

TTI Success Insights

TTI Stress Quotient™



TTI SUCCESS INSIGHTS™
MEASURING SUCCESS THROUGH UNDERSTANDING

Stress Factor - Job Demands

Job Demands Index

The Job Demands Index is tied to issues related to workload and time pressures. A high score on the Job Demands Index is likely to occur when task requirements exceed the cognitive, emotional, and physical resources that can be mobilised in order to complete tasks on time and to a high standard.

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Time Pressure: This score illustrates the perceived level of stress related to available time to complete work due to personal, managerial, or organisational dynamics. A high score indicates that role tasks exceed the available time for completion.

How might the scheduling of work be more effectively distributed to avoid missing deadlines?
How could you better manage your workload in order to avoid sacrificing quality?

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Job Competency Match: This score illustrates the perceived level of stress related to a mismatch between talents, skills, and training, and the position requirements. A high score indicates a perceived imbalance between the job competencies possessed and the job competencies required.

How can employees be better matched to their job to accomplish the

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WHAT IS TTI STRESS QUOTIENT™?

TTI SQ™ explores:

The 7 main causes of workplace stress

The TTI Stress Quotient™ measures 7 core workplace stress hotspots and 17 subfactors that have the potential to contribute to an individual's overall stress in the workplace. The 7 core factors collectively represent the most common, universal causes of stress in the workplace, and the 17 subfactors allow executives to easily identify and target the areas of most concern.

The 7 core Stress Factors are:

1. Job Demands
2. Effort/Reward Balance
3. Control
4. Organisational Change
5. Manager/Supervisor
6. Team Culture
7. Job Situation

With the information provided by TTI SQ™, executives will be better equipped to make smarter management decisions and improve the well-being of their workforce.

The TTI Stress Quotient™ is available in 4 different formats or versions, each designed for a particular audience or application:

- Individual Coaching Version
- Leader Coaching Version
- Individual Anonymous Version
- Group Stress Version

In the same sense that employee engagement surveys are commonly used to track the impact of management practices over time—helping organisations to improve their scores and promote themselves as a “great place to work”—TTI SQ™ is the quick and simple solution for finding the “stress pulse” of the organisation.

The TTI Success Insights Suite

For more than 30 years, TTI Success Insights has pioneered the Science of Self™—an integrated suite of tools designed to give consultants, coaches, trainers, recruiters, and other business professionals an unparalleled view of organisational talent. The tools at the heart of the Science of Self™ include:

- DISC Profile
- Acumen Capacity Index
- Talent Insights Series
- Workplace Motivators
- TTI DNA
- TriMetrix Series
- TTI Emotional Quotient

Authorised provider:



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Individual Coaching Report Option

TTI SQ™ is available as a “coaching” style report designed to provide insight and generate conversation for a single person around his or her workplace-related stressors.



Research Foundation

TTI SQ™ is based on the most comprehensive workplace stress research ever completed – the Whitehall Studies I & II spanning nearly 50 years and involving more than 30,000 participants.



Leader Coaching Report Option

A special TTI SQ™ questionnaire and report are available, which tailor information to the executive / C-suite level.



Easy to Understand and Interpret

No need for a PhD. Simple graphs and graphics display the TTI SQ™ results in an easy-to-understand way.



Anonymous Response Option

You can choose to have respondents NOT identify who they are when completing the questionnaire. This option allows people to be more open about workplace-related stressors.



7 Core Stress Factors (17 Subfactors)

TTI SQ™ measures 7 core stress hotspots and 17 subfactors that have the potential to contribute to an individual's overall stress in the workplace.



Group Report Option

Combine multiple individual inputs into a single stress pulse for a team, group, department or entire organisation.



Support and Resources

To help leverage the TTI SQ™, we offer ready-to-use support resources including workshop activities, processes, and reference materials.

TTI SQ™ Profile Snapshot

Measures	<p>7 Stress Hotspots: <i>Job Demands, Effort/Reward Balance, Control, Organisational Change, Manager/Supervisor, Team Culture, Job Situation</i></p> <p>17 Subfactors: <i>Time Pressure, Job Competency Match, Workplace Meaningfulness, Workplace Recognition & Reward, Workplace Involvement, Workplace Empowerment, Effective Communication, Change Dynamics, Change Direction, Management Awareness, Management Style, Avoidance, Cooperation, Frustration, Opportunity, Job Stability, Workplace Trust</i></p> <p>4 Stress Symptoms: <i>Physical, Emotional, Cognitive, Behavioural</i></p>
Pages <i>(Coaching version)</i>	14
Questionnaire	TTI Stress Quotient™ Questionnaire: <i>68 Likert-type Scale Items, Approx. 15 Minutes to Complete</i>
Report Versions	<ul style="list-style-type: none"> • <i>Individual Coaching Version</i> • <i>Leader Coaching Version</i> • <i>Individual Anonymous Version</i> • <i>Group Stress Version</i>