

Work Stress Questionnaire

Self-assessment of work-related stress

Please answer the questions below by marking the answer that best agrees with you today. Note that question 5-18 has supplementary question.

1	Do you have time to finish your assignments?	Yes, always	1
		Yes, rather often	2
		No, seldom	3
		No, never	4
2	Do you have the possibility to influence decisions at work?	Yes, always	1
		Yes, rather often	2
		No, seldom	3
		No, never	4
3	Does your supervisor consider your views?	Yes, always	1
		Yes, rather often	2
		No, seldom	3
		No, never	4
4	Can you decide on your work pace?	Yes, always	1
		Yes, rather often	2
		No, seldom	3
		No, never	4
5	a) Has your workload increased?	Yes	0
		No – Go to question 6a	1
	b) If yes: Do you perceive that as stressful?	Not stressful	1
		Less stressful	2
		Stressful	3
		Very stressful	4
6	a) Are the goals for your workplace clear?	Yes – Go to question 7a	1
		Partly	0
	b) If partly or no: Do you perceive that as stressful?	No	0
		Not stressful	1
7	a) Do you know which assignments your work tasks include?	Less stressful	2
		Stressful	3
	b) If partly or no: Do you perceive that as stressful?	Very stressful	4
		Yes – Go to question 8a	1
	Partly	Partly	0
		No	0
	b) If partly or no: Do you perceive that as stressful?	Not stressful	1
		Less stressful	2
	b) If partly or no: Do you perceive that as stressful?	Stressful	3
		Very stressful	4

WSQ

8	a) Do you know who is making decisions concerning your workplace?		Yes – Go to question 9a	1
	b) If partly or no: Do you perceive that as stressful?		Partly	0
9	a) Are there any conflicts at work?		No	0
	b) If yes: Do you perceive that as stressful?		Not stressful	1
10	a) Are you involved in any conflicts at your workplace?		Less stressful	2
	b) If yes: Do you perceive that as stressful?		Stressful	3
11	a) Have your supervisor done anything to solve the conflicts?		Very stressful	4
	b) If partly or no: Do you perceive that as stressful?		Yes	0
12	a) Do you put high demands on yourself at work?		No – Go to question 13a	1
	b) If yes: Do you perceive that as stressful?		Not stressful	1
13	a) Do you often get engaged in your work?		Less stressful	2
	b) If yes: Do you perceive that as stressful?		Stressful	3
14	a) Do you think about work after your working-day?		Very stressful	4
	b) If yes or partly: Do you perceive that as stressful?		Yes	0
			Partly	0
			No – Go to question 15a	1
			Not stressful	1
			Less stressful	2
			Stressful	3
			Very stressful	4

WSQ

15	a) Do you find it hard to set a limit to work assignment although you have a lot to do?		Yes	0
	b) If yes or partly: Do you perceive that as stressful?		Partly	0
16	a) Do you take more responsibility at work than you ought to?		No – Go to question 16a	1
	b) If yes: Do you perceive that as stressful?		Not stressful	1
17	a) Do you work after ordinary working hours to finish your assignments?		Less stressful	2
	b) If yes or partly: Do you perceive that as stressful?		Stressful	3
18	a) Do you find it hard to sleep because your mind is occupied with work?		Very stressful	4
	b) If yes or partly: Do you perceive that as stressful?		Yes	0
19	Due to work, do you find it hard to find time to be with your nearest?		Partly	0
			No – Go to question 19	1
20	Due to work, do you find it hard to find time to be with your friends?		Not stressful	1
			Less stressful	2
21	Due to work, do you find it hard to find time for your recreational activities?		Stressful	3
			Very stressful	4
			Yes, always	4
			Yes, rather often	3
			No, seldom	2
			No, never	1
			Yes, always	4
			Yes, rather often	3
			No, seldom	2
			No, never	1

Work Stress Questionnaire

Instructions to evaluate

Work Stress Questionnaire (WSQ) is a self-assessment questionnaire measuring perceived work-related stress. The 21 questions are grouped in four categories:

1. **Influence at work**, including four items that can be answered Yes, always, Yes, often, No, rarely or No, never.
2. **Indistinct organization and conflicts**, including seven items that can be answered Yes, Partly, or No.
3. **Individual demands and commitment**, including seven items that can be answered Yes, Partly or No.
4. **Work to leisure time interference**, including three items that can be answered Yes, always, Yes, often, No, rarely or No, never.

Each question in the categories *Indistinct organization and conflicts* and *individual demands and commitment* has a supplementary question 'Do you perceive that as stressful?' that is answered Not stressful, Less stressful, Stressful or Very stressful. Thereby, two additional categories are formed:

Perceived stress due to indistinct organization and conflicts (seven items) and **Perceived stress due to individual demands and commitments** (seven items).

The perceived work-related stress is calculated by using the values behind each answer in the questionnaire. The values are transferred to the summary form. The median is calculated for four of the categories:

- Influence at work, item 1-4
- Perceived stress due to indistinct organization and conflicts, item 5b-11b
- Perceived stress due to individual demands and commitments, item 12b-18b
- Work to leisure time interference, item 19-21

The median is the central number of the values when they are sorted from smallest to highest. When the median is calculated for an even number, the higher of the two in the middle is used.

Litteratur:

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Work Stress Questionnaire

Summary form

Influence at work		Value ¹	Interpretation of median: 1= high influence 2= moderate influence 3= low influence 4= very low influence			
1	Time to finish assignments					
2	Possibility to influence decisions					
3	Supervisor considers views					
4	Decide on one's work pace					
		Sorted values:				
		Median:				
Perceived stress due to indistinct organization and conflicts		Value ¹	Interpretation of median: 1= not relevant/not stressful 2= less stressful 3= stressful 4= very stressful			
5	Increased workload					
6	Unclear workplace goals					
7	Insufficient knowledge of workplace goals					
8	Insufficient knowledge of decision making					
9	Existing conflicts					
10	Involvement in conflicts					
11	Insufficient measures for conflict solving					
		Sorted values:				
		Median:				
Perceived stress due to individual demands and commitments		Value ¹	Interpretation of median: 1= not relevant/not stressful 2= less stressful 3= stressful 4= very stressful			
12	Putting high demands on oneself					
13	Work engagement					
14	Thoughts on work after working-day					
15	Hard setting limits to work assignments					
16	More responsibility than one ought to					
17	Working after ordinary working hours					
18	Sleeping problems					
		Sorted values:				
		Median:				
Work to leisure time interference		Value ¹	Interpretation of median: 1= no interference 2= seldom interference 3= rather often interference 4= always interference			
19	Time for relatives					
20	Time for friends					
21	Time for recreational activities					
		Sorted values:				
		Median:				

¹The values are found after each question in the Work Stress Questionnaire.