



You were delivered results of the Stress Management Questionnaire which monitors twelve basic strategies naturally used by people to respond to stress or load. Generally, to manage stress efficiently in the long run, it is suitable to use such strategies that not only contribute to the resolution of the given situation, but also help find our inner positive mood – therefore the results also show classification according to these two dimensions (resolution of the situation / mental well-being).

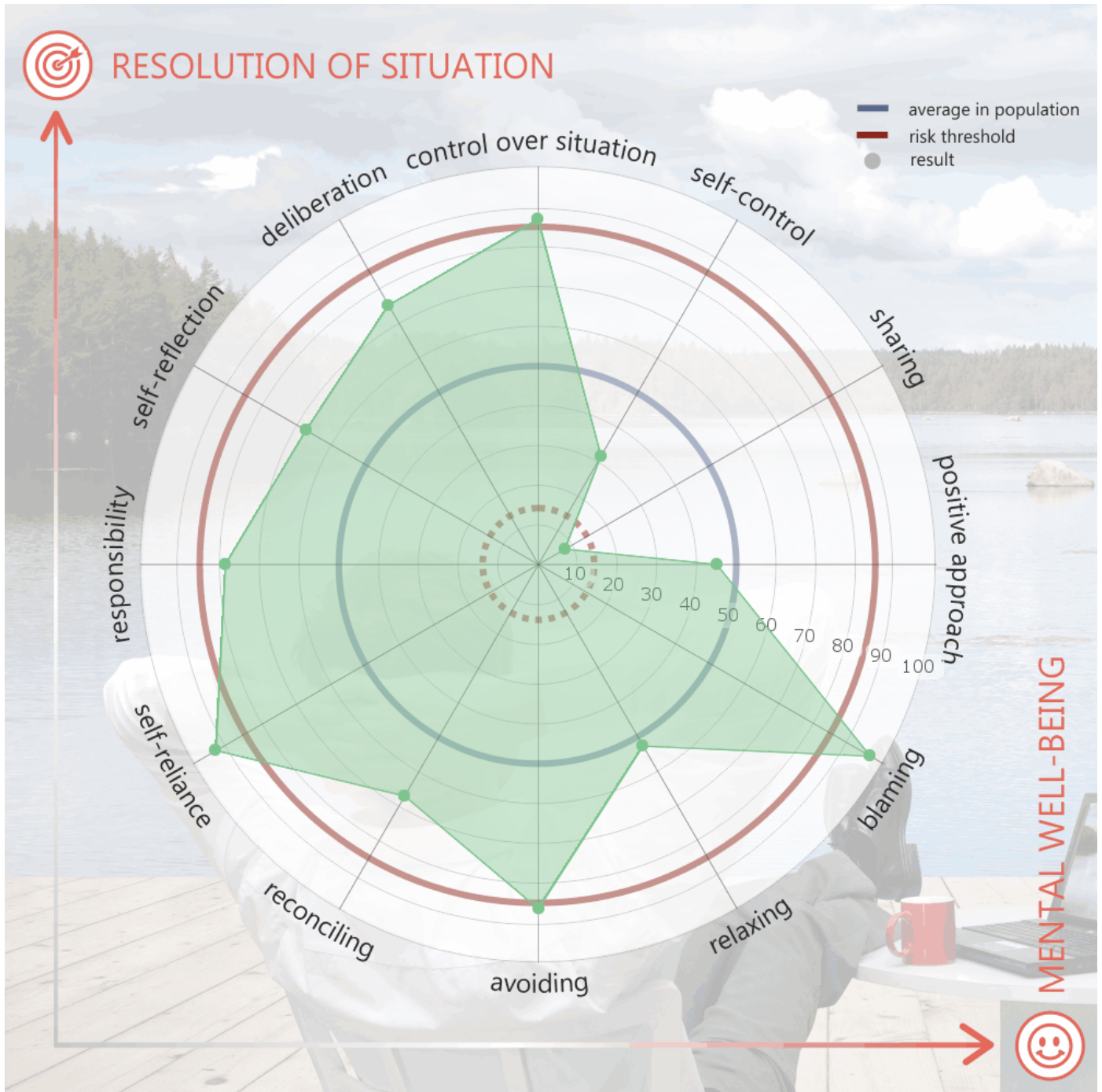
### CONTROL SCALE

Validity of the results may depend to some extent on the assessed person's approach to its completion – therefore a control scale is included in the questionnaire warning of possible result distortions.

NEED TO SUCCEED

a reasonable openness of the responses

### RELATIVE PRESENCE OF INDIVIDUAL STRATEGIES



Results in the chart are shown as percentiles. The risk threshold draws attention to strategies that are used excessively and thus they can involve some risks, regardless of their overall impact on mental well-being and resolution of the given situation. It may also be problematic to use these strategies only rarely, as they contribute to the problem's solution and mental well-being.

## DESCRIPTION OF THE MOST PREFERRED STRATEGIES

### ■ **BLAMING - 96.9%**

STRATEGIES USED ABOVE THE RISK THRESHOLD ARE HIGHLIGHTED WITH COLOUR: ■

The 'blaming' strategy manifests itself in a tendency to search for the causes of stressful situations in other people or disadvantageous circumstances and conditions, and it is a strategy focused rather on analysis of the causes of the problem than on their resolution. Not burdening oneself with remorse and feelings of failure and one's own fault may help maintain mental well-being. On the other hand, it may however lead to a reduced focus on my contribution to the problem's origin and on other ways of acting in the future.

A high score on this scale indicates that the strategy of blaming someone else is used excessively. It manifests itself in a tendency to overlook one's own mistakes and rejecting responsibility, or excessive emphasis on the faults of others, or blaming disadvantageous conditions. It is connected with a risk of low willingness to accept criticism and adapt one's behaviour in stressful situations. It may manifest itself particularly in making excuses, buck-passing, denying responsibility and blaming others or the circumstances. Excessive use of this strategy is mainly problematic in situations where good self-reflection and openness to criticism and further development is expected.

### ■ **SELF-RELIANCE - 94.1%**

This strategy manifests itself in a tendency to turn inward in a demanding situation and to seek isolation from others. This may be caused by an effort to deal with problems independently and not to disturb others with such problems. This strategy works in cases when it is necessary to calmly think about the problem and its solution or where joint resolution or sharing of the problem is impossible or undesirable. People using this strategy may have a feeling that others are not interested in their problems or do not understand their solutions and therefore keep things secret.

A high score on this scale indicates that self-reliance is used excessively. It may manifest itself in an effort to deal with everything independently, even though it may not always be appropriate. For example some social situations or problems when one lacks the necessary powers or abilities to deal with them and when a contribution of others could lead to a more efficient solution. Feelings of shame for one's own problems, unwillingness to share them or try to find solution through consultation with others may also appear with increased frequency. People using this strategy usually believe that they are alone and feel lonely and misunderstood by others. Excessive use of this strategy is mainly problematic in situations where sharing of information and cooperation with others are part of the job.

### ■ **CONTROL OVER SITUATION - 87.2%**

Control over the situation manifests itself in a focus on dealing with the problem and an effort to have it in one's own hands. This strategy is characterised by a desire to have the situation under control and be able to influence it. People using this strategy do not put stressful situations aside but deal with them immediately. They may sometimes even try to deal with problems that lie in the remit of others. With situations which they cannot have under their own control this strategy leads to tension and dissatisfaction.

A high score on the scales of control over the situation and avoidance means that both strategies are used excessively. This combination may reflect a great focus on the prevention of similar situation at one hand or an oscillation in the approach to unpleasant situations that are being dealt with (I tend to have some of them under control and look for their solution, while I avoid others). This combination is risky in situations when we expect a consistent approach to problem solving. It may lead to misunderstanding or differing expectations from others and it is not functional in situations when investing in a prevention is not a solution.

## OTHER STRATEGIES ABOVE THE RISK THRESHOLD

### ■ **AVOIDING - 87.1%**

STRATEGIES USED ABOVE THE RISK THRESHOLD ARE HIGHLIGHTED WITH COLOUR: ■

Use of the strategy of avoiding means an effort not to get into unpleasant situations. It may be connected with an assessment of one's own abilities and competences, i.e. I deliberately do not try to resolve situations beyond my powers or ability. It also manifests itself in a prevention of stressful situations with the aim of maintaining mental well-being. It may also manifest itself in a tendency to ignore problems and avoid all stressful situations, including those that are critical and should be dealt with.

A high score on the scales of 'control over the situation' and avoiding means that both strategies are used excessively. This combination may reflect a great focus on the prevention of similar situation at one hand or an oscillation in the approach to unpleasant situations that are being dealt with (I tend to have some of them under control and look for their solution, while I avoid others). This combination is risky in situations where we expect a consistent approach to problem solving. It may lead to misunderstanding or differing expectations from others and it is not functional in situations where an investment into prevention is not a solution.

## DESCRIPTION OF THE LEAST PREFERRED STRATEGY

### ■ **SHARING - 7.8%**

STRATEGIES USED UNDER THE RISK THRESHOLD ARE HIGHLIGHTED WITH COLOUR: ■

Application of the sharing strategy manifests itself in the need to talk about the problem with others and ask for their advice, aid and support. In addition it brings about a possibility to share various solutions and extend one's own perspective, which may be quite narrow under stress. It may also manifest itself as a tendency to reduce self-reliance or even towards dependency on others.

A low score on this scale means that sharing with others is not sought after, which manifests itself in an effort to deal with the situation alone without any communication with others and searching for their help and support. It may be caused by a feeling that others cannot help the person to deal with the problem or it seems more effective to deal with the situation independently. Other possible solutions may also be marginalised (sharing, delegating, cooperation, mentoring) and it may lead to feelings of isolation and "I am in this alone". Poor sharing is mainly problematic in a situation where the topic to be dealt with concerns cooperation, know-how sharing, information transfer or setting of remits and powers.

## RECOMMENDATIONS FOR DEVELOPMENT

To search less intensely for the causes of stressful situations in others, unless it is an important part of the given profession (e.g. audit, controlling, etc.). To focus more intensively on what to improve in oneself and what to do better. Not to waste time searching for the responsible person and instead to deal with the situation and take it as an opportunity for one's own development.

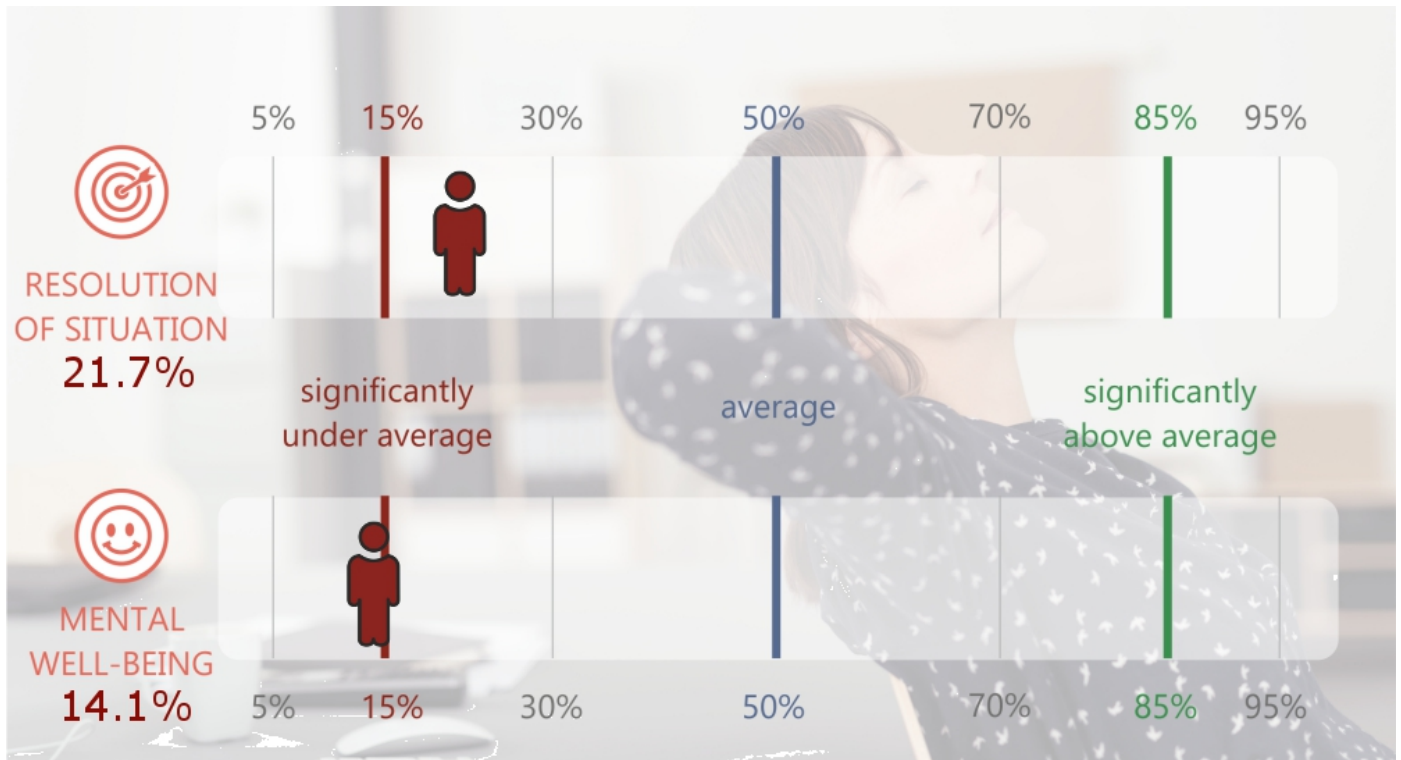
Not to be afraid to share one's problems with others, not to surrender to the feeling of loneliness. To consider whether it is always desirable to deal with the situation independently and if the opinion of someone else would be useful. To consider the appropriate delegation of work, to gain more information about the options to deal with the situation, to draw inspiration from others, and also to verify one's own information (not to assume or anticipate anything).

To consider when an investment in the problem's prevention is efficient and when it merely represents a waste of energy. To think about the situations I prefer to avoid, even though they could be resolved more efficiently and faced directly. And to the contrary, to think about the situations that I need to have in my own hands although it is not possible. To explain to the others why and when I choose the given strategy and what advantages it has, so that my action is understandable to those around me.

To consider when an investment in the prevention of a problem is efficient and when it is only a waste of energy. To think about the situations which are preferably avoided, even though they could be resolved more efficiently and faced directly. And on the other hand, to also think about the situations that I need to have in my own hands, even though it is not possible. To explain to the others why and when I choose the given strategy and what advantages it has, so that my action is understandable to those around me.

To turn to others more frequently to engage them in the resolution process, and not to be afraid to delegate. To use the potential for cooperation ("two heads are better than one") and problem sharing ("a problem shared is a problem halved"), to acknowledge that a joint resolution will be better accepted by other people who will stand for it more willingly. To seek for sharing more frequently, which may lead to new ways of dealing with the situation, an increased efficiency, time saving and stress relief.

### TOTAL RATIO OF STRATEGIES



Note: The charts show an overall distribution of strategies that either contribute to dealing with the given situation and to mental well-being or not.

### COMMENTS ON THE OVERALL RATIO OF STRATEGIES

A low need to deal with stressful situations or to affect their resolution occurs throughout the strategies. This manifests itself in a rather responsive approach towards the problem, without much willingness to deal with them.

Responses to stressful situations minimising mental well-being prevail throughout the strategies. This may lead to a significant reduction in resilience against stress, overall discomfort, discontentment and health difficulties in the long run.