

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

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

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