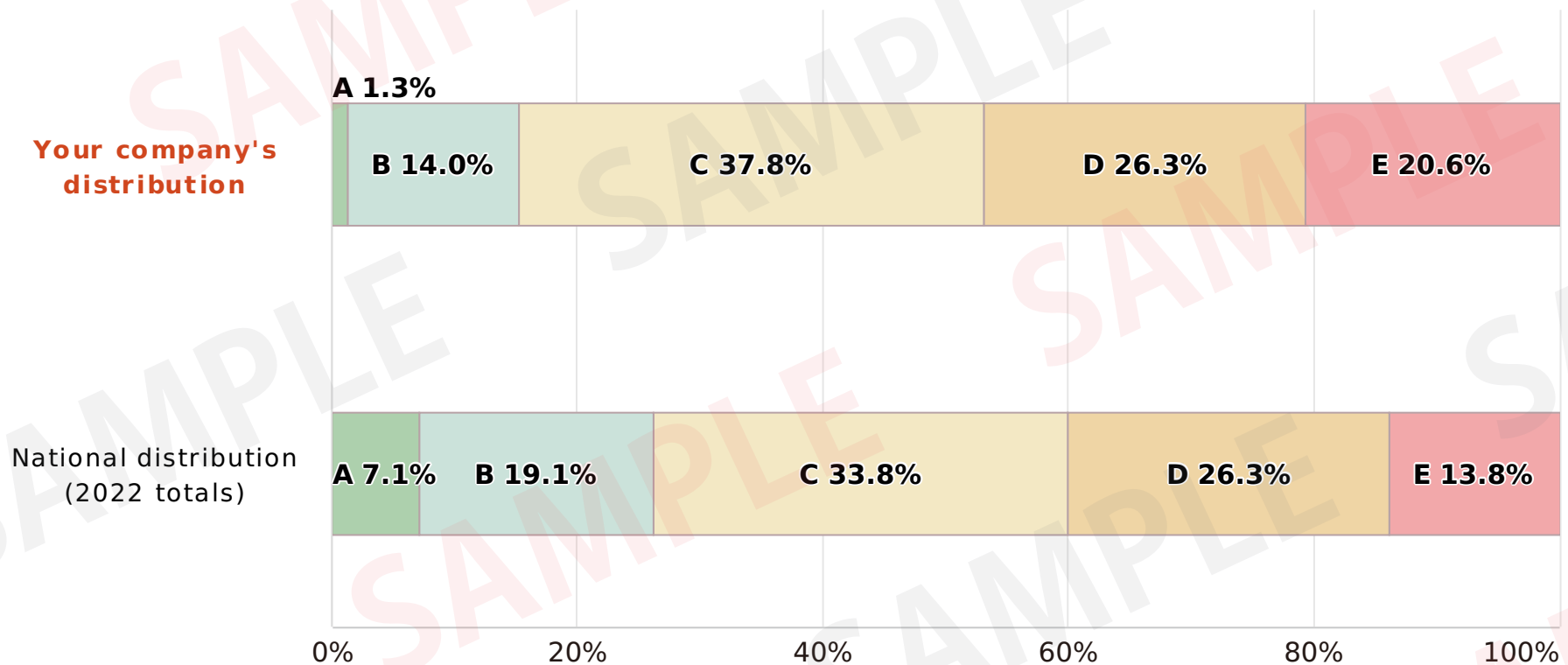
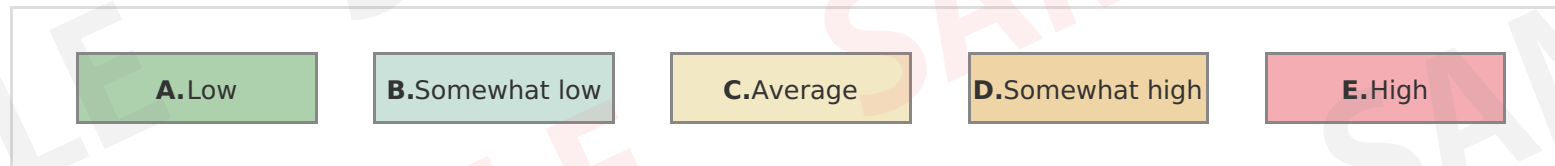
department	Number of subjects	Testing rate
Sample A	19	100.0%
Sample B	69	100.0%
Sample C	115	100.0%
Sample D	47	100.0%
Sample E	86	75.6%
Entire company	336	93.8%



# Overall distribution

Based on the 410,352 people who took the Doctor Trust Stress Check in 2022.

This is a 5-point scale from A to E. **E is the high-stress category.**



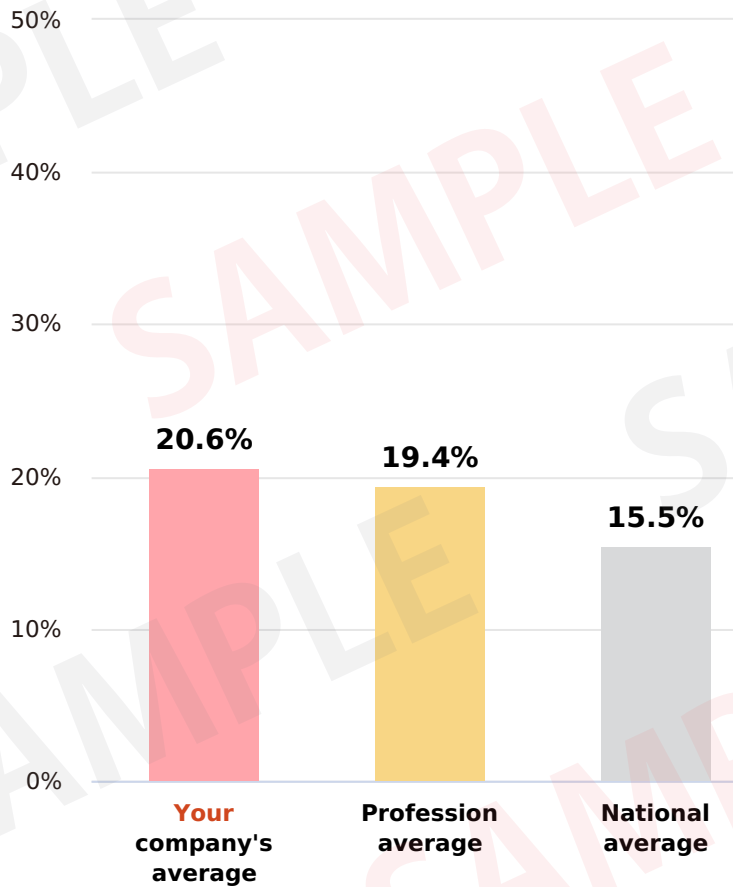
\* Valid test subjects are counted as 100%.

# High stress individual rate (by profession and company)

05

## High stress individual rate (by profession)

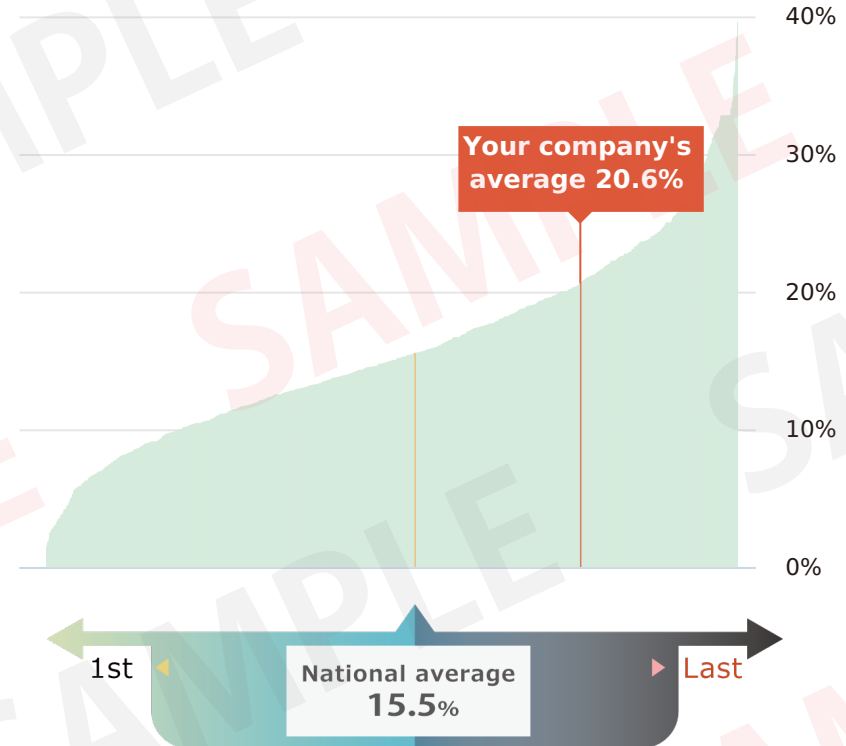
Profession : Manufacturing



## High stress individual rate ranking (by company)

The following table shows where your company stands in comparison with the rate of high stress individuals in the 1,162 companies that conducted the Doctor Trust Stress Check in 2022.

902ed / 1,162 companies



- Executive
- High Stress Individuals
- Director
- Departmental
- Individuals
- Managers
- Non-Executives
- Operational
- Professionals
- Senior
- Specialist
- Team
- Technical
- Top

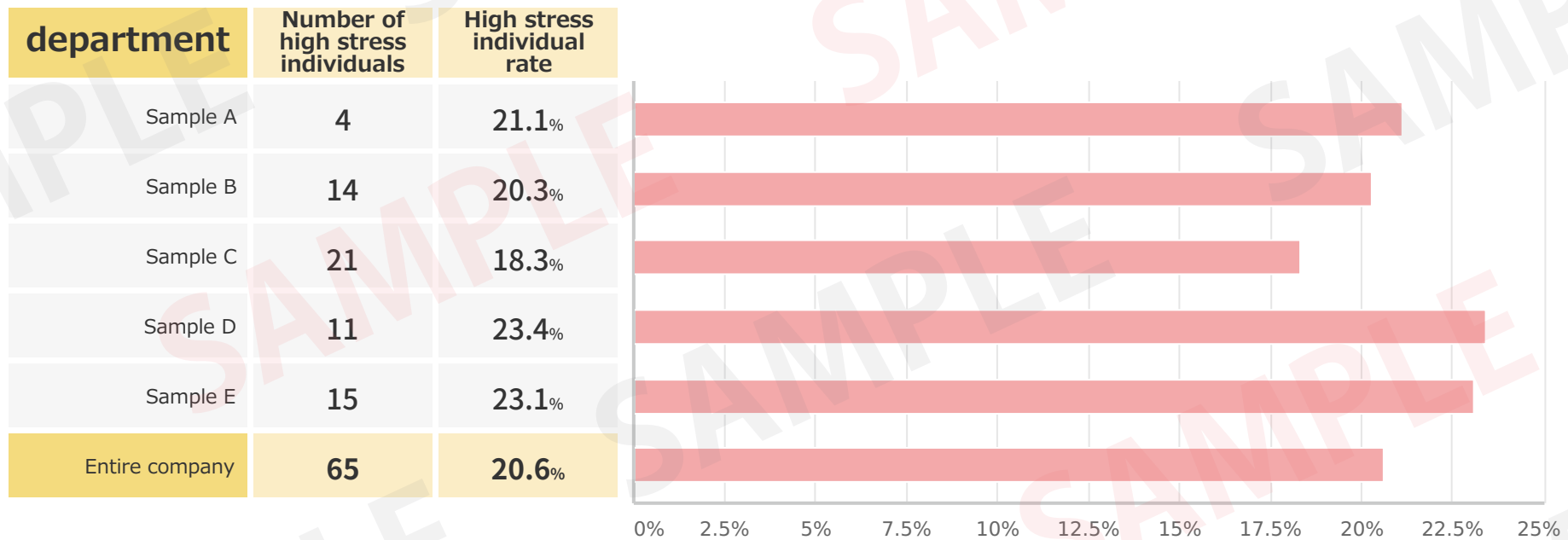




# High stress individual rate (by department)

07

## High stress individual rate (by department)



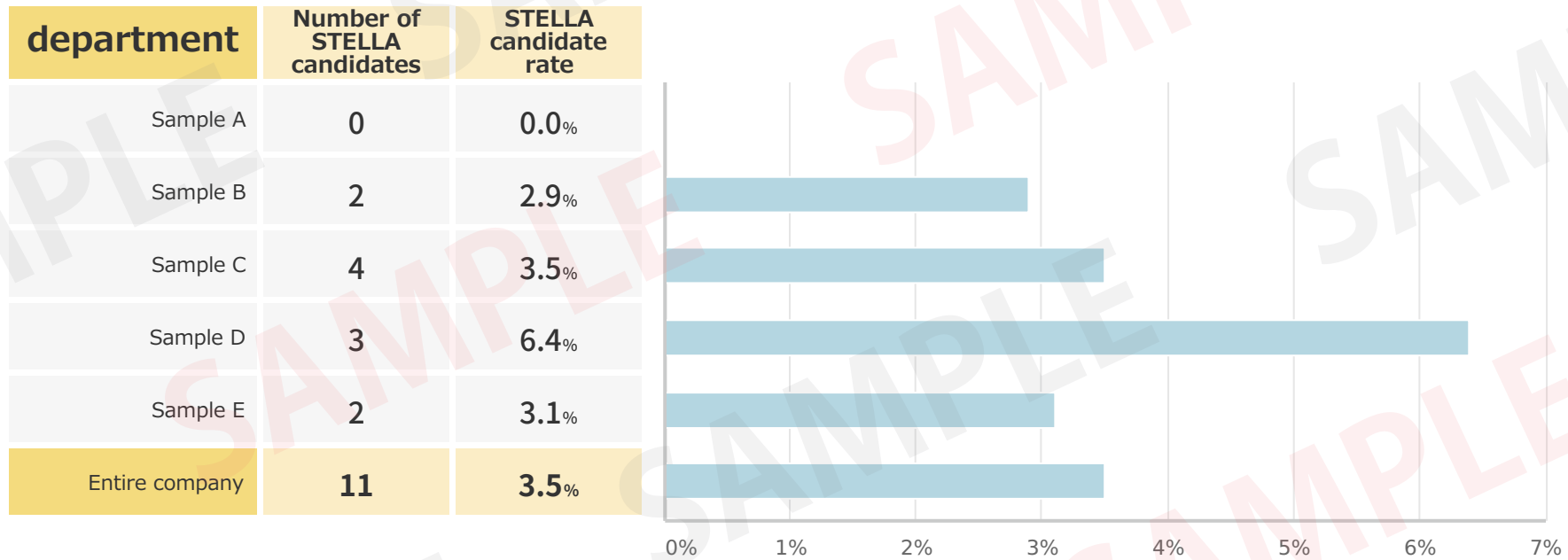
- Technical Information
- High Stress Individuals
- TEFLA
- High Stress
- Departmental Values
- Statistics
- Results
- TEFLA



# STELLA candidate rate (by department)

09

### STELLA candidate rate (by department)

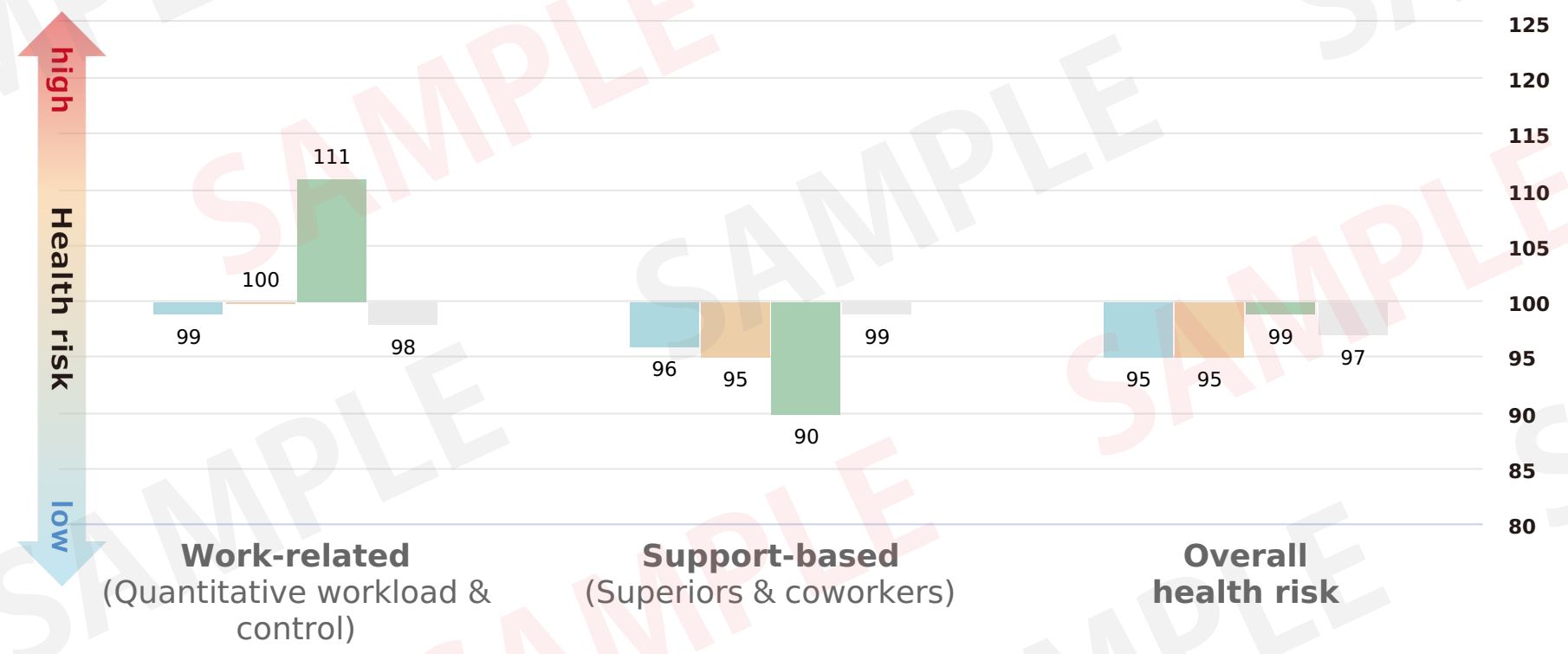


- Executive Summary
- Introduction
- STELLA
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# Health risk

Health risk is an indicator set by the Ministry of Health, Labour and Welfare that expresses the risk of employees of your company taking sick leave.

It is calculated based on four factors: work-related (quantitative workload, control at work) and support-related (support from superiors, support from coworkers), with 100 as the baseline.



\* Average of the 1,162 companies which took the Doctor Trust Stress Check in 2022.



# Deviation value (Best 5 & Worst 5)

12

The deviation value shown here is the national average score for each category based on the data of 410,352 people who took the Doctor Trust Stress Check in 2022, with a deviation value of 50.

If the score is better than the national average, the deviation value is 50 or more, and if it is worse than the national average, the deviation value is less than 50.

Deviation values are shown with a lower limit of 10 and an upper limit of 90.



## BEST 5

1

### Work-self balance (negative)

An unfavorable impact caused by the workload on your personal life.

Deviation value  
**76**

2

### Support from superiors

Support provided by superiors to subordinates, such as being easy to talk to, dependable, and willing to listen.

Deviation value  
**66**

3

### Workplace environment

Burden caused by physical workplace environment issues such as noise, lighting, temperature, and ventilation.

Deviation value  
**63**

4

### Work aptitude

The work is suitable and appropriate for you.

Deviation value  
**61**

5

### Fair personnel assessments

There is a workplace culture and policies in which information is provided on personnel assessment policies and standards, and satisfactory explanations of individual personnel assessment results are provided.

Deviation value  
**60**



## WORST 5

1

### Quantitative workload

This refers to the workload caused by a large amount of work or the inability to handle the work in a timely manner.

Deviation value  
**27**

2

### Fatigue

Symptoms related to fatigue, such as tiredness, exhaustion, and lethargy.

Deviation value  
**29**

3

### Physical problems

Total of all physical symptoms.

Deviation value  
**31**

4

### Anxiety

Symptoms related to anxiety, such as feeling overwhelmed, anxious, and restless.

Deviation value  
**31**

5

### Depression

Symptoms of decreased mood and energy, such as depression, dullness, and difficulty concentrating.

Deviation value  
**31**

Deviation Value

# Deviation value (Heat map)

Here are your company's deviation value trends by category.

(Excludes the 29 questions in 6 categories in mental and physical stress response. See bottom left for the meaning of the colors)

## A. Work

Quantitative workload	A01 I have an extremely large amount of work to do A02 I can't complete work in the required time A03 I have to work as hard as I can
Qualitative workload	A04 I have to pay very careful attention A05 My job is difficult in that it requires a high level of knowledge and technical skill A06 I need to be constantly thinking about work throughout the working day
Physical workload	A07 My job requires a lot of physical work
Control at work	A08 I can work at my own pace A09 I can choose how and in what order to do my work A10 I can reflect my opinions on workplace policy
Skill utilization	A11 My knowledge and skills are rarely used at work
Relationships at work	A12 There are differences of opinion within my department A13 My department does not get along well with other departments A14 The atmosphere in my workplace is friendly
Workplace environment	A15 My working environment is poor (e.g. noise, lighting, temperature, ventilation)
Work aptitude	A16 This job suits me well
Worthwhile work	A17 My job is worth doing

## C. Support from others

Support from superiors	C47 How freely can you talk with the following people?
Support from coworkers	C48 How freely can you talk with the following people?
Support from family and friends	C49 How freely can you talk with the following people?
Support from superiors	C50 How reliable are the following people when you are troubled?
Support from coworkers	C51 How reliable are the following people when you are troubled?
Support from family and friends	C52 How reliable are the following people when you are troubled?
Support from superiors	C53 How well will the following people listen to you when you ask for advice on personal matters?
Support from coworkers	C54 How well will the following people listen to you when you ask for advice on personal matters?
Support from family and friends	C55 How well will the following people listen to you when you ask for advice on personal matters?

## D. Satisfaction level

Work satisfaction	D56 I am satisfied with my job
Home life satisfaction	D57 I am satisfied with my family life

- ★ Satisfaction analysis TOP 10
- Deviation value of 60 or more (satisfied)
- Deviation value of 40 or less (unsatisfied)
- Deviation value less than 35 (remarkably unsatisfied)

Your company's TOP 10 priority workplace factors improvements

Satisfactory scores with a deviation value of 60 or more based on the national average

Unsatisfactory scores with a deviation value of 40 or less based on the national average

Significantly unsatisfactory scores with a deviation value of 35 or less based on the national average

## E. Work

Emotional burden	★ E58 It is mentally tough
Conflict between roles	E59 I am required to do several tasks from some people but the tasks are inconsistent
Clarity of roles	E60 I understand what my job is and what I am responsible for
Opportunities for growth	★ E61 I have opportunities to improve my good points in my job

## F. Workplace

Economic and position-based compensation	★ F62 My salary and bonuses are suitable
Respect-based compensation	★ F63 My evaluation from my boss is appropriate
Stability-based compensation	F64 I am afraid I might lose my job
Leadership of superiors	★ F65 My boss gives me enough opportunities to study and improve my skills
Fairness of superiors	F66 My boss treats me sincerely
Praise-friendly workplace	F67 I am complimented if I work hard
Mistake-accepting workplace	F68 Even if I make a mistake or fail, I am given the chance to recover

## G. Company and organization

Trust with upper management	★ G69 Information given by the company managers are trustable
Response to changes	G70 The company asks the employees' opinion before making major changes
Respect to individuals	★ G71 Every person's values are respected
Fair personnel assessment	★ G72 There is enough explanation on your personnel evaluation
Diverse workplace support	★ G73 Every staff, whether full-time worker or part-time worker, is highly regarded as an irreplaceable member of the company
Career formation	★ G74 There are enough opportunities to keep my motivation up, and enough information to help my career
Work-self balance (negative)	G75 I do not have enough time to enjoy my private life, since I always tend to think about my job
Work-self balance (positive)	G76 My private life is very fulfilled because I am motivated by my job

## H. Work conditions and performance

Workplace harassment	H77 I am suffering from sexual harassment and power harassment during work
Workplace unity (social capital)	H78 We all respect each other at our office
Work engagement	H79 I feel lively with my job H80 I have pride in my work

Number of testing subjects	: 315
Testing rate	: 93.8%
High stress individual rate	: 20.6%
Percentage of D/E	: 47.0%
Number of E responses	: 65
Overall health risk	: 99
Health risk (quantitative workload and control)	: 111
Health risk (support)	: 90

Harassment responses	
Yes	1/0.3%
Somewhat	10/3.2%
Not really	77/24.4%
No	227/72.1%

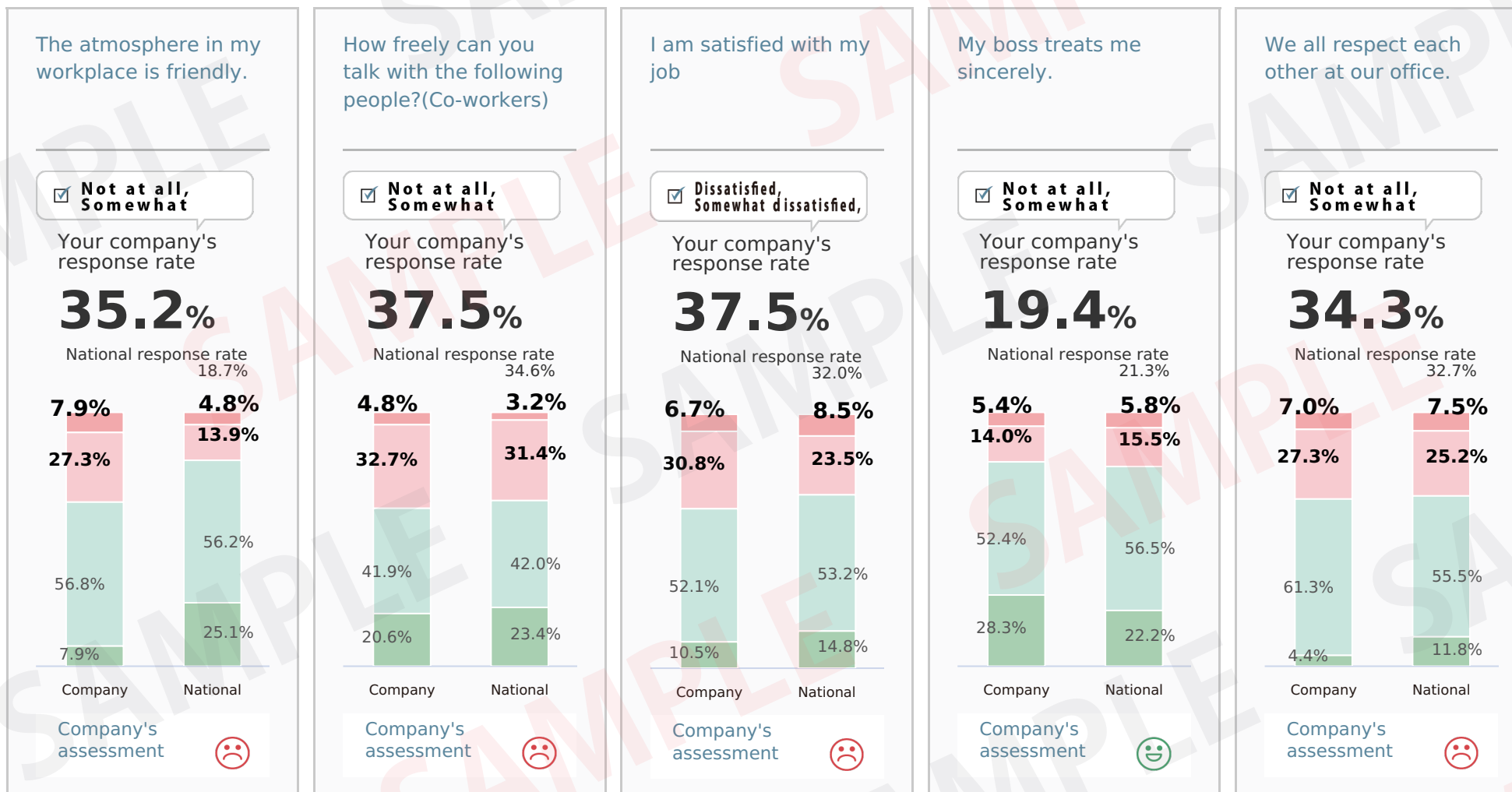
Deviation Value

# Analyzing the causes of high-stress subjects

Distribution of your company's responses to the five questions\* that are strongly associated with high stress individuals in the data of 410,352 2022 Doctor Trust valid test subjects.

(\*Questions in which more than half of the respondents who responded negatively were determined to be highly stress individuals)

■ Satisfactory   
 ■ Somewhat satisfactory   
 ■ Somewhat unsatisfactory   
 ■ Unsatisfactory



Assessment Criteria : The response rate of "Unsatisfactory" and "Somewhat unsatisfactory" compared to the national average.

Higher ... (Sad face)    Same ... (Neutral face)    Lower ... (Happy face)

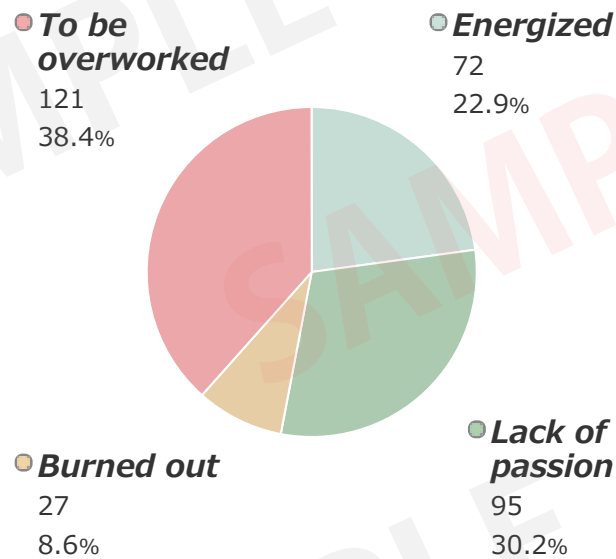
Vertical navigation menu on the right side of the slide:

- Introduction
- Methodology
- Findings
- Discussion
- Conclusion
- Analysis Results
- Next Steps
- Appendix



## Attitude toward work

The graph below shows the actual distribution of work engagement and stress levels for those who took the test.



Work Engagement	Burned out zone		Energized zone		
	0	2	0	5	1
High	1	2	9	8	1
Low	7	15	34	13	1
Stress Level	To be overworked zone		Lack of passion zone		
	25	37	61	15	1
High	32	27	15	3	0
Low					

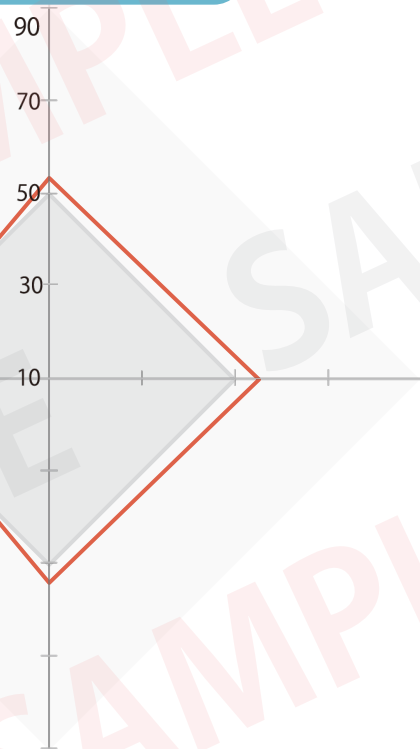
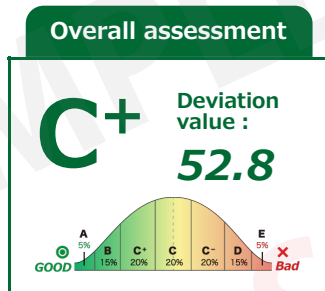
- Energized ... High motivation and low stress
- Lack of passion ... Low motivation and low stress
- Burned out ... High motivation and high stress
- To be overworked ... Low motivation and high stress



## TRUSTY SCORE

This is a radar chart showing the deviation of the four categories related to workplace environment ((1) Honor and respect, (2) Problem solving and recovery from mistakes, (3) Helping each other out and challenges, and (4) Ease of communication and relaxed manner).

The larger the area of the graph, the stronger the trust relationship and the more productive the environment.



□ Deviation value of your company  
 ■ National average\*

**Your company's score : 14.8/20**

### Honor and respect

- F63 My evaluation from my boss is appropriate.
- G71 Every person's values are respected.
- G73 Every staff, whether full-time worker or part-time worker, is highly regarded as an irreplaceable member of the company.
- H77 I am suffering from sexual harassment and power harassment during work.
- H78 We all respect each other at our office.

**Your company's score : 11.7/20**

### Ease of communication and relaxed manner

- B18 I have been very active.
- B19 I have been full of energy.
- B20 I have been lively.
- C47 How freely can you talk with the following people? (Superiors)
- C48 How freely can you talk with the following people? (Co-workers)

**Your company's score : 13.5/20**

### Problem solving and recovery from mistakes

- A10 I can reflect my opinions on workplace policy.
- C53 How well will the following people listen to you when you ask for advice on personal matters? (Superiors)
- C54 How well will the following people listen to you when you ask for advice on personal matters? (Co-workers)
- F68 Even if I make a mistake or fail, I am given the chance to recover.
- G70 The company asks the employees' opinion before making major changes.

**Your company's score : 14.0/20**

### Helping each other out and challenges

- A14 The atmosphere in my workplace is friendly.
- C50 How reliable are the following people when you are troubled? (Superiors)
- C51 How reliable are the following people when you are troubled? (Co-workers)
- E61 I have opportunities to improve my good points in my job.
- F67 I am complimented if I work hard.

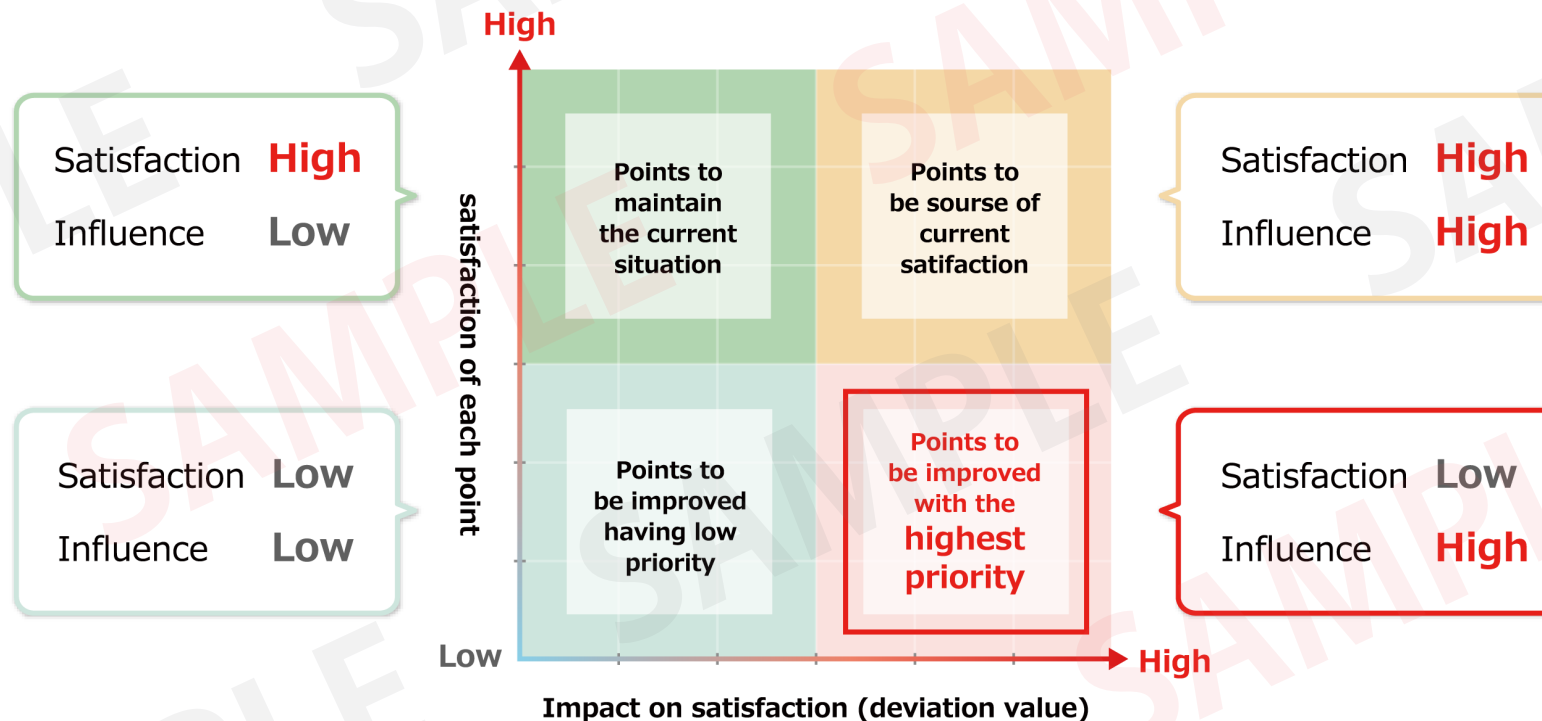
\*Calculated from the number of those who took the Doctor Trust Stress Check in 2022.

# Satisfaction level analysis

17

Improvement of the work environment for the stress check does not only look to eliminate stress but also considers enhancing of the employees "satisfaction towards work".

Therefore, based on the results obtained at this time, by analyzing the correlation between question 56 "Satisfied with work" and other 28 categories the requirements to enhance satisfaction towards work were understood.



## Calculation Method

【Horizontal axis: Influence】 Calculate the correlation coefficient for Q56 "Satisfied with work" and other 28 categories.

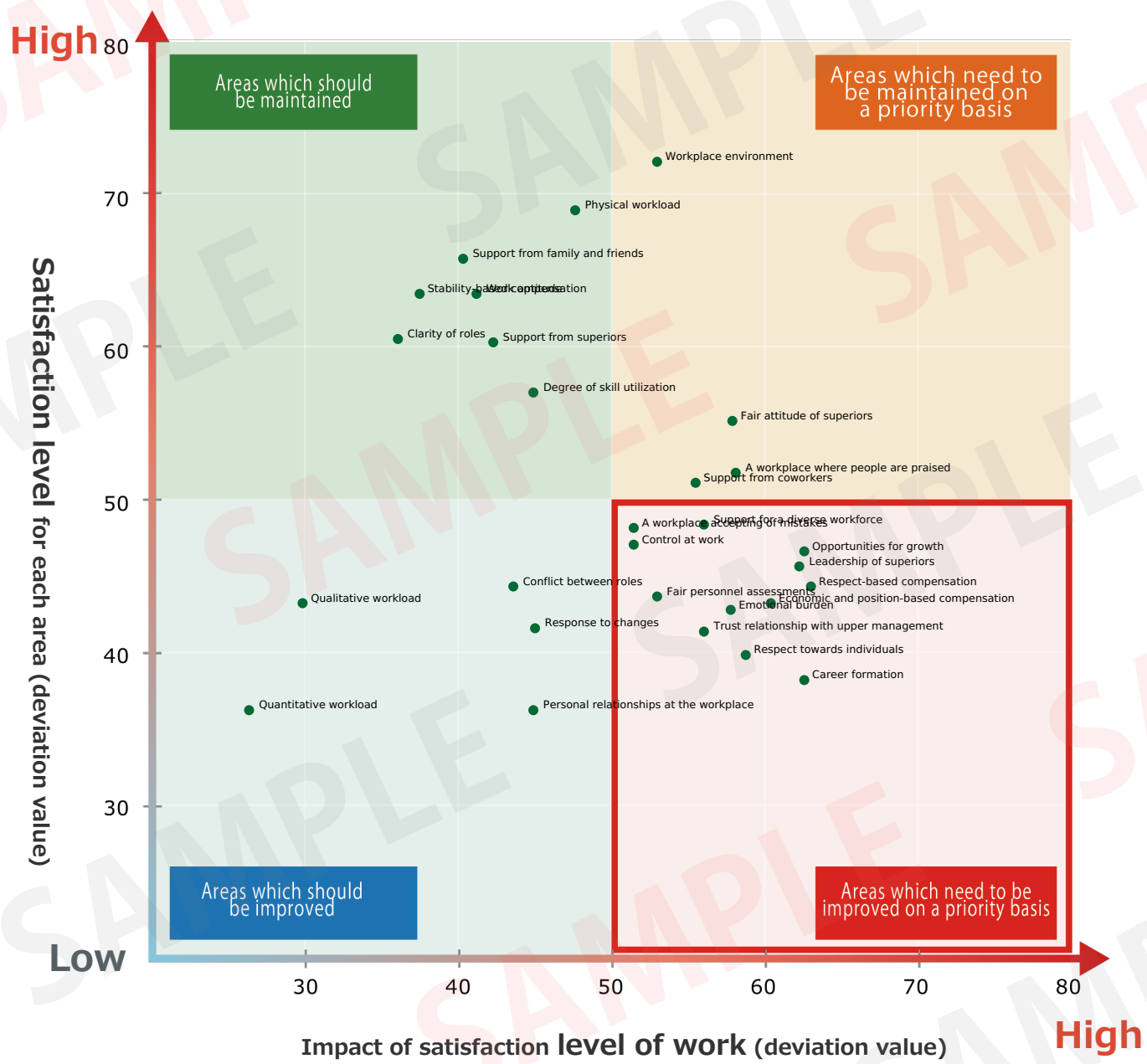
【Vertical axis: Satisfaction】 Calculate the ratio of participants giving the best answer for each Item

The deviation value for Influence and Satisfaction were each obtained and plotted on the graph.

By doing so, the questions that employees were less satisfied are shown near the bottom and questions necessary to enhance the satisfaction rate of employees are shown near the right. As a result, questions that should be high to enhance "satisfaction towards work" but are not at present are plotted on the bottom right area.

\*Correlation analysis was conducted on 28 categories and job satisfaction, excluding stress response and result indicator categories.

## Satisfaction level graph



- Quantitative workload
- Qualitative workload
- Physical workload
- Control at work
- Degree of skill utilization
- Personal relationships at the workplace
- Workplace environment
- Work aptitude
- Support from superiors
- Support from coworkers
- Support from family and friends
- Emotional burden
- Conflict between roles
- Clarity of roles
- Opportunities for growth
- Economic and position-based compensation
- Respect-based compensation
- Stability-based compensation
- Leadership of superiors
- Fair attitude of superiors
- A workplace where people are praised
- A workplace accepting of mistakes
- Trust relationship with upper management
- Response to changes
- Respect towards individuals
- Fair personnel assessments
- Support for a diverse workforce
- Career formation

Introduction

Methodology

Findings

Conclusions

Analysis Results

Appendices

References

# Ranking of workplace environments factors that need to be improved on a priority basis

Your company	National data
<p><b>1</b> <b>Career formation</b> Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.</p>	<p><b>Respect towards individuals</b> The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.</p>
<p><b>2</b> <b>Respect towards individuals</b> The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.</p>	<p><b>Career formation</b> Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.</p>
<p><b>3</b> <b>Respect-based compensation</b> Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.</p>	<p><b>Opportunities for growth</b> Opportunities to gain knowledge, skills, and other personal growth in the course of work.</p>
<p><b>4</b> <b>Economic and position-based compensation</b> Receiving appropriate monetary or other benefits for efforts and accomplishments on the job.</p>	<p><b>Respect-based compensation</b> Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.</p>
<p><b>5</b> <b>Emotional burden</b> Emotional workload, such as feelings and emotions being stirred up on the job.</p>	<p><b>Work aptitude</b> The work is suitable and appropriate for you.</p>
<p><b>6</b> <b>Trust relationship with upper management</b> Mutual trust between upper management and employees.</p>	<p><b>Leadership of superiors</b> Superiors provide appropriate feedback on work performance, help subordinates demonstrate their abilities, and provide guidance to help them solve problems on their own.</p>
<p><b>7</b> <b>Leadership of superiors</b> Superiors provide appropriate feedback on work performance, help subordinates demonstrate their abilities, and provide guidance to help them solve problems on their own.</p>	<p><b>Trust relationship with upper management</b> Mutual trust between upper management and employees.</p>
<p><b>8</b> <b>Opportunities for growth</b> Opportunities to gain knowledge, skills, and other personal growth in the course of work.</p>	<p><b>Fair personnel assessments</b> There is a workplace culture and policies in which information is provided on personnel assessment policies and standards, and satisfactory explanations of individual personnel assessment results are provided.</p>
<p><b>9</b> <b>Fair personnel assessments</b> There is a workplace culture and policies in which information is provided on personnel assessment policies and standards, and satisfactory explanations of individual personnel assessment results are provided.</p>	<p><b>Response to changes</b> My company is well organized and prepared for any changes, including explanations on what changes may occur in the workplace or job, and being able to ask about them.</p>
<p><b>10</b> <b>Support for a diverse workforce</b> A workplace culture and policies that respect women, the elderly, the young, and various types of employees as members of the workplace.</p>	<p><b>Economic and position-based compensation</b> Receiving appropriate monetary or other benefits for efforts and accomplishments on the job.</p>



## Results (deviation value)

The average score of each category is shown as a deviation value based on the responses to the stress check.

This is based on the national average score of each scale calculated from the data of 410,352 people who took the Doctor Trust Stress Check in 2022.

If the score is better than the national average, the deviation value is 50 or more, and if it is worse than the national average, the deviation value is less than 50.

Deviation values are shown with a lower limit of 10 and an upper limit of 90.

Deviation values below 50 are shown in red.

# Results by department (deviation value)

department	Gender			Health risk			57 area categories																	80 area categories																								
	Male	Female	Total (people)	Work-related	Support-related	Overall health risk	Quantitative workload	Qualitative workload	Physical workload	Control at work	Skill utilization	Personal relationships at the workplace	Workplace environment	Work aptitude	Worthwhile work	Vitality	Irritation	Fatigue	Anxiety	Depression	Physical problems	Support from superiors	Support from coworkers	Support from family and friends	Satisfaction level with work	Satisfaction level with home life	Emotional burden	Conflict between roles	Clarity of roles	Opportunities for growth	Economic and position-based compensation	Respect-based compensation	Stability-based compensation	Leadership of superiors	Fair attitude of superiors	A workplace where people are praised	A workplace accepting of mistakes	Trust relationship with upper management	Response to changes	Respect towards individuals	Fair personnel assessments	Support for a diverse workforce	Career formation	WSB (negative)	WSB (positive)	Workplace harassment	A sense of unity in the workplace	Work engagement
Sample A	6	13	19	111	99	109	27	47	50	49	49	36	60	56	57	41	42	25	27	18	41	66	31	37	42	45	40	55	57	51	53	44	60	48	55	48	50	42	67	56	57	62	47	90	31	57	46	45
Sample B	21	48	69	126	107	134	23	53	55	31	60	65	49	52	40	34	29	30	36	23	43	42	30	47	31	35	31	55	52	52	55	45	51	54	50	48	53	58	54	61	51	49	90	33	33	46	44	
Sample C	39	76	115	112	85	95	29	43	58	45	65	62	60	60	40	38	29	31	30	29	73	54	43	50	42	31	34	61	54	53	60	57	55	51	57	59	51	51	53	61	54	48	39	40	51	47	47	
Sample D	12	35	47	92	83	76	32	41	57	76	65	65	60	59	54	49	36	25	31	36	75	55	44	51	53	43	45	50	63	53	63	63	67	66	74	71	53	59	63	59	57	52	75	46	57	53	52	
Sample E	29	36	65	109	86	93	24	46	55	54	55	38	65	60	60	42	40	27	37	33	36	72	51	39	49	43	39	63	57	51	58	60	53	52	58	53	51	53	52	61	54	47	90	43	54	48	47	
Entire company average	107	208	315	111	90	99	27	45	56	49	61	40	63	57	58	43	39	29	31	31	31	66	49	39	49	42	36	35	58	55	52	58	56	55	54	57	57	51	55	55	60	54	49	76	39	49	48	47

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# Results by gender (deviation value)

gender	Gender			Health risk			57 area categories															80 area categories																										
	Male	Female	Total (people)	Work-related	Support-related	Overall health risk	Quantitative workload	Qualitative workload	Physical workload	Control at work	Skill utilization	Personal relationships at the workplace	Workplace environment	Work aptitude	Worthwhile work	Vitality	Irritation	Fatigue	Anxiety	Depression	Physical problems	Support from superiors	Support from coworkers	Support from family and friends	Satisfaction level with work	Satisfaction level with home life	Emotional burden	Conflict between roles	Clarity of roles	Opportunities for growth	Economic and position-based compensation	Respect-based compensation	Stability-based compensation	Leadership of superiors	Fair attitude of superiors	A workplace where people are praised	A workplace accepting of mistakes	Trust relationship with upper management	Response to changes	Respect towards individuals	Fair personnel assessments	Support for a diverse workforce	Career formation	WSB (negative)	WSB (positive)	Workplace harassment	A sense of unity in the workplace	Work engagement
Male	107	0	107	113	92	103	26	45	56	47	61	40	63	56	57	36	38	28	30	32	27	64	48	40	48	45	31	31	61	59	53	61	59	56	52	60	56	50	56	56	62	52	49	79	40	44	47	45
Female	0	208	208	106	83	87	27	46	56	50	61	40	64	58	58	46	40	30	32	31	33	67	50	38	49	41	38	37	57	54	52	57	55	55	56	56	57	52	54	54	59	55	49	74	39	51	48	48
Entire company average	107	208	315	111	90	99	27	45	56	49	61	40	63	57	58	43	39	29	31	31	31	66	49	39	49	42	36	35	58	55	52	58	56	55	54	57	57	51	55	55	60	54	49	76	39	49	48	47

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## Results (average)

Each category is indicated by a mean score ranging from 1.0 to 4.0.

This is the average of the scores from 1.0 to 4.0 for each category as indicated by the response options. In some questions, the scores are reversed, so that higher scores indicate poor scores and lower scores indicate favorable scores.

The larger the value, the worse the score and the smaller the value, the better the score.

Values that are worse than the national average for each category, calculated from the data of 410,352 people who took the Doctor Trust Stress Check in 2022, are shown in red.

# Results by department (average)

department	Gender			Health risk			57 area categories																	80 area categories																								
	Male	Female	Total (people)	Work-based	Support-based	Overall health risk	Quantitative workload	Qualitative workload	Physical workload	Control at work	Skill utilization	Personal relationships at the workplace	Workplace environment	Work aptitude	Worthwhile work	Vitality	Irritation	Fatigue	Anxiety	Depression	Physical problems	Support from superiors	Support from coworkers	Support from family and friends	Satisfaction level with work	Satisfaction level with home life	Emotional burden	Conflict between roles	Clarity of roles	Opportunities for growth	Economic and position-based compensation	Respect-based compensation	Stability-based compensation	Leadership of superiors	Fair attitude of superiors	A workplace where people are praised	A workplace accepting of mistakes	Trust relationship with upper management	Response to changes	Respect towards individuals	Fair personnel assessments	Support for a diverse workforce	Career formation	WSB (negative)	WSB (positive)	Workplace harassment	A sense of unity in the workplace	Work engagement
Sample A	6	13	19	111	99	109	335	293	211	239	211	237	174	200	200	296	225	279	246	225	192	212	267	207	247	200	258	221	168	226	237	237	174	242	195	232	211	258	216	237	242	184	279	126	332	121	242	263
Sample B	21	48	69	126	107	134	344	284	180	277	188	229	158	212	212	299	242	270	241	199	212	257	248	216	238	219	271	272	171	225	238	216	209	235	197	226	214	228	239	242	229	210	272	116	328	154	241	266
Sample C	39	76	115	112	85	95	329	302	163	246	178	226	168	193	193	299	233	270	239	207	206	197	228	198	230	203	279	267	164	220	236	207	181	227	203	211	193	233	255	245	230	204	276	237	312	129	238	259
Sample D	12	35	47	92	83	76	323	304	168	179	179	226	157	194	194	274	212	257	250	205	197	194	225	196	230	187	253	243	177	202	236	202	166	198	172	172	170	228	236	215	236	196	266	168	298	121	226	249
Sample E	29	36	65	109	86	93	342	296	178	227	198	233	155	192	192	295	229	276	230	203	197	198	232	204	234	202	262	275	162	214	240	211	172	231	202	209	205	234	251	246	229	203	278	100	305	125	237	259
Entire company average	107	208	315	111	90	99	335	297	173	238	187	229	162	197	197	294	230	270	239	205	203	211	235	203	234	204	269	263	167	217	237	211	183	226	197	210	198	233	245	240	231	203	274	165	313	132	237	259
National average				100	100	100	282	289	208	235	209	211	206	210	216	281	210	228	209	179	182	243	234	187	231	192	236	231	177	229	244	226	197	238	206	227	211	236	258	253	264	213	271	217	289	130	232	252
Profession average				100	104	104	284	287	234	244	221	221	233	218	231	289	220	234	213	184	186	254	242	192	244	196	233	234	181	242	249	233	203	249	219	241	222	248	268	268	275	224	282	214	300	138	244	264

Results

Departmental results

Company average

National average

Profession average

# Results by gender (average)

gender	Gender			Health risk			57 area categories																	80 area categories																								
	Male	Female	Total (people)	Work-based	Support-based	Overall health risk	Quantitative workload	Qualitative workload	Physical workload	Control at work	Skill utilization	Personal relationships at the workplace	Workplace environment	Work aptitude	Worthwhile work	Vitality	Irritation	Fatigue	Anxiety	Depression	Physical problems	Support from superiors	Support from coworkers	Support from family and friends	Satisfaction level with work	Satisfaction level with home life	Emotional burden	Conflict between roles	Clarity of roles	Opportunities for growth	Economic and position-based compensation	Respect-based compensation	Stability-based compensation	Leadership of superiors	Fair attitude of superiors	A workplace where people are praised	A workplace accepting of mistakes	Trust relationship with upper management	Response to changes	Respect towards individuals	Fair personnel assessments	Support for a diverse workforce	Career formation	WSB (negative)	WSB (positive)	Workplace harassment	A sense of unity in the workplace	Work engagement
Male	107	0	107	113	92	103	337	298	172	243	187	229	164	199	199	305	232	272	241	205	207	214	238	202	235	200	279	272	164	210	235	206	176	225	201	203	200	236	242	236	226	207	273	159	311	138	239	264
Female	0	208	208	106	83	87	333	296	174	236	187	229	161	197	197	288	230	269	239	205	201	209	233	204	233	206	263	259	169	221	238	213	186	226	194	213	197	231	247	241	234	200	275	169	314	128	236	257
National average(Male)				100	100	100	280	288	220	238	210	206	211	214	214	276	200	215	199	170	170	235	228	187	225	189	238	232	175	227	241	223	191	232	203	223	213	233	256	254	260	213	262	220	286	129	228	249
National average(Female)				100	100	100	277	283	221	248	217	205	221	211	212	281	209	239	204	177	188	247	226	175	226	187	237	222	180	236	247	225	185	242	208	226	212	236	262	258	262	216	266	212	289	130	229	254
Entire company average	107	208	315	111	90	99	335	297	173	238	187	229	162	197	197	294	230	270	239	205	203	211	235	203	234	204	269	263	167	217	237	211	183	226	197	210	198	233	245	240	231	203	274	165	313	132	237	259
National average(Gender)				100	100	100	282	289	208	235	209	211	206	210	216	281	210	228	209	179	182	243	234	187	231	192	236	231	177	229	244	226	197	238	206	227	211	236	258	253	264	213	271	217	289	130	232	252
Profession average				100	104	104	284	287	234	244	221	221	233	218	231	289	220	234	213	184	186	254	242	192	244	196	233	234	181	242	249	233	203	249	219	241	222	248	268	268	275	224	282	214	300	138	244	264

Results

Health risk

57 area categories

80 area categories

Work engagement

A sense of unity in the workplace

Workplace harassment

WSB (positive)

WSB (negative)

Career formation

Support for a diverse workforce

Fair personnel assessments

Respect towards individuals

Response to changes

Trust relationship with upper management

A workplace accepting of mistakes

A workplace where people are praised

Leadership of superiors

Fair attitude of superiors

Stability-based compensation

Respect-based compensation

Economic and position-based compensation

Opportunities for growth

Clarity of roles

Conflict between roles

Emotional burden

Satisfaction level with work

Satisfaction level with home life

Support from family and friends

Support from coworkers

Support from superiors

Physical problems

Depression

Anxiety

Fatigue

Irritation

Vitality

Worthwhile work

Work aptitude

Workplace environment

Personal relationships at the workplace

Skill utilization

Control at work

Physical workload

Qualitative workload

Quantitative workload

Overall health risk

Support-based

Work-based

Gender

Female

Male

Total (people)



# How to look at the summary sheet

## Testing Information

Testing information such as number of high stress individuals.

**Details** P.1 of this booklet

## Health risk

Health risks in terms of work, support, etc.

**Details** P.10 of this booklet

## Results

Here is a list of deviation values for each category.

**Details** P.20 of this booklet

## TRUSTY SCORE (Workplace environment indicator)

This is a workplace environment indicator based on four categories related to workplace atmosphere.

**Details** P.16 of this booklet

## Satisfaction level analysis (Workplace environment factors that need to be improved on a priority basis)

If these workplace environment factors are improved, work satisfaction level of employees is expected to increase.

**Details** P.19 of this booklet





## A. Work

Quantitative workload	A01	I have an extremely large amount of work to do
	A02	I can't complete work in the required time
	A03	I have to work as hard as I can
	A04	I have to pay very careful attention
Qualitative workload	A05	My job is difficult in that it requires a high level of knowledge and technical skill
	A06	I need to be constantly thinking about work throughout the working day
Physical workload	A07	My job requires a lot of physical work
Control at work	A08	I can work at my own pace
	A09	I can choose how and in what order to do my work
	A10	I can reflect my opinions on workplace policy
Skill utilization	A11	My knowledge and skills are rarely used at work
Relationships at work	A12	There are differences of opinion within my department
	A13	My department does not get along well with other departments
	A14	The atmosphere in my workplace is friendly
Workplace environment	A15	My working environment is poor (e.g. noise, lighting, temperature, ventilation)
Work aptitude	A16	This job suits me well
Worthwhile work	A17	My job is worth doing

## B. Stress reaction

Vitality	B18	I have been very active
	B19	I have been full of energy
	B20	I have been lively
Irritation	B21	I have felt angry
	B22	I have been inwardly annoyed or aggravated
	B23	I have felt irritable
Fatigue	B24	I have felt extremely tired
	B25	I have felt exhausted
	B26	I have felt weary or listless
Anxiety	B27	I have felt tense
	B28	I have felt worried or insecure
	B29	I have felt restless
Depression	B30	I have been depressed
	B31	I have thought that doing anything was a hassle
	B32	I have been unable to concentrate
	B33	I have felt gloomy
	B34	I have been unable to handle work
Physical problems	B35	I have felt sad
	B36	I have felt dizzy
	B37	I have experienced joint pains
	B38	I have experienced headaches
	B39	I have had a stiff neck and / or shoulders
	B40	I have had lower back pain
	B41	I have had eyestrain
	B42	I have experienced heart palpitations or shortness of breath
	B43	I have experienced stomach and / or intestine problems
	B44	I have lost my appetite
	B45	I have experienced diarrhea and / or constipation
	B46	I haven't been able to sleep well

## C. Support from others

Support from superiors	C47	How freely can you talk with the following people?
Support from coworkers	C48	How freely can you talk with the following people?
Support from family and friends	C49	How freely can you talk with the following people?
Support from superiors	C50	How reliable are the following people when you are troubled?
Support from coworkers	C51	How reliable are the following people when you are troubled?
Support from family and friends	C52	How reliable are the following people when you are troubled?
Support from superiors	C53	How well will the following people listen to you when you ask for advice on personal matters?
Support from coworkers	C54	How well will the following people listen to you when you ask for advice on personal matters?
Support from family and friends	C55	How well will the following people listen to you when you ask for advice on personal matters?

## D. Satisfaction level

Work satisfaction	D56	I am satisfied with my job
Home life satisfaction	D57	I am satisfied with my family life

## E. Work

Emotional burden	E58	It is mentally tough
Conflict between roles	E59	I am required to do several tasks from some people but the tasks are inconsistent
Clarity of roles	E60	I understand what my job is and what I am responsible for
Opportunities for growth	E61	I have opportunities to improve my good points in my job

## F. Workplace

Economic and position-based compensation	F62	My salary and bonuses are suitable
Respect-based compensation	F63	My evaluation from my boss is appropriate
Stability-based compensation	F64	I am afraid I might lose my job
Leadership of superiors	F65	My boss gives me enough opportunities to study and improve my skills
Fairness of superiors	F66	My boss treats me sincerely
Praise-friendly workplace	F67	I am complimented if I work hard
Mistake-accepting workplace	F68	Even if I make a mistake or fail, I am given the chance to recover

## G. Company and organization

Trust with upper management	G69	Information given by the company managers are trustable
Response to changes	G70	The company asks the employees' opinion before making major changes
Respect to individuals	G71	Every person's values are respected
Fair personnel assessment	G72	There is enough explanation on your personnel evaluation
Diverse workplace support	G73	Every staff, whether full-time worker or part-time worker, is highly regarded as an irreplaceable member of the company
Career formation	G74	There are enough opportunities to keep my motivation up, and enough information to help my career
Work-self balance (negative)	G75	I do not have enough time to enjoy my private life, since I always tend to think about my job
Work-self balance (positive)	G76	My private life is very fulfilled because I am motivated by my job

## H. Work conditions and performance

Workplace harassment	H77	I am suffering from sexual harassment and power harassment during work
Workplace unity (social capital)	H78	We all respect each other at our office
Work engagement	H79	I feel lively with my job
	H80	I have pride in my work

