



# Work and Well-being Inventory

English version of the VAR-2

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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				

### Legend





●● Abnormal (clinical range)  
● Attention required





● Normal  
●● Resilience or buffer

## 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		

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

## English version of the VAR-2

### Explanatory note

This questionnaire assesses the stresses and resources in your work and personal life, how you deal with them and how you feel about it. The questionnaire is based on a model that assumes that people develop stress symptoms when the workload in our lives exceeds the resources we have available. The strain in our lives comes from outside influences (this is what we call stressors) and from how we deal with situations (this is what we call personality characteristics). The questionnaire consists of five dimensions: resources, stressors, personality characteristics, complaints and disabilities. Two additional indices are also measured: work resumption and sustainable employability. The results in this report were established by comparing your answers with a large group of employees from various industries. So you will see how you score compared to this norm group. If you score average, for example, this means that your score is comparable to that of most other employees. The meaning of the scores has been established based on scientific research. The descriptions in this report are a snapshot in time. They reflect your assessment of your work and personal life at the time you completed the questionnaire. If your situation changes, or if something changes in how you feel, the results will be different.

### Resources

Resources give you resilience and show you what energizes you. They act as a buffer. They ensure that negative events have less impact on you.



#### Social support at home

Score: Average

You have a circle of friends and family around you that you can call on when needed. You also dare to ask for help and you discuss your feelings with the people around you. The social support you have is enough to cope with major problems so that you are not alone. Keep it that way!



#### Social support at work

Score: Average

With regard to labour relations at work, you score average. You feel sufficiently supported by your colleagues and manager. Major bottlenecks do not occur. Good labour relations are protective against stress. You are likely to work in an environment where colleagues and supervisor interact in a relaxed manner.



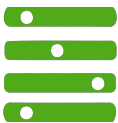
#### Job satisfaction

Score: Average

You generally enjoy going to work. Your job satisfaction is in the average range. Working clearly adds value to your life. Working is more than just an "income" to you. A job satisfaction score in the average range keeps you in balance. It means there is more to you than just work. And on the other hand, you also keep challenging yourself because you are not 100% satisfied. You will be very satisfied in some sub areas of job satisfaction and less satisfied in some other sub areas. Maybe you are not completely satisfied with your working conditions or you miss challenges in your work. List the pluses and minuses for yourself. Strip away what you cannot change and look for opportunities in which areas you can increase your job satisfaction.

#### Control

Score: Above average



You experience a lot of freedom in your work. The pace of work and how you organize your work is largely up to you. You probably have a profession where that is possible, but on top of that you are also able to give your own interpretation to your work. People who feel autonomous in their work generally suffer less from work-related stress and perform better. Because you have a lot of influence on how you organize your work, you can tolerate a slightly higher workload much better. You then have more influence on it.

## Stressors

Stressors refers to events and circumstances that can lead to tension/stress, or where we start to feel "pressure. The questionnaire distinguishes between daily stressors and major life events. In addition, a distinction is made between stressors in our private life and work pressure.

### Life stressors

Score: Average



Your private life is in a "normal" situation for you. This does not mean that you are completely problem-free. But all in all, there are no major obstacles in your life right now. If there are problems at all, they are manageable and occur in one or a few areas. You may sometimes feel as if you are being lived at home or that some problems take up energy. But this is no different for most people. The amount of sources of stress in your personal life are fairly average. As far as you can influence that, try to keep it that way!

### Job strain

Score: Above average



You are currently experiencing an above-average workload. Possibly there is a relatively large amount of work to do, but it could also be that there are other reasons why you have been working with a certain amount of tension more often lately. There will be more frequent days when you are really worn out at the end of the workday. First try to determine for yourself whether the workload you are experiencing now is temporary in nature or has been present for some time. If the increased workload is temporary, then there need not be anything wrong. But if the workload has been high for some time, then it is wise to look for solutions. Maybe you need to change something about how you work. Or talk about it with your supervisor.

### Unsafe workplace

Score: Above average



You do not feel sufficiently safe at work. Threatening situations seem to be occurring at your work for you. This may have to do with things like swearing, bullying, discrimination or sexual harassment. It is important that this stops. Talk about it with your supervisor. Or consult a confidential advisor.

## Personal characteristics

This report examines two personality traits that play a role in regulating stress: avoidance and perfectionism. Perfectionism means that we set the bar high for ourselves. As a result, a person may feel increasingly pressured. When we avoid often and a lot, we build tension because problems are not solved.

### Avoidance

Score: Average



You are someone who usually tackles problems actively. But it is also not the case that you act rashly. Sometimes it is good to first think about the best solution to a problem. And you do. In fact, you show a nice balance between actively tackling problems and sometimes taking a more passive approach. Perhaps you sometimes find it difficult to stand up for yourself or you wait too long before expressing irritations. These moments of feeling insecure are perfectly normal and are not a fixed pattern with you. The big picture is that you have enough self-confidence to deal with problems.

### Perfectionism

Score: Above average



You are someone who regularly sets high standards for yourself. And sometimes you are strict and critical of yourself. You tend to be achievement-oriented and others will find you passionate. For you, something is not easily good enough. You are diligent, you will often do more than is asked of you. The high standards you set for yourself, you probably also set for others. Hence, you may be irritated by lazy colleagues. Sometimes people tend toward perfectionism because they are actually not satisfied with themselves or fear that others are not satisfied with them. Try checking this out for yourself. Perfectionism enables you to get a lot of work done. But sometimes you can put so much pressure on yourself that you work with tension and then you are actually less effective. Try to keep the good of your passion, but also try, especially with less important things, to be satisfied more quickly, even if something is not quite perfect.

## Symptoms

Psychological symptoms reflect how you feel about yourself. An excess of stressors combined with a lack of resources and/or difficulty regulating these stressors can lead to psychological symptoms. The four most common psychological complaints are: stress, fatigue, anxiety and depression.

### Stress

Score: Above average



You have a slightly elevated stress level. You may be a somewhat irritable when people disturb you. You probably catch yourself sometimes missing the overview. People with slightly elevated stress levels are more likely to experience symptoms such as difficulty concentrating or forgetfulness. These symptoms are signs of overload; the bucket is starting to get full. Note that your stress level is mildly elevated and not severely elevated. You certainly still have a sense of control over your life, and you will probably be able to handle most daily tasks. But it does cost you more effort. You are beginning to get into the danger zone. Consider whether this is temporary or has been the case for much longer. If your stress level has been elevated due to temporary busyness or other circumstances, then nothing is wrong. But if it has been like this for much longer (six months or more) consider what might be causing it. Has your workload increased, or do you have a stressful home situation, or do you make high demands on yourself?



### Fatigue

Score: Average

You have sufficient vitality to cope with life's challenges. You usually get up rested and start the day full of fresh courage. You do not suffer from fatigue. And if you do feel tired, it is a normal, reactive fatigue that disappears again when you rest.



### Anxiety

Score: Above average

The test shows that you suffer slightly more than average from fretting (worrying about something) and feeling nervous. By the way, this does not necessarily mean that you also have an anxiety disorder. A slightly elevated level of anxiety usually accompanies stress and is harmless in itself. Worrying causes stress and stress also makes you feel more nervous. Sometimes people also start to worry about the stress symptoms themselves. Fatigue can also lead to feelings of nervousness. Often people find that when they become better rested and the stress subsides, feelings of nervousness disappear like snow in the sun. Sometimes the worrying also stops because they can put things into perspective.



### Depression

Score: Low

Your mood is normal. We see no evidence of disturbed mood. You feel generally well. You experience adequate self-confidence.

## Illness behavior

Physical and/or psychological symptoms can cause obstacles in our daily functioning. People differ in the degree to which they experience obstacles from their symptoms and how they cope with their symptoms.



### Illness behavior

Score: Low

You probably have few or no physical or psychological symptoms. And if you do have them, they do not bother you much. You report having no disabilities because of complaints in your daily life.

## Return-to-Work

Dit is de beschrijving van scoregroep Return-to-Work ten behoeven van het written report. Een tekstuele beschrijving met een hoop lettertjes, om er voor te zorgen dat de opmaak van het written report er een beetje realistisch uitziet.



### **Risk of long-term absenteeism (more than three months)**

Score: At risk: No

If you are now absent from work, your absence is expected to be short-term. That is, less than three months. If you are not absent now, then this text does not apply to you.

## Fitness

Dit is de beschrijving van scoregroep Fitness ten behoeven van het written report. Een tekstuele beschrijving met een hoop lettertjes, om er voor te zorgen dat de opmaak van het written report er een beetje realistisch uitziet.



### **Work ability**

Score: Good

Your working ability is good. You are sufficiently vital and physically and mentally healthy to perform your work duties.



### **Mental Health**

Score: Mental health: Good

Your mental health is good right now. You are in good shape. You usually sleep well and you can concentrate well. You also usually have plenty of energy. Of course, this will not be the case every day. There will be days when you suffer from stress. But serious psychological complaints do not occur.



### **Musculoskeletal functioning**

Score: Good

You have virtually no complaints about your musculoskeletal system, such as back pain or neck/shoulder problems related to your work. Occasionally it does occur, but this is of a transient nature.



### **Healthy lifestyle**

Score: Moderate

Your lifestyle is moderate. Not really unhealthy, but could be improved. We look at four lifestyle factors: smoking, alcohol consumption, weight and regular exercise. You score poorly on one or two of these four factors. It's not always easy to do something about it, and you have to see the benefit. But it does pay off. A healthy lifestyle enables you to cope better with stress and supports your ability to recover when you are sick. A lifestyle coach can help you get a grip on a healthier lifestyle.