



Work and Well-being Inventory

English version of the VAR-2

Name	Sans Nom
Gender	Woman
Age	19 years
Birthdate	1-1-2000
Reference code	1234567890
Measurement	Screening
Date	27-12-2018

Report

Version 2.2 W-EN (variant employee)

Scoreprofile

		Low	Below average	Average	Above average	High
Resources						
Social support at home	●			X		
Social support at work	●			X		
Job satisfaction	●			X		
Control	●●				X	
Stressors						
Life stressors	●			X		
Job strain	●●					X
Personal characteristics						
Avoidance	●			X		
Perfectionism	●●					X
Symptoms						
Stress	●				X	
Fatigue	●			X		
Anxiety	●		X			
Depression	●		X			
Illness behavior						
Illness behavior	●			X		

Legend	●●	Abnormal (clinical range)	●	Normal
	●	Attention required	●●	Resilience or buffer





T-score





Resources	Social support at home	56
	Social support at work	47
	Job satisfaction	55
	Control	64
Stressors	Life stressors	52
	Job strain	70
Personal characteristics	Avoidance	51
	Perfectionism	70
Symptoms	Stress	61
	Fatigue	52
	Anxiety	42
	Depression	49
Illness behavior	Illness behavior	51

Return-to-Work

Risk of long-term absenteeism (more than three months)		
	Yes	No
At risk		X

Fitness

Work ability				
	Poor	Moderate	Good	Excellent
Work ability			X	
Mental Health				
	Poor	Moderate	Good	Excellent
Mental health			X	
Musculoskeletal functioning				
	Poor	Moderate	Good	Excellent
Musculoskeletal functioning			X	
Healthy lifestyle				
	Poor	Moderate	Good	Excellent
Healthy lifestyle			X	

Legend			
	Abnormal (clinical range)		Normal
	Attention required		Resilience or buffer

Resources

		Not	Somewhat	Mostly	Fully
Social support at home					
76	Family and friends support me			X	
83	There are people in whom I can confide and they listen				X
85	I can feel at ease with my partner or my friends				X
88	My family or friends give me good advice			X	
92	In case of problems I can always fall back on my relatives				X
Social support at work					
Social support manager or supervisor					
37	I get along well with my manager or supervisor			X	
43	My manager or supervisor understands my circumstances			X	
49	I feel valued by my manager or supervisor			X	
Social support colleagues					
39	My colleagues support me			X	
45	I feel valued by my colleagues			X	
Job satisfaction					
Work experience					
33	I thoroughly enjoy my work			X	
38	My job suits me well			X	
Challenge					
47	My job is varied and stimulating				X
51	My job is sufficiently challenging			X	
Competence					
53	The level of my job is about right for me			X	
Terms and conditions of employment					
58	I am satisfied with the terms and conditions of my job				X
Resentment					
52	Things have happened at work that still bother me	X			
Considering changing jobs					
56	I'm thinking of finding another job	X			
Control					
36	I can decide when to take my breaks at work				X
41	I have a lot of flexibility in my job				X
48	I decide my pace of work				X
54	I can decide the amount of work I perform in one day			X	
57	I can plan my working day the way I want to			X	

Stressors

		Not	Somewhat	Mostly	Fully
Life stressors					
Life events					
78	I have had unpleasant experiences in my life that I frequently still think about		X		
80	I have suffered a lot of misfortune in the past year	X			
86	Major changes have occurred in my private life in the past year	X			
Daily hassles					
77	My home life is filled with arguing and bickering		X		
81	The hassles or problems at home take up a lot of my energy			X	
89	I have a lot of worries at home		X		
91	I feel that my responsibilities at home demand the majority of my time and energy	X			
Job strain					
Workload					
34	I have too many things to do at work			X	
42	I need to work very hard in order to finish my daily tasks				X
Emotional burden					
44	My job is very demanding			X	
46	I experience a lot of stress at work		X		
Need for recovery					
35	When I have finished work I feel really exhausted		X		
50	I feel burnt out because of my work		X		
Switch off					
40	In my free time I think a lot about my work				X
55	I find it hard to switch off from work			X	
Work-home interference					
82	Reconciling work and private life is hard work for me		X		
93	I neglect the things that are really important to me because I am so busy		X		

Personal characteristics

		Not	Somewhat	Mostly	Fully
Avoidance					
	Avoidance behaviour				
60	I tend to put off difficult conversations		X		
61	I find it hard to stand up for myself			X	
63	I tend to put off dealing with difficult problems	X			
70	I wait a long time before I express my irritations		X		
71	I try to avoid difficult situations as much as possible	X			
Not solving problems					
65	It is difficult for me to ask for help if I need it		X		
66	When I need to solve a problem I frequently don't know where to start	X			
69	I have difficulty making decisions	X			
Perfectionism					
	Insistent				
62	I demand a lot of myself while working				X
67	I am hard on myself			X	
72	I dedicate myself 100% at work				X
74	I am a high achiever at work			X	
75	Other people believe I am a perfectionist				X
Diligence					
59	I often do more than is asked of me				X
64	I find it hard to slow down			X	
68	People who cut corners irritate me a lot				X
73	I work harder than most people I know			X	

Symptoms

		Not	Sometimes	Often	Most
Stress					
6	Become easily annoyed or irritated			X	
15	Difficulty thinking clearly		X		
19	Being forgetful		X		
23	Not being able to focus on what needs to be done	X			
24	Difficulty concentrating		X		
25	Getting irritated when being interrupted by others			X	
Fatigue					
9	Not feeling fit and rested in the morning			X	
13	Feeling tired after minimal activity		X		
18	A general feeling of tiredness	X			
21	Feeling exhausted	X			
Anxiety					
5	Worrying too much		X		
7	Feeling anxious or fearful	X			
11	Avoiding situations or activities because of anxiety or fear	X			
16	Feeling nervous	X			
22	Feeling worries or uneasy about things that could happen	X			
Depression					
8	Feeling hopeless about the future	X			
10	Feeling that life is meaningless	X			
12	Feeling worthless		X		
14	Thinking 'I wish I was dead'	X			
17	Having no interest in anything	X			
20	Feeling sad	X			

Illness behavior

		Not	Somewhat	Mostly	Fully
Illness behavior					
	Impact of symptoms				
32	My symptoms are bothering me a lot		X		
	Need to rest				
29	Time off work is an absolute necessity for me at the moment	X			
	Own prognosis of recovery				
27	It will take a long time before I am fully recovered		X		
	Symptom aggravation due to work				
26	My everyday work aggravates my symptoms	X			
28	My performance at work is hindered by my symptoms	X			
	Threshold for work resumption				
30	It is not sensible to continue to work with my symptoms		X		
31	I fear my symptoms will worsen if I increase work	X			

Other questions

		Not	Sometimes	Often	Most
Fitness					
	Musculoskeletal functioning				
1	Back pain		X		
2	Neck or shoulder pain			X	
3	Forearm, wrists or hand complaints	X			
4	Hip, knee, ankle, or foot complaints	X			
		Not	Somewhat	Mostly	Fully
Healthy lifestyle					
79	I do some kind of physical exercise on a regular basis			X	
84	I smoke	X			
87	I drink too much alcohol (more than one glass per day)	X			
90	I am too heavy (body weight)	X			
94	In my life there is time to unwind and relax		X		