

デザインは一部変更になる場合がございます

80-Question Stress Check Group Analysis Results Report

サンプル株式会社

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Testing Information

High Stress Individuals

STELLA

Health Risk

Deviation Value

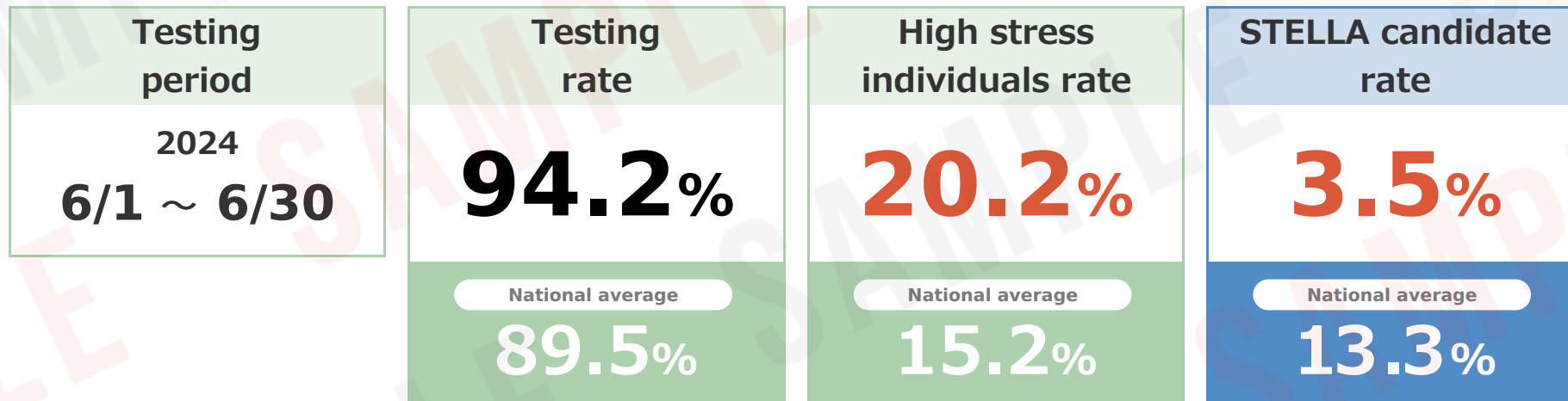
Analysis Results

Results

Reference Materials

Testing Information

01



	06-2024	Last time	Before Last
Number of subjects	362	317	281
Number of testing subjects	341	248	230
Testing rate	94.2%	78.2%	81.9%
Number of high stress individuals (rate)	69 (20.2%)	48 (19.4%)	45 (19.6%)
Number of STELLA candidates (rate)	12 (3.5%)	16 (6.5%)	17 (7.4%)

- Testing Information
- Application Period
- STELLA
- Health Check
- Destination
- Application
- Test
- Performance

Test subject information (by age, gender)

Testing Information

Introduction

Methodology

Results

Discussion

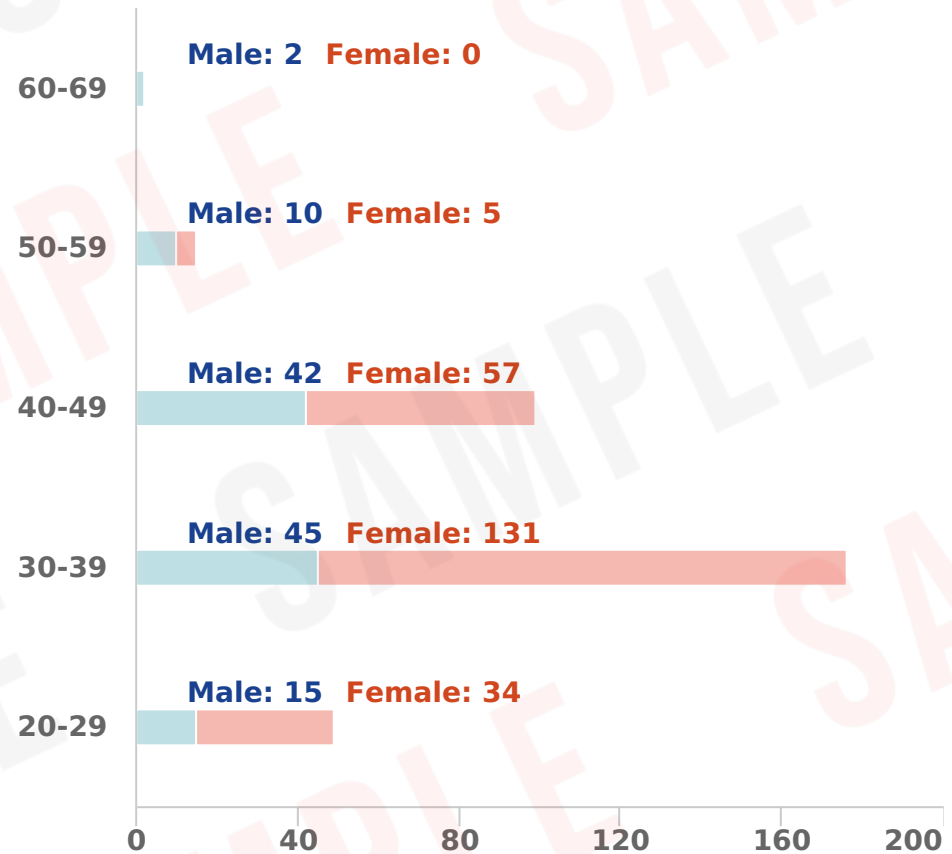
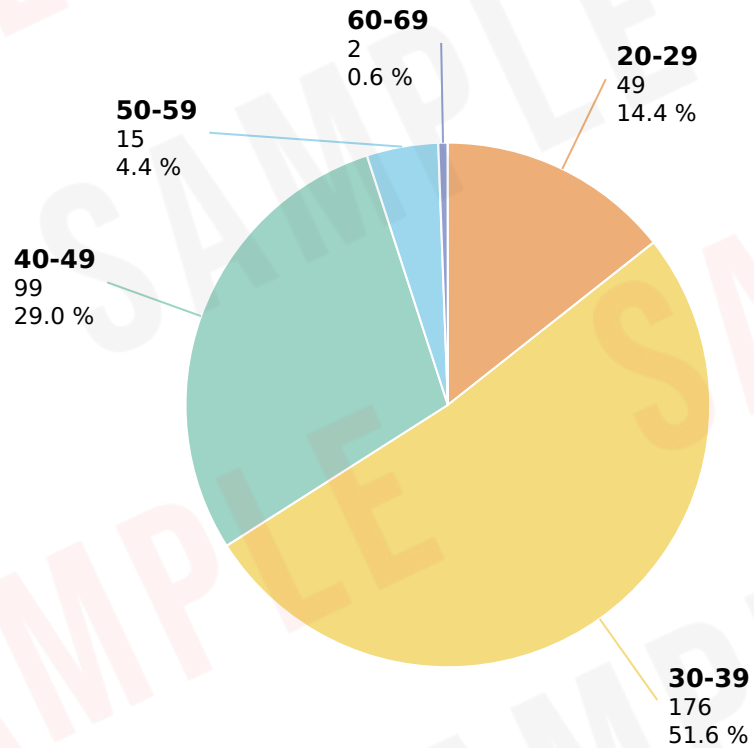
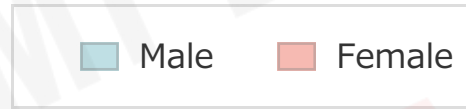
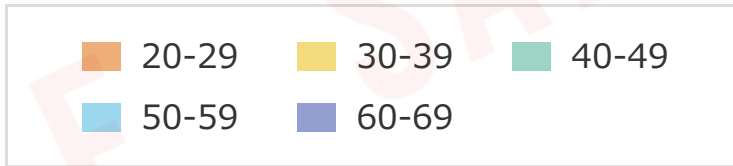
Conclusion

Appendix

References

Test subject rate (by age)

Test subject rate (by gender)

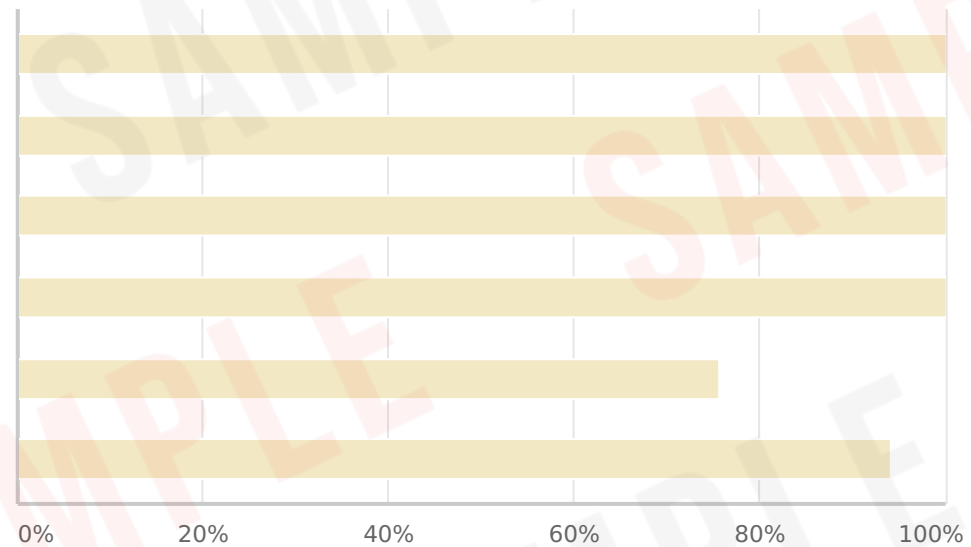


* Results are displayed only for groups of 10 or more people.

Testing subject information (by department)

Testing Rate (by department)

department	Number of subjects	Testing rate
人事部	69	100.0%
総務部	45	100.0%
営業部	115	100.0%
広報部	47	100.0%
システム部	86	75.6%
Entire company	362	94.2%

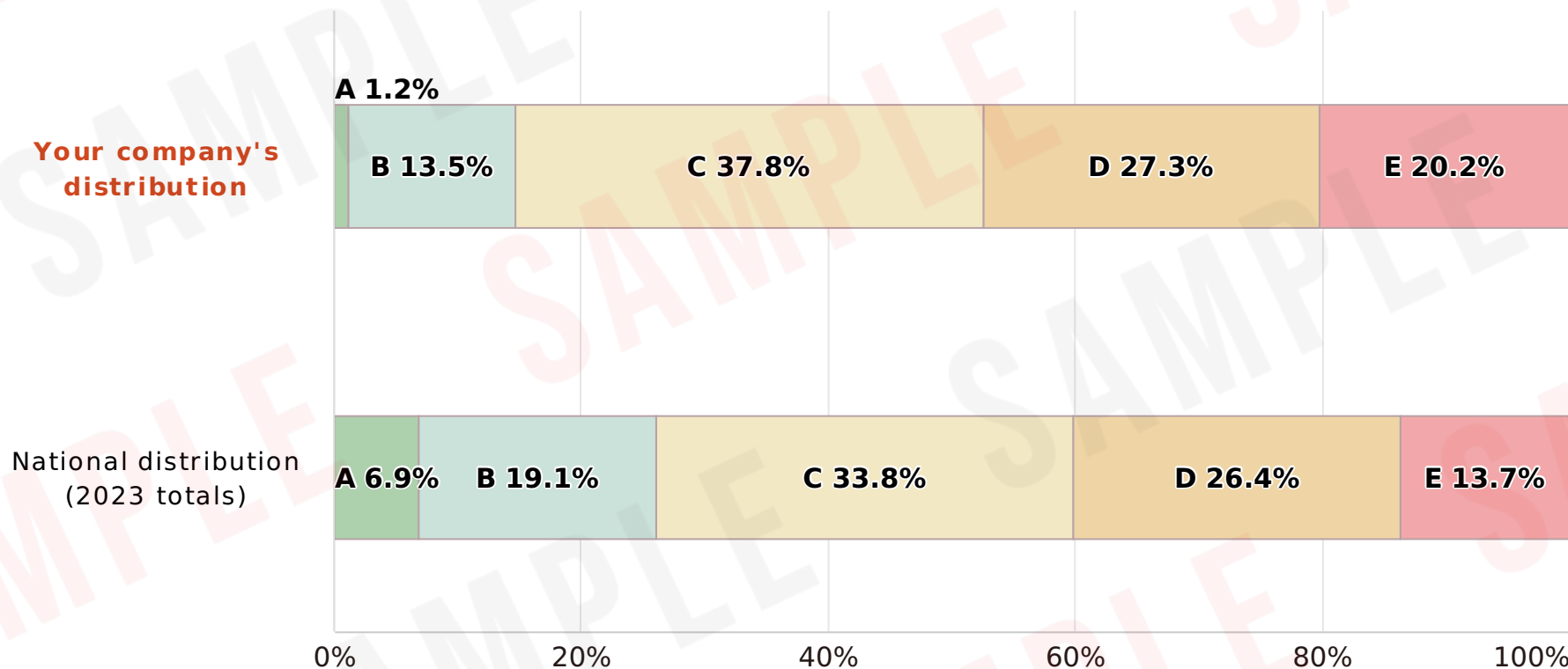
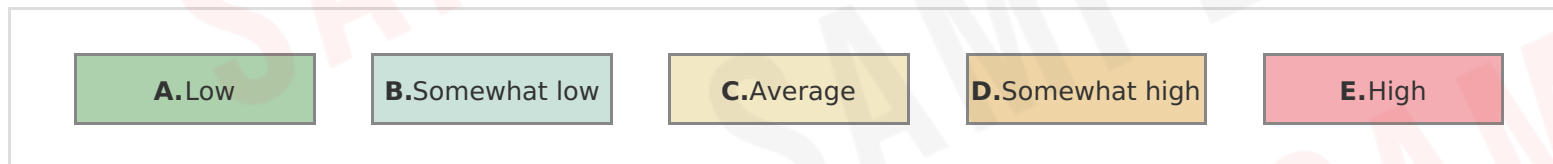


* Results are displayed only for groups of 10 or more people.

Overall distribution

Based on the 479,612 people who took the Doctor Trust Stress Check in 2023.

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

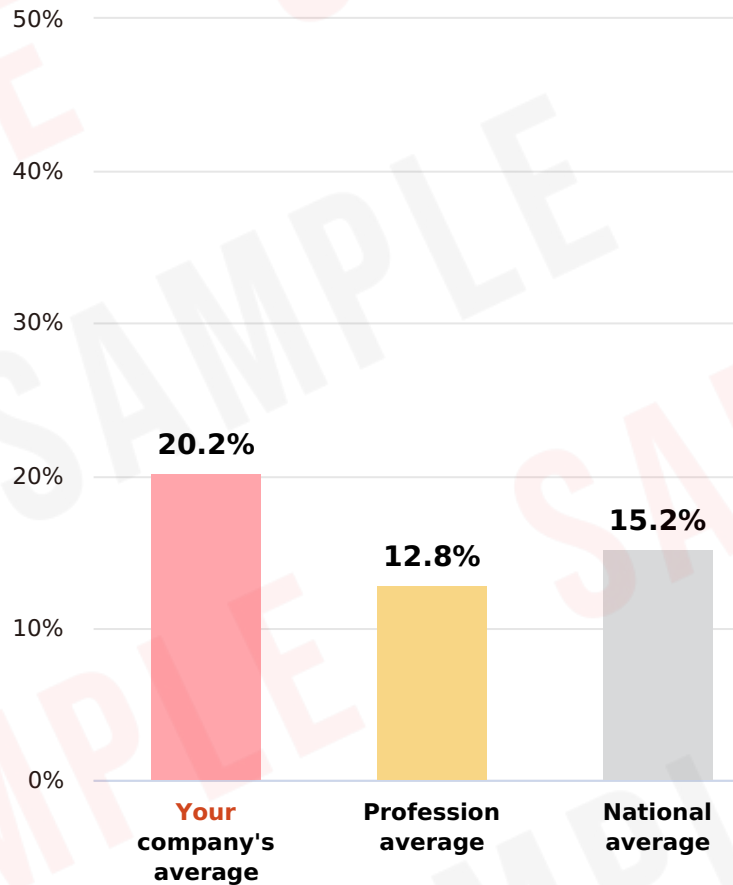


* Valid test subjects are counted as 100%.

High stress individual rate (by profession and company)

High stress individual rate (by profession)

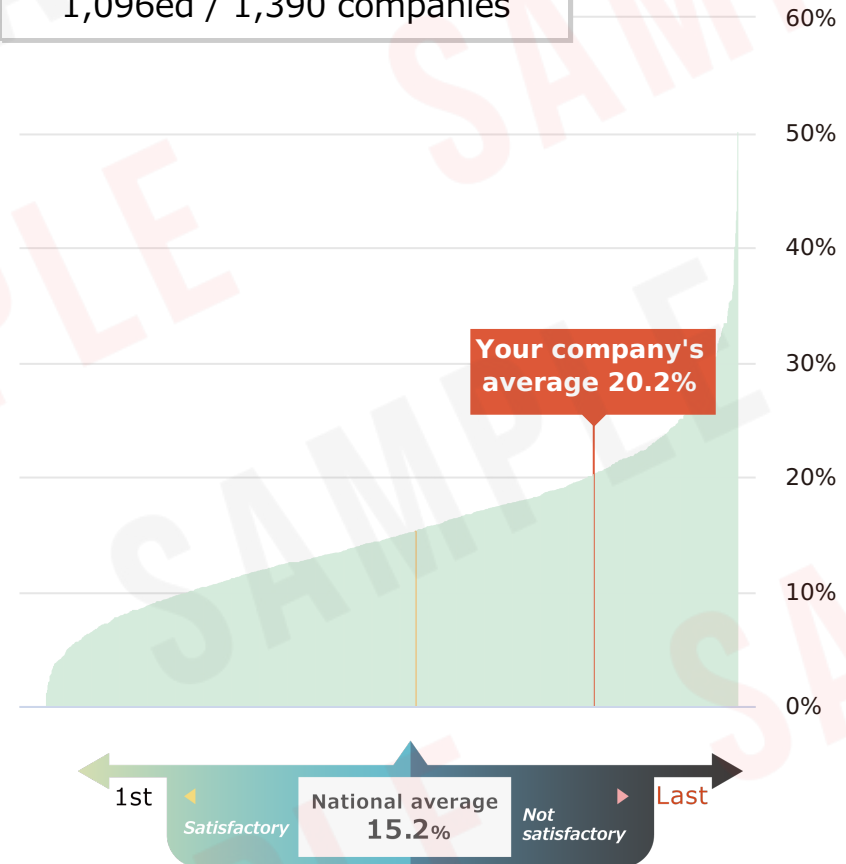
Profession : Information and communications



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 1,390 companies that conducted the Doctor Trust Stress Check in 2023.

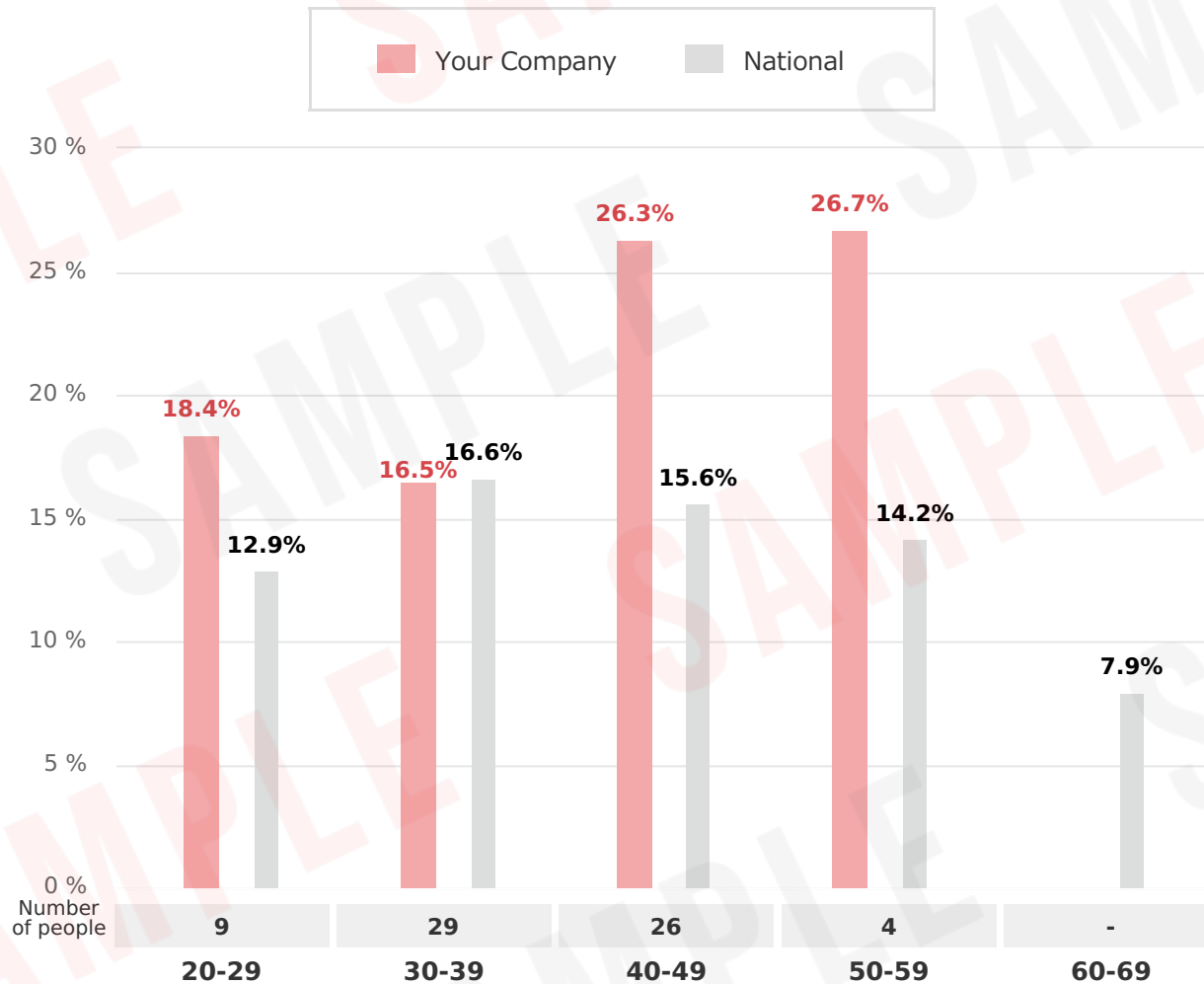
1,096ed / 1,390 companies



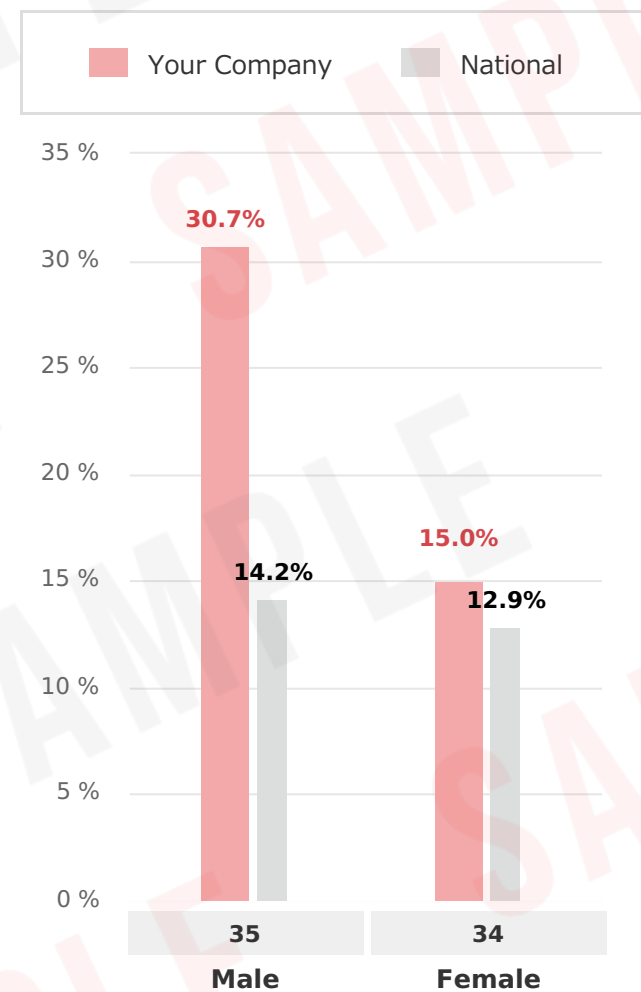
- High Stress Individuals
- Performance
- Productivity
- Engagement
- Retention
- Attrition
- Productivity
- Retention
- Attrition
- Productivity
- Retention
- Attrition

High stress individual rate (by age and gender)

High stress individual rate (by age)



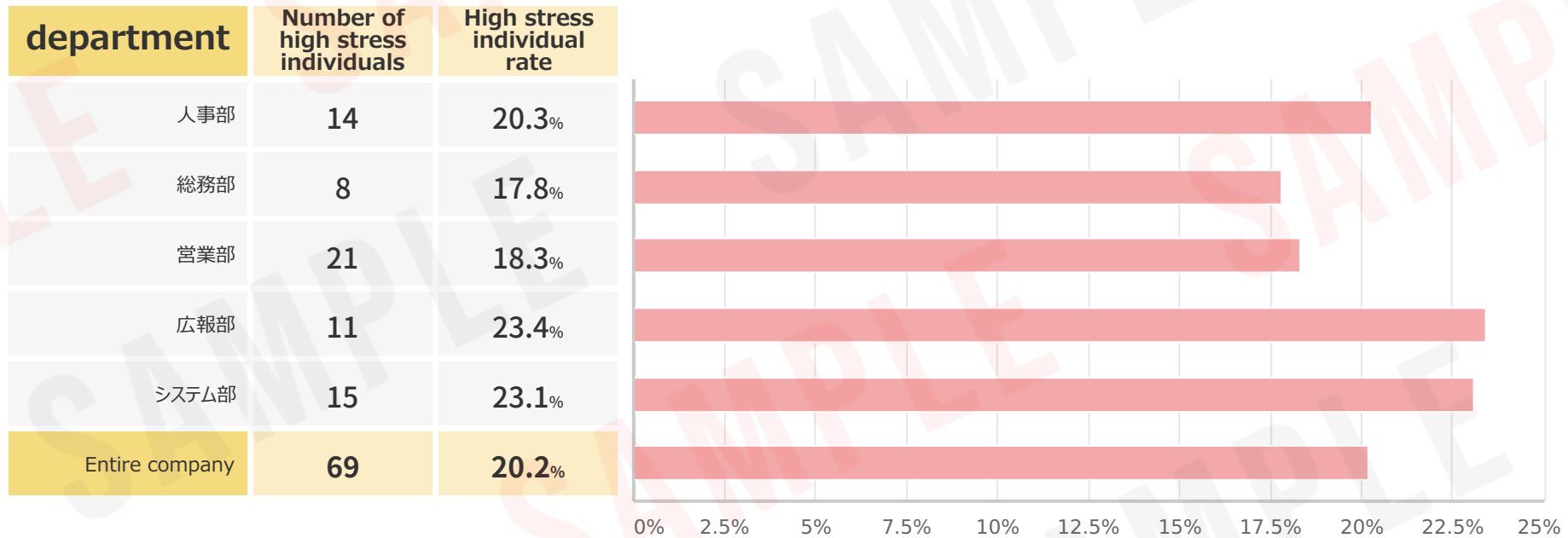
High stress individual rate (by gender)



* Results are displayed only for groups of 10 or more people.

High stress individual rate (by department)

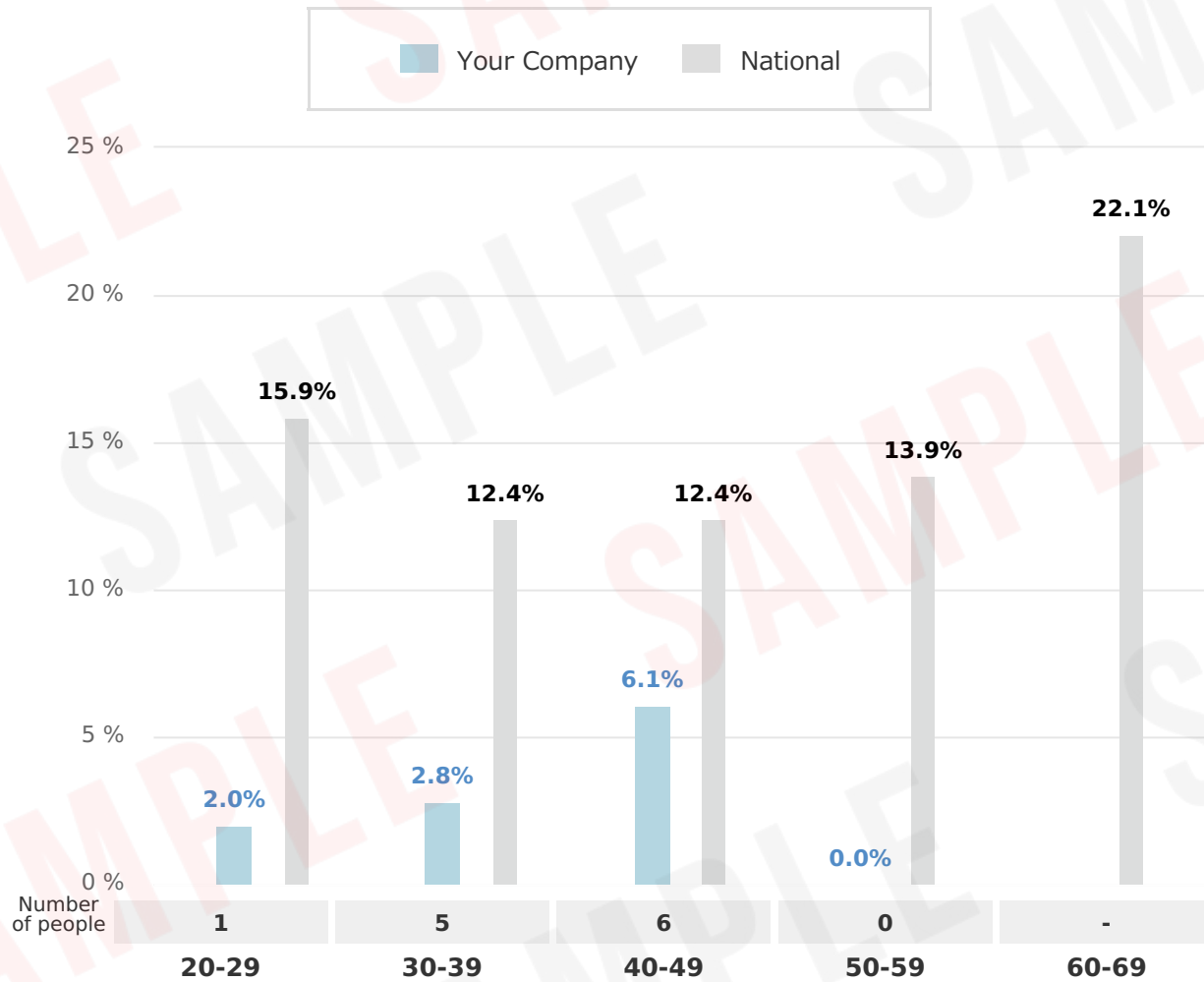
High stress individual rate (by department)



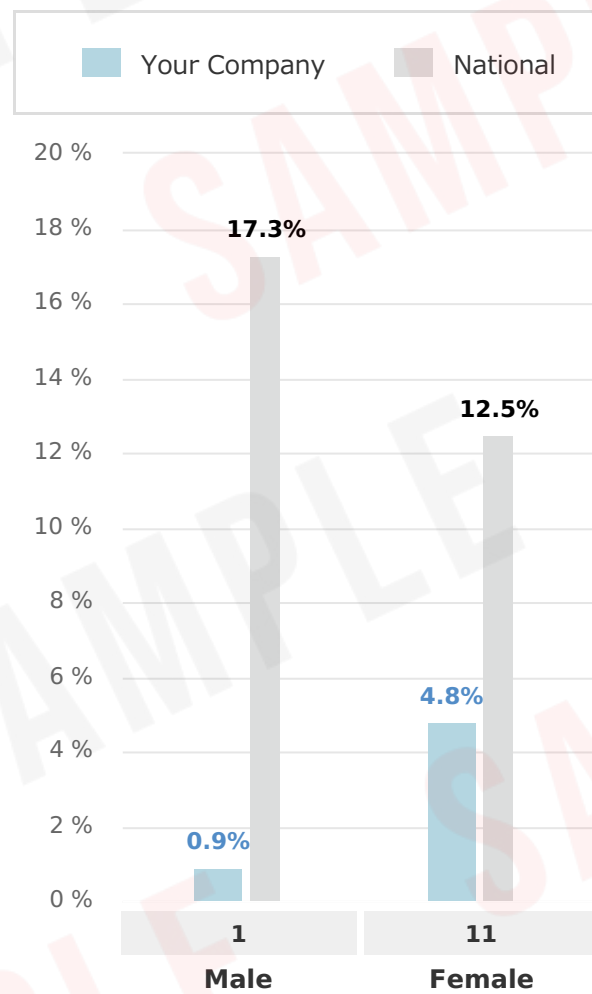
* Results are displayed only for groups of 10 or more people.

STELLA candidate rate (by age and gender)

STELLA candidate rate (by age)



STELLA candidate rate (by gender)

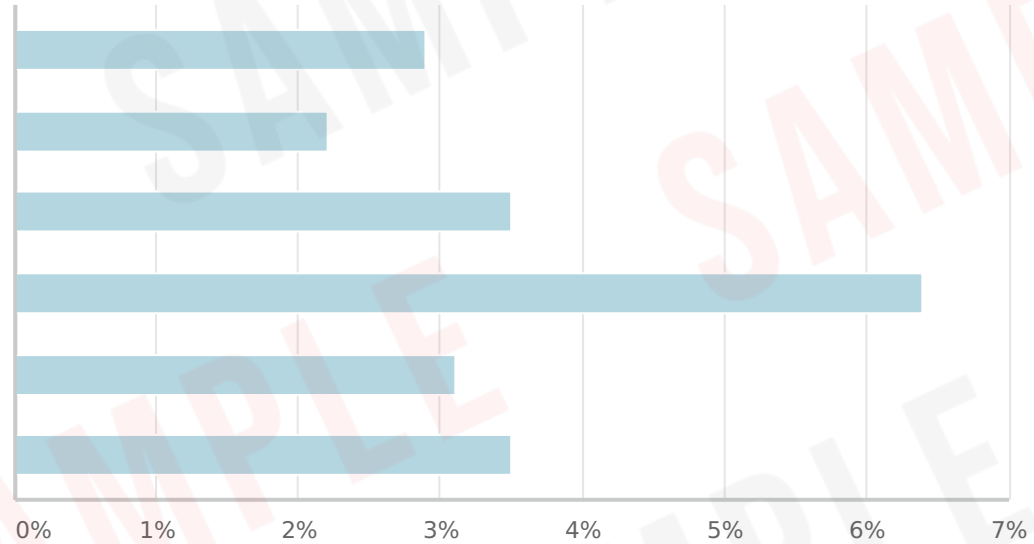


* Results are displayed only for groups of 10 or more people.

STELLA candidate rate (by department)

STELLA candidate rate (by department)

department	Number of STELLA candidates	STELLA candidate rate
人事部	2	2.9%
総務部	1	2.2%
営業部	4	3.5%
広報部	3	6.4%
システム部	2	3.1%
Entire company	12	3.5%



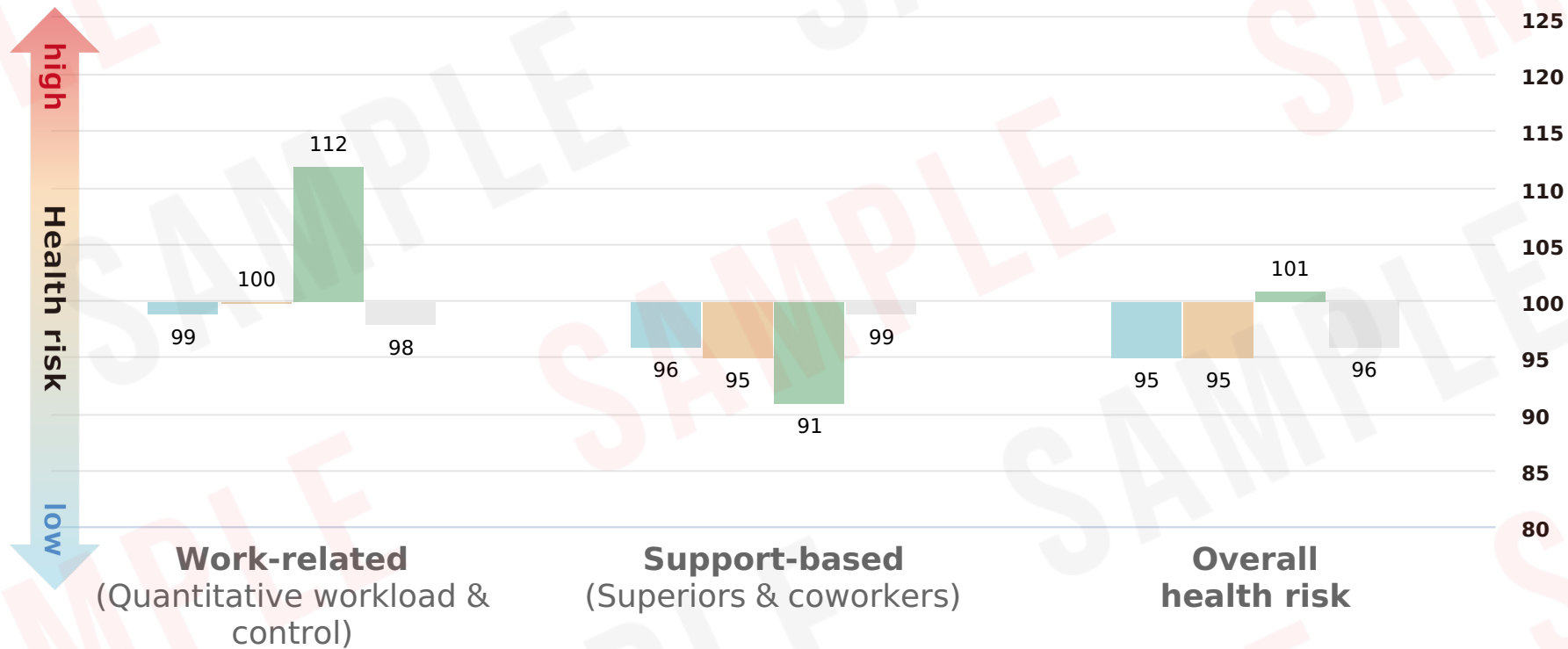
* Results are displayed only for groups of 10 or more people.

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.













■ Before Last ■ Last Time ■ This Time ■ DT average*



* Average of the 1,390 companies which took the Doctor Trust Stress Check in 2023.

Health risks (Ranking by department)

Health risks (by department)

BEST 5 				WORST 5 					
		Work-related (quantitative workload and control)	Support- based (superiors and coworkers)	Overall health risk			Work-related (quantitative workload and control)	Support- based (superiors and coworkers)	Overall health risk
 1	広報部	92	83	76	 1	人事部	126	107	134
 2	システム部	109	86	93	 2	総務部	123	99	121
 3	営業部	112	85	95	 3	営業部	112	85	95
 4	総務部	123	99	121	 4	システム部	109	86	93
 5	人事部	126	107	134	 5	広報部	92	83	76

Deviation value (Best 5 & Worst 5)

The deviation value shown here is the national average score for each category based on the data of 479,612 people who took the Doctor Trust Stress Check in 2023, 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 79
2	Workplace environment Burden caused by physical workplace environment issues such as noise, lighting, temperature, and ventilation.	Deviation value 64
3	Support from superiors Support provided by superiors to subordinates, such as being easy to talk to, dependable, and willing to listen.	Deviation value 63
4	Degree of skill utilization This refers to how your techniques, knowledge, skills, and qualifications are used in your work.	Deviation value 62
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 26
2	Fatigue Symptoms related to fatigue, such as tiredness, exhaustion, and lethargy.	Deviation value 29
3	Depression Symptoms of decreased mood and energy, such as depression, dullness, and difficulty concentrating.	Deviation value 30
4	Physical problems Total of all physical symptoms.	Deviation value 31
5	Anxiety Symptoms related to anxiety, such as feeling overwhelmed, anxious, and restless.	Deviation value 31



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 trustworthy
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	: 341
Testing rate	: 94.2%
High stress individual rate	: 20.2%
Percentage of D/E	: 47.5%
Number of E responses	: 69
Overall health risk	: 101
Health risk (quantitative workload and control)	: 112
Health risk (support)	: 91

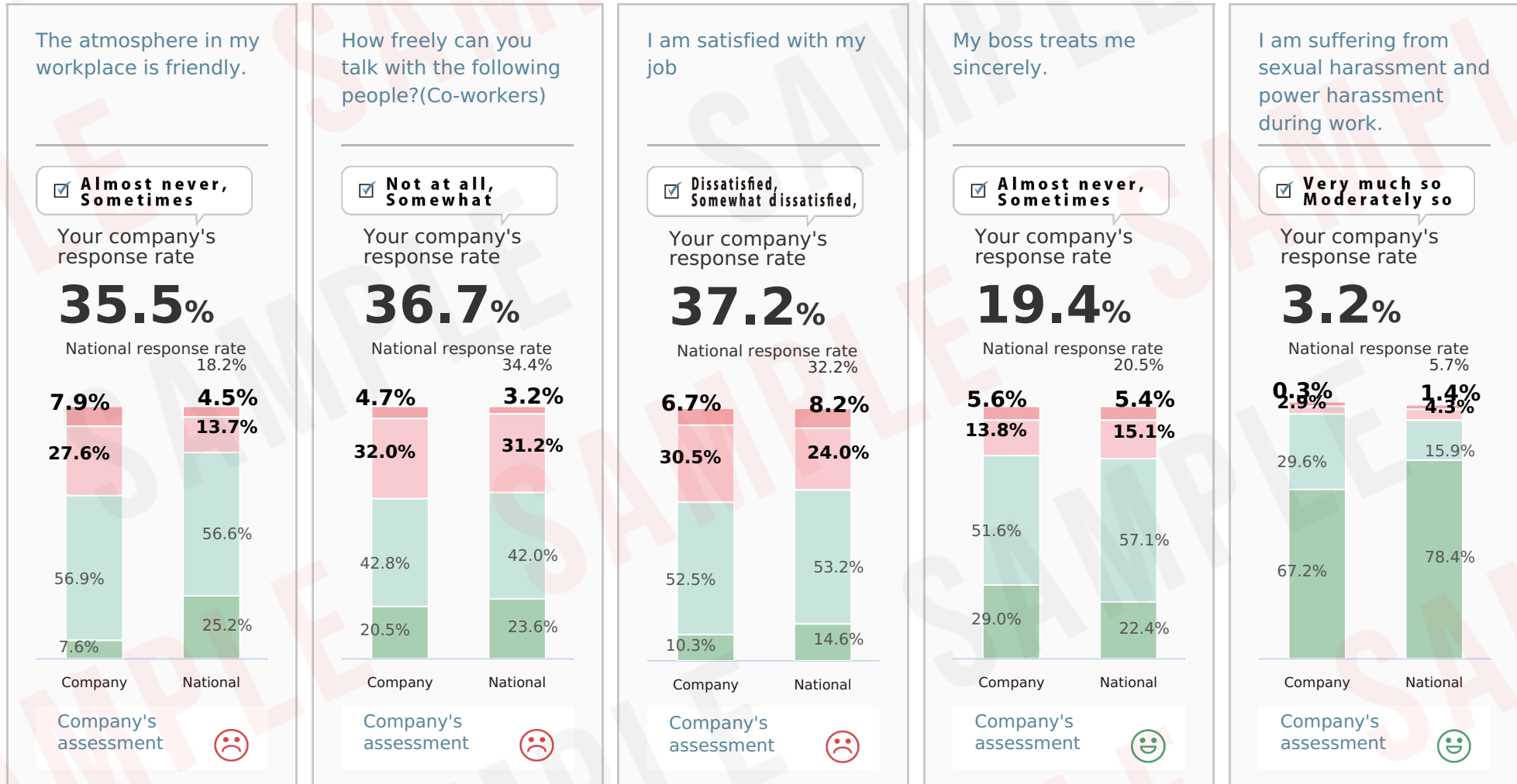
Harassment responses

Yes	1/0.3%
Somewhat	10/2.9%
Not really	101/29.6%
No	229/67.2%

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 479,612 2023 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



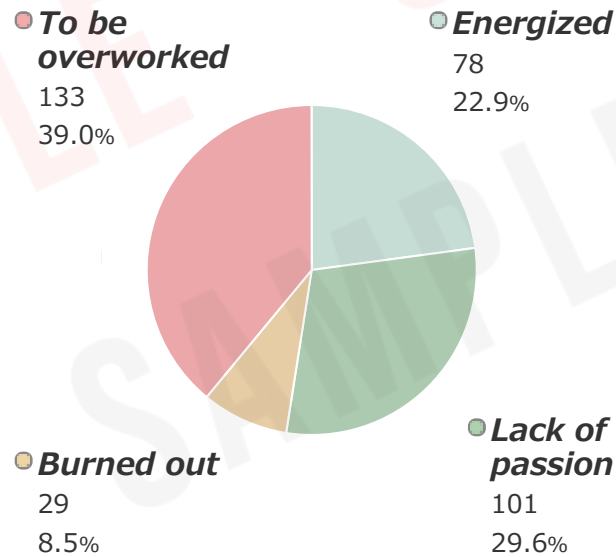
Assessment Criteria : The response rate of "Unsatisfactory" and "Somewhat unsatisfactory" compared to the national average.

Higher ... ☹️ Same ... 😐 Lower ... 😊

Vertical navigation menu on the right side of the page with icons for various report sections.

Attitude toward work

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



Burned out zone		Energized zone		
0	2	0	6	1
1	2	12	8	1
7	17	36	13	1
To be overworked zone		Lack of passion zone		
26	42	65	16	1
35	30	16	3	0

- 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 (workplace environment indicator)

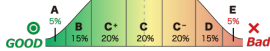
TRUSTY SCORE

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).

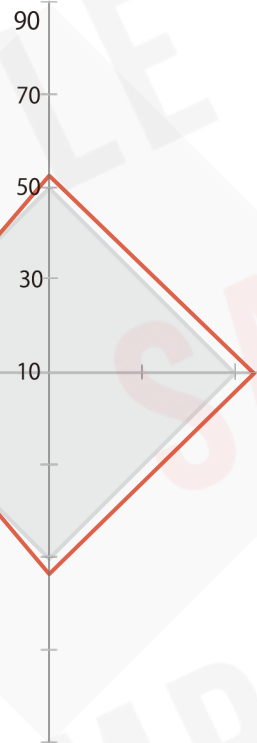
The larger the area of the graph, the stronger the trust relationship and the more productive the environment.

Overall assessment

C+
Deviation value :
52.0



Honor and respect
Deviation value :
52.7



Ease of communication and Relaxed manner
Deviation value :
46.5

Problem solving and recovery from mistakes
Deviation value :
54.2

Helping each other out and challenges
Deviation value :
53.3

Red outline: Deviation value of your company

Grey fill: 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 :
13.4/20**

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

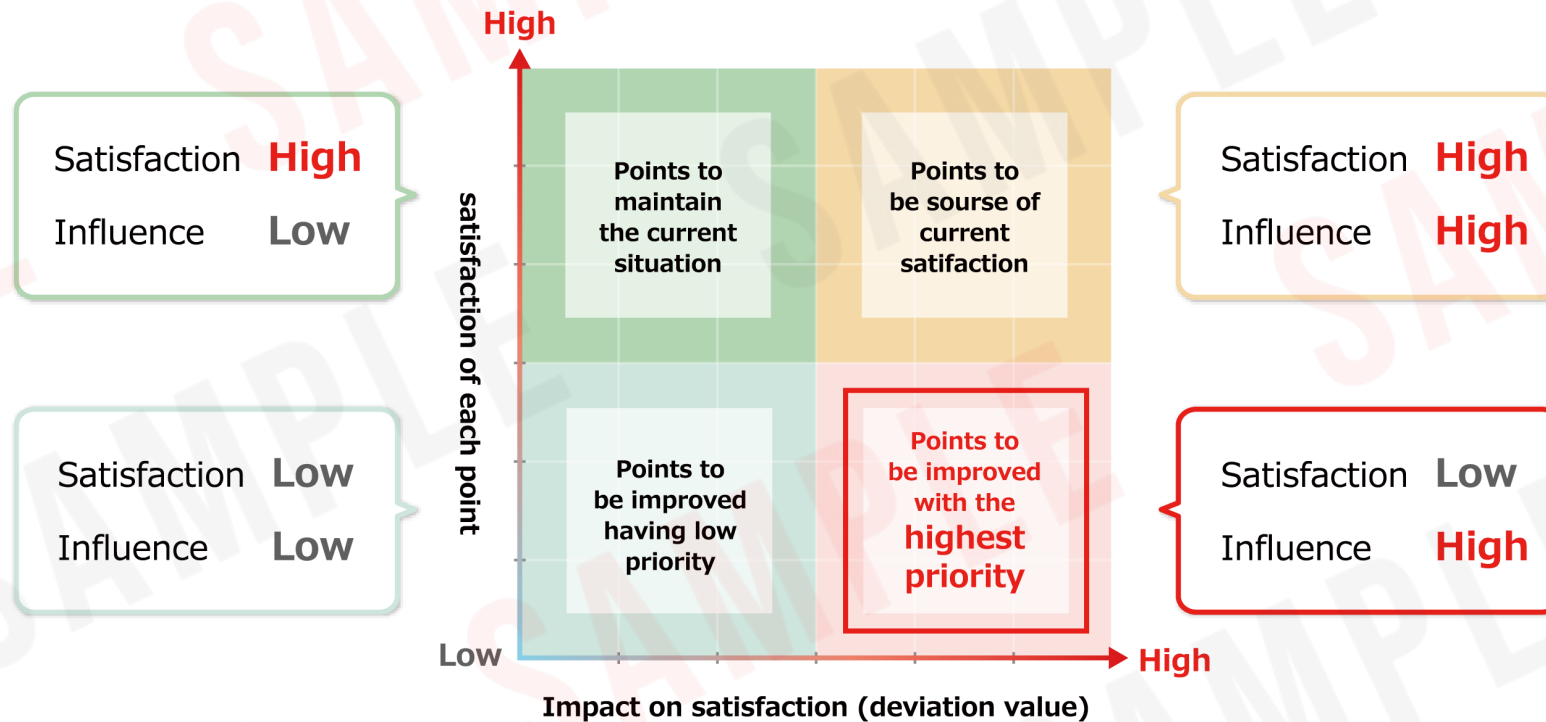
- A14 The atmosphere in my workplace is friendly.
- C50 How reliable are the following people when you are troubled? (Superiors)
- C51 How reliable are the following people when you are troubled? (Co-workers)
- E61 I have opportunities to improve my good points in my job.
- F67 I am complimented if I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

*Calculated from the number of those who took the Doctor Trust Stress Check in 2023.

Satisfaction level analysis

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.

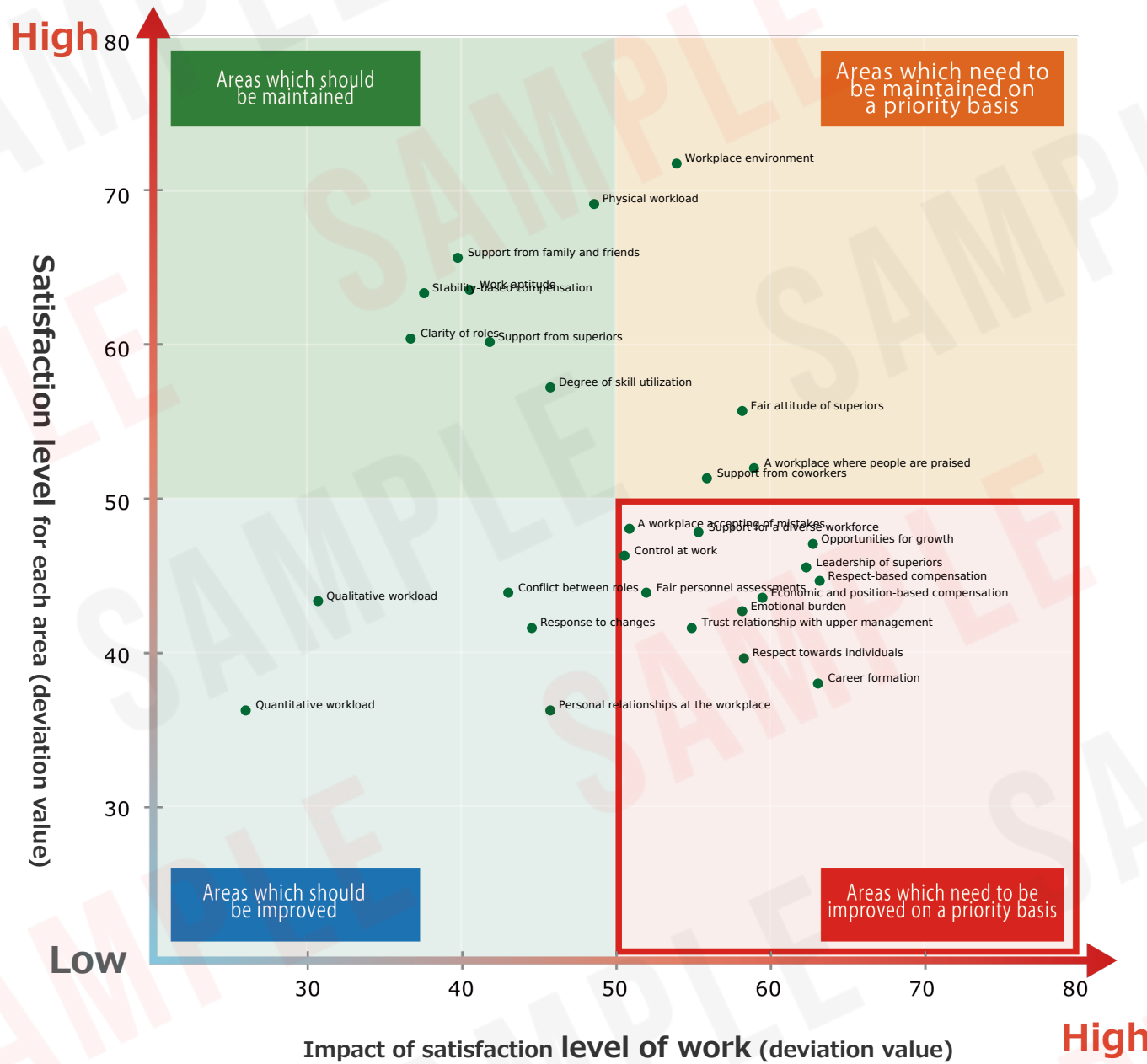
【Vertical axis: Satisfaction】 Calculate the ratio of participants giving the best answer for each Item

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

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

Your company	National data
<p>1 Career formation Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.</p>	<p>Respect towards individuals The work climate and policies involve assigning work based on factors such as the strengths, specialties, and values of each individual.</p>
<p>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.</p>	<p>Career formation Human resource policies and goals for the careers of employees are clearly defined, and education and training are provided.</p>
<p>3 Respect-based compensation Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.</p>	<p>Opportunities for growth Opportunities to gain knowledge, skills, and other personal growth in the course of work.</p>
<p>4 Emotional burden Emotional workload, such as feelings and emotions being stirred up on the job.</p>	<p>Respect-based compensation Receiving the respect and treatment you deserve from your superiors and coworkers for your efforts and accomplishments on the job.</p>
<p>5 Economic and position-based compensation Receiving appropriate monetary or other benefits for efforts and accomplishments on the job.</p>	<p>Work aptitude The work is suitable and appropriate for you.</p>
<p>6 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.</p>	<p>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.</p>
<p>7 Opportunities for growth Opportunities to gain knowledge, skills, and other personal growth in the course of work.</p>	<p>Trust relationship with upper management Mutual trust between upper management and employees.</p>
<p>8 Trust relationship with upper management Mutual trust between upper management and employees.</p>	<p>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.</p>
<p>9 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.</p>	<p>Economic and position-based compensation Receiving appropriate monetary or other benefits for efforts and accomplishments on the job.</p>
<p>10 Personal relationships at the workplace Burdens related to personal relationships, such as differences of opinion within a department or conflicts between departments.</p>	<p>Response to changes 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>



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 479,612 people who took the Doctor Trust Stress Check in 2023.

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.

デザインは一部変更になる場合がございます

Results by department (deviation value)

20

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
人事部	21	48	69	126	107	134	22	52	55	30	61	41	65	49	52	41	33	30	30	35	22	43	41	30	47	32	36	31	55	52	53	55	45	51	54	50	48	53	57	54	60	50	49	90	33	33	46	44
総務部	13	32	45	123	99	121	26	49	54	30	57	39	62	56	57	44	43	24	32	22	35	55	43	33	46	43	35	46	58	54	51	54	54	53	57	55	53	51	63	56	59	56	47	90	36	27	51	48
営業部	39	76	115	112	85	95	28	42	58	45	66	42	62	60	60	41	37	29	31	29	28	71	53	42	51	42	32	33	60	54	54	60	57	54	51	56	59	51	51	52	60	53	48	38	40	51	47	48
広報部	12	35	47	92	83	76	31	41	57	77	66	42	65	60	59	54	48	36	24	31	36	73	54	43	51	54	43	45	50	62	53	63	63	67	66	73	70	53	59	63	58	57	51	75	46	56	52	52
システム部	29	36	65	109	86	93	23	45	55	54	56	39	66	60	60	43	39	27	36	33	36	71	50	38	49	44	40	29	63	57	52	58	60	53	52	57	53	51	53	52	60	53	47	90	43	54	47	48
Entire company average	114	227	341	112	91	101	26	46	56	46	62	41	64	57	58	43	39	29	31	30	31	63	49	38	49	42	36	35	58	55	53	58	56	55	55	57	56	52	55	54	60	53	48	79	40	45	48	48

* Results are displayed only for groups of 10 or more people.

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	114	0	114	114	92	104	25	45	57	45	61	41	63	56	57	38	37	28	29	30	27	62	47	38	49	45	32	31	61	59	53	61	59	55	55	52	60	56	50	56	55	55	61	52	49	82	40	42	47	46
Female	0	227	227	107	83	88	27	46	56	47	62	41	64	58	58	46	40	30	32	31	32	64	50	37	49	41	38	38	56	53	53	57	54	55	56	56	57	53	55	54	59	54	48	78	39	47	49	48		
Entire company average	114	227	341	112	91	101	26	46	56	46	62	41	64	57	58	43	39	29	31	30	31	63	49	38	49	42	36	35	58	55	53	58	56	55	55	57	56	52	55	54	60	53	48	79	40	45	48	48		

* Results are displayed only for groups of 10 or more people.

デザインは一部変更になる場合がございます

Results by age (deviation value)

age	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								
60-69	2	0	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50-59	10	5	15	121	107	129	28	51	51	32	55	39	66	44	48	18	19	14	34	21	23	48	36	31	30	40	10	18	80	42	47	57	52	46	53	50	52	39	60	52	48	52	39	65	25	28	37	38								
40-49	42	57	99	114	90	102	26	44	58	44	64	42	67	64	62	45	36	29	29	28	29	69	45	39	50	48	36	38	60	59	53	58	56	55	55	57	55	52	52	57	62	49	48	71	38	47	51	50								
30-39	45	131	176	111	90	99	26	46	56	48	61	41	62	55	56	45	43	29	30	31	31	61	52	37	52	40	39	35	54	56	54	60	57	57	55	61	58	53	56	53	60	56	50	86	43	46	48	49								
20-29	15	34	49	111	89	98	27	44	57	48	60	40	62	57	57	43	38	36	38	34	35	65	50	40	43	41	35	35	61	48	48	53	49	50	53	48	53	51	58	56	59	53	45	79	36	47	45	41								
Entire company average	114	227	341	112	91	101	26	46	56	46	62	41	64	57	58	43	39	29	31	30	31	63	49	38	49	42	36	35	58	55	53	58	56	55	55	57	56	52	55	54	60	48	79	40	45	48	48									

* Results are displayed only for groups of 10 or more people.

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 479,612 people who took the Doctor Trust Stress Check in 2023, 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
人事部	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
総務部	13	32	45	123	99	121	335	290	184	278	196	232	169	200	200	293	221	281	236	217	198	231	246	210	240	202	273	240	167	220	242	218	187	231	191	216	204	236	224	236	233	198	278	111	320	162	229	259
営業部	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
広報部	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
システム部	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	114	227	341	112	91	101	335	296	173	243	187	229	162	198	198	294	230	271	239	206	203	214	235	204	234	204	270	263	167	217	238	210	184	226	196	209	198	232	244	239	231	203	274	160	313	136	235	259
National average				100	100	100	281	288	210	235	209	211	208	209	216	281	208	229	207	178	182	242	233	186	232	193	237	231	177	228	245	225	197	237	207	226	211	237	258	252	262	211	269	215	289	130	231	254
Profession average				93	95	89	280	289	147	220	197	200	185	204	211	282	195	224	206	180	180	232	232	189	227	194	225	222	179	220	234	216	196	224	192	214	200	226	247	234	243	195	264	217	290	120	220	254

* Results are displayed only for groups of 10 or more people.

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	114	0	114	114	92	104	337	296	172	246	188	229	163	200	200	304	234	273	243	207	207	216	238	204	233	200	280	273	163	210	238	206	176	225	202	203	199	236	243	237	228	207	273	155	311	141	239	262
Female	0	227	227	107	88	88	333	295	173	242	186	229	162	196	196	289	228	270	237	205	201	212	233	205	234	206	265	258	169	221	238	212	187	226	193	212	197	230	245	241	233	201	275	163	314	134	234	257
National average(Male)				100	100	100	281	288	221	236	212	206	212	214	214	277	200	217	200	171	171	233	227	188	226	191	240	232	175	227	240	222	190	230	202	221	212	233	254	252	259	212	259	220	286	129	227	249
National average(Female)				100	100	100	276	283	224	247	218	203	221	210	211	281	206	239	202	175	187	247	225	175	225	188	238	223	180	235	247	224	183	240	207	224	212	236	261	256	259	213	263	211	289	129	227	254
Entire company average	114	227	341	112	91	101	335	296	173	243	187	229	162	198	198	294	230	271	239	206	203	214	235	204	234	204	270	263	167	217	238	210	184	226	196	209	198	232	244	239	231	203	274	160	313	136	235	259
National average(Gender)				100	100	100	281	288	210	235	209	211	208	209	216	281	208	229	207	178	182	242	233	186	232	193	237	231	177	228	245	225	197	237	207	226	211	237	258	252	262	211	269	215	289	130	231	254
Profession average				93	95	89	280	289	147	220	197	200	185	204	211	282	195	224	206	180	180	232	232	189	227	194	225	222	179	220	234	216	196	224	192	214	200	226	247	234	243	195	264	217	290	120	220	254

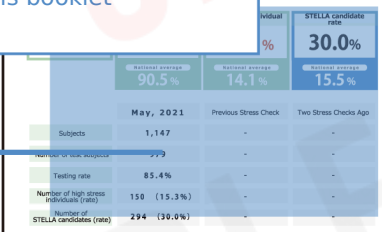
* Results are displayed only for groups of 10 or more people.

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.

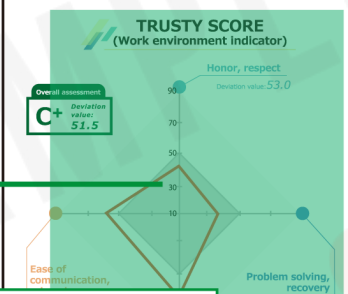
Details P.10 of this booklet



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.

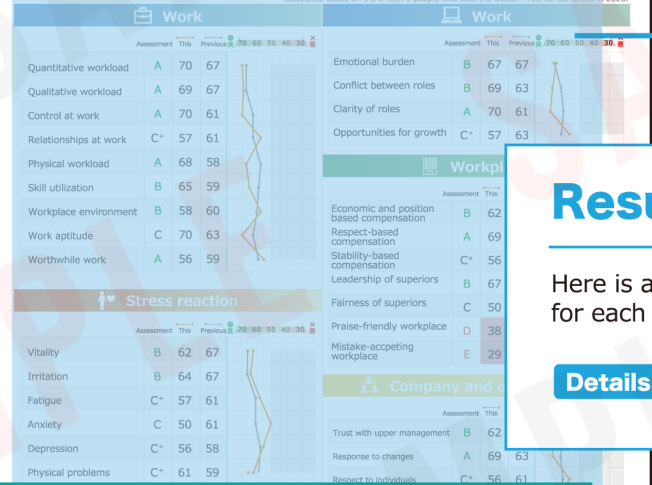
Details P.19 of this booklet



Results

Here is a list of deviation values for each category.

Details P.20 of this booklet



Terminology

p.1	National average	Data collected from 1,390 companies that implemented Dr. Trust's Stress Check services between April 1, 2023 and March 31, 2024.
p.1	Testing rate	The percentage of people who took the test in relation to the number of people who were eligible to take the test.
p.1	High stress individual	As a result of the Stress Check, those who have high subjective symptoms of stress or a certain level of subjective symptoms, and those who are determined to have significantly poor scores for workload and support from others around you.
p.1	High stress individual rate	The percentage of people who were determined to have high stress compared to the number of people who actually took the test.
p.4	Overall distribution	In addition to the two-stage determination process of whether an individual is a high-stress individual or not, the distribution showed the level of stress in five stages.
p.8	STELLA*	A person who is positive about work and has good communication skills. A physically and mentally healthy person with the potential to have a positive impact on those around them.
p.10	Health risk	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.
p.12	Deviation value	A numerical value that indicates the position of the results among the national average. If the results are the same as the national average, the deviation value is 50. The deviation value shows the characteristics of the company compared to other companies in Japan.
p.16	TRUSTY SCORE* <small>(workplace environment indicator)</small>	Among the stress check results, the communication-related categories were extracted to show the degree of safety, security, and positive environment in the organization.
p.17	Satisfaction level analysis*	Analysis based on the perspective of increasing employees' job satisfaction. Correlation analysis between stress check question 56 "I am satisfied with my job" and other areas can be used to identify areas that need to be improved to increase job satisfaction.

*Original analysis method based on the research results of the Dr. Trust Stress Check Laboratory

List of questions

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

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