

SELECTOR

stress reactions assessment

Mr Mike SAMPLE

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Visit
<https://www.selectorgroup.com/product/selector-stress-reactions/> for more information on Selector Stress Reactions.

Introduction

Selector Stress Reactions

Selector Stress Reactions assesses individual differences in the tendency to experience strain. A stress reaction style describes the way a person is likely to experience strain in the presence of environmental stressors.

The overall Stress Reactions scale summarises an individual's tendency when under pressure to have physical reactions, experience anxiety, experience a desire to disengage from the cause of the stress, and the tendency to become distracted when under pressure. Most experience these symptoms to some degree, however there are some who experience these reactions more than others when under pressure.

Why measure stress reactions?

Identifying the likelihood of stress reactions can be useful for several reasons. In relation to the work environment, for example, our research indicates that people who experience more severe stress reactions are more likely to perceive their work environments as threatening and pressured. They are also more likely to experience work withdrawal. Work withdrawal includes counter-productive work behaviours such as absenteeism, tardiness, and other behaviours reflecting an employee's desire to avoid work tasks and the work environment.

Additionally, the Stress Reactions profile is useful for employers wishing to identify those more likely to experience severe stress reactions; this is particularly relevant in high pressure occupations. Armed with the knowledge of stress reaction styles the employer may design targeted individual or group interventions.

Furthermore, individuals themselves may be interested in identifying and exploring their typical reactions to stress and may be encouraged to develop more effective coping processes.

Notes on Selector Stress Reactions

While it is possible that people will be lower or higher on the sub-scales, for example, high anxiety, high withdrawal, high distraction, but low somatization, the more common pattern observed is for individuals to score similarly across dimensions.

It is likely that people low on the overall Stress Reaction style will have coping strategies in place for dealing with stressors. These strategies are likely to be action-focused rather than emotion-focused. From our validation research we know that those with low scores are more emotionally stable, more likely to report being satisfied with their job, and are more likely to be good 'organisational citizens'.

For more details, including test construction, please see the technical manual or visit the Selector website.

Important information

Self-reporting, especially where test items are transparent, has unavoidable limitations. Individuals may either consciously or unconsciously attempt to influence their results. This 'response bias' is more likely where there is a motivation to present a 'socially desirable' image. Self-awareness also influences the results.

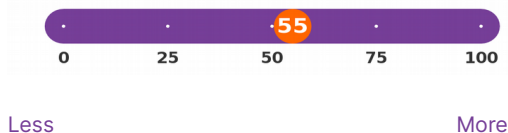
To provide meaning to the results, scores are standardised, meaning the test-takers responses are compared with the responses of a large representative sample. Standardised scores assume normally distributed data; if not there can be distortion in results. Note that the 'Stress Reaction' scale has what is known as a 'ceiling effect' meaning it is difficult to distinguish real differences between individuals scoring at the top end of the scale. Conversely, the sub-scales, especially the Somatization scale has what is known as a 'floor effect' meaning it is difficult to distinguish real differences between individuals scoring at the low end of the scale.

Nonetheless, this report provides a platform to explore an individual's self-awareness, reactions under stress and potential individual and organisational impacts.

Percentile scores

A percentile score is a score below which a certain percentage of observations fall. So, for example, the 20th percentile is the value (or score) below which 20 percent of the observations may be found. In other words, if Mike scores at the 20th percentile that means he scored higher than 20 percent of the population or, alternatively, 80 percent of the population scored higher than he did.

Example percentile graph



In this example, the candidate's score (55) is at the 55th percentile against the general population. This means their score is higher than 55% of the population or, in other words, slightly higher than average. Another way of looking at this is 45% of people have a higher score than this example candidate.

Important note

It is very important to remember the percentile scores are **not** scores out of a hundred but an indication of how the candidate ranks against the particular population to which they are being compared.

It is also essential to understand that a higher score is not necessarily a *better* score and a lower score is not necessarily a *worse* score - it all depends on the particular trait as to how you interpret the score.

Stress reactions scores

Test-takers are asked about the degree to which they experience symptoms of anxiety, somatisation, distraction and withdrawal when under stress. Each cluster is represented by six questions.

In the following example the candidate responded 'same' for five items and "much more" for one item in the somatisation cluster. They have indicated their physical state remains unchanged when under stress, apart from experiencing 'Feeling faint or dizzy' much more when under stress.

Example stress reactions



The candidate was asked to what degree he/she experiences the physical manifestations of psychological symptoms. For example, the conversion of feelings of pressure from their environment into bodily dysfunction. These factors are linked to arousal of the autonomic nervous system, the part of the nervous system that controls involuntary body reactions.

Most of our test population did not report somatic symptoms.

The candidate is aware of experiencing more or much more of the following symptom when under pressure:

- Feeling faint or dizzy

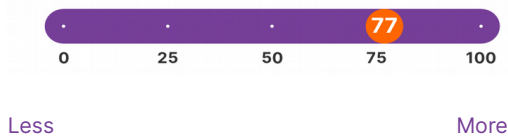
Changes to the way we report overall stress reaction

Overall stress reaction is now reported as a percentile score, allowing comparison of Mike against the general norm group.

The Stress Reaction graph shows Mike’s score when compared with the general population, also known as a ‘norm group’. The norm group for the Reaction to Stress section is based on 29795 responses. This norm group is made up of 52.7% female and 47.3% male of which 71.8% identify as European, 17.2% identify as Asian and 8.1% as Māori or Pacifica. Of the norm group 88.0% have English as a first language.

Stress reaction

The stress reaction scale is a report of Mike’s likelihood of experiencing anxiety, somatization, distraction and withdrawal, relative to others, when under stress.



When under stress, Mike reports experiencing a slight increase in some of the physical and/or psychological symptoms of stress. The results indicate a slightly greater degree of stress reactions compared to most others. Manifestations of this stress could include experiencing anxiety and tension, physical changes, difficulty with focus and withdrawal.

It is important for a manager to explore what coping mechanisms Mike has in place. Constructive coping strategies and coping flexibility (ability to modify coping strategies to the context) will be beneficial.

Contributors to stress reaction

Mike’s reaction to stress score is made up from the following Anxiety, Somatization, Distraction and Withdrawal scores.

Anxiety

The Anxiety scale assesses the tendency to experience the cognitive aspects of stress, such as nervousness, tension and worry when under stress.



Mike was asked to what degree he experiences the cognitive aspects of stress, such as nervousness, tension and worry when under stress.

Most of our test population reported a small increase in some aspects of anxiety when under pressure.

Mike is aware of experiencing more or much more of the following symptom when under pressure:

- Feeling annoyed or irritated

Somatization

Somatization describes the physical experience of psychological symptoms. For example, the conversion of feelings of pressure from your environment into bodily dysfunction. These factors are linked to arousal of the autonomic nervous system, the part of the nervous system that controls involuntary body reactions.



Mike was asked to what degree he experiences the physical manifestations of psychological symptoms. For example, the conversion of feelings of pressure from their environment into bodily dysfunction. These factors are linked to arousal of the autonomic nervous system, the part of the nervous system that controls involuntary body reactions.

Most of our test population did not report somatic symptoms.

Distraction

The ability to concentrate when under pressure is critical in many work environments and is well known to be affected by workplace stress. Distraction measures the ability to maintain focus when under stress.



Mike was asked to what degree he has trouble with concentration, effort and focus when under pressure. The ability to concentrate when under pressure is critical in many work environments and is well known to be affected by workplace stress.

Mike is aware of experiencing more or much more of the following symptoms when under pressure:

- Having difficulty thinking clearly
- Having trouble concentrating

Withdrawal

Withdrawal measures the tendency to disengage from people and situations when under stress.



Mike was asked to what degree he withdraws when under stress. Withdrawal refers to disengaging from people and situations when under stress, and the experience of hopelessness and isolation. Withdrawal may sometimes be used as an avoidance strategy.

Mike is aware of experiencing more or much more of the following symptoms when under pressure:

- Feeling that others do not care
- Just wanting to be left alone
- Feeling that no one else can help him
- Withdrawing into his own thoughts

Next steps

Consider using the information contained in the Stress Reactions report to probe for further information.

For example, ask:

- What changes would be obvious to your Manager and peers when you are under stress?
- Would you be interested in having access to resources at work to help manage stress?
- How could your employer help you maintain your well-being?
- What strategies do you have in place for coping with stress?
- What is your biggest work-related stressor? How are you managing this?
- You have stated that you experience increased (insert symptom) when under stress. In what sort of situations do you experience this reaction predominantly? How often do you experience this and how long does this reaction last? Can you provide a recent example?
- You have stated that you experience increased (insert symptoms) when under stress. What occurs with your productivity when you experience this reaction? Have any of these symptoms resulted in absenteeism?