



High Control Index

This Could Mean:

- Employees have high responsibility, yet low authority
- Roles and responsibilities are unclear

Solutions to Sell:

- Leadership training, specifically around employee development and delegation
- TriMetrix® series
- Emotional Intelligence

This Will Reduce Stress By:

- Understanding behavior styles
- Helping leaders learn employee development and delegation



High Demand Index

This Could Mean:

- Workloads are overwhelming to employees
- Jobs are poorly designed

Solutions to Sell:

- Job benchmarking

This Will Reduce Stress By:

- Finding good matches to each role
- Clarifying where time should be spent

High Manager/Supervisor Index

This Could Mean:

- Managers need better coaching
- Roles and responsibilities aren't defined

Solutions to Sell:

- TriMetrix®
- Emotional Intelligence
- A team session to understand the department dynamic

This Will Reduce Stress By:

- Providing role clarity
- Helping everyone understand self and teammates



Using STRESS QUOTIENT™ Results



High Job Security Index

This Could Mean:

- Career paths aren't clearly defined
- Employees don't understand the company's future

Solutions to Sell:

- Succession planning
- Development of career plans
- Development of organizational chart to show opportunities
- TriMetrix® to identify potential of each person

This Will Reduce Stress By:

- Identifying clear pathways for advancement

High Effort/Reward Balance Index

This Could Mean:

- There could be several me-job conflicts
- Jobs aren't matching with any driving forces

Solutions to Sell:

- Driving Forces
- TriMetrix® series
- Job benchmarking

This Will Reduce Stress By:

- Giving clarity to how employees are motivated
- Ensuring jobs are aligned with driving forces



High Social Support Index

This Could Mean:

- Conflict is frequent among peers
- Conflicts aren't resolved

Solutions to Sell:

- Succession planning
- Development of career plans
- Development of organizational chart to show opportunities
- TriMetrix® to identify potential of each person

This Will Reduce Stress By:

- Identifying clear pathways for advancement



High Organizational Change Index

This Could Mean:

- Employees are unclear of the company's mission or vision
- Leadership is not transparent
- Communication from leadership is poor

Solutions to Sell:

- Job benchmarking

This Will Reduce Stress By:

- Finding good matches to each role