

Date of survey: 28/10/2020

Personal iWorkHealth Report

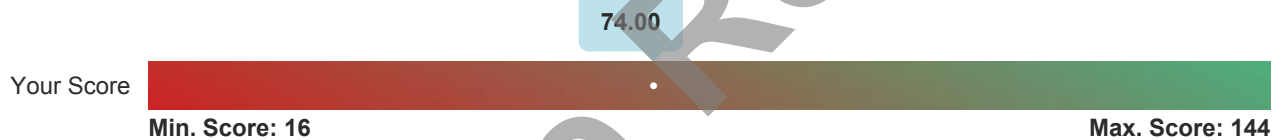
Thank you for completing iWorkHealth, a psychosocial health assessment tool to identify workplace stressors. iWorkHealth is developed by Singapore's Workplace Safety and Health Institute in partnership with the Workplace Safety and Health Council, Institute of Mental Health, Changi General Hospital, and Health Promotion Board.

Below is the report based on your responses. We hope the findings will inform you on potential factors causing stress at work and suggestions on how to manage them. Your company will receive an overall aggregated iWorkHealth report on opportunities to foster better psychosocial health in your company.

SECTION I: YOUR MENTAL WELL-BEING

Mental well-being is the state of well-being where you realise your own abilities, can cope with the normal stresses of life, can work productively and fruitfully and is able to make a contribution to your community.

Positive mental well-being is a set of life skills that helps you meet life's challenges, make positive connections with others, and live life fully. It also allows you to feel good and function well, even in difficult situations. Without positive mental well-being, people may live unhappy lives, not knowing how to use their own strengths and the resources around them to live life optimally.



Analysis:

Your overall mental well-being is fair. This means that you:

- May sometimes find it hard to function effectively at home and at work
- Could be facing some difficulty maintaining satisfying relationships with family and friends
- May need occasional help to make effective decisions or solve problems
- May sometimes be unaware of your emotions, or find it hard to control them
- May question your self-worth at times
- May find it tough to cope with challenges and obstacles

The good news is that mental well-being can be improved. By doing this survey, you have taken the first step to identify what can be improved in your work to help you in your improvement journey.

• WORK STRESS

Work Stress is a person's response when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.



Analysis:

- You are in control of your thoughts, feelings and behaviours and know how to manage your negative feelings.
- You are able to cope with life's challenges.

SECTION II: YOUR EXPERIENCE WITH WORKPLACE HARASSMENT

Workplace harassment occurs when one party at the workplace demonstrates behaviour that causes or is likely to cause harassment, alarm or distress to another party. Workplace harassment can be carried out by co-workers at any level of the organisation and by external parties e.g. contractors, customers, patients. It can occur through different modes of communication, such as face-to-face, email, text messaging or social media.

Analysis:

- Help is available for you to manage the harassment you have encountered. Please refer to the [Tripartite Advisory on Managing Workplace Harassment](#) to find out what courses of action you can take. Alternatively, approach TAFEP for assistance regarding workplace harassment.

SECTION III: STRENGTHS AND OPPORTUNITIES TO FURTHER IMPROVE MENTAL WELL-BEING

Factors with scores in the red zone of the heatmaps provide opportunities to achieve improvements in your mental well-being. Factors with scores in the green zone are your strengths which you can leverage on.

- **JOB SATISFACTION**

A feeling of fulfilment that a person derives from his/her job.

**Analysis:**

- You are satisfied with your job and the company you are working in.

- **JOB RECOGNITION**

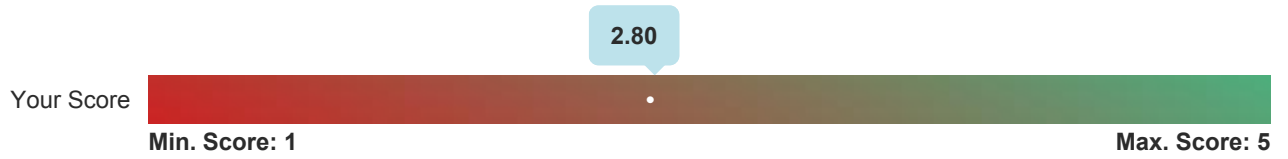
Promotion, pay, recognition of work performance, job security, etc.

**Analysis:**

- You are generally satisfied with the recognition you receive at work.

• **JOB DEMANDS**

Physical, social, psychological or organisational aspects of the job that require sustained physical and/or psychological effort.

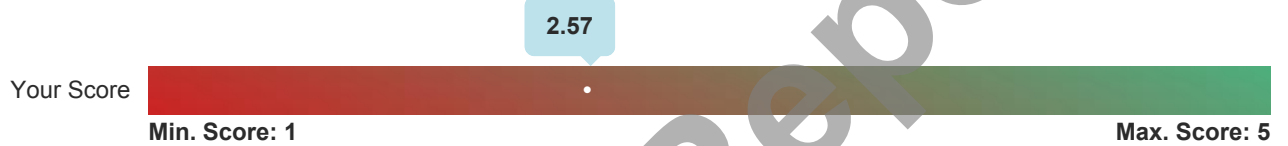


Analysis:

- You may feel that your current job demands are excessive.

• **JOB CONTROL**

Aspects of the job that allow control over own work performance.



Analysis:

- You may feel that there is a lack of clarity of the tasks expected of you and that resources are inadequate.

• **SOCIAL SUPPORT**

Relationship with supervisors and co-workers that provide socio-emotional support.



Analysis:

- You may feel that the social support at work can be improved.

• **ORGANISATIONAL CULTURE**

A system of shared assumptions, values and beliefs which governs how people behave in the organisation.

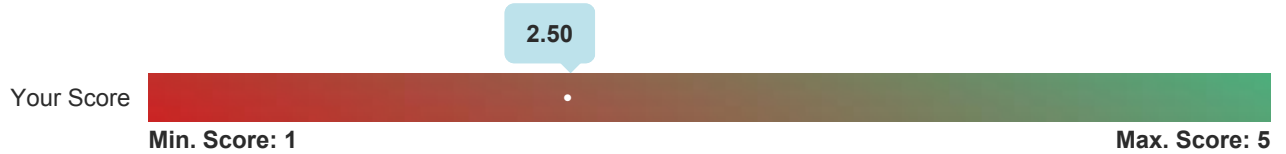


Analysis:

- You feel that your organisation rewards employees fairly and treats them well.

• **MANAGEMENT SUPPORT**

Management's commitment and involvement, as seen in organisational values, policies, practices and procedures.

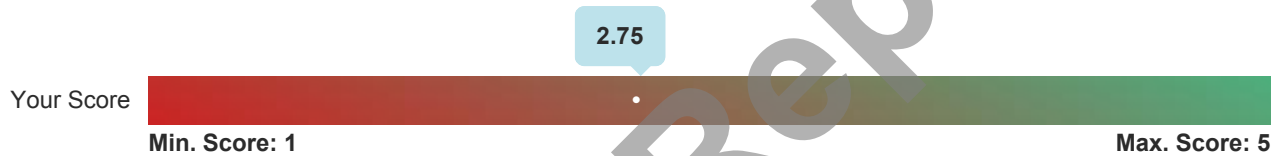


Analysis:

- You believe that more can be done to increase senior management's commitment and involvement to improve employees' mental well-being.

• **TOTAL WSH MANAGEMENT SYSTEM**

A holistic and integrated approach to manage the interaction between work, safety and health so as to promote the well-being of workers.



Analysis:

- Do work with your supervisor and management to identify ways to further improve the safety, health and well-being of all employees in the company.
You may refer to www.wshc.sg/totalwsh for more details on how to implement Total WSH, a holistic approach to manage employees' safety, health and well-being in the workplace.

Thank you for participating in this survey.

We hope that the results will help you strive to create a great workplace for yourself.

To get started, please refer to this [Link](#) or QR code for some recommendations and helplines.



Disclaimer: The report is not intended to be, and should not be used for medical diagnostic or treatment purposes. It is not a substitute for medical advice on your state of health.

THANK YOU