

# STRESS ®

“Stress ®” assesses the factors that enable us to better understand and combat elements of professional stress .



## THE STRONG POINTS OF THIS TEST

- | ✓ Reliable recruitment even for high-pressure positions
- | ☀ Effective prevention of psychosocial risks
- | 🔍 Identification of resilient and high-performing talents
- | ✂ Reduction of absenteeism and stress-related turnover
- | 📊 Optimized integration thanks to personality matching
- | ⚡ Compliance with legal prevention obligations ensured



## BENEFITS

**Stress ®** is the essential solution for **HR managers** , **consultants** and **managers** wishing to **prevent stress at work** , **improve the quality of life at work** and **secure their recruitment** .

Thanks to a **scientific and comprehensive assessment** , you identify **stress factors** , **sources of tension** and **levers of engagement** for each employee or candidate.

Investing in **Stress ®** means choosing an innovative **HR test** , designed to meet the strategic challenges of **stress prevention** , **loyalty** , **sustainable performance** and **well-being at work** . It also guarantees **informed decisions** , a **healthy working environment** and a **more attractive, resilient and competitive organization** .



## PSYCHOMETRY

### Test construction:

Pack: Human Resources

Questionnaire type: Normative

Number of questions: 300

Time to complete: 40 minutes

### Test validation:

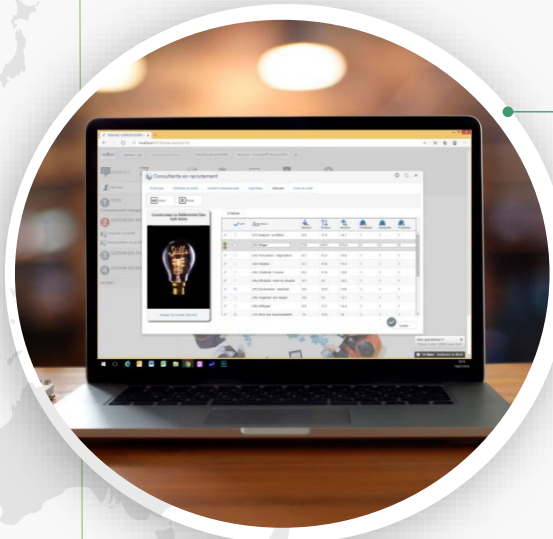
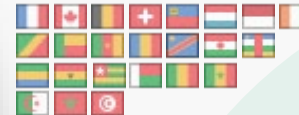
Double external validation

Internal validation, consistency

Loyalty

Reliability

Test available in





## CRITERIA EVALUATED

### ORGANIZATIONAL FACTORS

- **Workload perceived** as generating pressure or mental overload
- **Clarity of missions and objectives** to avoid uncertainty, a source of stress
- **Autonomy and room for maneuver** perceived as a factor of control and psychological security

### PROFESSIONAL RELATIONS

- **Quality of hierarchical relationships** in managing tensions and perceived support
- **Relationships with colleagues** as a resource or source of relational stress
- **Conflict management and social support** to prevent chronic tensions

### INDIVIDUAL FACTORS

- **Emotional management** in the face of constraints and unforeseen events
- **Resistance to pressure** and emotional stability in a tense context
- **Ability to put things into perspective** to limit disproportionate stress reactions

### PERSONAL RESOURCES

- **Self-esteem** as a factor of resilience in the face of judgment and failure
- **Confidence in one's abilities** to cope with demands without undue anxiety
- **Ability to ask for help** to avoid isolation and silent exhaustion

### PSYCHOSOCIAL RISKS

- **Risk of professional exhaustion** (burn-out) linked to the accumulation of chronic stress
- **Feeling of isolation** perceived as an aggravating factor of stress
- **Perception of injustice or insecurity** that increases organizational tension and distrust

### MOTIVATION AND COMMITMENT

- **work involvement**, to avoid emotional overload
- **Professional satisfaction** perceived as a lever for mental protection
- **Projection into the future** allowing a positive and less anxiety-provoking vision of work

### TECHNICAL DIMENSION

Knowledge and know-how of the profession

