Research Technician

The results are grouped by stressor, and the average score is shown for each question associated with that stressor

Demands

	Question	Average
3	Different groups at work demand things from me that are hard to combine	3.71
6	I have unachievable deadlines	3.65
9	I have to work very intensively	2.71
12	I have to neglect some tasks because I have too much to do	3.53
16	I am unable to take sufficient breaks	4.12
18	I am pressured to work long hours	4.12
20	I have to work very fast	2.88
22	I have unrealistic time pressures	4.00
	Overall	3.59

Control

	Question	Average
2	I can decide when to take a break	4.59
10	I have a say in my own work speed	3.71
15	I have a choice in deciding how I do my work	4.06
19	I have a choice in deciding what I do at work	3.71
25	I have some say over the way I work	4.12
30	My working time can be flexible	3.76
	Overall	3.99

Managers' Support

	Question	Average
8	I am given supportive feedback on the work I do	3.65
23	I can rely on my line manager to help me out with a work problem	3.94
29	I can talk to my line manager about something that has upset or annoyed me about work	3.88
33	I am supported through emotionally demanding work	3.65
35	My line manager encourages me at work	3.71
	Overall	3.76

Peer Support

	Question	Average
7	If work gets difficult, my colleagues will help me	4.06
24	I get help and support I need from colleagues	4.06
27	I receive the respect at work I deserve from my colleagues	3.88
31	My colleagues are willing to listen to my work-related problems	4.18
	Overall	4.04

Relationships

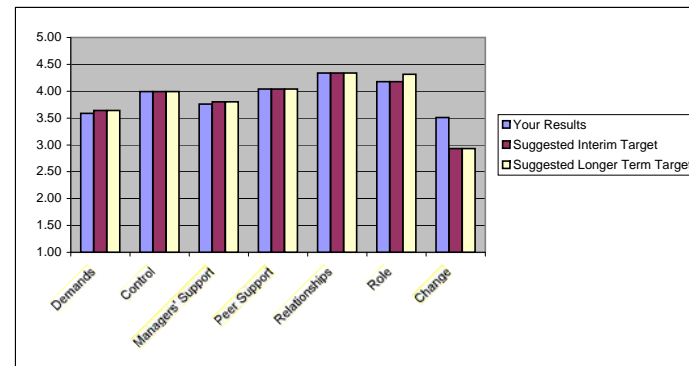|	Question	Average
5	I am subject to personal harassment in the form of unkind words or behaviour	4.65
14	There is friction or anger between colleagues	3.94
21	I am subject to bullying at work	4.76
34	Relationships at work are strained	4.00
Overall	*** 1 (5.9%) of the staff included in this query and who responded report that they are always, often or sometimes bullied.**	4.34

Role

	Question	Average
1	I am clear what is expected of me at work	4.35
4	I know how to go about getting my job done	4.35
11	I am clear what my duties and responsibilities are	4.18
13	I am clear about the goals and objectives for my department	3.88
17	I understand how my work fits into the overall aim of the organisation	4.12
	Overall	4.18

Change

	Question	Average
26	I have sufficient opportunities to question managers about change at work	3.65
28	Staff are always consulted about change at work	3.29
32	When changes are made at work, I am clear how they will work out in practice	3.59
	Overall	3.51

Key

Colour	Description
Green	Doing very well - need to maintain performance. Represents those at, above or close to the 80th percentile[†]
Cyan	Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile[†]
Orange	Clear need for improvement. Represents those likely to be below average but not at, below or close to the 20th percentile[†]
Red	Urgent action needed. Represents those at, below or close to the 20th percentile[†]

Data Set: Organisational Averages

Legend: Your Results; Suggested Interim Target; Suggested Longer Term Target. Categories: Demands, Control, Managers' Support, Peer Support, Relationships, Role, Change.

[†] Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)
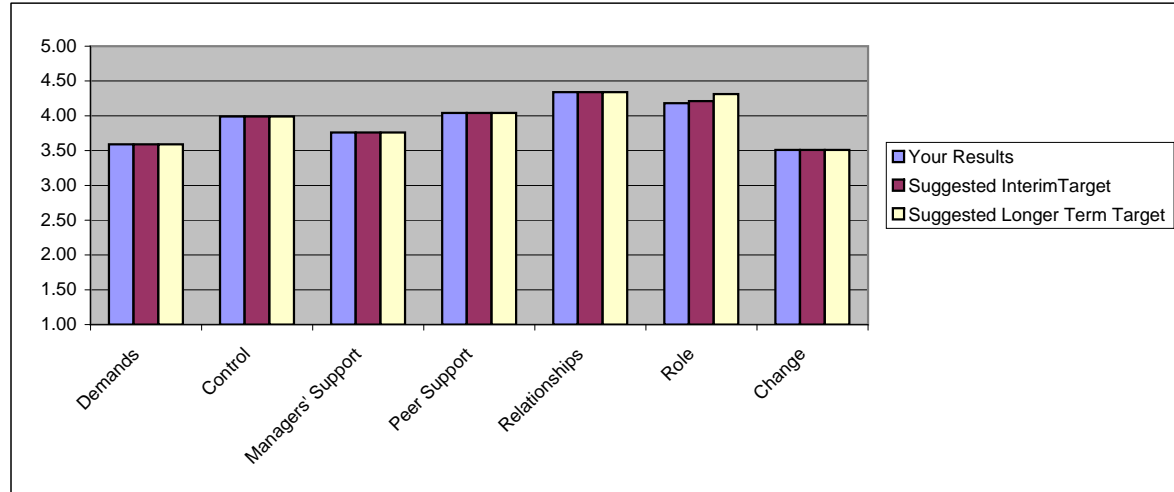
Summary of Results
Research Technician

	Your Results	Suggested Interim Target	Suggested Longer Term Target	
Demands	3.59	3.59	3.59	*
Control	3.99	3.99	3.99	*
Managers' Support	3.76	3.76	3.76	*
Peer Support	4.04	4.04	4.04	*
Relationships	4.34	4.34	4.34	*
Role	4.18	4.21	4.31	
Change	3.51	3.51	3.51	*

Data Set: Organisational Averages

Key

Doing very well - need to maintain performance
Represents those at, above or close to the 80th percentile[†]

Good, but need for improvement
Represents those better than average but not yet at, above or close to the 80th percentile[†]

Clear need for improvement
Represents those likely to be below average but not below the 20th percentile[†]

Urgent action needed
Represents those below the 20th percentile[†]

*You are doing very well on the following stress factors: Demands, Control, Managers' Support, Peer Support, Relationships, Change (you are above the 80th percentile for these stress factors). We suggest that you set your own interim and longer-term targets for continuous improvement.

† Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)