

## Summary of Results

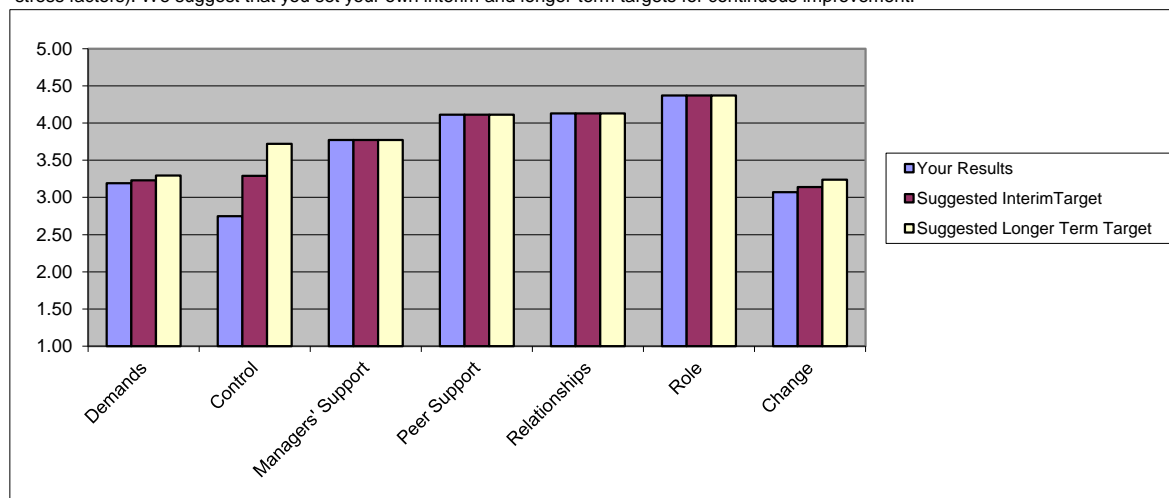
	Your Results	Suggested Interim Target	Suggested Longer Term Target
Demands	3.19	3.23	3.29
Control	2.75	3.29	3.72
Managers' Support	3.77	3.77	3.77 *
Peer Support	4.11	4.11	4.11 *
Relationships	4.13	4.13	4.13 *
Role	4.37	4.37	4.37 *
Change	3.07	3.14	3.24

Data Set: Organisational Averages

**Key**

	Doing very well - need to maintain performance
	Represents those at, above or close to the 80th percentile <sup>†</sup>
	Good, but need for improvement
	Represents those better than average but not yet at, above or close to the 80th percentile <sup>†</sup>
	Clear need for improvement
	Represents those likely to be below average but not below the 20th percentile <sup>†</sup>
	Urgent action needed
	Represents those below the 20th percentile <sup>†</sup>

\*You are doing very well on the following stress factors: Managers' Support, Peer Support, Relationships, Role (you are above the 80th percentile for these stress factors). We suggest that you set your own interim and longer-term targets for continuous improvement.



<sup>†</sup> Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)