

SWSTM

SURVEY OF WORK STYLES

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REPORT PREPARED FOR:

JOHN SAMPLE (gender: male)

QUESTIONNAIRE USED UNDER LICENSE BY:

Psychologist: DEMO

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UNDERSTANDING THIS REPORT

PURPOSE

This report will help in the better understanding of the preferences, attitudes, and behaviors characteristic for the evaluated person in key dimensions of the Type A behavior pattern (TABP) as defined by Rosenman et al. (1975). The TABP defines those persons who perceive stress in a very acute manner, becoming thus on the long term highly susceptible to manifesting coronary heart diseases.

DEFINITION

The Type A behavior pattern has been validated as a risk factor for coronary heart disease but also for a number of other physical conditions. The TABP has been characterized by vigorous verbal and psychomotor mannerisms, a chronic sense of time urgency, easily aroused anger and hostility, enhanced competitiveness, extreme impatience, and aggressive achievement striving

USAGE

This report is intended for the use of psychologists, counsellors or other specialised professionals in their work with clients. The report may be used in clinical activities, in personal development and optimisation and in human resources activities, such as selection for certain professions, career counselling and coaching for managerial occupations. Even though also valid for everyday-life situations, this report is targeted in such a way as to accurately predict workplace behaviors congruent with the TABP.

Although formulated like a stand-alone report, which especially in the second section (detailed report) may also be easily read by persons not trained in the usage of psychological tests, this report has been projected and developed in such a way as to offer assistance to the professional who is interpreting the test results.

These results should only be considered in conjunction with professional judgment, after a careful and detailed analysis, and only after corroborating these data with the results of an interview and of possible other psychometric instruments. Results contained in this report may be subject to alterations and special highlights as a function of such corroborations made by a specialised professional.

FUNDAMENT

This report is based on the SWS, an instrument that has been validated in a wide variety of research programs.

The Survey of Work Styles (SWS) is a structured, nonverbal, omnibus measure of behavioral constants and personality traits, that was constructed to measure the TABP. The questionnaire consists of 96 items, grouped on 6 content scales, one general scale and one supplemental scale which maximizes the differentiations between Type A (prone to experience a high level of stress) and Type B (experiencing low levels of stress) subjects.

WHAT INFORMATION DOES THIS REPORT INCLUDE?

CONTENT

In addition to the introductory section, the report contains two main sections:

1. The SWS profile,
2. The Detailed Report.

PROFILE

The SWS profile section contains a graphical representation of the scores characteristic for the evaluated person, for every one of the six structural and the two supplementary scales.

PERCENTILES

The scores for all the SWS scales are represented in percentiles. Percentiles are values that divide cases according to values below which certain percentages of cases fall. For example, the 10th percentile for the ANG scale is the value of the scale where 10% of the subjects score below and 90% above. Percentiles are computed based on a Romanian national-wide normative sample of N=1100 subjects (550 males and 550 females).

Please also note that the SWS profile section contains two pages, one based in both scoring and graphic representation on the combined norms and one based on the gender-specific norms. Gender-specific, or more general scores, can be important, depending on how the report is being used.

DRILLDOWN

The detailed report offers a drilldown of the characteristics ascertained through the SWS and already pictured in the charts in the SWS profile section. The charts in this section and the subsequent comments are based on the combined norms.

This section has been developed in such a way as to offer assistance to the psychologist who is interpreting the results, as to minimize his/her need of reverting to the test manual.

This section may also be read by the evaluated person as part of a structured discussion or development program he/she is part of. However, considering the conclusions of this report should only be done after discussing them with a specialised professional.

MEANING

This section contains for every one of the SWS scales one chart, capturing both the percentiles (above) and the raw scores (below), with a special marker where the evaluated person's score has been computed. Also, below every chart one may read a description of typical behaviors for low and high scorers on the respective scale, some typical adjectival descriptions for these low and high scorers, as well as some suggestions for personal development which are adapted to the score of the evaluated person on the respective scale.

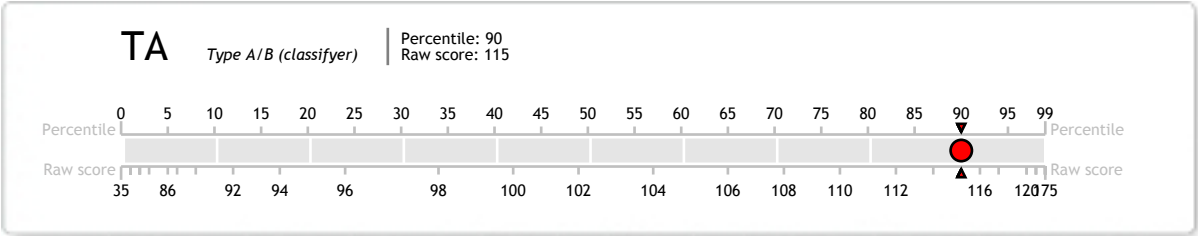
SWS PROFILE



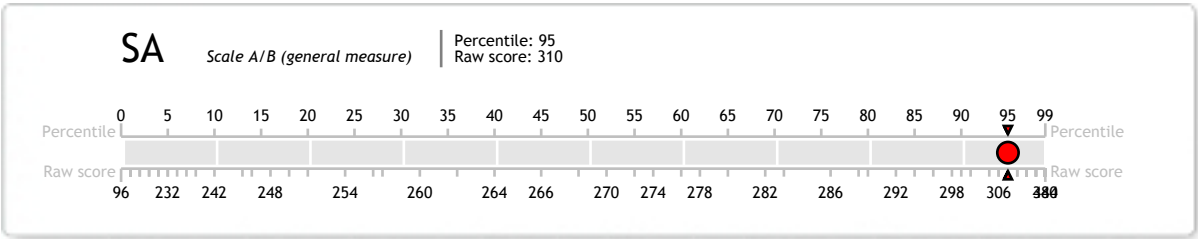
Norm: MALE(RO)



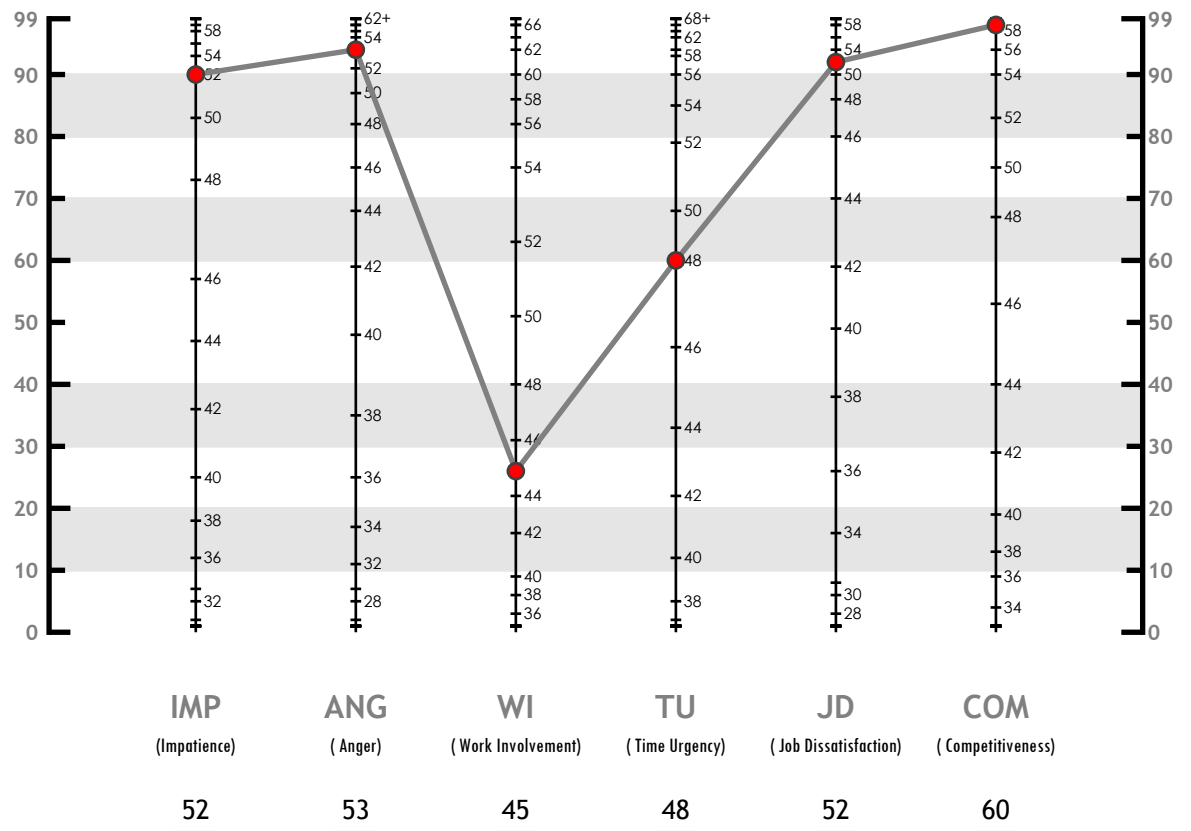
BEHAVIORAL CLASSIFICATION: TYPE A



GLOBAL INDICATOR. (A Scale)



PROFILE OF THE STRUCTURAL SCALES. (Percentiles)



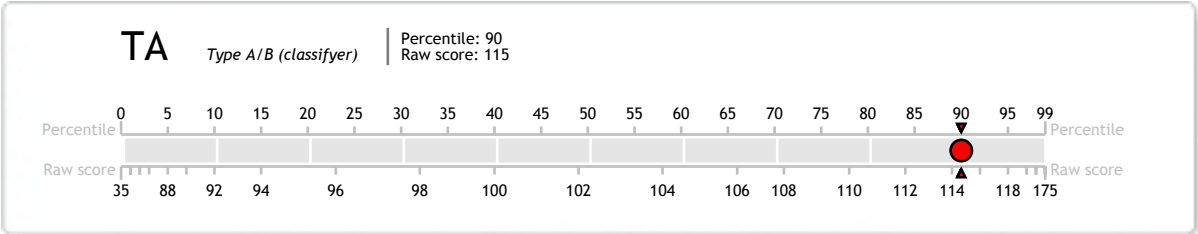
SWS PROFILE



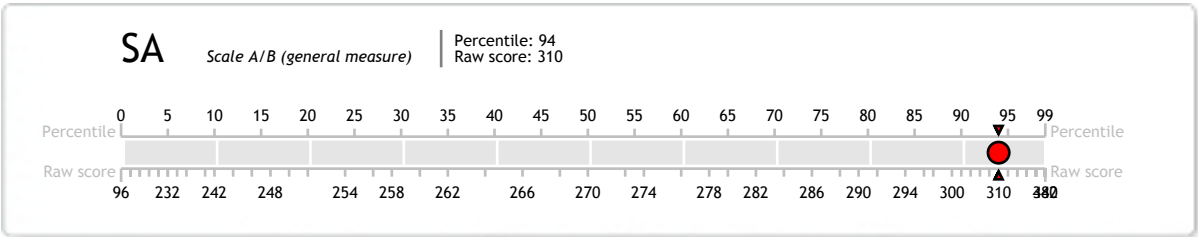
Norm: MALE (RO)



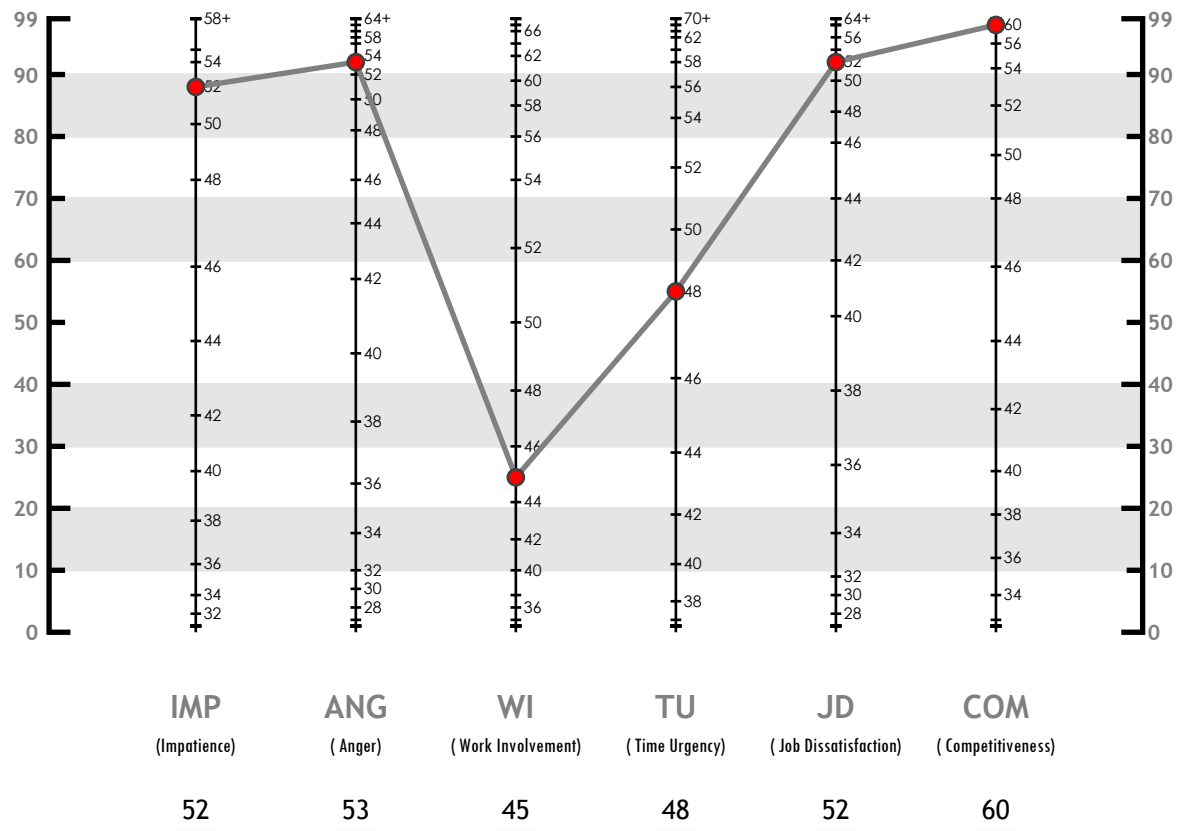
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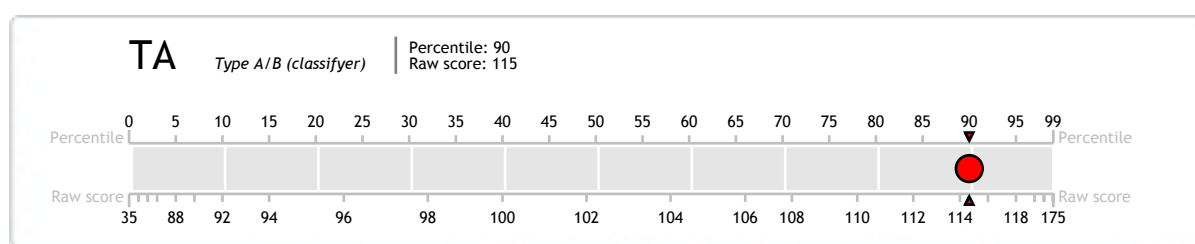
DETAILED REPORT

* This detailed report is based on the COMBINED norms.

** For usage of this detailed report, please consider the description contained in the introductory text to this file.



BEHAVIOR TYPE: A ++ (accented)



DESCRIPTION

Persons who are characterized by accentuated Type A behaviour are generally impulsive individuals, who most of the time are not able to control their reactions. Their self-control is usually low, and because of this they may be perceived as impulsive, unpredictable, impatient and not tolerant individuals.

They generally have high standards in every area of life, and this in time produced an accentuated critic mind. Their judgmental mind is oriented both toward their own person and toward those around them. For this reason individuals characterized by accentuated Type A behaviour are not very tolerant with others' mistakes. Most of the time this lack of tolerance is revealed even in minor issues or in situations that have an objective cause.

These persons have the tendency to lead an unbalanced life, strongly skewed toward work and productivity. They have a strong need to be productive and effective in every area of life, even in activities that are meant to be relaxing or societal. At the same time, most often they do not feel content and satisfied once their objectives were achieved, and this makes them to involve in a new project almost immediately. Most of the time, they pass from one objective to another, without taking time to enjoy its completion, and without granting themselves a relaxation period.

They are the kind of people that live their life in "time-trial", and they often find themselves in a continuous struggle against time. They seem to never have time to accomplish all that they intend to. For this reason they often are impatient when dealing with delays and unproductive time frames. They also tend to be intolerant with individuals that can not maintain the same pace as them. This perpetual time rush makes them try to accomplish as many in as little time as possible. This trait becomes obvious even in relaxation activities, and often they merge two or more activities at the same time (e.g. they read or watch TV while eating).

Persons who are characterized by accentuated Type A behaviour tend to become angry or confrontational very easily. These feelings may be clearly manifest or may be kept latent, but even in this case they do not disappear. Both these types of persons tend to remember all unpleasant events, and they may bring into discussion the past events at a later time. The individuals who generally keep their negative emotions restrained are more prone to ailments such as coronary heart disease (CHD), cardiac ischemia, angina pectoris, and in time even myocardial infarct.

These people's very high standards and expectations, when joined by low tolerance and patience, may generate, in some cases, lack of job satisfaction. Dissatisfaction is not prolonged though, because most of the time these individuals tend to confront the unsatisfying aspects and to remedy them.

There is a certain category of persons that are characterized by high competitiveness which is manifested in every area of life. They are the kind of people that want to be the best in everything they do, and for this reason they place themselves in competitive positions even in activities that do not require that.

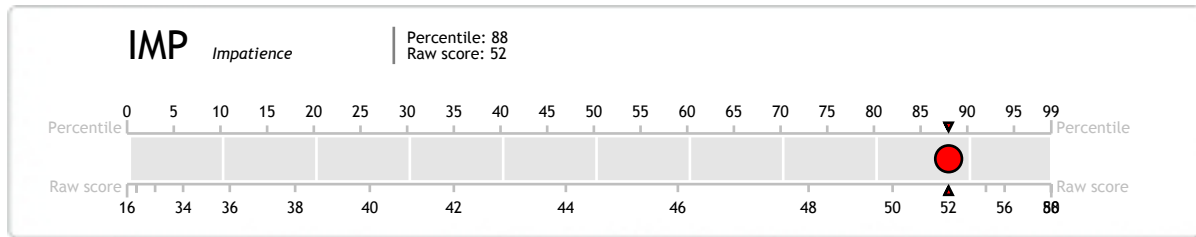
Even if their high work ethic recommend them for jobs that require leadership of increased responsibility, this kind of persons need to control some of their behaviours that may lead to conflict with other people. Most of the time they may have difficulties in approaching and connecting with others, especially due to their impulsiveness and judgmental mind.

Individuals with very high scores in type A behaviour are most prone to coronary heart disease (CHD) like cardiac ischemia, angina pectoris, and in time even to myocardial infarct. They are also predisposed to ailments such as burnout syndrome, diabetes, peptic ulcer, colitis or chronic migraines.

These people must learn stress management techniques and especially time management techniques, in order to diminish the harmful somatic effects caused by these characteristics.



Scale IMP: Impatience



BEHAVIORAL DESCRIPTION

These persons do not tolerate well postponements, interruptions, and mistakes others make. They do not have patience to train others the job procedures because these activities are thought to be a waste of time compared to important, urgent and difficult tasks they may have to accomplish.

They are constantly under time pressure and want to achieve more in less time. Unexpected tasks are hardly tolerated and give rise to anxiety. These people wished they exerted control over the impersonal and unassailable situations.

In general they cope better with the situations for which they developed effective and productive strategies over time. They are perfectionist and expect the best from them and their colleagues. They expect perfect results in as little time as possible, and sometimes may have totally unrealistic expectations.



ADJECTIVAL DESCRIPTION

These people are described by others as restless, fluctuating, individualistic, alert, anxious, hurried, and tempestuous.



SUGGESTIONS FOR PERSONAL DEVELOPMENT

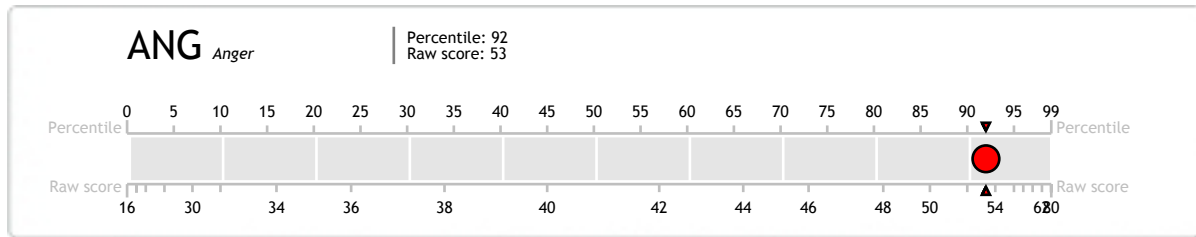
These people must become aware that the expectation of reaching extremely high goals in all situations is in fact unproductive, because it takes too much time.

It is advisable to try to carefully evaluate the activities that require immediate attention and which are the less important ones and adapt their exigency accordingly.

Expecting outstanding and perfect outcomes from themselves and others may lead to useless waste of time and may amplify anxiety and irritability.



Scale ANG: Anger



BEHAVIORAL DESCRIPTION

These people use to get angry easily, even if they do not have very serious reasons. They do not succeed in overcoming quickly this negative emotional state and sometimes it may happen to disturb them all day long.

When they are nervous, they usually react impulsively. They have difficulties empathizing with others, and if they become annoyed they maintain that emotional state for a long period of time, because they ruminate on the negative sides of the event.

If they feel somebody has treated them unfairly or wanted to harm them they focus extensively on that event and can not calm down. They may deliberately start a quarrel which may turn into a confrontation. When they encounter stressful situations they may respond with aggressive and hostile verbal assaults towards others.

Their lack of control may generate impulsive behaviour which they may regret afterwards.



ADJECTIVAL DESCRIPTION

These people are described by others as lacking self-control, uncensored, unrestrained, uninhibited, aggressive, revengeful, hostile, passionate, negativistic, and unforgiving.



SUGGESTIONS FOR PERSONAL DEVELOPMENT

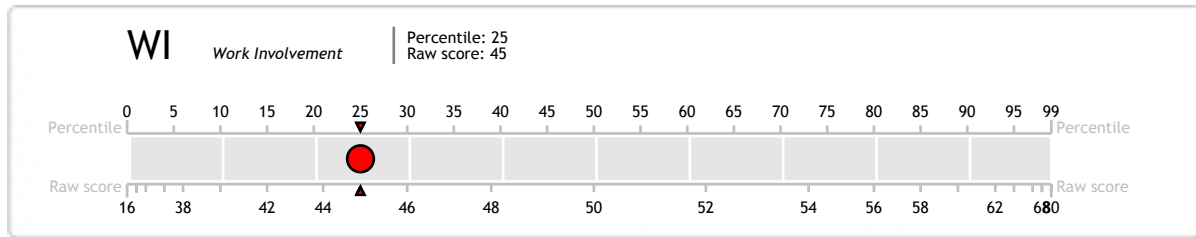
These people should try to notice their colleagues' negative reactions: avoidance, disrespect or lack of sympathy, poor communication and so forth. Then they should try to discuss especially with the persons they observe behaving in the manner described above and should ask them to take courage to confess what is bothering them.

By knowing people's opinions within the organization, the extensiveness of the phenomenon may be ascertained. Then they should analyze the past situations, order to see if their behaviour was as described by others.

It is advisable for them to improve and build up interpersonal relationship in future activities. It is advisable to learn to accept that people make mistakes and that people need tolerance and encouragement in order to improve themselves. It is desirable to put in practice this principle in almost all situations, learning this way to have patience with people and with themselves.



Scale WI: Work Involvement



BEHAVIORAL DESCRIPTION

These people are not that greatly involved in work tasks, which shows that they are capable of maintaining the balance between the work and personal areas.

Their rather low work involvement does not mean they treat tasks with indifference, but that they are not excessively concerned with productivity and accomplishments.

These persons know to mix periods of intense work with relaxing moments. They do not become isolated in their work, but they feel the need to communicate and cooperate with colleagues.



ADJECTIVAL DESCRIPTION

These people are described by others as sometimes indifferent, fluctuating, oscillating, unstrained, and calm.



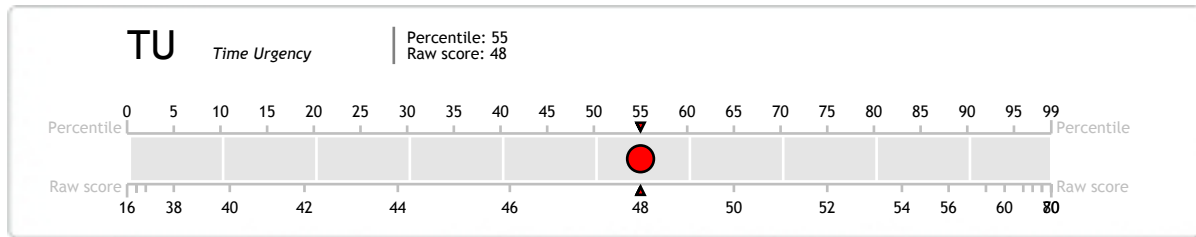
SUGGESTIONS FOR PERSONAL DEVELOPMENT

These persons must try to involve in work as they do in personal life. They should pay more attention to job tasks, because career represents an important area of their life.

It is advisable to look for several aspects they enjoy at their work and increase them gradually. They must learn from time to time to make an effort to help out a colleague in order to train their capacity of work involvement.



Scale TU: Time Urgency



BEHAVIORAL DESCRIPTION

These people take on a reasonable amount of work. They work under a moderate amount of time pressure.

When they have to complete a task, they allot a moderate amount of time for recesses and rest. When they think it is unlikely to perform the task adequately, or when they confront many obstacles they feel pressured by time, which could lead to restless and anxiety.

Most likely, the factors which cause time pressure are not personality traits, but are manifested situationally.



ADJECTIVAL DESCRIPTION

These persons are described by others as relatively temperate, a little bit hurried, oscillating, fluctuating, situationally inconstant, changing, and active.



SUGGESTIONS FOR PERSONAL DEVELOPMENT

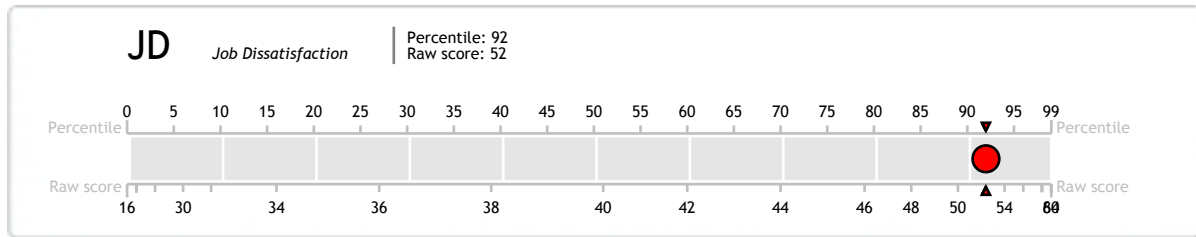
These persons must carefully assess which are the tasks they are likely to succeed in due to the person-environment fit and to organize them in terms of importance.

Then, they have to complete the tasks in a strict orderly fashion in order to avoid tense and precipitate situations.

It is advisable to not take on projects they think are too laborious or not adequate for them.



Scale JD: Job Dissatisfaction



BEHAVIORAL DESCRIPTION

These people experience a high total and specific to certain areas job dissatisfaction. They are discontent with aspects related to their current workplace, whether it is work conditions, interpersonal relationships with their colleagues, or the acknowledgement they receive for their efforts.

They may become apathetic, disinterested over time and perceive a great mismatch between their personal goals and the goals of the organization. As a consequence, they become unmotivated, and may behave indifferently, negligently, and lose their loyalty to the organization.



ADJECTIVAL DESCRIPTION

These people are described by others as pessimist, unmotivated, indifferent, dispirited, lethargic, and suspicious.



SUGGESTIONS FOR PERSONAL DEVELOPMENT

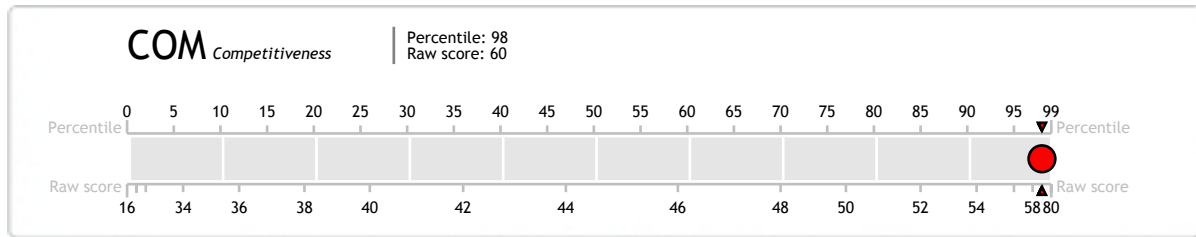
These people must assess their discontentment with the organization, colleagues, promotion, management style, and try to find out their trustworthy colleagues' opinions regarding these aspects.

If they notice their opinions are different, they must try to distinguish between situations that can be changed and those that can not.

Then they should try to take the initiative in situations that are controllable, and in other situations perceived as unfair, they must try to communicate their discontentment to the supervisor, their colleagues, and to discuss openly and assertively about them and to find favourable solutions for both sides.



Scale COM: Competitiveness



BEHAVIORAL DESCRIPTION

These people could be described as excessively competitive in all life domains. Actually, life itself is perceived as a great challenge and a great competition. Usually they would rather work individually, because they do not feel comfortably in situations needing cooperation, and because they want to get the entire credit.

Success makes them feel self-complacent; failure frustrates them but does not dishearten them, but instead represents a transitory process and motivates them to improve their performance. They are individualistic and that is why they are not able to enjoy other people's success and use to look on others' accomplishments as their own failures.

In order to achieve their goals they actively look for as many challenging situations as they can in order to increase their chances; they generally believe in the dictum "the end justifies the means". They are restless, permanently alert, and tend to perceive ordinary situations, lacking completely in competitive elements, as great challenges.

They are motivated by a high self-actualization need and also are driven by a basic necessity to be leaders in every activity. As leaders they use to demand their subordinates to perform tasks in a competitive manner.



ADJECTIVAL DESCRIPTION

These people are described by others as determined, extremely industrious, persevering, egocentric, focused on goals achievement, avid for success.



SUGGESTIONS FOR PERSONAL DEVELOPMENT

These people must learn to empathize with those around them. They must become aware of the fact that all successful people are trying hard to draw upon their own resources and make a great effort.

These individuals must realize that other people's success does not mean they have failed. In future situations they must look on other's achievements as if were their own's, and become aware of the efforts people made in order to be successful.

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