

Sample K.K. Overall results

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

Health risks

	Work-related	Support-based	Overall health risk
Your company	111	90	99
Last year	100	95	95
Nationwide	100	100	100

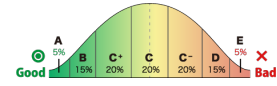
Health risks

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- → 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 — and the results of the Previous Stress Check are represented 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	38	Emotional burden	D 36	39
Qualitative workload	C- 45	48	Conflict between roles	D 35	33
Physical workload	C+ 56	56	Clarity of roles	C+ 58	59
Degree of control at work	C 49	56	Opportunities for growth	C+ 55	56
Skill utilization	B 61	60			
Personal relationships at the workplace	D 40	47			
Workplace environment	B 63	62			
Work aptitude	C+ 57	62			
Worthwhile work	C+ 58	55			

Workplace

Assessment	This time	Last time
Economic and position-based compensation	C 52	58
Respect-based compensation	C+ 58	61
Stability-based compensation	C+ 56	54
Leadership of superiors	C+ 55	61
Fair attitude of superiors	C+ 54	60
A workplace where people are praised	C+ 57	60
A workplace accepting of mistakes	C+ 57	59

Company and organization

Assessment	This time	Last time
Trust relationship with upper management	C 51	57
Response to changes	C+ 55	58
Respect towards individuals	C+ 55	56
Fair personnel assessments	B 60	61
Support for a diverse workforce	C+ 54	58
Career formation	C 49	52
Work-self balance (negative)	A 76	32
Work-self balance (positive)	D 39	45

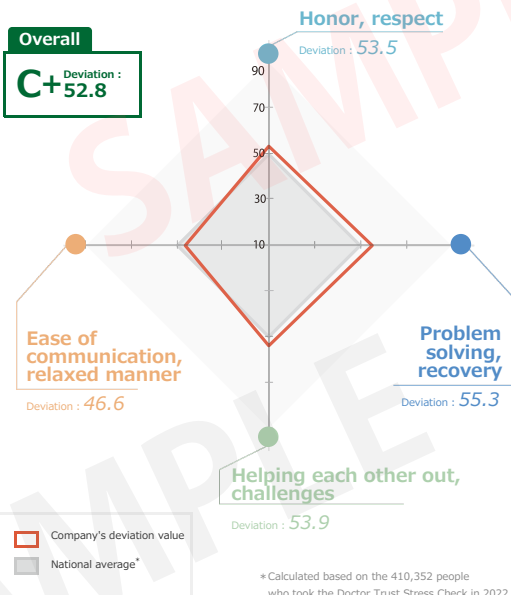
Work conditions and performance

Assessment	This time	Last time
Workplace harassment	C 49	56
A sense of unity in the workplace (social capital)	C 48	49
Work engagement	C- 47	52

Satisfaction level

Assessment	This time	Last time
Satisfaction level with work	C 49	53
Satisfaction level with home life	C- 42	42

TRUSTY SCORE (Work environment indicator)



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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.

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

- Career formation**
Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.
- Respect towards individuals**
The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.
- Respect-based compensation**
Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.
- Economic and position-based compensation**
Receiving appropriate monetary or other benefits for efforts and accomplishments on the job.
- Emotional burden**
Emotional workload, such as feelings and emotions being stirred up on the job.

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.