

ASSET group report for Vector

Sample Report

n = 8

CONFIDENTIAL



Welcome to the ASSET Report for Sample Report

The information contained within this report has been generated from the responses given by the individuals in this group, to the ASSET questionnaire. The report looks at key factors that are perceived by this group to drive or block their performance and well-being.

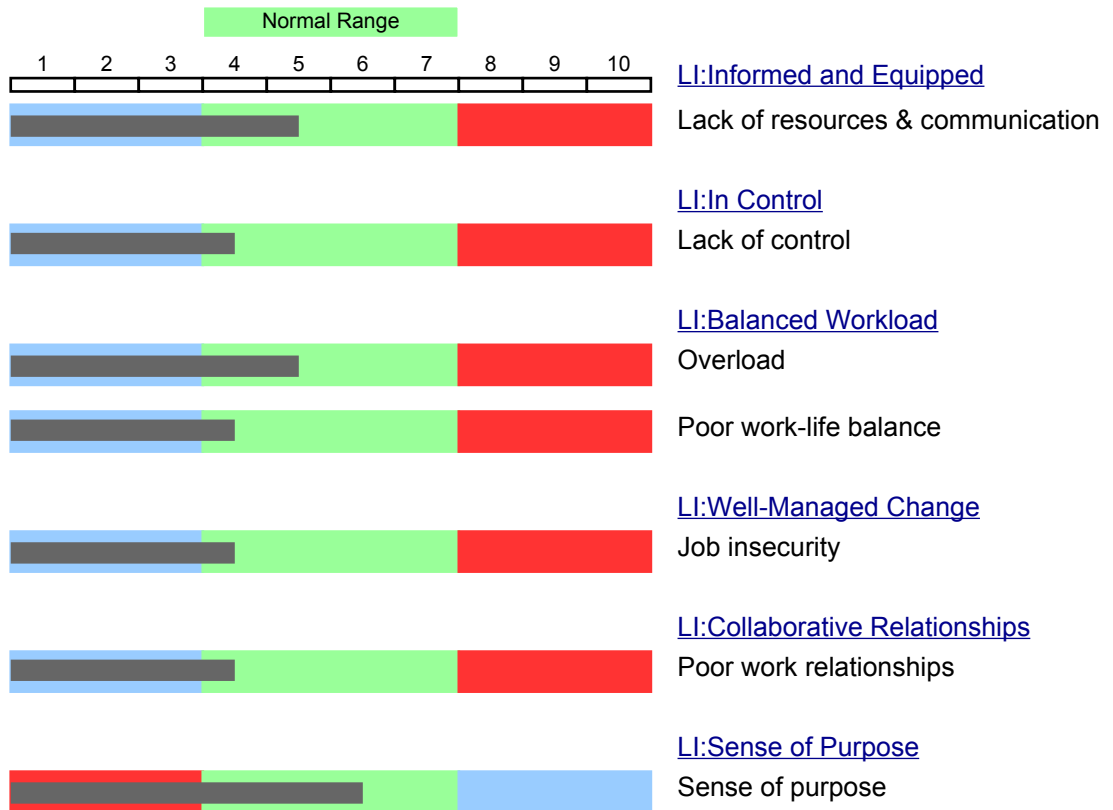
People perform most effectively in their roles when they have a clear sense of purpose and are managing their work pressures. Work pressures stem from different sources, including relationships with others, workload and perceived levels of control. Some degree of pressure at work is motivating and psychologically healthy. However, when pressure exceeds an individual's ability to cope, it becomes stress and starts to affect work performance.

The first part of the ASSET report is structured around the Leadership Impact six requirements of well-being and motivation.

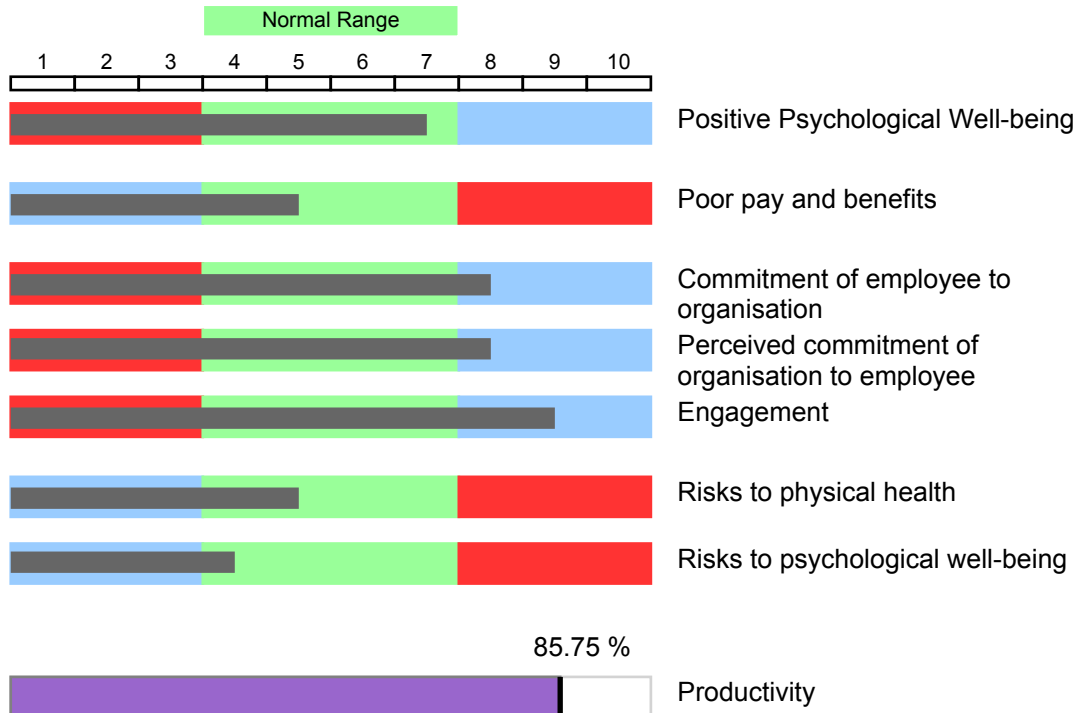
The second part of the report is similar to the first but contains those ASSET factors that are not included in the Leadership Impact framework. Levels of commitment and productivity are covered in this section of the report.

All scores are compared to those from a cross section of the General Working Population (the norm group) and are presented on a colour-coded '1 to 10' sten scale. A score falling in the green area (i.e. in the range of 4 to 7) indicates that the average response for this group is similar to that of the norm group. If the group score falls in the red area on the scale, then this is a less positive score relative to the norm group and if it falls into the blue area it is a more positive score.

ASSET results related to Leadership Impact



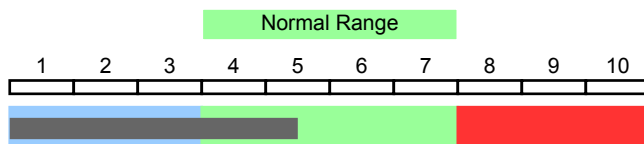
Other results



Lack of resources & communication

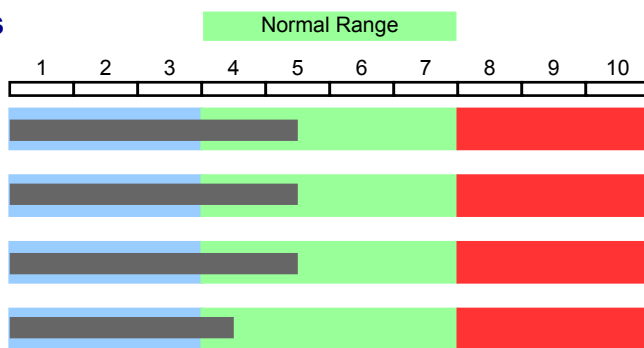
Linked to the **Informed and Equipped** Leadership Impact requirement

To perform a job effectively, individuals need to feel that they have appropriate training, equipment and resources. They also need to feel that they are adequately informed and that they are valued. This subscale measures the extent to which these factors are a source of concern.



Individuals in this group perceive issues relating to resources and communication to be sources of concern to a similar extent as most employees in other organisations.

Item Scores



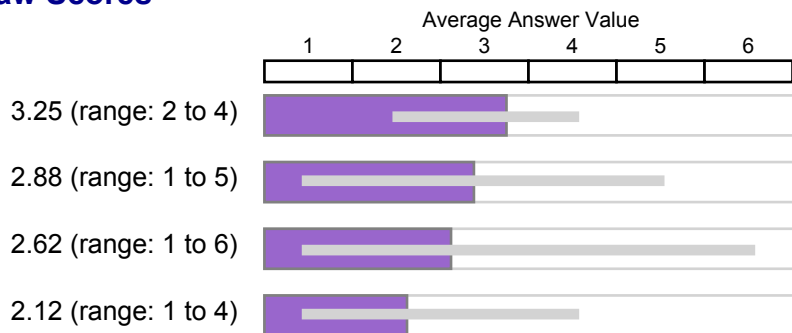
Do not feel informed about what is going on in the organisation

Never told if doing a good job

Not adequately trained to do many aspects of job

Do not have the proper equipment or resources to do job

Raw Scores



3.25 (range: 2 to 4)

Do not feel informed about what is going on in the organisation

2.88 (range: 1 to 5)

Never told if doing a good job

2.62 (range: 1 to 6)

Not adequately trained to do many aspects of job

2.12 (range: 1 to 4)

Do not have the proper equipment or resources to do job

Key:

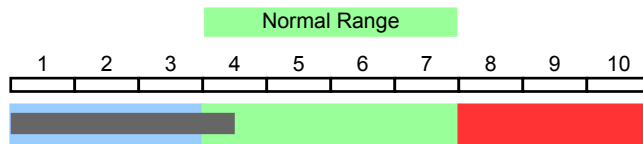
Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.

1 = Strongly Disagree, 6 = Strongly Agree

Lack of control

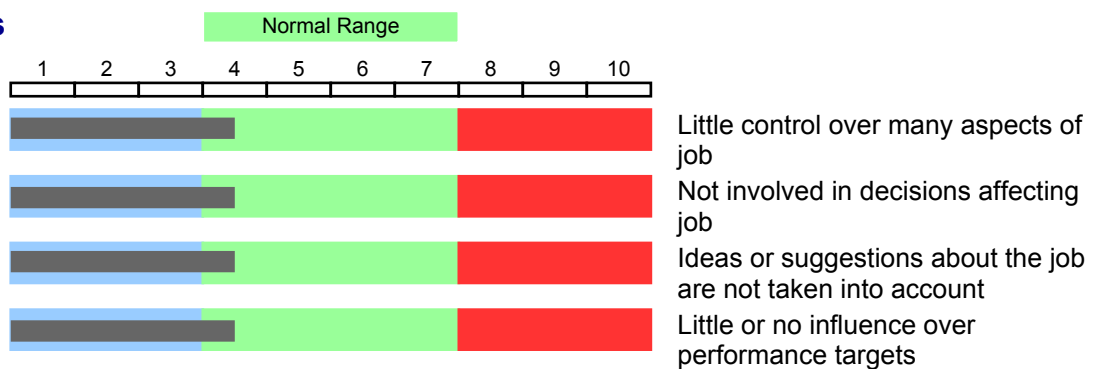
Linked to the **In Control** Leadership Impact requirement

The experience of pressure is strongly linked to perceptions of control. Lack of influence and consultation in the way in which work is organised and performed can be a barrier to motivation and well-being.

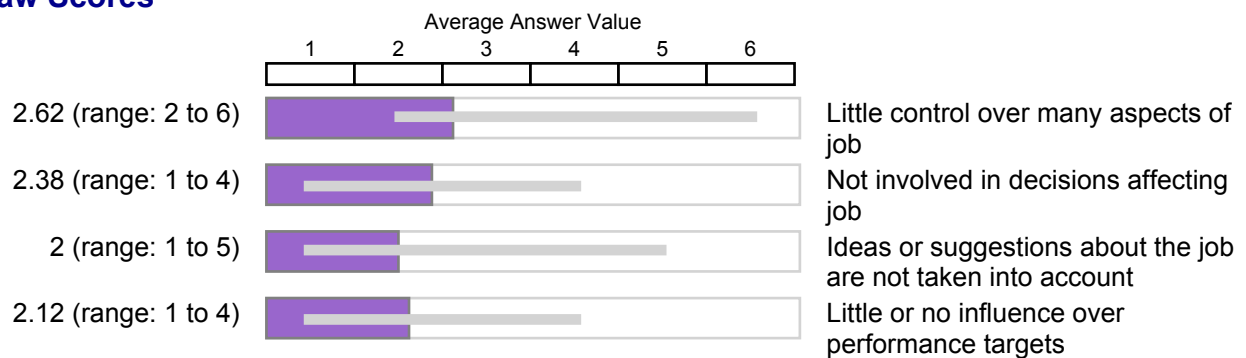


Individuals in this group perceive levels of control and influence over work to be sources of concern to a similar extent as most employees in other organisations.

Item Scores



Raw Scores



Key:

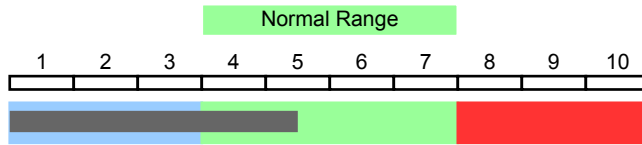
Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.

1 = Strongly Disagree, 6 = Strongly Agree

Overload

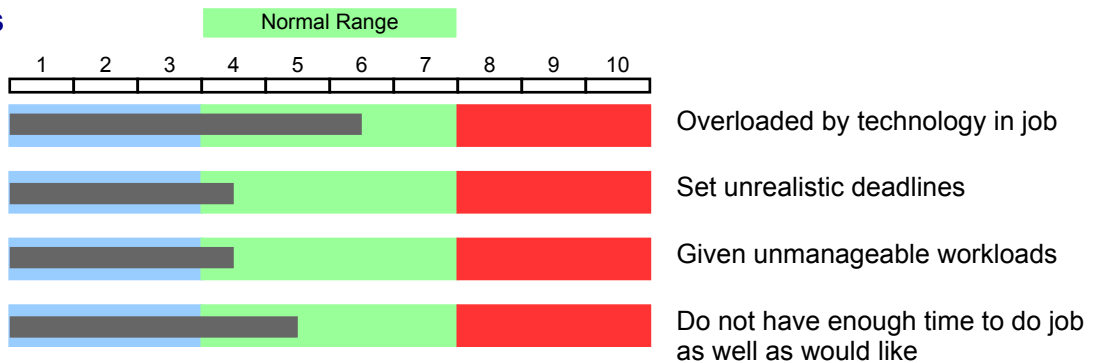
Linked to the **Balanced Workload** Leadership Impact requirement

This subscale measures the extent to which individuals feel that the demands of their workload and the associated time pressures are a source of concern.

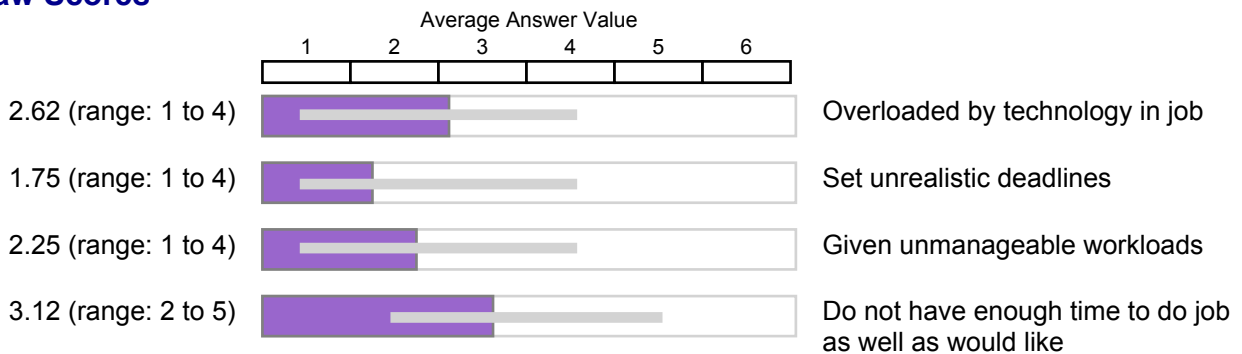


Individuals in this group perceive work overload to be a source of concern to a similar extent as most employees in other organisations.

Item Scores



Raw Scores



Key:

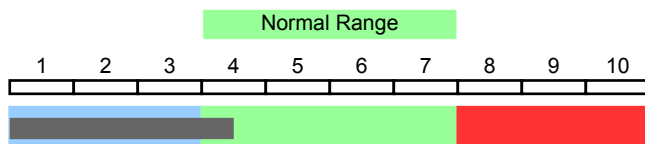
Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.

1 = Strongly Disagree, 6 = Strongly Agree

Poor work-life balance

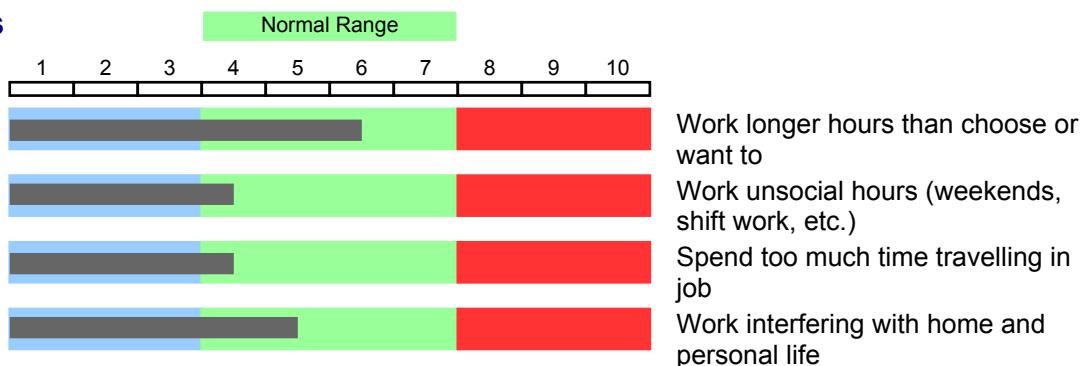
Linked to the **Balanced Workload** Leadership Impact requirement

The demands of work have the potential to spill over and affect personal and home life and so put a strain on relationships outside work. This subscale measures the extent to which difficulty in maintaining a satisfactory work-life balance is a source of concern.

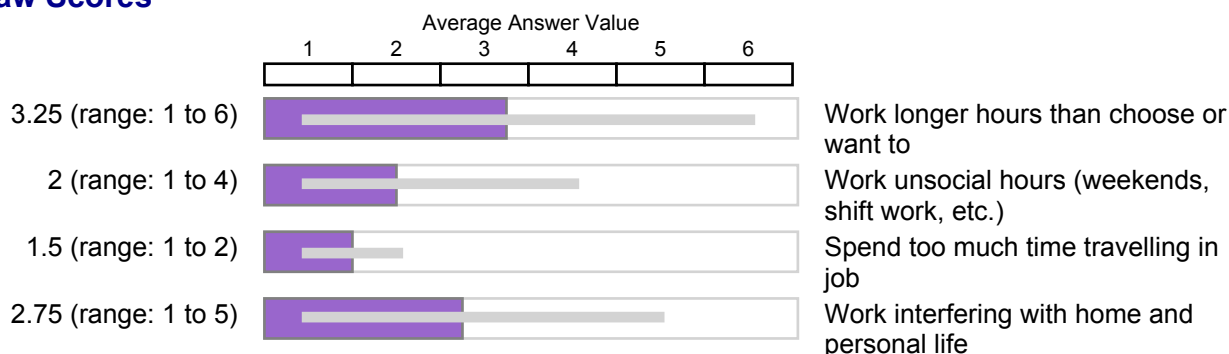


The perceptions of the individuals in this group regarding work-life balance are typical of those reported by most employees in other organisations.

Item Scores



Raw Scores



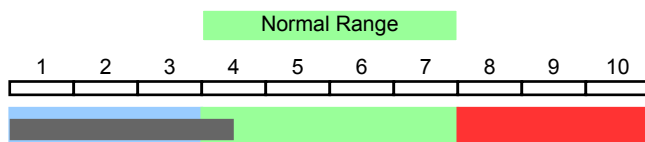
Key:

Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.
1 = Strongly Disagree, 6 = Strongly Agree

Job insecurity

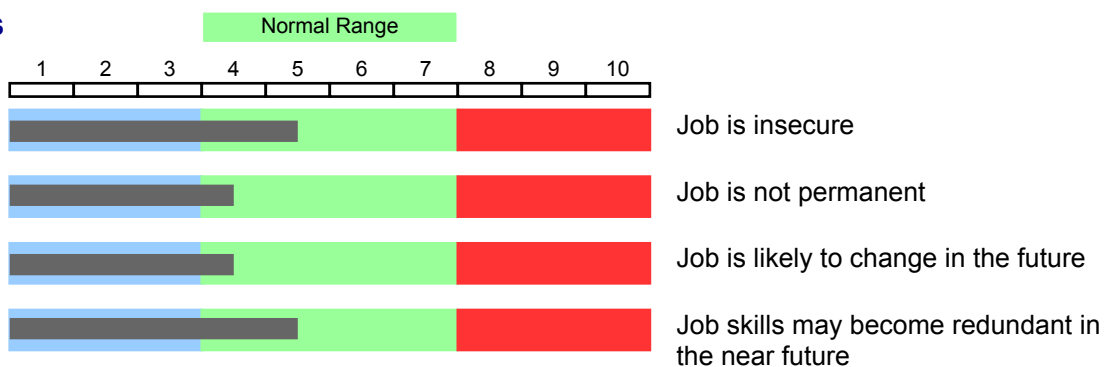
Linked to the **Well-Managed Change** Leadership Impact requirement

For many individuals a lack of job security and uncertainty about the future can be a significant source of concern. While significantly less employees now expect 'a job for life', fear of job loss or obsolescence still remains a potential barrier to motivation and well-being. This scale measures the extent to which lack of job security and job changes are a source of concern.

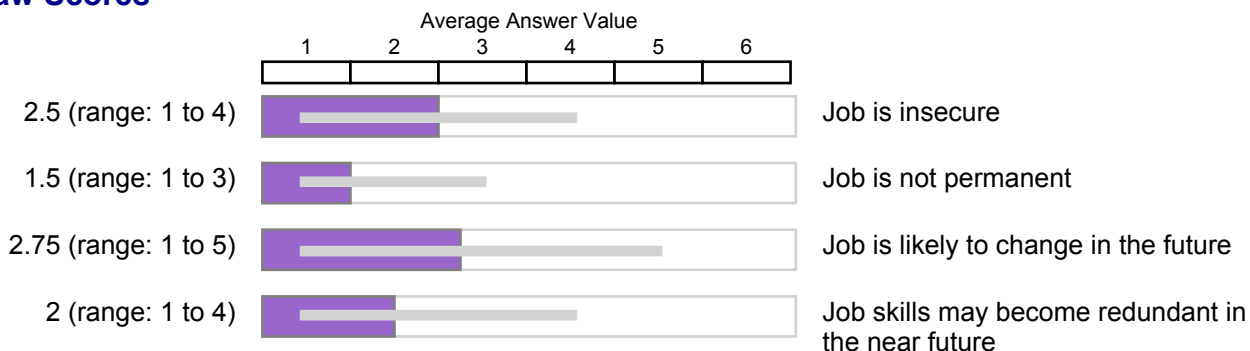


Individuals in this group perceive job security to be a source of concern to a similar extent as most employees in other organisations.

Item Scores



Raw Scores



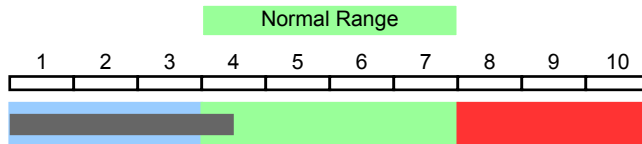
Key:

Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.
1 = Strongly Disagree, 6 = Strongly Agree

Poor work relationships

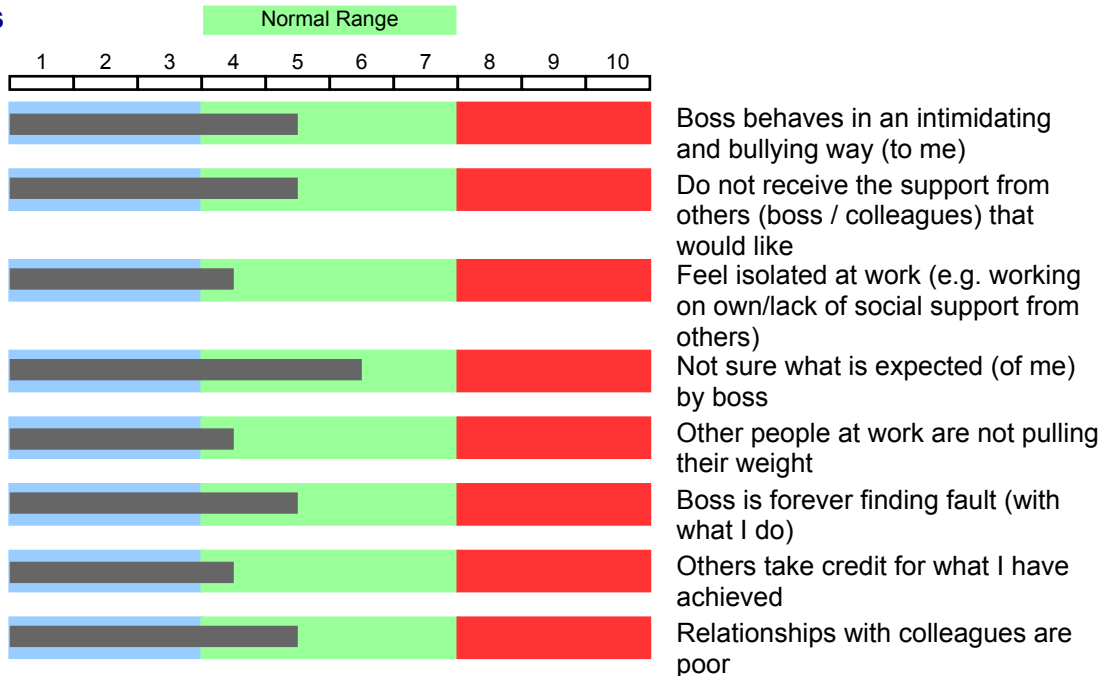
Linked to the **Collaborative Relationships** Leadership Impact requirement

Many jobs demand regular contact with other people at work. Poor or unsupportive relationships with colleagues and/or supervisors can be a source of concern. In addition, pressure can occur if individuals feel isolated or unfairly treated. This subscale measures the impact of work relationships as a source of concern.

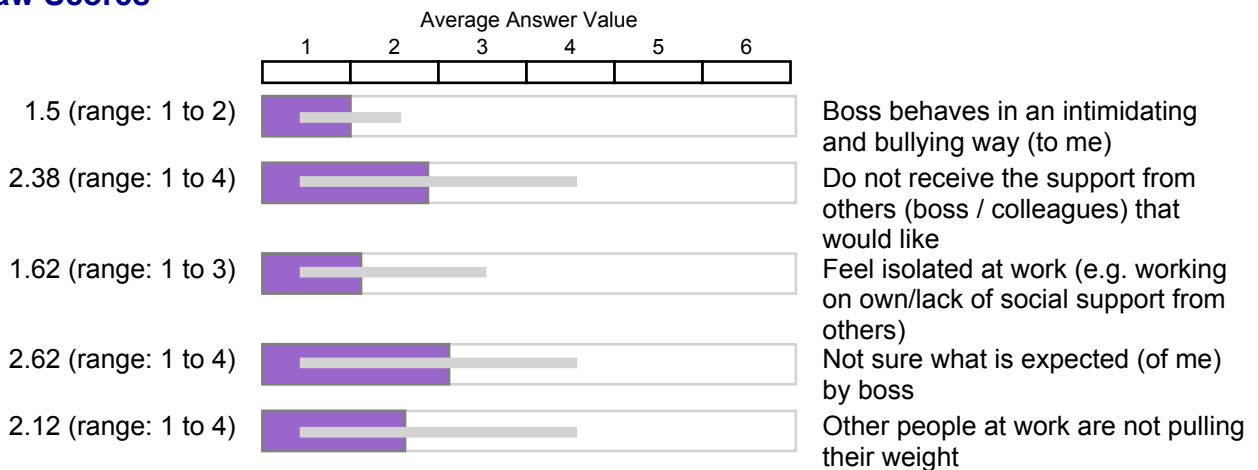


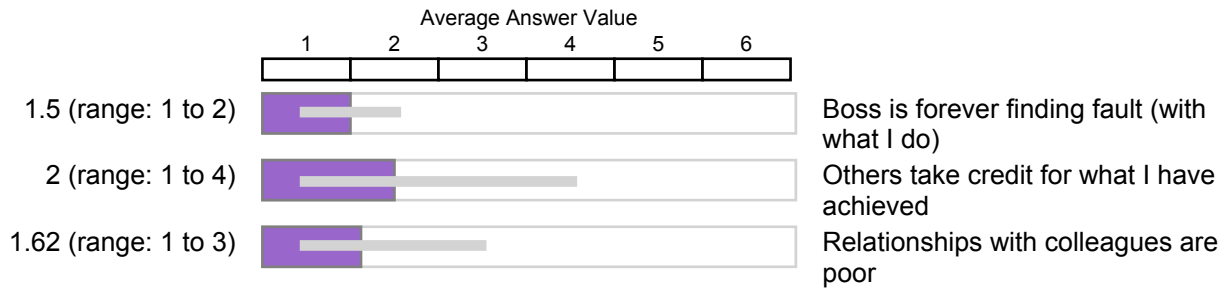
The extent to which work relationships are seen as a source of concern by individuals in this group is similar to that reported by most employees in other organisations.

Item Scores



Raw Scores





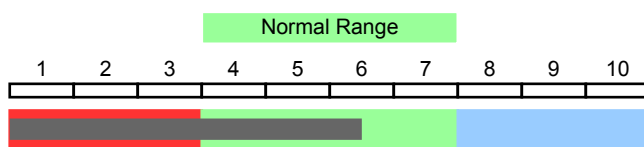
Key:

Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.
 1 = Strongly Disagree, 6 = Strongly Agree

Sense of purpose

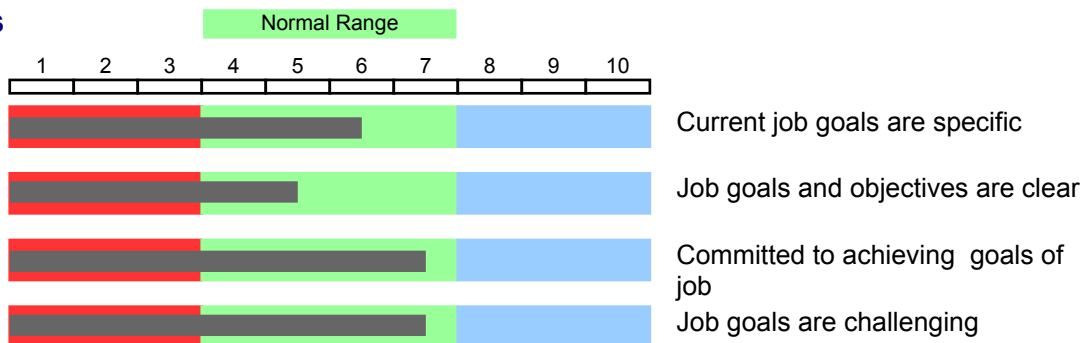
Linked to the **Sense of Purpose** Leadership Impact requirement

To deliver sustained levels of high performance and to maintain well-being in the workforce, it is important to ensure that people have a sense of purpose. Sense of purpose is developed by ensuring that members of the workforce feel that they have clear, specific and challenging goals, that are well-understood – and to which they are committed. This subscale assesses sense of purpose by evaluating people’s views of their goals.

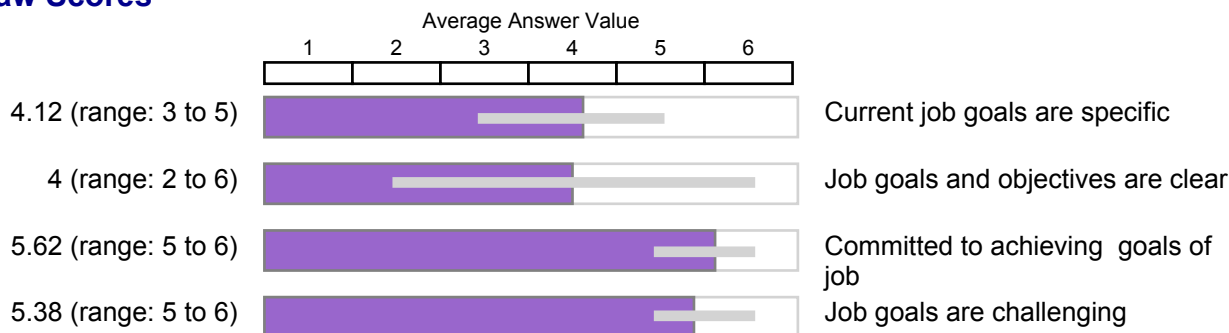


Individuals in this group report that their sense of purpose in relation to their job role is similar to that reported by most employees in other organisations. This implies that employees are likely to be performing at least reasonably effectively and maintaining satisfactory levels of resilience, but there may be room for clarifying the goals that staff are set.

Item Scores



Raw Scores

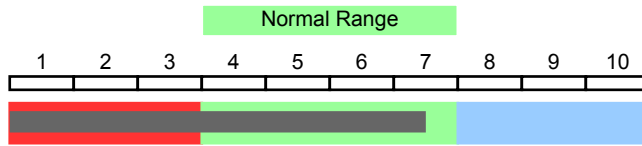


Key:

1 = Strongly Disagree, 6 = Strongly Agree

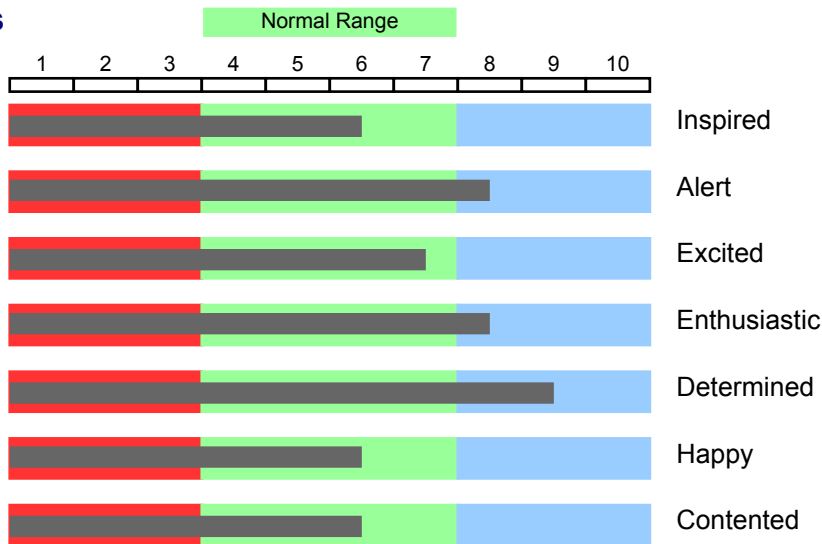
Positive Psychological Well-being

Positive psychological well-being (PPWB) is created when people consistently experience positive emotions at work. Research has shown that PPWB has a direct and positive impact on performance, including improving employee engagement, problem-solving and levels of resilience. This scale measures the extent to which the individuals in this group have experienced positive emotions at work in the last three months.

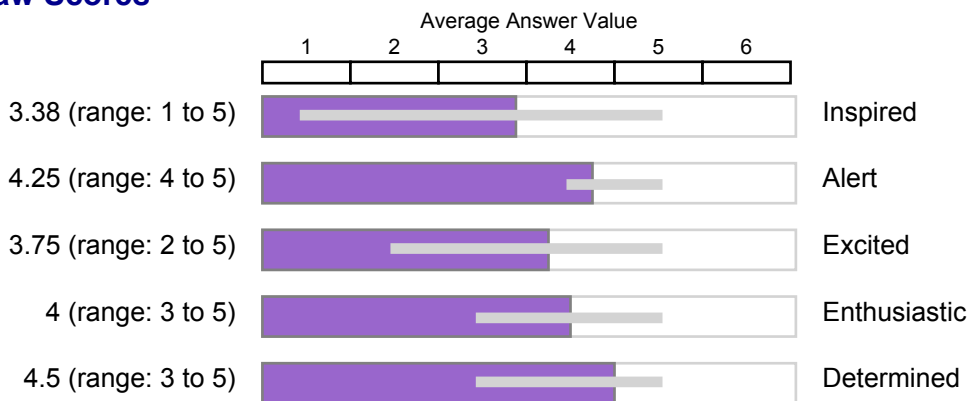


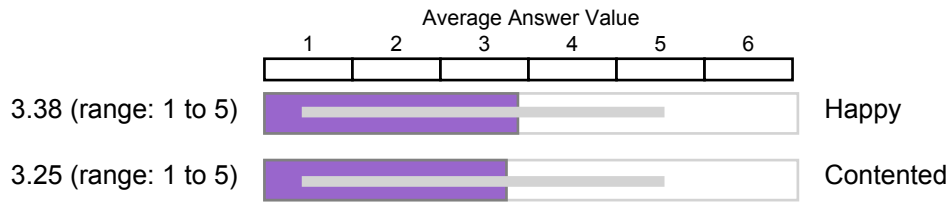
Scores on the positive psychological well-being items for this group are similar to the scores reported by groups in other organisations. Experiencing positive emotions at work is an important aspect of overall psychological well-being and it is quite likely that group members would enjoy work even more and feel generally happier if scores on this scale were higher. Looking at the group's scores on some of the key sources of pressure that are important for psychological well-being will probably be a useful starting place and may give some ideas about how to make some changes that could improve the group's work experience and well-being.

Item Scores



Raw Scores





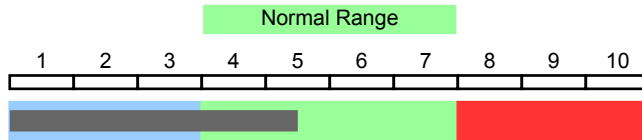
Key:

1 = Strongly Disagree, 6 = Strongly Agree

Positive Psychological Well-being

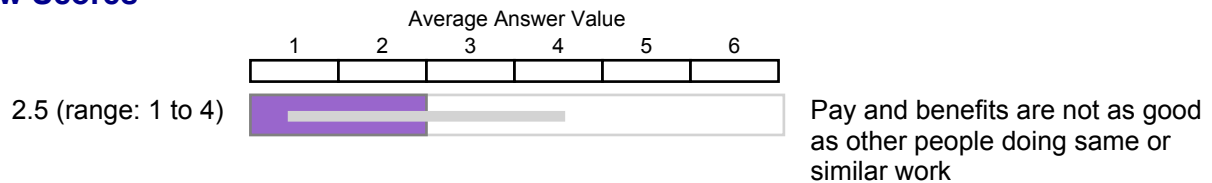
Poor pay and benefits

The financial rewards associated with a job are important in terms of lifestyle. They are also often perceived to be an indication of an individual's self worth and value to the organisation. This scale measures the extent to which pay and benefits are a potential source of concern.



Individuals in this group perceive pay and benefits to be sources of concern to a similar extent as most employees in other organisations.

Raw Scores

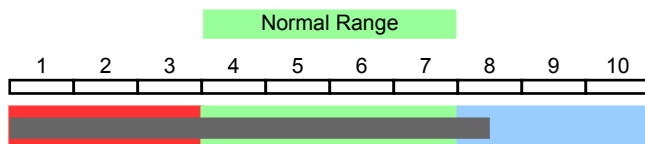


Key:

Participants were asked to rate on a six-point scale whether they are troubled by a particular issue.
1 = Strongly Disagree, 6 = Strongly Agree

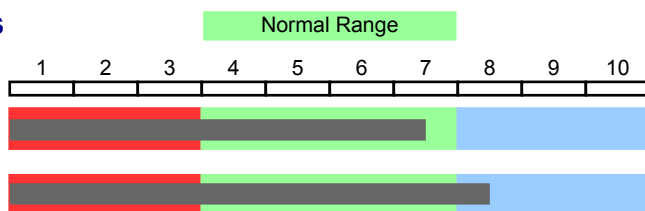
Commitment of employee to organisation

The relationship between employer and employee involves mutual obligation. Employers expect their employees to do their best and be loyal and committed to the organisation. This scale measures the extent to which employees feel committed to the organisation.



Compared with most employees in other organisations, individuals in this group feel more committed to the organisation. This is likely to have a positive impact on morale, well-being and productivity.

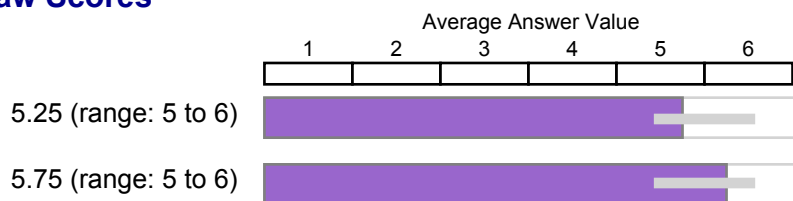
Item Scores



Feel it is worthwhile to work hard for this organisation

Committed to this organisation

Raw Scores



Feel it is worthwhile to work hard for this organisation

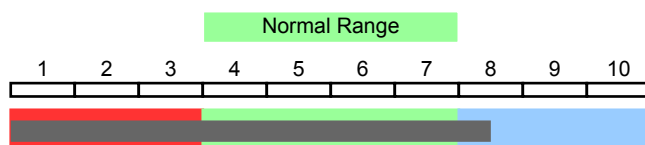
Committed to this organisation

Key:

1 = Strongly Disagree, 6 = Strongly Agree

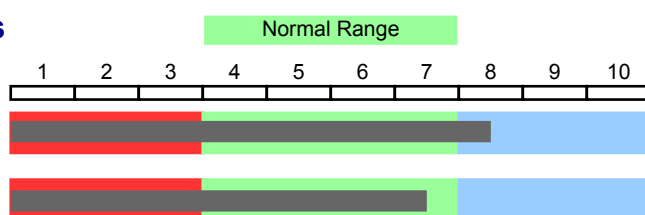
Perceived commitment of organisation to employee

The relationship between employer and employee involves mutual obligations. Employees expect to be trusted, valued and treated well by the organisation. This scale measures the extent to which employees feel that the organisation is committed to them.



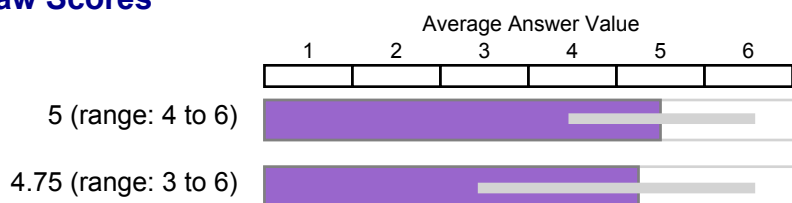
Individuals in this group perceive that the organisation is more committed to them than is typically the case in other organisations. This may lead to a reduction in turnover, improved morale and increased levels of job satisfaction.

Item Scores



Feel valued and trusted by the organisation
Overall, happy with this organisation

Raw Scores



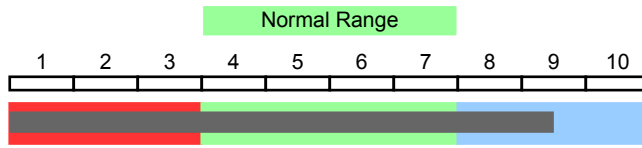
Feel valued and trusted by the organisation
Overall, happy with this organisation

Key:

1 = Strongly Disagree, 6 = Strongly Agree

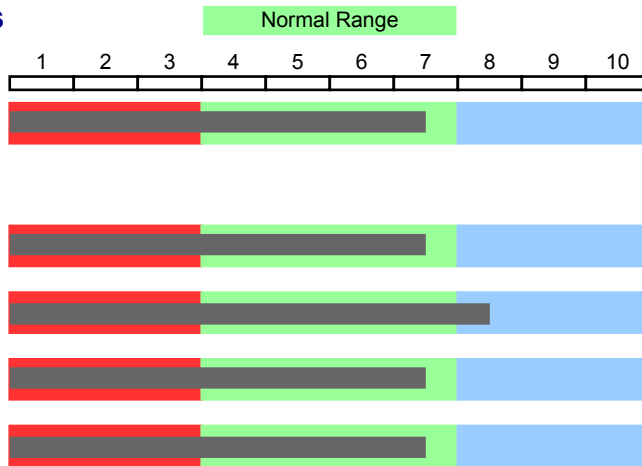
Engagement

This scale measures the extent to which people feel psychologically engaged with their role and the organisation in general.



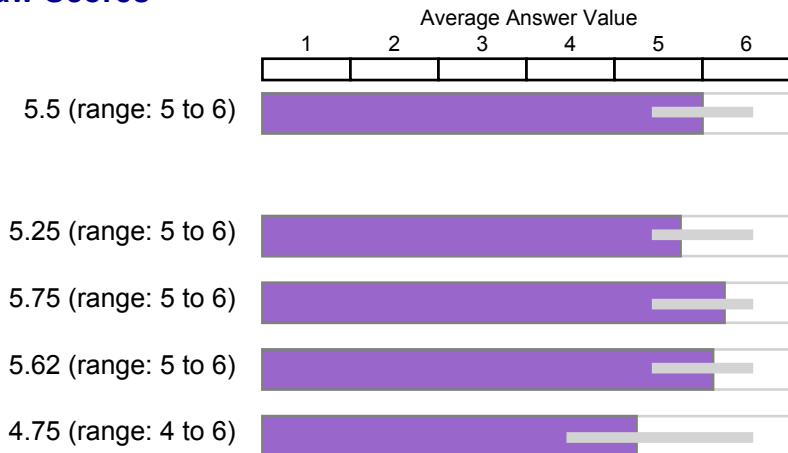
The results for this ASSET factor show that individuals in this group report a stronger level of engagement compared with other groups

Item Scores



- If necessary, prepared to put (my) self out for this organisation (e.g. by working long and/or unsocial hours)
- Feel it is worthwhile to work hard for this organisation
- Committed to this organisation
- Committed to achieving goals of job
- Organisation is motivating

Raw Scores



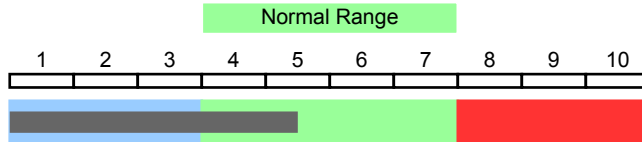
- If necessary, prepared to put (my) self out for this organisation (e.g. by working long and/or unsocial hours)
- Feel it is worthwhile to work hard for this organisation
- Committed to this organisation
- Committed to achieving goals of job
- Organisation is motivating

Key:

1 = Strongly Disagree, 6 = Strongly Agree

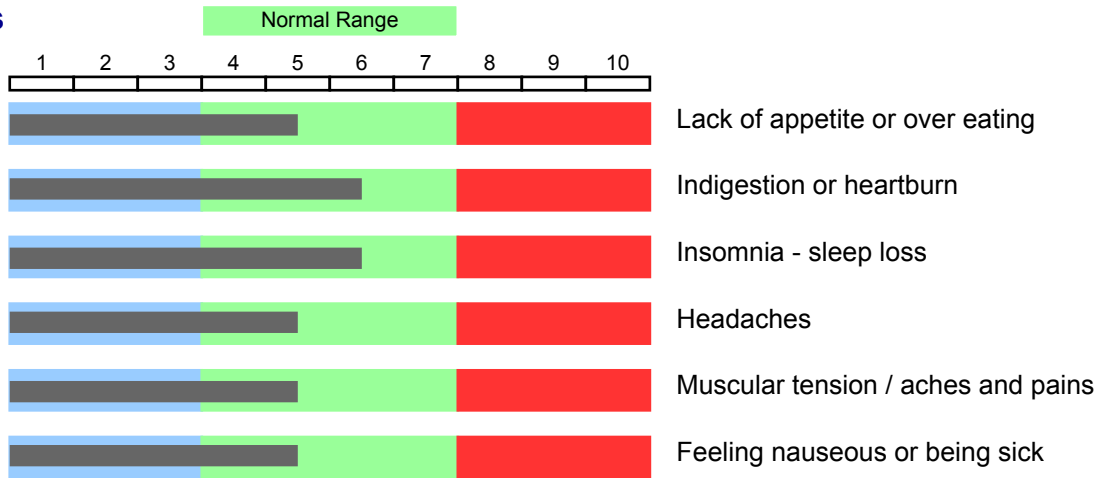
Risks to physical health

Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to ascertain whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to physical health.

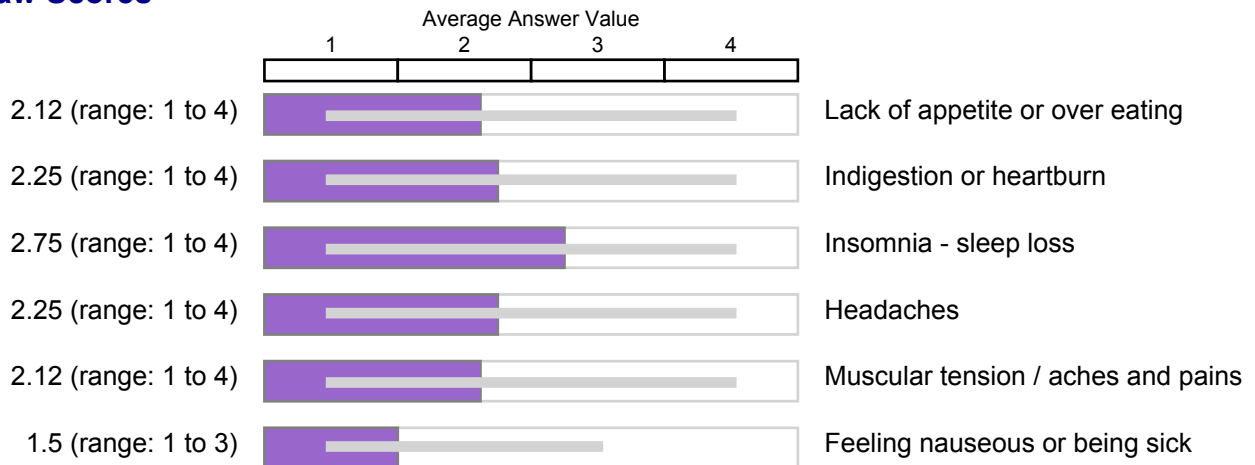


The results for this ASSET factor show that individuals in this group perceive themselves to be as physically healthy as most when compared to other groups.

Item Scores



Raw Scores



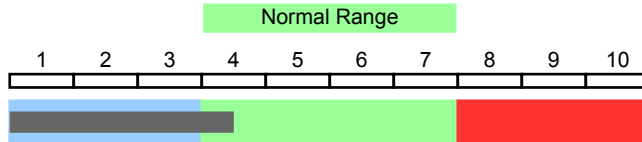
Key:

Participants were asked to rate on a four-point scale whether they had experienced any of the following symptoms or changes in behaviour over the last three months.

1 = Never, 4 = Often

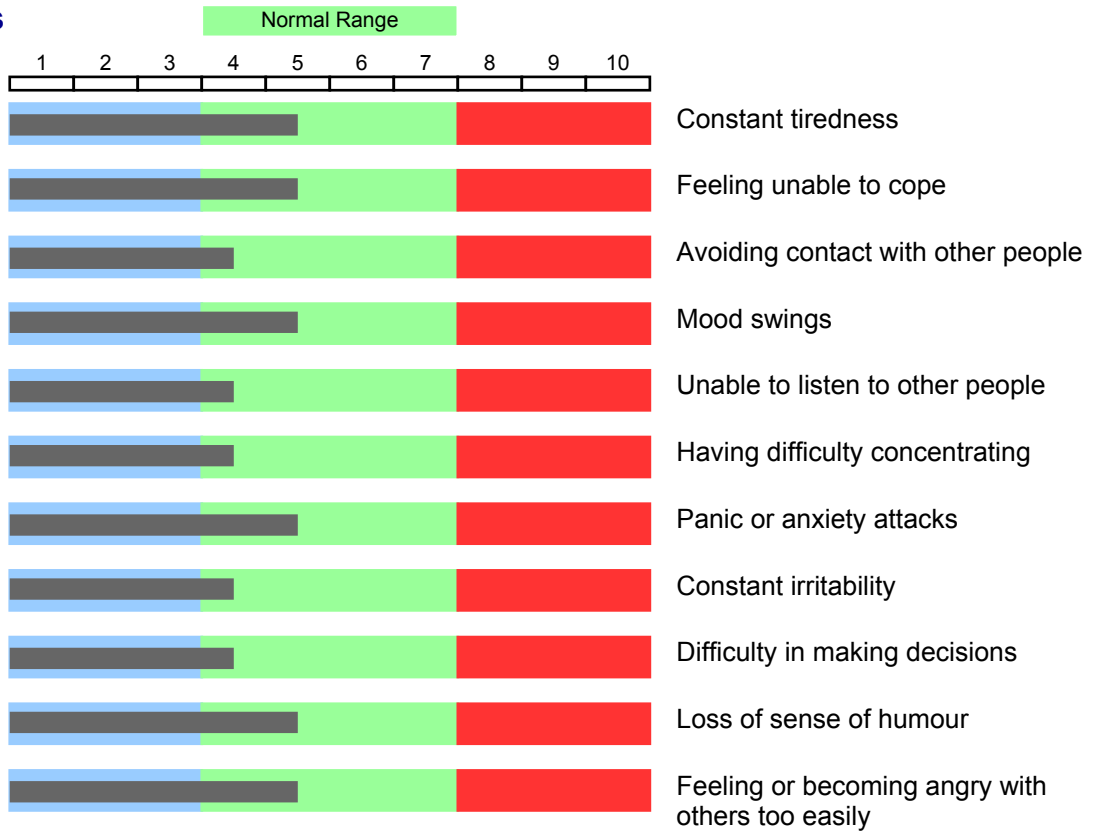
Risks to psychological well-being

Poor employee health can be indicative of excessive workplace pressure and experienced stress. To enable you to discover whether levels of pressure are having an optimal or negative effect, ASSET measures a range of common symptoms associated with risks to psychological well-being.

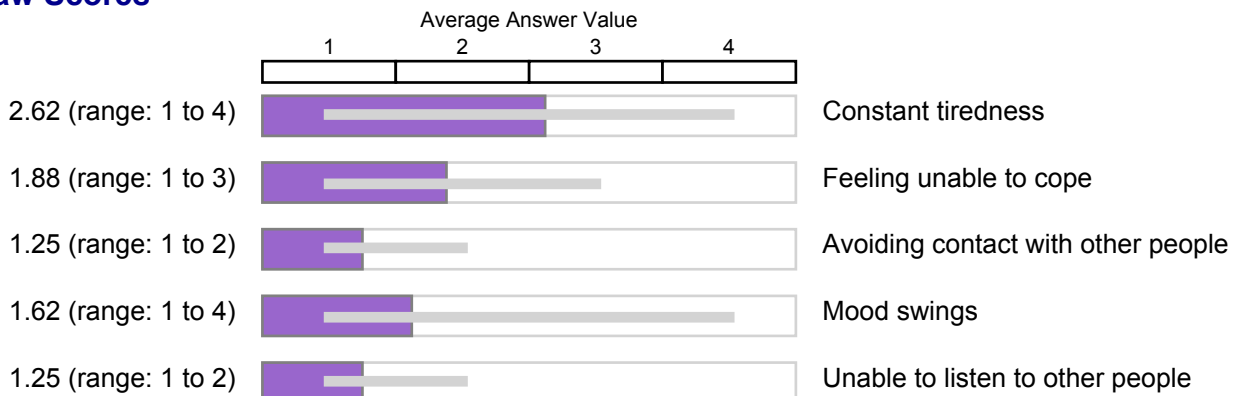


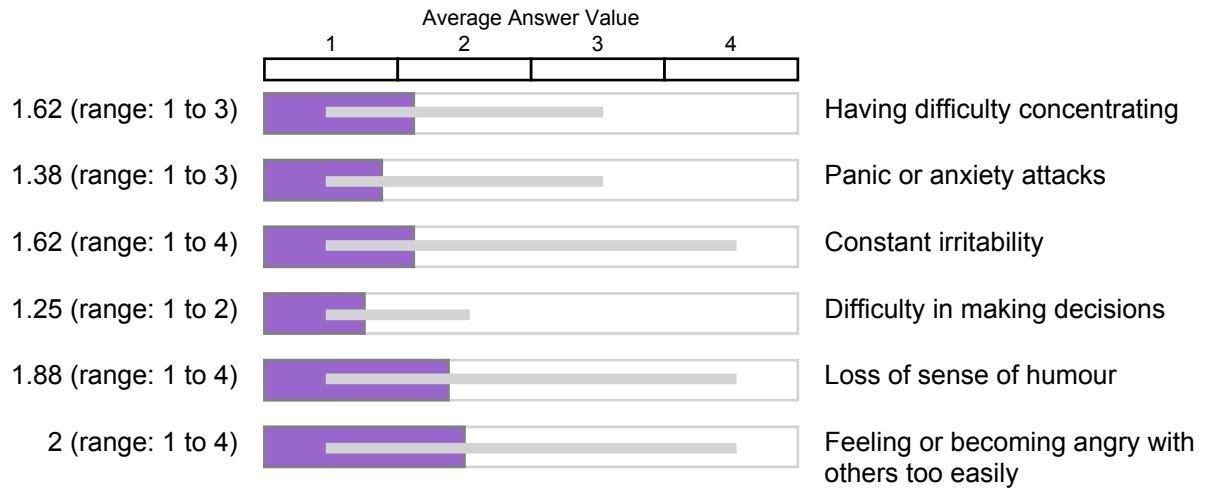
The results for this ASSET factor show that individuals in this group perceive themselves to have a similar level of risk to psychological well-being as most when compared to other groups.

Item Scores



Raw Scores





Key:

Participants were asked to rate on a four-point scale whether they had experienced any of the following symptoms or changes in behaviour over the last three months.
 1 = Never, 4 = Often

Productivity

The figure below illustrates the self-reported level of productivity in percentage terms.



You may find it useful to consider this group's level of productivity in light of how other individuals have responded to this question.

The table below is based on data from 11,000 individuals and shows the % breakdown for each response.

Productivity	% of responses
100%	11%
90-99%	22%
80-89%	27%
70-79%	19%
60-69%	9%
50-59%	6%
below 50%	6%

Important points to remember:

On several items it is not possible to achieve some of the more extreme sten scores of 1, 2, 9 or 10. This is because the sten scale is calculated using the norm group's mean score and a measure of the spread of the scores around this mean. If the typical raw scores in the norm group are particularly low or a high, the sten scale will be truncated.

It is also possible for the sten score for a whole scale to be slightly higher or lower than the corresponding scores for the individual items that make up the scale. This is because the item-level stens and scale-level stens are calculated using different procedures.

Because the raw scores are compared to the norm group one should not necessarily expect a score at the midpoint on the scale to be a typical response on the sten scale.