



WORK and STRESS

VANDERHEK | METHODOLOGICAL CONSULTANCY

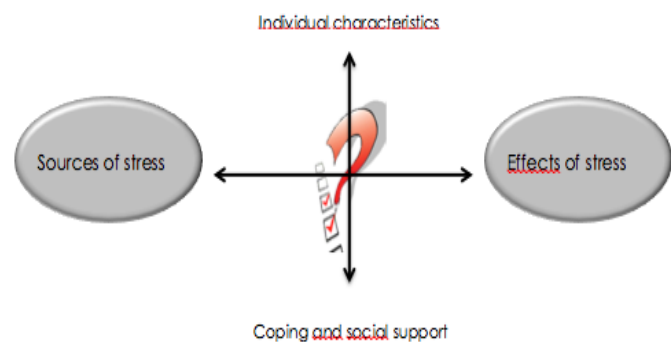
The environment in which people operate becomes increasingly complex, given the speed with which technical, political and social-economic developments occur. All of these changes require adaptability by people. Even within organizations there exists constant pressure to adapt. Productivity and efficiency must be increased, while costs must be reduced. Achieving these goals places a high demand on the worker. Mapping and addressing stress is worthwhile: for humanitarian reasons as well for economic reasons.

In cooperation with Phyleon and Professor Th. Compennolle, and in close consultation with a number of medical officers on staff of a multinational company, VANDERHEK has developed two tools for the measurement of work stress:

- ✓ **Work Experience Profile (WEP)** – a diagnostic tool for the individual employee
- ✓ **Work Experience Scan (WES)** – an organization scan, that can differentiate between departments and groups

Both questionnaires meet the following criteria:

- ✓ based on Cooper's theoretical model (see below);
- ✓ the ability to identify sources of stress, mediating factors and effects of stress.



The WEP and WES questionnaires:

- ✓ Are online tools;
- ✓ Are available in different languages (Dutch, English, French, Norwegian, German, Spanish);
- ✓ Supply clear and efficient reports;
- ✓ Provide large databases (benchmark);
- ✓ Results can be compared to a specific reference group.

MORE INFORMATION? DOWNLOAD THE WEP AND WES ARTICLE: WWW.VANDERHEK.ORG