

# Nottinghamshire CC

## Psychometric Data

06-Oct-05

### 1. Tiredness

	<b>Pre</b>	<b>Post</b>	
I feel tired	64%	38%	Often / Most of time
I feel fatigued	45%	13%	Often / Most of time
I feel exhausted	55%	25%	Often / Most of time
My sleep is inadequate	45%	25%	Often / Most of time
I experience aches & pains	36%	13%	Often / Most of time
Sleeping is worse than normal	64%	13%	Agree / Strongly Agree
I feel slowed down	36%	13%	Often / Most of time

### 2. Anxiety

	<b>Pre</b>	<b>Post</b>	
I feel anxious	18%	0%	Often / Most of time
I feel uneasy	36%	13%	Often / Most of time
I feel worried	45%	0%	Often / Most of time
I feel panicky all of a sudden	9%	0%	Often / Most of time
I have felt as if something awful was going to happen	9%	0%	Often / Most of time

### 3. Anger

	<b>Pre</b>	<b>Post</b>	
I feel angry	18%	0%	Often / Most of time
I feel annoyed	36%	0%	Often / Most of time
I feel irritated	27%	13%	Often / Most of time
I feel frustrated	36%	0%	Often / Most of time

### 4. Relaxed

	<b>Pre</b>	<b>Post</b>	
I feel peaceful	27%	50%	Often / Most of time
I feel calm	64%	75%	Often / Most of time
I feel relaxed	36%	50%	Often / Most of time
I feel restless	55%	13%	Often / Most of time
I feel tense	36%	13%	Often / Most of time

## 5. Positive Attitude

	<b>Pre</b>	<b>Post</b>	
Appreciative	100%	100%	Often / Most of time
Grateful	64%	75%	Often / Most of time
Thankful	64%	75%	Often / Most of time
I can look forward to things	73%	88%	Agree / Strongly Agree
I can see the funny side of things	91%	100%	Often / Most of time
I can enjoy the TV or a good book	64%	75%	Often / Most of time

## 6. Employee Satisfaction

	<b>Pre</b>	<b>Post</b>	
I feel fulfilled	45%	63%	Often / Most of time
I feel satisfied	55%	63%	Often / Most of time
I feel contented	36%	50%	Often / Most of time
Motivated	55%	88%	Often / Most of time
I feel on top form	45%	75%	Often / Most of time
Cheerful	73%	88%	Often / Most of time
Enthusiastic	73%	88%	Often / Most of time
I feel discouraged	9%	0%	Often / Most of time

## 7. Mental Clarity & Decisiveness

	<b>Pre</b>	<b>Post</b>	
I am very perceptive	100%	100%	Often / Most of time
I am mentally very sharp	73%	63%	Often / Most of time
I feel it is very easy to prioritise	55%	25%	Often / Most of time
That it is difficult to concentrate	36%	13%	Often / Most of time
Confused about things	18%	0%	Often / Most of time
I am less decisive than usual	36%	13%	Agree / Strongly Agree
My concentration is as good as ever	36%	88%	Agree / Strongly Agree

## 8. Role Clarity

	<b>Pre</b>	<b>Post</b>	
People's roles & responsibilities are made clear	55%	63%	Agree / Strongly Agree
The priorities at work are made clear to me	55%	63%	Agree / Strongly Agree
We have well-defined business processes in my area	45%	50%	Agree / Strongly Agree
Organisation seizes the major opportunities	36%	75%	Agree / Strongly Agree
Meetings are well organised	36%	75%	Agree / Strongly Agree
Managers are responsive to ideas from the line	64%	88%	Agree / Strongly Agree

## 9. Work Pressure

	<b>Pre</b>	<b>Post</b>	
The workload is excessive	91%	50%	Agree / Strongly Agree
I am under too much pressure	73%	38%	Agree / Strongly Agree
There is never enough time	91%	50%	Agree / Strongly Agree
I feel home / work conflict	73%	38%	Agree / Strongly Agree
I have time to think	36%	63%	Agree / Strongly Agree
Work spills over into my home life	100%	75%	Agree / Strongly Agree
Management expectations are unrealistic	45%	25%	Agree / Strongly Agree
I find it easy to cope with time pressure	27%	50%	Agree / Strongly Agree
It takes a lot of effort to sustain my performance	82%	25%	Agree / Strongly Agree
I am under more strain than usual	64%	13%	Agree / Strongly Agree

## 10. Productivity

	<b>Pre</b>	<b>Post</b>	
I am highly productive	36%	63%	Agree / Strongly Agree
I am efficient	55%	75%	Agree / Strongly Agree
My work produces excellent results	45%	50%	Agree / Strongly Agree
I complete my tasks to my satisfaction	64%	88%	Agree / Strongly Agree
I accomplish all work objectives	27%	50%	Agree / Strongly Agree
I am creative and innovative	82%	75%	Agree / Strongly Agree

## 11. Employee Commitment

	<b>Pre</b>	<b>Post</b>	
I feel like leaving this organisation	45%	0%	Agree / Strongly Agree
I feel like quitting my job	27%	0%	Agree / Strongly Agree
This organisation values its people highly	45%	75%	Agree / Strongly Agree
I feel optimistic about the future	55%	88%	Agree / Strongly Agree
This organisation helps people deal with stress	27%	38%	Agree / Strongly Agree
I feel a strong sense of commitment to the organisation	91%	88%	Agree / Strongly Agree

## 12. Support & Recognition

	<b>Pre</b>	<b>Post</b>	
My manager appreciates what I do	64%	75%	Agree / Strongly Agree
We communicate well	45%	63%	Agree / Strongly Agree
I get the recognition I deserve	36%	75%	Agree / Strongly Agree
Management is interested in how I feel	55%	75%	Agree / Strongly Agree

## 13. Communication

	<b>Pre</b>	<b>Post</b>	
People really listen carefully at work	36%	75%	Agree / Strongly Agree
Listening takes a lot of effort	73%	63%	Agree / Strongly Agree
I am able to speak out without fear of consequences	73%	88%	Agree / Strongly Agree
The quality of communication at work is excellent	18%	38%	Agree / Strongly Agree

## 14. Teamworking

	<b>Pre</b>	<b>Post</b>	
My colleagues work very well together	91%	75%	Agree / Strongly Agree
Team working is very good	64%	75%	Agree / Strongly Agree
We listen to each other at work	82%	88%	Agree / Strongly Agree
There is no tension in the team	9%	13%	Agree / Strongly Agree
Knowledge sharing is common in this organisation	45%	75%	Agree / Strongly Agree

## 15. Self Management

	<b>Pre</b>	<b>Post</b>	
I find it difficult to control my emotions	45%	25%	Agree / Strongly Agree
I get annoyed easily	36%	13%	Agree / Strongly Agree
I am easily upset	18%	0%	Agree / Strongly Agree
I find it difficult to calm down after I have been upset	45%	0%	Agree / Strongly Agree
I felt more unhappy than usual	27%	13%	Agree / Strongly Agree
I have felt less able to enjoy daily activities	55%	13%	Agree / Strongly Agree
I have been feeling reasonably happy	45%	88%	Agree / Strongly Agree

**16. Control**

	<b>Pre</b>	<b>Post</b>	
Very disorganised	36%	0%	Often / Most of time
Very much in control	64%	75%	Often / Most of time
Able to influence what happens	82%	88%	Often / Most of time
I have lost interest in my appearance	9%	13%	Agree / Strongly Agree

**17. Self Esteem**

	<b>Pre</b>	<b>Post</b>	
I feel good about myself	55%	50%	Often / Most of time
I am very self critical	91%	88%	Agree / Strongly Agree
I like who I am	73%	100%	Agree / Strongly Agree
I have felt less able to face my problems	9%	13%	Agree / Strongly Agree
I have felt less useful than usual	55%	13%	Agree / Strongly Agree
I have been less confident than usual	27%	13%	Agree / Strongly Agree
I have felt more worthless than normal	9%	13%	Agree / Strongly Agree
I have felt less able to overcome my difficulties	45%	13%	Agree / Strongly Agree

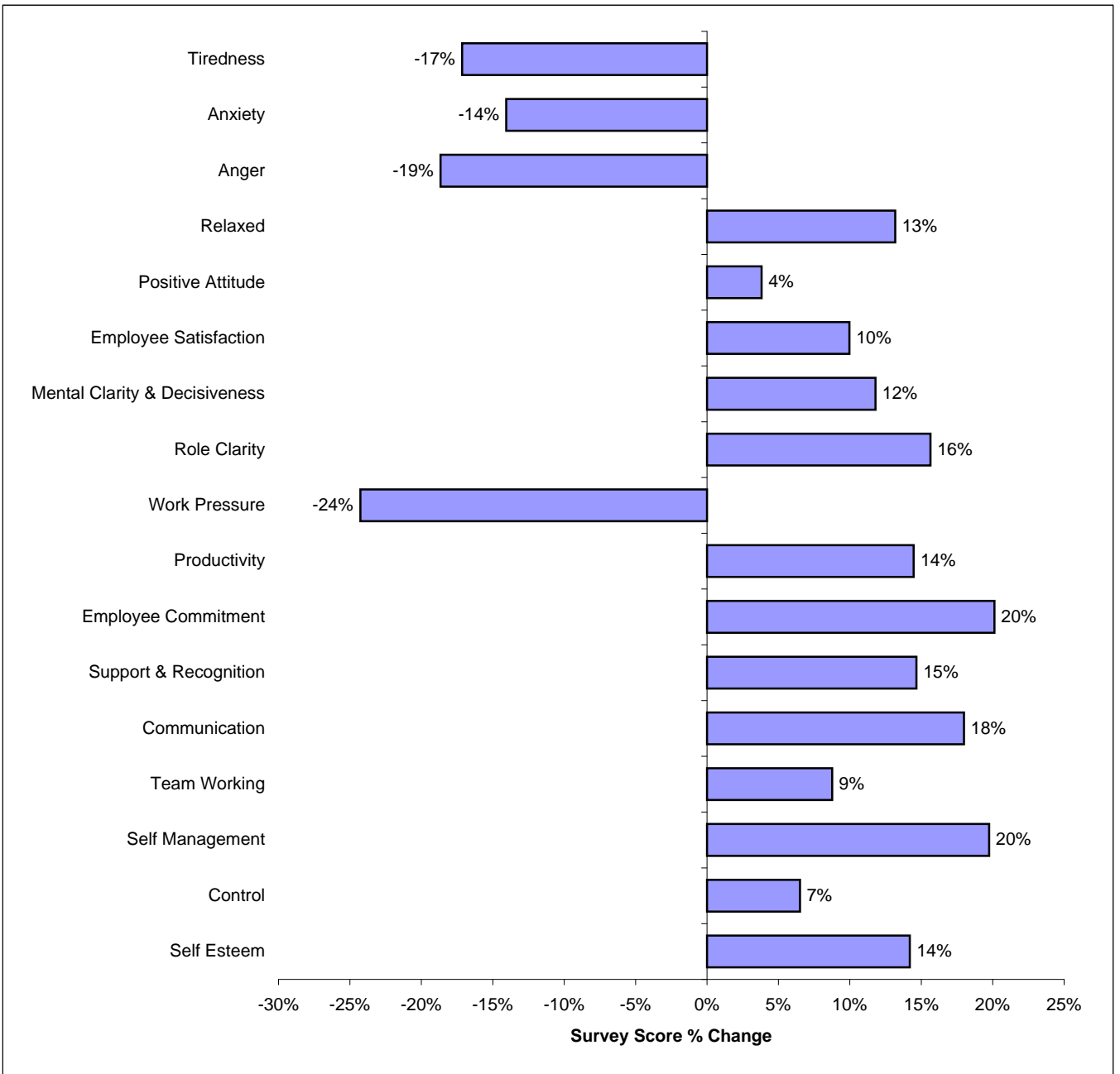
**18. Stress Cases****GHQ-12 Questions**

	<b>Pre</b>	<b>Post</b>
<b>Non Stressed Cases</b> (GHQ score <3)	36%	88%
<b>Total Stress Cases</b> (GHQ score >3)	64%	13%
<b>Mild cases</b> (GHQ score 3-5)	27%	0%
<b>Moderate cases</b> (GHQ score 6-8)	18%	0%
<b>Severe Cases</b> (GHQ score 9-12)	18%	13%

**19. Clinical Anxiety & Depression****(Hospital Anxiety Depression Scale - HAD)**

	<b>Pre</b>	<b>Post</b>
Anxiety Cases	27%	0%
Depression	9%	0%

Pre v. Post Percent Change



## Average Survey Scores

	Pre	Post	% Change
1. Tiredness	3.44	2.85	-17%
2. Anxiety	2.56	2.20	-14%
3. Anger	2.84	2.31	-19%
4. Relaxed	2.96	3.35	13%
5. Positive Attitude	3.93	4.08	4%
6. Employee Satisfaction	3.51	3.86	10%
7. Mental Clarity & Decisiveness	3.39	3.79	12%
8. Role Clarity	3.26	3.77	16%
9. Work Pressure	3.75	2.84	-24%
10. Productivity	3.18	3.64	14%
11. Employee Commitment	3.23	3.88	20%
12. Support & Recognition	3.41	3.91	15%
13. Communication	2.89	3.41	18%
14. Team Working	3.31	3.60	9%
15. Self Management	3.19	3.82	20%
16. Control	3.84	4.09	7%
17. Self Esteem	3.24	3.70	14%