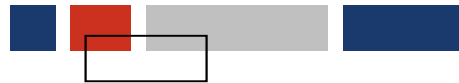




INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

» S-ISW

SHORT INVENTORY ON STRESS AND WELL-BEING Preliminary Report of Statistics Portugal 2017 application



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Agenda

- General Framework
- S-ISW – The questionnaire
- Main findings
- Next steps

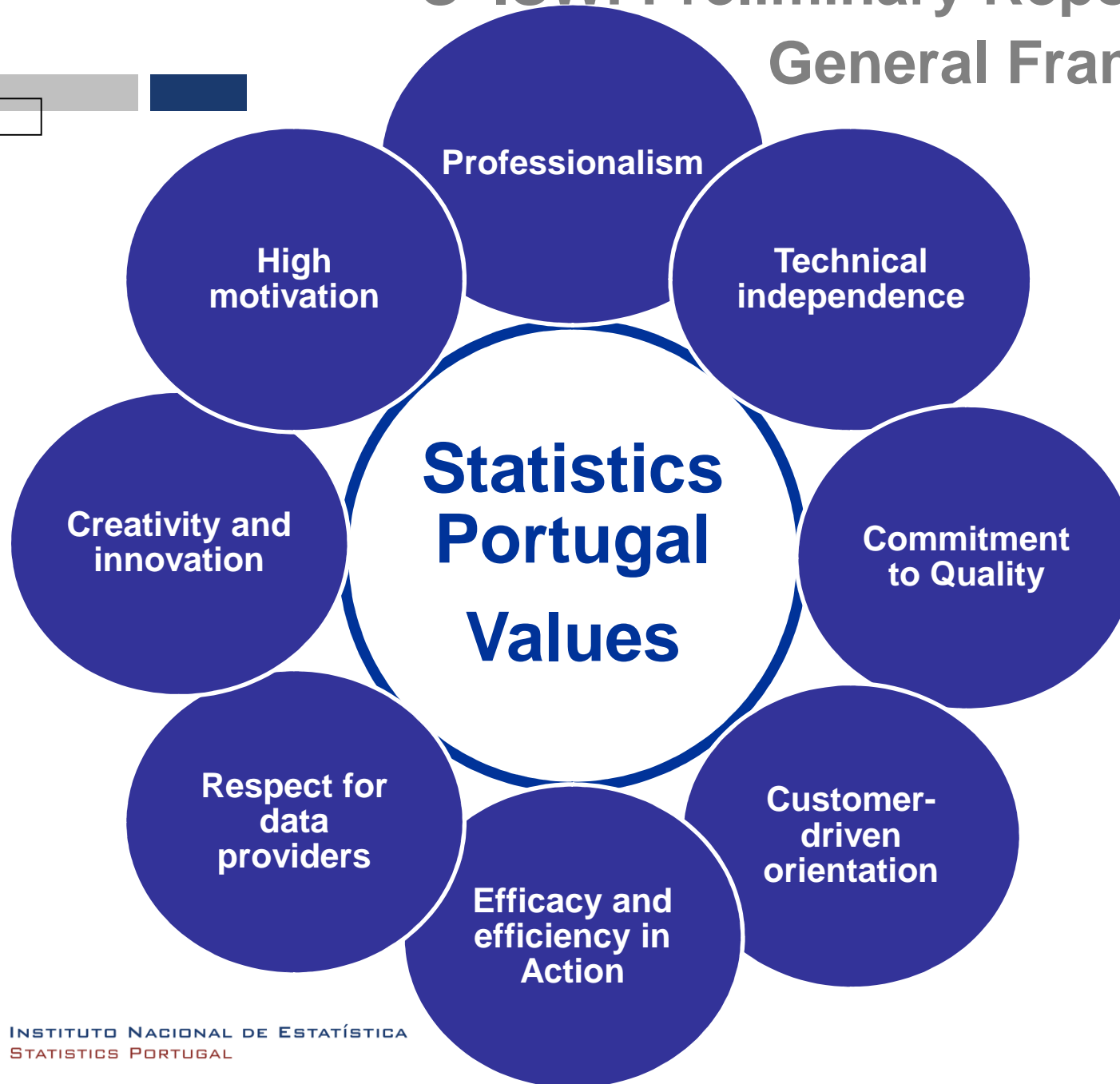
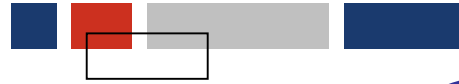


Why surveys about stress and engagement?

- Legislation
- Image of the Employer
- Cost savings
- To know drivers of Engagement and Productivity

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General Framework



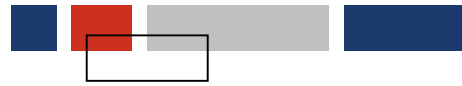
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General Framework



Main objectives

- Get insight into the work environment of the organization and how it impacts the employees personally
- Find solutions to optimize the work situation and the well-being and resilience of the employees



Principles of S-ISW

- Standardized European questionnaire
- Scientifically validated
- Quick and efficient detection of psychosocial and organizational factors
- Handy and short
- Flexible content
- Reporting:
 - comparison with external European benchmark
 - detection of risk groups and good
- Confidentiality and anonymity

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The questionnaire



21 well-being indicators ⇒ 4 dimensions

- Stress
- Motivation
- Undesirable behaviour
- Absenteeism

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The questionnaire



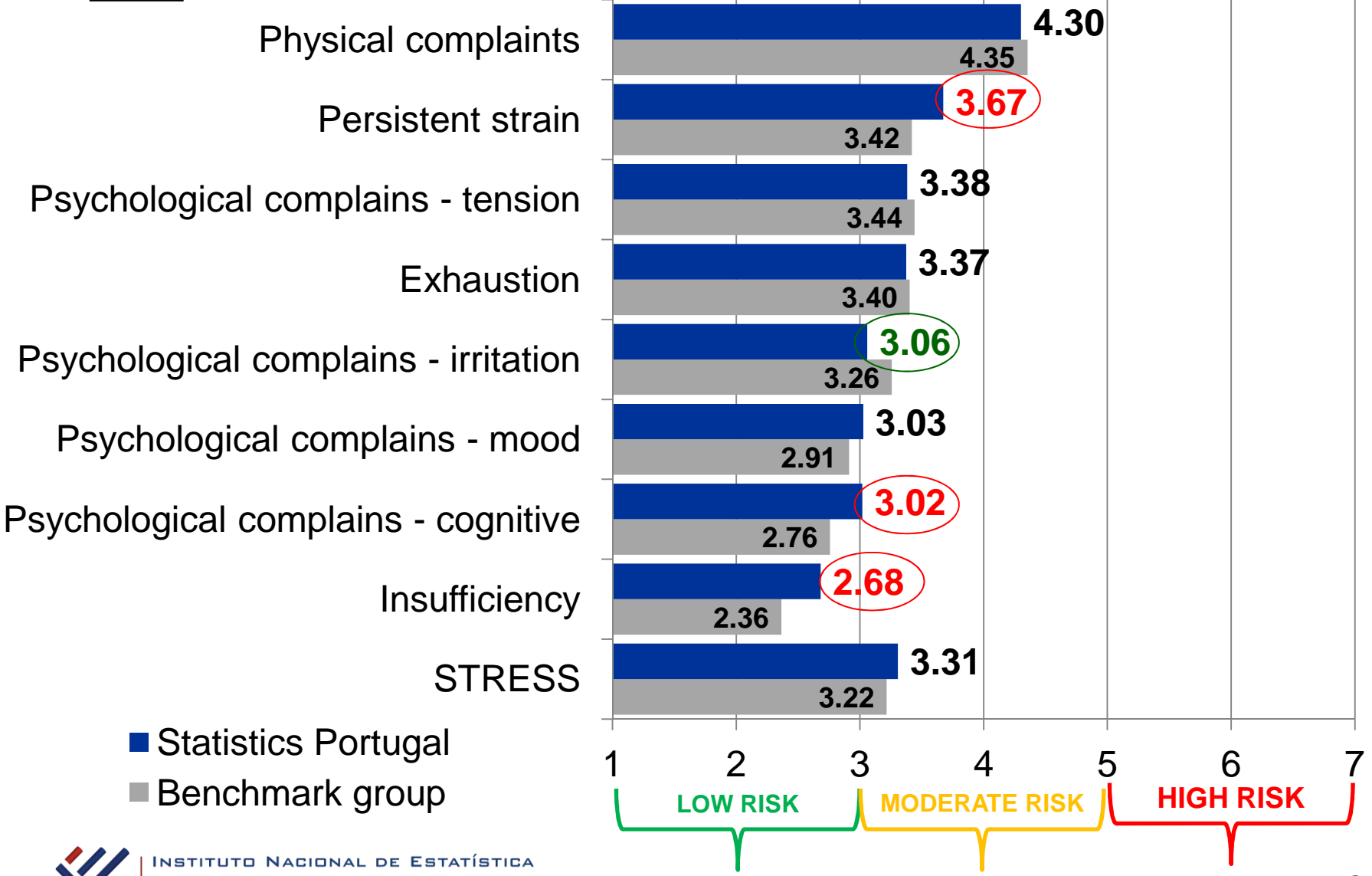
40 risk factors

⇒ 5 dimensions

- Job demands
- Task challenges
- Team
- Organization
- Context

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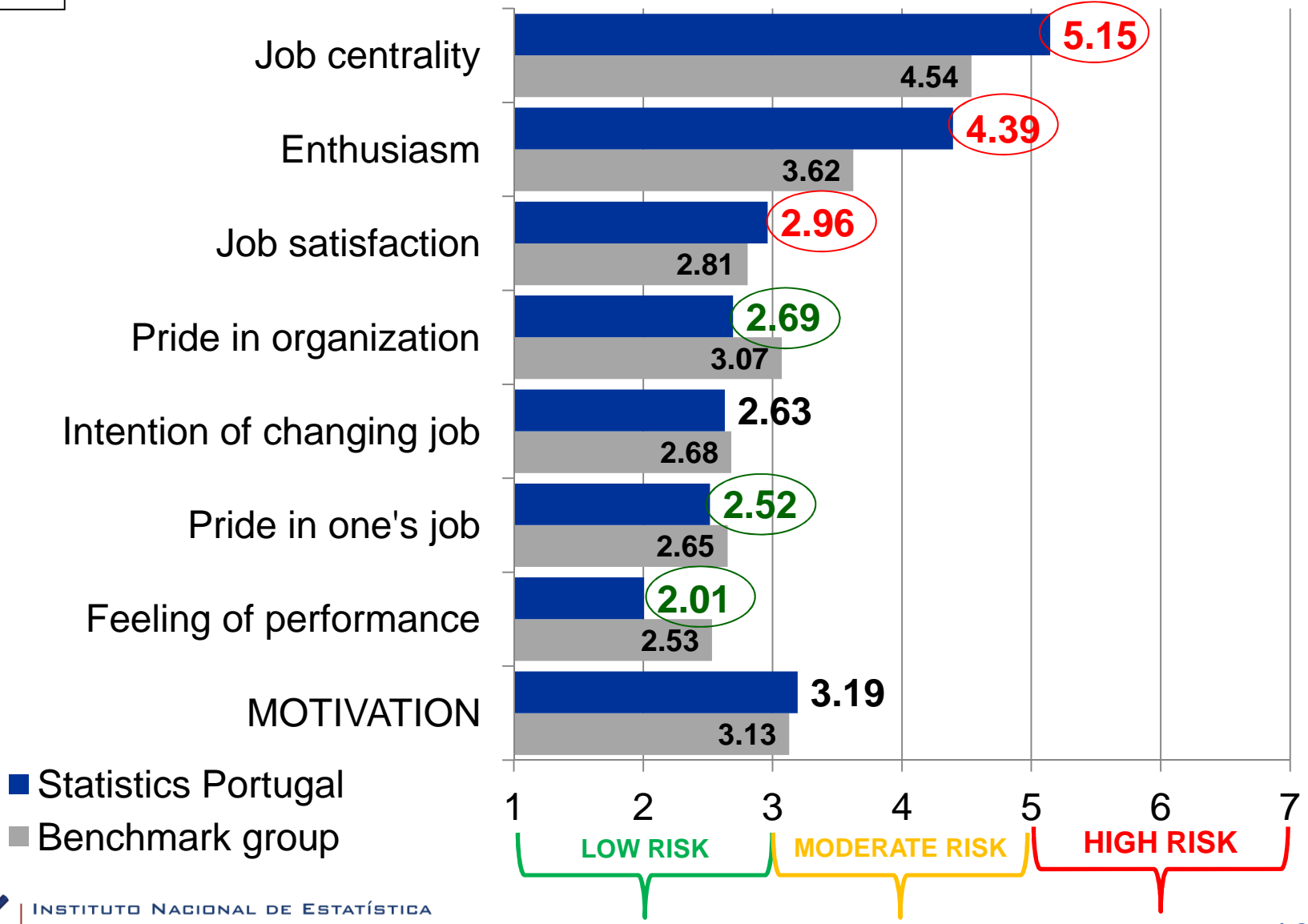
Main findings - Well-being indicators



■ Statistics Portugal
■ Benchmark group

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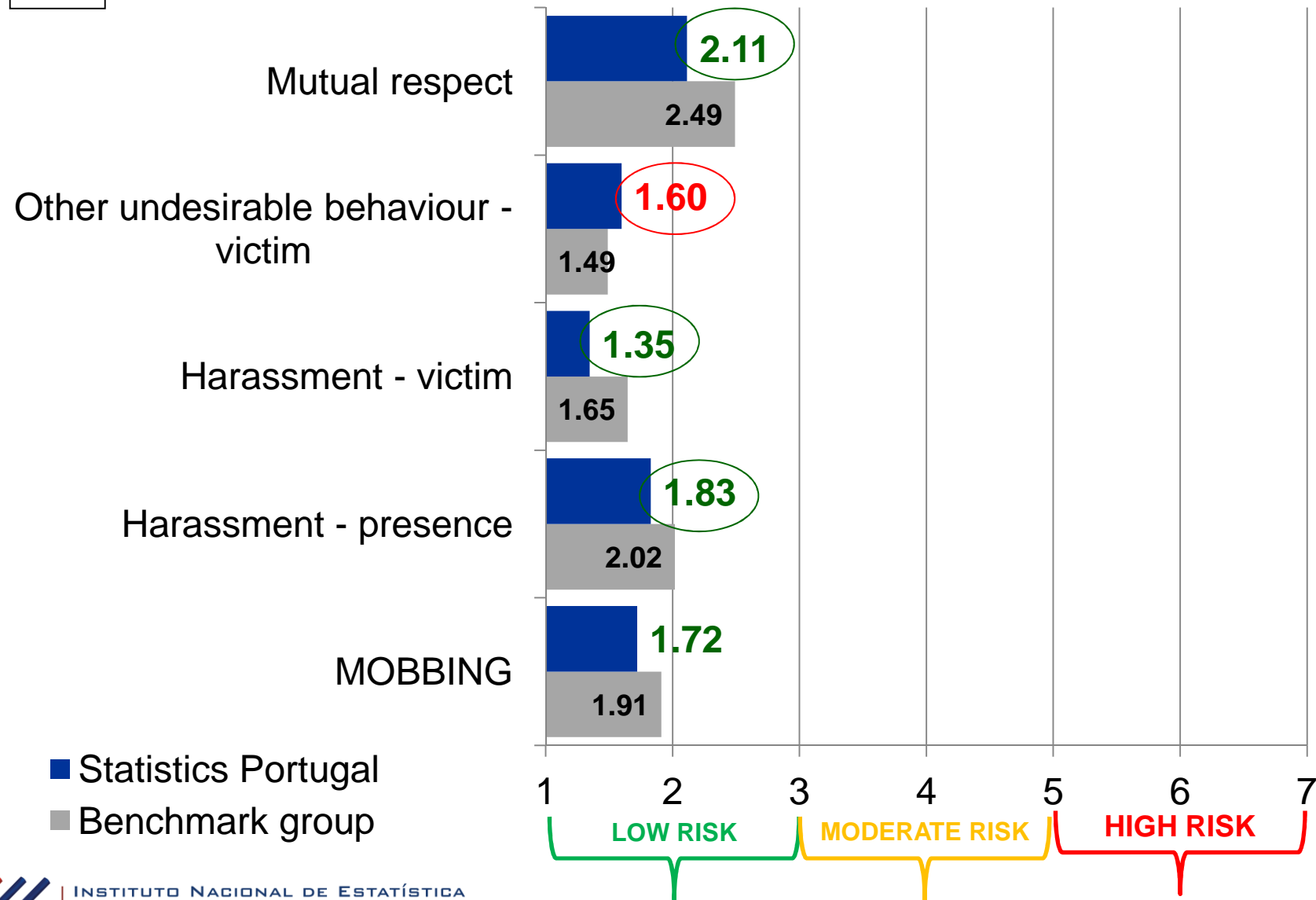
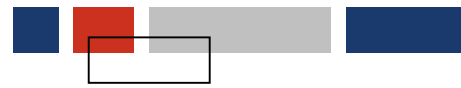
Main findings - Well-being indicators



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S-ISW: Preliminary Report 2017

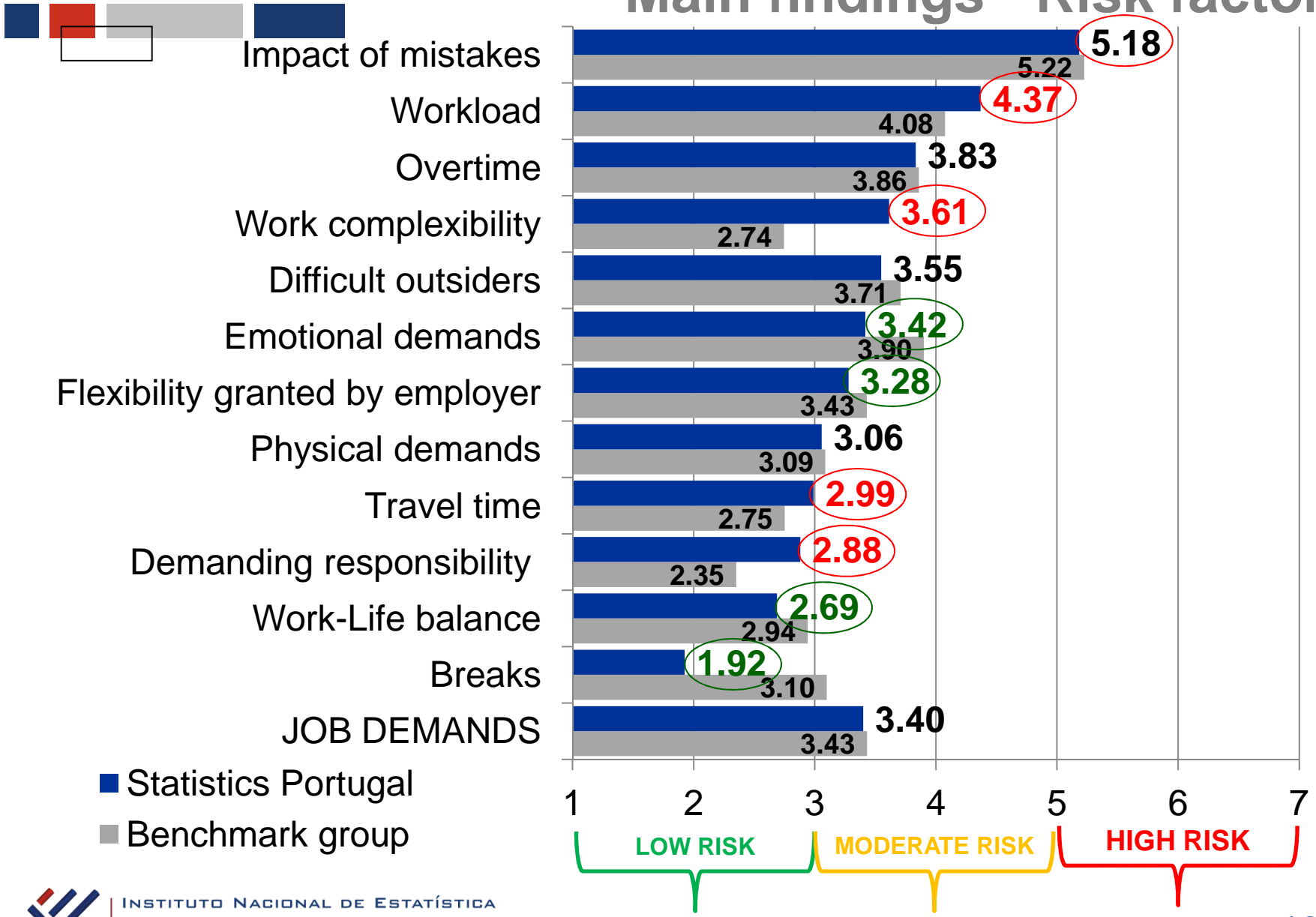
Main findings - Well-being indicators



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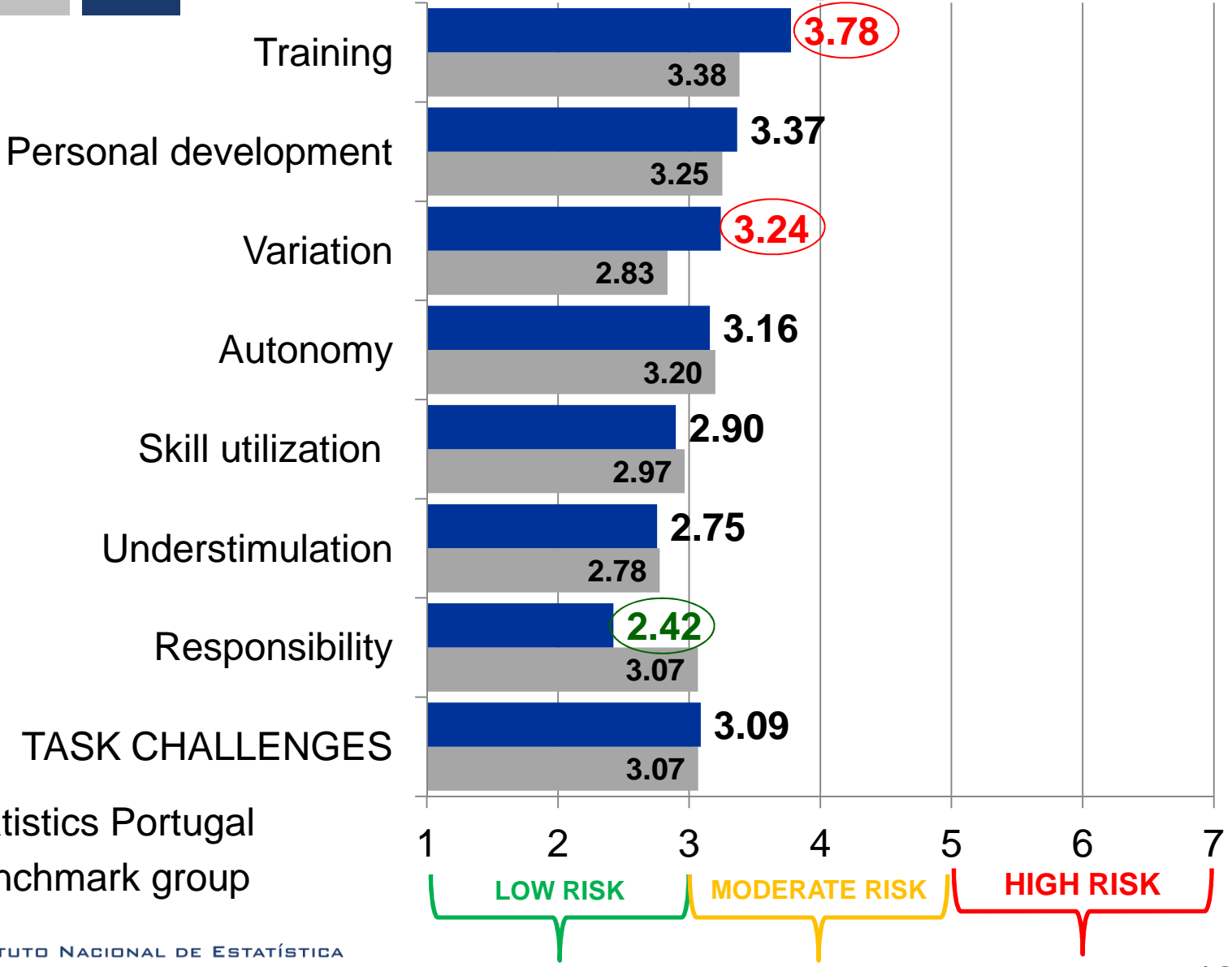
Main findings - Risk factors



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Main findings - Risk factors



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Main findings - Risk factors



Feedback from supervisor

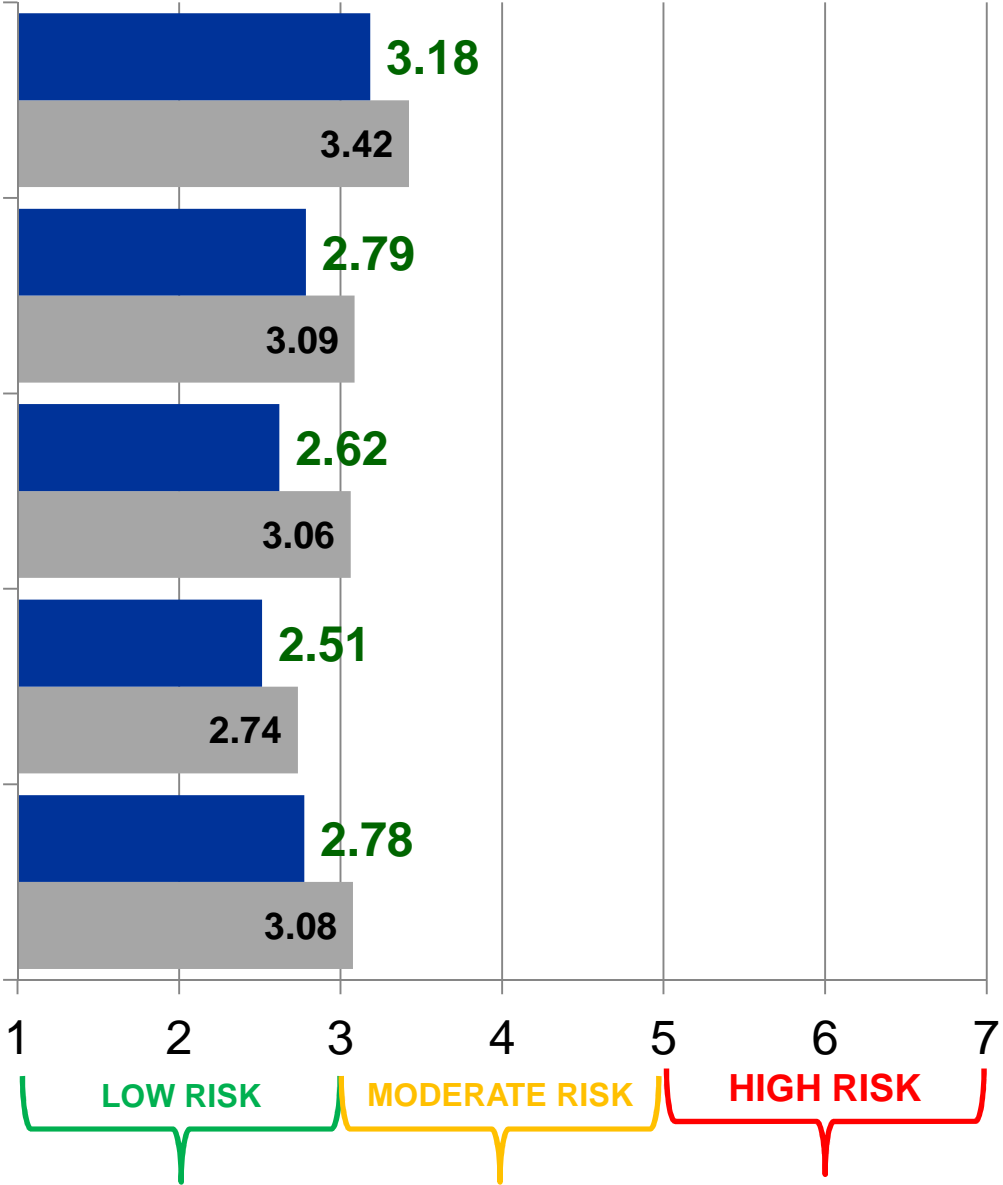
Social atmosphere

Support from supervisor

Support from colleagues

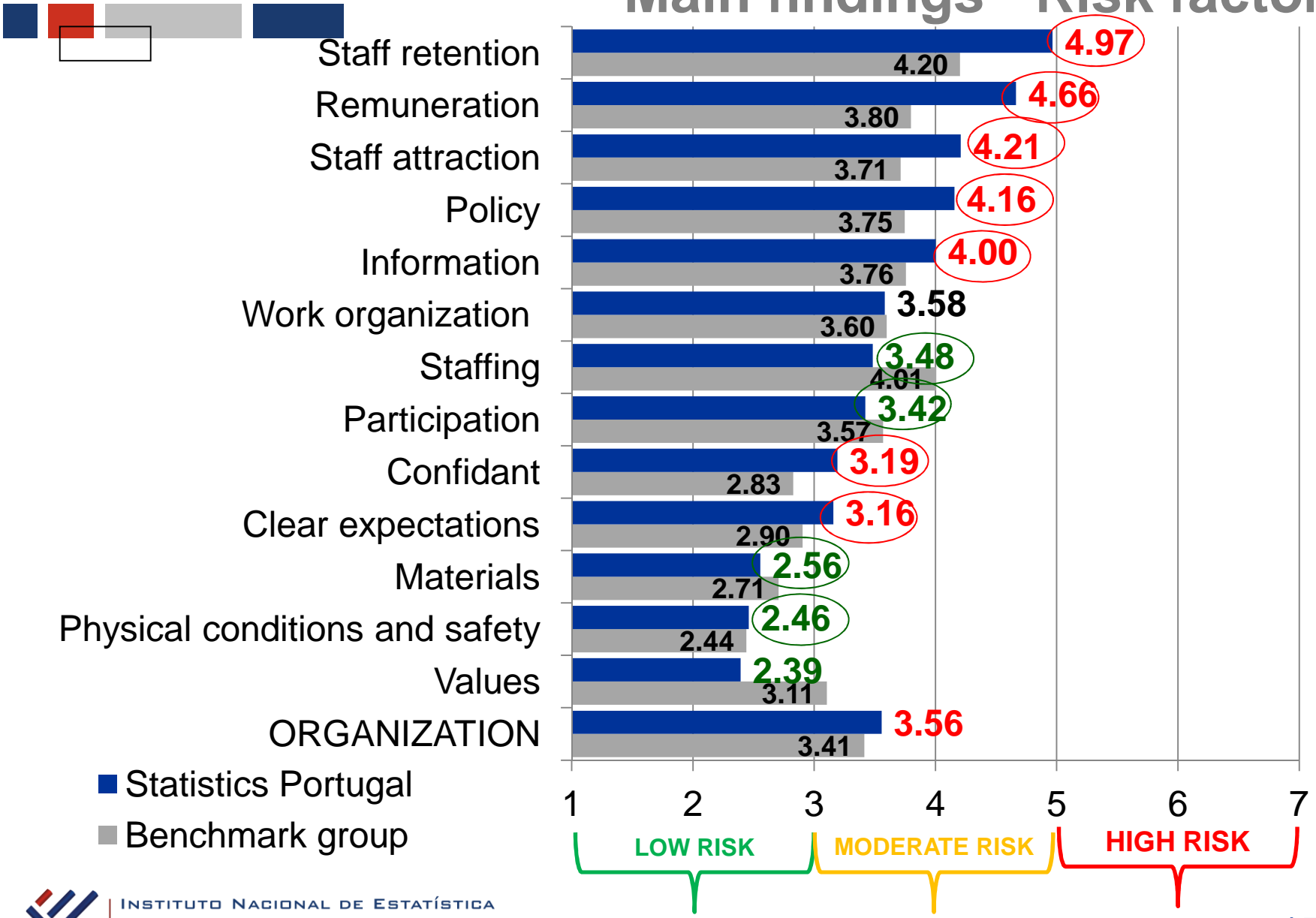
TEAM

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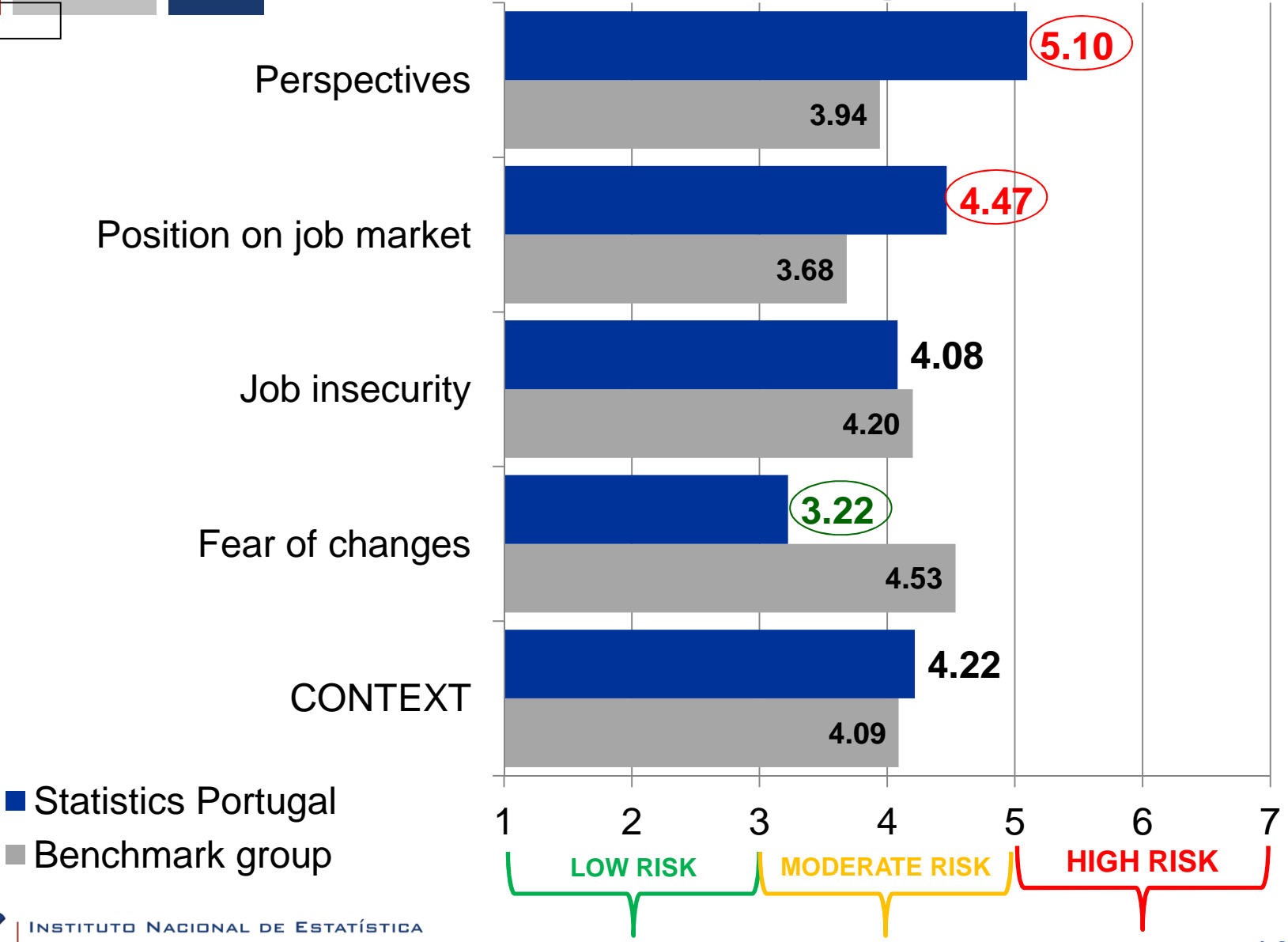
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Main findings - Risk factors



S-ISW: Preliminary Report 2017

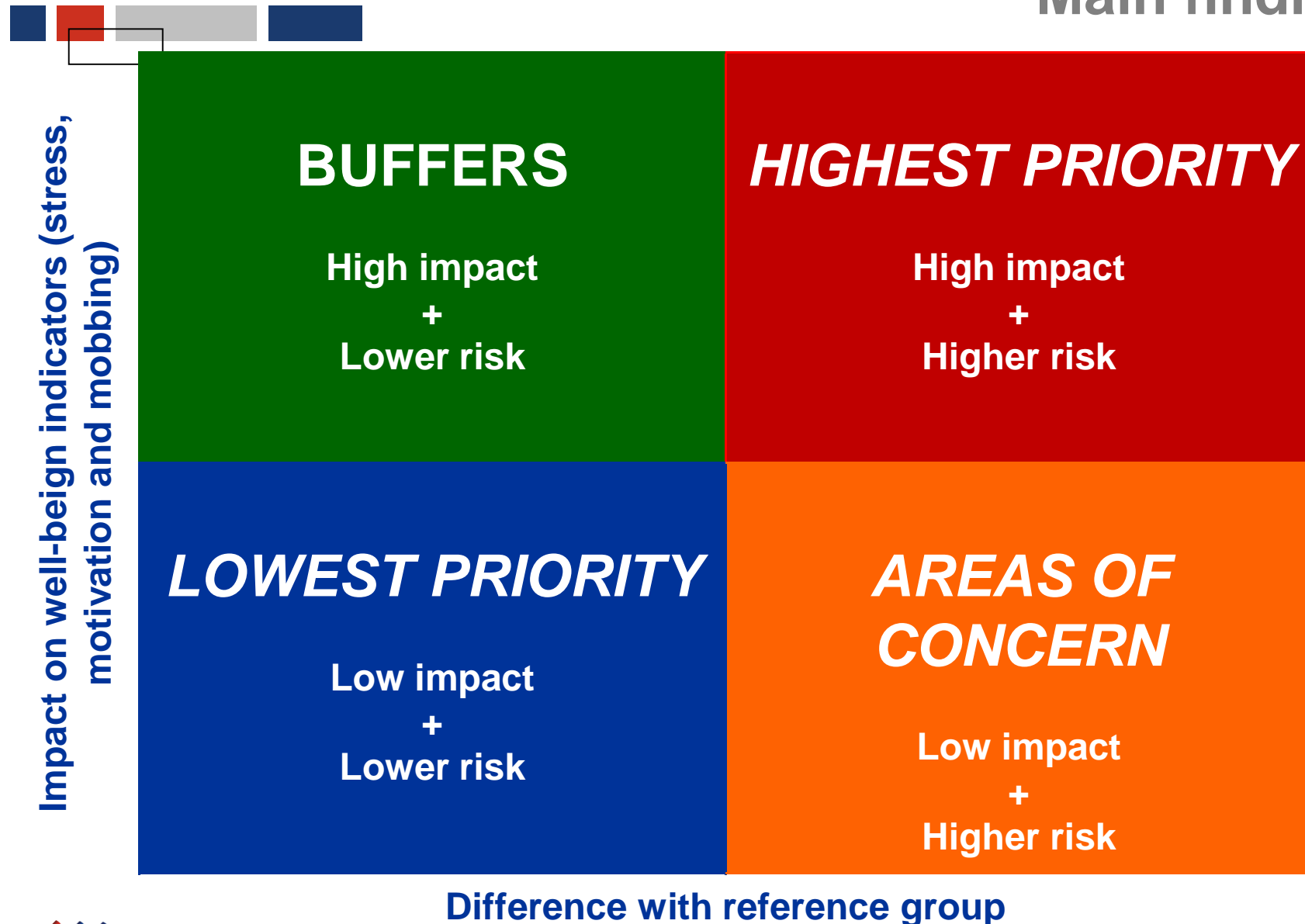
Main findings - Risk factors



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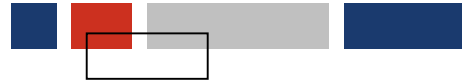
Main findings



**Demanding
responsibility
Training
Personal development
Variation
Remuneration
Information
Policy
Clear expectations
Staff retention
Confidant
Perspectives**

**Persistent strain
Psychological complaints
Job centrality
Enthusiasm
Job satisfaction**

**Work-Life balance
Emotional demands
Autonomy
Responsibility
Skill utilization
Social atmosphere
Support from colleagues
Support from supervisor
Feedback from supervisor
Participation
Values
Work organization
Materials**



Next steps

- ✓ Communication and discussion of the results in interactive sessions in each department
 - ✓ With directors
 - ✓ With employees
 - ✓ Deepen and further explore the results and formulate suggestions for improving the well-being at work (as inputs for an Action Plan)
 - ✓ Identifying priorities, possible actions taking into account existing initiatives and constraints
- ✓ Set-up of an action plan (including monitoring...



*(dis)stress...
try a dive and (dis)solve it...*

Thank you!