

The Bridge Happiness at Work Indicator

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 theBridge
Happiness at Work Indicator



Contents

Introduction.....	2
Answer Behaviour.....	3
The burnout model.....	4
The work happiness model.....	5
The 4 dimensions of burnout.....	6
The 4 dimensions of work happiness.....	7


! The information in this report is confidential, so be sure to keep it in a safe place.

Introduction

This report is based on the answers given in The Bridge Happiness at Work Indicator. In this test, participants are given 54 questions about burnout and work happiness. Years of research by TestGroup have shown that The Bridge Happiness at Work Indicator is a valid and reliable tool for identifying indicators that point to a burnout or, conversely, to happiness at work. The Bridge Burnout Indicator is unique in that the test measures work happiness as well as burnout. This is significant because the presence of work happiness is an important factor in whether a burnout develops or not. People who score highly on work happiness often have less risk of a burnout.

In this report, burnout is measured by scores in 4 dimensions: General tiredness, Mental distance to work, Cognitive overload, and Emotional overload. A general score for Burnout is also given.

Work happiness is measured by scores in: Involvement in work, Proactive vitality, Work satisfaction, and Involvement in the organisation. The report also includes a total score for work happiness.

The scores in this report are calculated using both normative and ipsative scores. Normative ('free-choice scale') means that a candidate gives answers on a scale of 1 to 9 (1=definitely not nice, 9=very nice). Ipsative stands for 'forced choice' and means that candidates have to put questions in order (1=least nice, 6=nicest). This combination of scores is used because because psychometric research has shown that combining them gives a reliable picture of burnout and work happiness. The combined scores, also known as a sten score, goes from 1 to 10. If the normative score deviates from the ipsative score by more than 3 stens, we indicate this by giving a normative-ipsative split, which appears below the score on the dimension: 

The candidate's scores are compared to those of a norm group of 500 people who completed The Bridge Happiness at Work Indicator earlier. The Bridge Happiness at Work Indicator is suited to candidates aged 18 and up.

Of course, a burnout diagnosis cannot be given solely on the basis of The Bridge Happiness at Work Indicator. An additional examination by a trained professional is required for a diagnosis.

Answer Behaviour

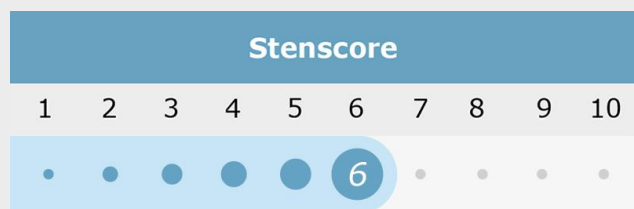
The scores given in this report are your scores compared to those of a norm group. These scores are also known as sten scores. If you score 1 on a dimension, then 95% of the norm group has scored higher than you on this dimension. If you score 10 on a dimension, then 95% of the norm group has scored lower than you on this dimension. If you score 5, then around 50% has scored lower and 50% has scored higher. The higher your score, the more people from the norm group have scored lower than you. So a score of 5 is not a failing mark, but the score that most people had on a dimension.

Many people who fill in a test 'fake' their answers a bit while completing it. Nearly everyone does so. It can happen, for example, if someone finds it hard to define their feelings and experiences, which makes it difficult to choose between statements in the test.

- To identify whether you found it difficult to choose between the statements and thus give clear insight into the symptoms of either Burnout or Work happiness, 2 scores are used to calculate whether you may have doubted your answers or 'faked' the answers a bit in the test. They are scores on: correspondence Normative-Ipsative and Acquiescence.
- The scores below only indicate the way in which you filled in The Bridge Happiness at Work Indicator. They do not refer to your scores on the test itself.

Correspondence Normative-Ipsative

If the normative (free-choice answers) and ipsative (forced-choice answers) scores are very far apart, there may be various reasons for this. If the ipsative score is much higher than the normative score, the person concerned is probably self-critical to a more than average degree. If a candidate scores higher on a normative score than on an ipsative score, then they may be self-critical to a higher degree than average. It is also possible that the person concerned has overestimated themselves in the normative section.








Acquiescence

This scale indicates the degree to which a respondent is inclined to answer questions with 'yes'. If the score on this scale is high, it means the respondent has scored highly on all the normative questions (and therefore on all the dimensions).








The burnout model

In The Bridge Happiness at Work Indicator, burnout is measured with 4 dimensions: general tiredness, mental distance to work, cognitive overload, and emotional overload. Together, these dimensions form a burnout score. The scores on these dimensions can be used to increase work happiness and prevent a burnout.

	<i>Definition</i>	<i>High scores</i>	<i>Low scores</i>
GENERAL TIREDNESS 	Have a structural lack of energy that is characterised by both physical and mental fatigue.	Have no energy and feel physically exhausted. Tire quickly when making any effort.	Have enough energy, and experience no physical or mental exhaustion.
MENTAL DISTANCE FROM WORK 	Mental distance to work is revealed by a strong aversion to and dislike of the work.	Sometimes even physically withdraw and avoid contact with others, such as colleagues. There may be an indifferent and cynical attitude.	Are motivated and make contact with colleagues. Are interested in and inspired by work matters.
COGNITIVE OVERLOAD 	Cognitive overload is characterised by memory problems, attention and concentration disorders, thinking slowly, and making mistakes.	Find it difficult to think clearly and learn new things. Are forgetful and mentally absent, and find it difficult to take decisions.	Have no trouble with memory problems or disrupted cognitive processes.
EMOTIONAL OVERLOAD 	Emotional overload is characterised by strong emotional reactions, such as anger, fear, or crying fits, over which someone has no control.	Have a low tolerance threshold and are quick to feel frustrated and irritated, meaning they can react more strongly.	Are emotionally stable, feel like they can control their emotions, and do not react too strongly to normal work situations.
BURNOUT SCORE 	Is characterised by an incapacity for work ('I can't go on') and a lack of will to work ('I don't want to go on').	Experience extreme tiredness, which gives rise to an overload on emotional and cognitive processes. This leads to mental distance being taken from the work.	Experience no tiredness or emotional and cognitive overload. Are involved and interested in the work.

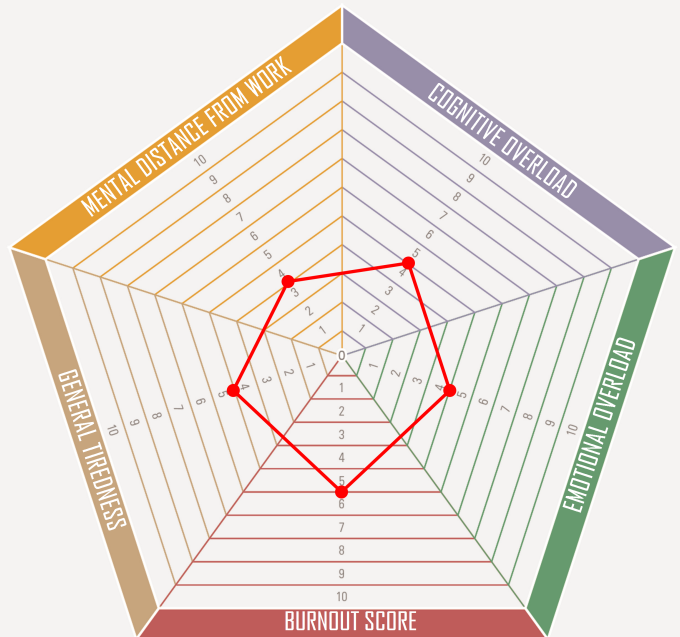
The work happiness model

In The Bridge Happiness at Work Indicator, work happiness is measured with 4 dimensions: involvement in work, proactive vitality, work satisfaction, and involvement in the organisation. Together, these dimensions form a total work happiness score. The scores on these dimensions can be used to increase work happiness and prevent a burnout.

	<i>Definition</i>	<i>High scores</i>	<i>Low scores</i>
INVOLVEMENT WITH WORK 	A positive attitude of involvement in the work, which is characterised by energy and dedication.	Have an energetic and effective involvement in their work activities, and see themselves as able to deal well with the demands of their job.	Have little involvement in their work, so make less effort in carrying out their work activities.
PROACTIVE VITALITY 	The proactive application of vitality (physical and mental energy) for optimal performance at work.	Proactively ensure they have enough energy, motivation, and inspiration in order to perform well at work.	Are less proactive in ensuring they have the energy to perform optimally.
WORK SATISFACTION 	Enjoy their work and feel happy, motivated, and satisfied when carrying out their work activities.	Experience a good feeling at work and feel cheerful and happy when working.	Take little or no pleasure in their work and are less motivated to carry out their work activities.
INVOLVEMENT WITH THE ORGANISATION 	Feel like they 'belong' in an organisation. Are very involved in and proud of the organisation they work for.	Feel very connected and involved with the organisation. Have a sense of pride in the organisation and attach personal significance to it.	Have less sense of pride in and connection with the organisation they work for, and attach less personal significance to it.
WORK HAPPINESS SCORE 	Get happiness, satisfaction, and contentment from their work. Are enthusiastic and involved, and ensure their level of vitality at work.	Are happy with their work and the organization they work for. They feel a high degree of satisfaction and vitality during their work.	Get little happiness and satisfaction from their work and from the organisation they work for.

The 4 dimensions of burnout

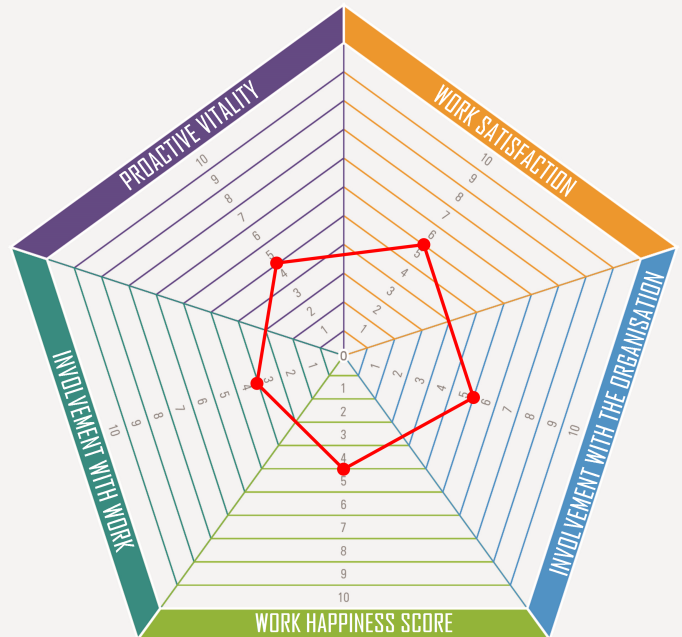
The scores below indicate a burnout, or the beginning of a burnout. However, it is not in any way an official diagnosis. These scores can help you prevent a burnout. You see scores on the 4 dimensions of burnout: general tiredness, mental distance to work, cognitive overload, and emotional overload. Your general burnout score is also given. There is a description of your score on the left-hand side. Remember that these scores are just an indication. You can go to a professional to get a diagnosis of a burnout. If you have a high score, there are many things you can do to prevent a burnout. For example, ensure you get enough sleep and rest, get plenty of exercise, keep an eye on your limits, and talk to a friend or a professional about it.



Dimension	Stenscore									
	1	2	3	4	5	6	7	8	9	10
<p>GENERAL TIREDNESS Is occasionally physically exhausted after work. When getting up, sometimes has no energy to start the working day. Occasionally feels properly rested and recovered after work.</p>					5					
<p>MENTAL DISTANCE FROM WORK Can often get enthusiastic about work. Is often interested in work. Is often consciously and enthusiastically engaged in work.</p>				4						
<p>COGNITIVE OVERLOAD Does not usually have difficulty keeping attention on work. Is sometimes distracted and forgetful at work. Sometimes has difficulty concentrating at work.</p>					5					
<p>EMOTIONAL OVERLOAD Sometimes has no control over emotions at work. Is sometimes irritated if things don't go well at work. Sometimes does not identify with their own emotional reactions at work.</p>					5					
<p>BURNOUT SCORE Is occasionally physically or mentally tired at work. Is involved and interested in their work to an average extent. Sometimes takes mental distance from their work.</p>						6				

The 4 dimensions of work happiness

The scores below indicate your work happiness. Work happiness is divided into 4 dimensions: involvement in work, proactive vitality, work satisfaction, and involvement in the organisation. If you have a low score on 1 or more of the work happiness dimensions, there are many ways you can increase your work happiness. For example, ensure you have sufficient challenges and variation in your work. Or, you can discuss it with a professional, like a coach. Of course, you can also talk to your employer about it. Remember that your scores on the work happiness dimensions are a snapshot in time. It is perfectly possible that you will score higher in the future. Regard these scores as an incentive to start addressing issues yourself.



Dimension	Stenscore
	1 2 3 4 5 6 7 8 9 10
INVOLVEMENT WITH WORK Has less energy at work than most people. Is less enthusiastic about work than most people. Is less proud of their work than other people.	. . . 4
PROACTIVE VITALITY Sometimes ensures that they feel energetic at work. Sometimes tries to motivate themselves at work. Usually ensures a positive attitude at work. 5
WORK SATISFACTION Usually feels good about their work. Feels reasonably happy about their work. Usually works for the enjoyment of it. 6
INVOLVEMENT WITH THE ORGANISATION Feels reasonably involved with the organisation. Attaches some personal significance to the organisation. Probably wants to keep working for the employer in the long term. 6
WORK HAPPINESS SCORE Sometimes gets happiness and satisfaction from their work. Feels contentment and vitality at work to an average extent. Is involved with their work and the organisation to an average extent. 5