



# Work and Well-being Inventory

English version of the VAR-2

Name	Olivia Smith
Gender	Woman
Age	23 years
Birthdate	01-11-1999
Reference code	1029384756
Measurement	Health check
Date	08-07-2023

## Report

Version 3.0 W-EN (variant werknemer)

## Scoreprofile


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

<b>Legend</b>	●●	Abnormal (clinical range)	●	Normal
	●	Attention required	●●	Resilience or buffer





## T-score





<b>Resources</b>	Social support at home	56
	Social support at work	57
	Job satisfaction	55
	Control	67
<b>Stressors</b>	Life stressors	44
	Job strain	67
	Unsafe workplace	63
<b>Personal characteristics</b>	Avoidance	48
	Perfectionism	64
<b>Symptoms</b>	Stress	65
	Fatigue	52
	Anxiety	64
	Depression	44
<b>Illness behavior</b>	Illness behavior	43

## 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
<b>Social support at home</b>					
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
<b>Social support at work</b>					
<b>Social support manager or supervisor</b>					
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
<b>Social support colleagues</b>					
39	My colleagues support me				X
45	I feel valued by my colleagues				X
<b>Job satisfaction</b>					
<b>Work experience</b>					
33	I thoroughly enjoy my work				X
38	My job suits me well				X
<b>Challenge</b>					
47	My job is varied and stimulating				X
51	My job is sufficiently challenging		X		
<b>Competence</b>					
53	The level of my job is about right for me			X	
<b>Terms and conditions of employment</b>					
58	I am satisfied with the terms and conditions of my job			X	
<b>Resentment</b>					
52	Things have happened at work that still bother me	X			
<b>Considering changing jobs</b>					
56	I'm thinking of finding another job	X			
<b>Control</b>					
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
<b>Life stressors</b>					
	<b>Life events</b>				
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			
	<b>Daily hassles</b>				
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			
<b>Job strain</b>					
	<b>Workload</b>				
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	
	<b>Emotional burden</b>				
44	My job is very demanding				X
46	I experience a lot of stress at work		X		
	<b>Need for recovery</b>				
35	When I have finished work I feel really exhausted		X		
50	I feel burnt out because of my work		X		
	<b>Switch off</b>				
40	In my free time I think a lot about my work			X	
55	I find it hard to switch off from work			X	
	<b>Work-home interference</b>				
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		
		Not	Sometimes	Often	Most
<b>Unsafe workplace</b>					
	<b>Feeling unsafe on the job</b>				
95	Cursing or insulting	X			
96	Bullying		X		
97	Threat or physical violence	X			

98	Discrimination	X			
99	Sexual harassment			X	

## Personal characteristics

		Not	Somewhat	Mostly	Fully
<b>Avoidance</b>					
	<b>Avoidance behaviour</b>				
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			
	<b>Not solving problems</b>				
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		
<b>Perfectionism</b>					
	<b>Insistent</b>				
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		
	<b>Diligence</b>				
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
<b>Stress</b>					
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	
<b>Fatigue</b>					
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	
<b>Anxiety</b>					
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			
<b>Depression</b>					
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
<b>Illness behavior</b>					
	<b>Impact of symptoms</b>				
32	My symptoms are bothering me a lot	X			
	<b>Need to rest</b>				
29	Time off work is an absolute necessity for me at the moment	X			
	<b>Own prognosis of recovery</b>				
27	It will take a long time before I am fully recovered	X			
	<b>Symptom aggravation due to work</b>				
26	My everyday work aggravates my symptoms	X			
28	My performance at work is hindered by my symptoms	X			
	<b>Threshold for work resumption</b>				
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
<b>Fitness</b>					
	<b>Musculoskeletal functioning</b>				
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
<b>Healthy lifestyle</b>					
79	I do some kind of physical exercise on a regular basis			X	
84	I smoke	X			
87	I actually should drink less alcohol	X			
90	I am too heavy (body weight)				X
94	In my life there is time to unwind and relax		X		