

Health & Well-being Questionnaire

1. Demographic Data

We need to gather demographic information so that health and well-being solutions can be targeted where they are most needed and will be most effective.

Please insert the name of your organisation or company.

If your organisation has a number of geographical locations please indicate your location here.

Please indicate your company's main industry or profession

Please indicate the nature of your role within your organisation

Please indicate the management level of your position within the organisation

Senior
Management

Middle
Management

Supervisor

No management
responsibilities

Prefer not to
answer

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2. Demographic Data 2

Many of these questions are personal in nature but help to identify where any issues, such as bullying, could be associated with discrimination. If you feel that any of these questions are inappropriate or you feel uncomfortable answering please click on 'Prefer not to answer'.

Gender

Male

Female

Prefer not to answer

Please indicate your age group

Under 21

21 to 30

31 to 40

41 to 50

51 to 60

Over 60

Prefer not to answer

Do you consider yourself to be disabled?

Not disabled

Partially disabled

Registered disabled

Prefer not to answer

Sexual Orientation

Straight

Gay

Lesbian

Bi-sexual

Prefer not to answer

Ethnic Grouping (standard 16)

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3. Demographic Data 3

These questions relate to your working conditions.

What is the nature of your working time?

Part-time

Full-time

Prefer not to answer

What are your normal actual working hours per week?

Less than 16

16 to 24

25 to 40

More than 40

Prefer not to answer

Do you work shifts?

I work a regular shift pattern

I work occasional shifts

I don't work shifts

Prefer not to answer

Do you work overtime?

I regularly work overtime

I occasionally work overtime

I don't work overtime

Prefer not to answer

Regarding any overtime, how often are you requested to work overtime at short notice?

Always

Often

Occasionally

Never

I don't work overtime

Prefer not to answer

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4. Health & Wellbeing Questions

The next 35 questions are those recommended by the Health and Safety Executive in their Stress Management Standards.

Please answer each question

	Never	Seldom	Sometimes	Often	Always
1 I am clear what is expected of me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2 I can decide when to take a break	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3 Different groups at work demand things from me that are hard to combine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4 I know how to go about getting my job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5 I am subject to personal harassment in the form of unkind words or behaviour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6 I have unachievable deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7 If work gets difficult, my colleagues will help me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8 I am given supportive feedback on the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9 I have to work very intensively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10 I have a say in my own work speed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11 I am clear what my duties and responsibilities are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12 I have to neglect some tasks because I have too much to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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5. Health & Wellbeing Questions 2

Please answer each question

	Never	Seldom	Sometimes	Often	Always
13 I am clear about the goals and objectives for my department	jn	jn	jn	jn	jn
14 There is friction or anger between colleagues	jn	jn	jn	jn	jn
15 I have a choice in deciding how to do my work	jn	jn	jn	jn	jn
16 I am unable to take sufficient breaks	jn	jn	jn	jn	jn
17 I understand how my work fits into the overall aim of the organisation	jn	jn	jn	jn	jn
18 I am pressured to work long hours	jn	jn	jn	jn	jn
19 I have a choice in deciding what I do at work	jn	jn	jn	jn	jn
20 I have to work very fast	jn	jn	jn	jn	jn
21 I am subject to bullying at work	jn	jn	jn	jn	jn
22 I have unrealistic time pressures	jn	jn	jn	jn	jn
23 I can rely on my line manager to help me out with a work problem	jn	jn	jn	jn	jn

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6. Health & Wellbeing Questions 3

Please answer each question

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
24 I get the help and support I need from colleagues	jn	jn	jn	jn	jn
25 I have some say over the way I work	jn	jn	jn	jn	jn
26 I have sufficient opportunities to question managers about change at work	jn	jn	jn	jn	jn
27 I receive the respect at work I deserve from colleagues	jn	jn	jn	jn	jn
28 Staff are always consulted about change at work	jn	jn	jn	jn	jn
29 I can talk to my line manager about something that has upset or annoyed me at work	jn	jn	jn	jn	jn
30 My working time can be flexible	jn	jn	jn	jn	jn
31 My colleagues are willing to listen to my work-related problems	jn	jn	jn	jn	jn
32 When changes are made at work, I am clear how they will work out in practice	jn	jn	jn	jn	jn
33 I am supported through emotionally demanding work	jn	jn	jn	jn	jn
34 Relationships at work are strained	jn	jn	jn	jn	jn
35 My line manager encourages me at work	jn	jn	jn	jn	jn

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7. Sickness & Absenteeism

These questions help us to establish where health and well-being issues, such as stress, are actually causing sickness and absenteeism. If you feel uncomfortable answering please click on 'prefer not to answer'.

In the past twelve months have you taken sick leave?

More than 10 days 6 to 10 days 1 to 5 days I have not taken sick leave Prefer not to answer

In the past twelve months have you taken sick leave due to stress?

More than 10 days 6 to 10 days 1 to 5 days I have not been stressed Prefer not to answer

If you become stressed, do you do any of the following to reduce your stress?

	Often	Occasionally	Rarely	Never	Not allowed
I just keep on working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go for walk to relax	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go and talk to someone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go and make myself a drink	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go and sit in the toilet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take a long lunch break	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get angry, shout and calm down	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take a day off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I drink alcohol	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I smoke	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go to the gym	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go for a run	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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8. Sickness & Absenteeism 2

In the past twelve months, if you have taken leave because of stress did you report it to your employer as stress?

Yes, I told them I was stressed

No, I said I was sick (e.g. flu)

No, I took annual leave

I have not been stressed

Prefer not to answer

In the past twelve months have you continued to work despite feeling extremely stressed?

Often

Occasionally

Rarely

Never

Prefer not to answer

In the past twelve months how would you describe your average stress levels?

Extremely stressed

Moderately stressed

Slightly stressed

Not stressed at all

Prefer not to answer

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9. Thank you for your input

Thank you for your input.

Your views and opinions are of great value to us and help us work out strategies for managing stress in the workplace.

Your data will be used to create a national database that will be analysed to determine what groups are at greatest risk, and answer important questions such as how much stress is going unrecorded because of the stigma associated with being stressed.