

PSYCHOSOCIAL RISKS ®

“Psychosocial Risks ®” Assessment of psychosocial risks:
stress, violence, discomfort and harassment



THE STRONG POINTS OF THIS TEST

- ✓ Performance preserved thanks to the prevention of burnout and turnover
- ☀ Social climate strengthened by reducing absenteeism and conflicts
- 🚀 Stable and sustainably mobilized teams
- 🔍 Early detection of weak stress signals
- 👥 Active prevention to protect and retain your talents
- ⚡ Employer brand enhanced by a responsible approach



BENEFITS

Psychosocial Risk® is the essential solution for **HR managers , consultants , managers** and **prevention experts** who wish to **identify psychosocial risks , measure stress factors** and **act effectively** to protect the **mental health** of their teams.

Thanks to a **complete , rapid and scientifically validated assessment** , you can **anticipate risky situations , reduce absenteeism , limit turnover , improve commitment** and **boost productivity** in a **healthy and motivating work environment .**

Investing in **Psychosocial Risk ®** means choosing an innovative **RPS diagnosis** , designed to meet the challenges of **preventing psychosocial risks , quality of life at work , legal compliance , talent retention** and promoting **your employer brand .**



PSYCHOMETRY

Test construction:

Pack: Human Resources

Questionnaire type: Normative

Number of questions: 300

Completion time: 30 minutes

Test validation:

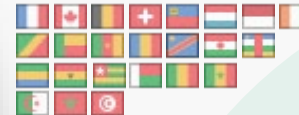
Double external validation

Internal validation, consistency

Loyalty

Reliability

Test available in



15 job descriptions
included

PSYCHOSOCIAL RISKS ®



DIMENSIONS AND CRITERIA EVALUATED

EXOGENOUS FACTORS

- **Non-work constraints** impacting overall psychological balance
- **Work-life balance** perceived as a protective or aggravating factor
- **Relationships with colleagues** influencing emotional security at work
- **Relationship with hierarchy** and quality of managerial support
- **Relationship to the position** : suitability, meaning and recognition
- **Relationship to the organization** : feeling of inclusion or distance
- **Relationship to company rules** : perception of fairness and consistency
- professional or organizational **future**
- **Incivility** experienced in the work environment
- **Discomfort at work** perceived as a general psychological state
- **Harassment** : experience, perception or indirect exposure

STRESS RESISTANCE

- **Ability to handle pressure** in a sustainable and constructive manner
- **Adaptation to stressful situations** without emotional imbalance
- **Emotional stability** in the face of unforeseen events or sudden burdens

RISK SCALE

- **Physical problems** associated with chronic stress (somatic disorders)
- **Intellectual problems** : loss of concentration, mistakes, confusion
- **Social life disturbance** : withdrawal, isolation, relational tension
- **Emotional exhaustion** : a leading indicator of burnout
- **Loss of self-worth** : low self-esteem, feeling of worthlessness

PSYCHOLOGICAL COMPONENT

- **Anxiety** felt in the professional setting
- **depression** , linked to prolonged exposure to stressors

TECHNICAL DIMENSION

Knowledge and know-how of the profession

