

**TTI SI Stress Assessment Explained**  
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**The bases or theory base behind our Stress assessment?**

Unlike behaviors and motivators, which draw from Marston and Spranger, there is not a philosophic underpinning for stress, but rather a well-documented research and data trail that led to our final category selection. After a massive literature search on both workplace stress and the state of the art of evaluating stress, several major studies emerged. The foundational studies emerged from the United Kingdom and are called Whitehall Studies 1&2. This same process of studying stress factors in the workplace was duplicated in the USA.

While the findings regarding the previously undisclosed level of stress are of value, the main takeaway for us was their meta-analysis of the data and the groupings of workplace stress factors that emerged from their study. Those groupings were cross referenced to our own literature search and found to be accurate sources of workplace stress. These include: Demands, Effort/reward balance, Control, Organization change, Management/supervisor, social support and job security. We also glean from the literature the need to examine the presence of any physical and mental stress factors that allow us to draw conclusions regarding workplace stress vs outside work factors.

We continue to monitor this group and several other major government agencies regarding current studies. Please examine the current work by the Whitehall foundation at:

<http://www.ucl.ac.uk/whitehall>

**What is the focus of this stress assessment?**

This diagnostic assessment is focused on the workplace for a number of reasons. While we all can and from time to time do, bring our personal issues into the workplace, work related problems are the only ones that management has control over and therefore must be aware. In addition, please notice that in fact we do ask a set of questions that get at physical and mental stress levels and these responses are compared with workplace levels to determine internal vs external sources of stress. Lastly, this tool is designed as a workplace diagnostic tool and working directly with businesses is our focus at TTISI. For legal and ethical reasons, we must stay within the work environment and not open privacy issues.

Thank you for your interest in our Stress Assessment. I hope you found this background information helpful.