



UNCOVER THE HIDDEN PRODUCTIVITY KILLER USING **STRESS QUOTIENT®**

*Stress-related ailments cost Canadians
\$33 billion every year in lost productivity.*

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Why Assess **STRESS?**

As you look around your office, you may see people who are the picture of productivity. But looks can be deceiving. Your workplace may actually be a breeding ground for stress, which is slowly chipping away at the collective morale, and the individual spirit of your most valuable people. Often times stress rises and spreads unbeknownst to even the most empathic leaders.

Stress Quotient® is an accurate diagnostic for revealing the stressors at play in your office.

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This assessment helps you understand whether or not the stress in your office is dramatically rising and hampering productivity, killing your culture or staying within reasonable levels. Once you know, you can address the root causes — which can include lack of job fit, miscommunications or mismanagement. **Stress Quotient® is available in individual and group versions.**

Seven Stress Factors

Our revolutionary stress assessment examines seven different types of stress in individuals:

DEMAND STRESS: Poorly designed jobs, excessive demands or poor job fit

EFFORTS/REWARD BALANCE STRESS: High output and effort met with minimal reward

CONTROL STRESS: High responsibility paired with low authority, and lack of control

ORGANIZATION CHANGE STRESS: Restructuring, poorly communicated policies and leadership changes

MANAGER/SUPERVISOR STRESS: Enormous pressure or challenges from your superior

SOCIAL SUPPORT STRESS: Lack of support among peers and competitiveness

JOB SECURITY STRESS: Fear of loss of job or threatened job status

Identifying Signs of Stress

Stress manifests in different ways for different individuals. For some, it takes the form of a physical toll, while for others, it may cause memory loss or distraction. **The four main signs of stress are:**

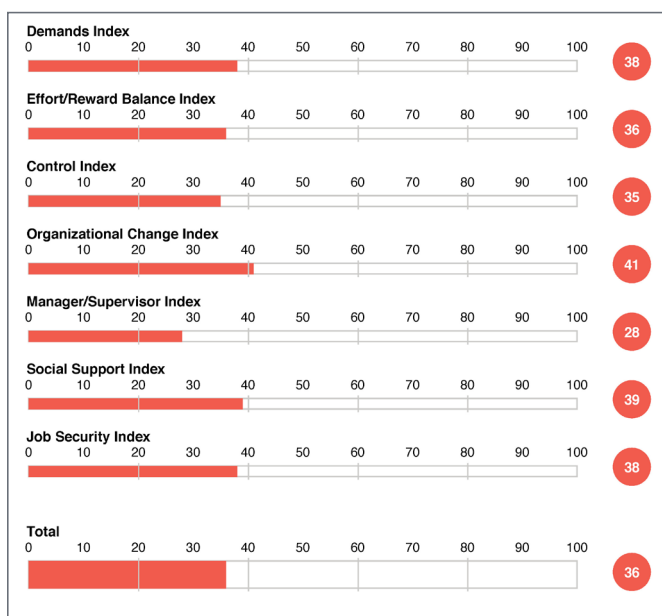
Physical: Low energy, aches and pains, frequent illness

Emotional: Irritability, feeling overwhelmed, moodiness

Cognitive: Inability to concentrate, memory problems, poor judgment

Behavioral: Eating or sleeping issues, procrastination, nervous habits

How the Stress Quotient® Assessment Works



After everyone within a work group or organization completes the Stress Quotient® assessment, results are examined as a group. Themes emerge, and help distinguish if and in what areas an organization is experiencing detrimental stress.

Only when you understand how much stress you're dealing with can you begin to create to a more productive work environment.

