

Sample K.K. Sample A results

Testing period	Testing rate	High stress individual rate	STELLA candidate rate
2023 6/1 - 6/8	100.0%	21.1%	0.0%
	National average 90.1%	National average 15.5%	National average 13.0%
	06/2023	Last time	Whole Company
Subjects	19	18	336
Test subjects	19	17	315
Testing rate	100.0%	94.4%	93.8%
High stress individuals (rate)	4 (21.1%)	2 (11.8%)	65 (20.6%)
STELLA candidates (rate)	0 (0.0%)	3 (17.6%)	11 (3.5%)

Health risks

	Work-related	Support-based	Overall health risk
Your Group	111	99	109
Last year	102	87	88
Nationwide	100	100	100

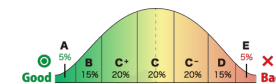
Health risks

This is an indicator set by the Ministry of Health, Labour and Welfare that expresses the risk of employees of your company taking sick leave. The indicator is calculated based on four criteria: quantitative workload, control at work, support from superiors, and support from coworkers, with 100 as the standard.

Results (deviation value)

How to read the graphs

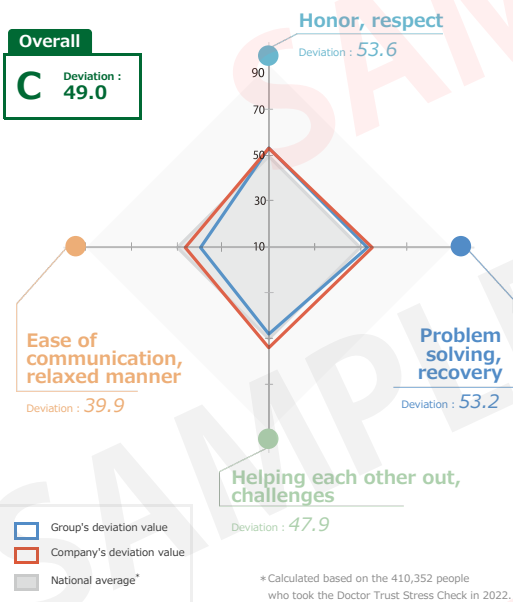
- The assessments are given on a seven-point scale, from best to worst: A → B → C+ → C → C- → D → E.
- Results (figure on the right): The top 5% of all companies tested receive an A grade, and the bottom 5% of all companies tested receive an E grade.
- The results of This Stress Check are represented with —, the results of the Previous Stress Check are represented with a ---, and the results of the entire company with — with the national average* having a deviation value of 50.



* Calculated based on the 410,352 people who took the Doctor Trust Stress Check in 2022.

Work				Work			
	Assessment	This time	Last time		Assessment	This time	Last time
Quantitative workload	E	27	33	Emotional burden	D	40	48
Qualitative workload	C-	47	47	Conflict between roles	C+	55	45
Physical workload	C	50	54	Clarity of roles	C+	57	75
Degree of control at work	C	49	58	Opportunities for growth	C	51	61
Skill utilization	C	49	57	Workplace			
Personal relationships at the workplace	D	36	60	Economic and position-based compensation	C+	53	51
Workplace environment	B	60	57	Respect-based compensation	C-	44	54
Work aptitude	C+	56	49	Stability-based compensation	B	60	61
Worthwhile work	C+	57	59	Leadership of superiors	C	48	64
Stress reaction				Fair attitude of superiors	C+	55	64
Liveliness	D	41	56	A workplace where people are praised	C	48	64
Irritation	C-	42	60	A workplace accepting of mistakes	C	50	71
Fatigue	E	25	45	Company and organization			
Anxiety	E	27	36	Trust relationship with upper management	C-	42	66
Depression	E	18	46	Response to changes	A	67	66
Physical problems	D	41	43	Respect towards individuals	C+	56	60
Support from others				Fair personnel assessments	C+	57	63
Support from superiors	B	65	71	Support for a diverse workforce	B	62	66
Support from colleagues	E	31	50	Career formation	C-	47	52
Support from family and friends	D	37	52	Work-self balance (negative)	A	90	26
Satisfaction level				Work-self balance (positive)	E	31	58
Satisfaction level with work	C-	42	59	Work conditions and performance			
Satisfaction level with home life	C-	45	61	Workplace harassment	C+	57	68
				A sense of unity in the workplace (social capital)	C-	46	59
				Work engagement	C-	45	63

TRUSTY SCORE (Work environment indicator)



Satisfaction Analysis (Workplace environment issues which need to be improved on a priority basis)

- 1** **Respect-based compensation**
Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.
- 2** **Respect towards individuals**
The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.
- 3** **Support from coworkers**
Support provided by coworkers to coworkers, such as being easy to talk to, dependable, and willing to listen.
- 4** **Opportunities for growth**
Opportunities to gain knowledge, skills, and other personal growth in the course of work.
- 5** **Leadership of superiors**
Superiors provide appropriate feedback on work performance, help subordinates demonstrate their abilities, and provide guidance to help them solve problems on their own.

Satisfaction Analysis

Of the areas found to be "insufficient" in the analysis of your company's Stress Check results, the areas with a high correlation to "employee job satisfaction" are shown. Prioritize the improvement of these areas, and you can expect to improve the level of job satisfaction of your employees.

TRUSTY SCORE (Work environment indicator)

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.