



care4you by FlyIT
Because how you feel at work matters.
TAX ID: HU27839294 Web: flyit.hu/eng/wellbeing

Individual stress inventory: a1f63fad-82a5-45e6-857c-bc0d7bf82d9b
Date:: 2025-12-17

COMPANY NAME:

FlyIT Kft.

COMPANY ID:

FlyIT Kft.;913eb72a3763

DEPARTMENT(S):

PowerPlatform dev team;a9d252de6a64

UNIQUE IDENTIFIER

FLYIT001

Psychosocial risks questionnaire

STRESS EFFECTS

0-35%

36-65%

66-100%

66%

HABITS / CHARACTERISTICS

0-35%

36-65%

66-100%

76%

HEALTH CONDITION

0-35%

36-65%

66-100%

87%

Health condition	Problem	To be developed	Correct
Emotional symptoms			•
Physical symptoms			•
Use of medicines			•
Body-mass index			•
Habits / characteristics	Problem	To be developed	Correct
Sleep			•
Smoking			•
Alcohol consumption			•
Movement, sport, daily activity			•
Knowledge and use of stress management techniques		•	
Conscious stress management		•	
Coping / Coping	Problem	To be developed	Correct
Ability to control			•
Optimism			•
Flexibility			•
Perseverance			•

Stress effects	Objective			Subjective		
	Problem	To be developed	Correct	Problem	To be developed	Correct
Individual stress effects	Problem	To be developed	Correct	Problem	To be developed	Correct
Family relations, relationship			●			●
Financial status, financial situation			●			●
Stress effects during transport		●		●		
Workplace collective	Problem	To be developed	Correct	Problem	To be developed	Correct
Community, collegial relations			●		●	
Being available, helping each other, sticking together		●				●
Internal conflicts / conflict management		●				●
Problem solving / problem management			●			●
Bullying / workplace violence	●				●	
Sexual harassment		●			●	
Organisational level	Problem	To be developed	Correct	Problem	To be developed	Correct
Organisational atmosphere			●			●
Uncontrollable, unpredictable events		●		●		
Amount of overtime, impact on the worker		●			●	
Regularity, clear goals, frameworks			●	●		
Leadership / management style		●				●

Stress effects	Objective			Subjective		
	Problem	To be developed	Correct	Problem	To be developed	Correct
Individual stress effects						
Management feedback method, frequency			●			●
Cooperation with other departments		●				●
Ability to achieve goals, goal achievement			●		●	
Work-life balance		●				●
Satisfaction	Problem	To be developed	Correct	Problem	To be developed	Correct
Job function / skill / fit			●			●
Career / promotion opportunities		●				●
Satisfaction with benefits			●		●	
Satisfaction with working environment, tools			●		●	

Main difficulties / problems to be solved	
What would you improve in your personal life? (Only you will see this part!)	-
What's the ONE thing that most disturbs you in your workplace?	3. Unclear or shifting work priorities (e.g. other people's urgencies and emergencies, conflicting demands, surprise projects)
Describe how you can contribute, what will you do differently tomorrow to reach a better well-being (only you will see this):	-

Suggestions / Ideas

If you have any additional ideas or suggestions you would like to tell your employer, you can describe them here (the manager will see this, without your name):

-

Can you propose any ideas how to solve this problem? (Managers will see this.)

-

How could you do this? List some activities / things that will help you achieve your goals in your private life. (Only you will see this part)

-

Thank You

for contributing to the assessment of psychosocial risks by completing the questionnaire.

Your responses have been categorized. The highlighted areas within the categories (dimensions) indicate potential risks.

Interpreting the Results

The results obtained have been classified into three categories:

● Adequate

Optimal condition, requires maintenance

● Needs Development

Area requiring attention, needs development

● Problem

Risk factor requiring immediate intervention

For easier comparability, we have also calculated the results of your responses as a percentage, the aggregated result of which you can find at the beginning of the cover page.

What Do the Aggregate Results Show?

Stress Effects

Habits, Characteristics

This percentage indicator shows how individual stress effects and corporate stress factors (collective, organizational functioning, satisfaction) affect you, and what kind of strong cognitive and emotional impact they trigger in you...

How much your current habits support your resilience against stress effects. What stress management techniques you use, how much you exercise, how you spend your free time. Overall, it reflects how optimally your coping methods are working.

Health Status

This value shows the result of the above two indicators. It indicates how effectively the stress effects affecting you and your current habits and applied coping practices can maintain your health status.

Personal Stress Inventory

The Personal Stress Inventory details the aggregated results, showing the areas you have problems with. This is indicated by the red ● for problems, gray ● for areas needing development, and green ● for what is working well.

Health Status

Stress can be a direct cause of several illnesses (cardiovascular problems, digestive disorders, diabetes, etc.). Based on your responses in the questionnaire, the percentage indicator regarding your health status was calculated as the aggregated result of the following 4 values:

1. Emotional Symptoms

2. Physical Symptoms

3. BMI Index

4. Medication Use

Emotional symptoms are the first sign that there is a problem present. If this problem persists for a long time, physical symptoms then appear.

Habits, Characteristics

This is the part that truly depends on you! What do you do to preserve your health? How much do you exercise, do you regularly use any stress management technique, how do you try to relax after work.

Coping

In managing stress effects, the following have a primary role:

- **Sense of Control** - ability to direct one's life
- **Optimism** - positive thinking
- **Resilience** - adaptation to changes
- **Perseverance** - achieving lasting results

Analysis of Stress Effects

Objective / Subjective Assessment

Stress effects have a **cognitive (objective)** and an **emotional (subjective)** dimension. These two categories indicate how much our thoughts and our feelings are in harmony with each other.

If different values appear within the same set of questions, our emotional relation to the situation differs from the cognitive one, which can cause internal tension.

Individual Stress Effects

Early childhood experiences and learned habits have a defining influence on how one copes with stress. The areas examined in individual stress effects:

- Family relationships and childhood patterns
- Financial situation and asset status
- Commuting and mobility

Corporate Stress Factors

Collective

Collegial relationships, teamwork, communication, conflict management in the workplace.

Organizational Functioning

Corporate culture, work processes, leadership style, feedback system.

Satisfaction

Working conditions, financial and non-financial benefits, career opportunities.

In the last section of the questionnaire, we also provided an opportunity for feedback regarding personal life and the workplace. The personal life note can help you identify what you would like to improve based on the topics covered in the questionnaire.

Important to Know

The values obtained reflect a **current state**. **Habits and characteristics** are the area you need to focus on to preserve your health.

Further information and exercises:

www.Stressz-M.hu

Thank you very much for your participation!

We wish you good health

The system was developed by **FlyIT Kft.** You imagine, we make it fly! In more than 19 countries, our solutions make everyday work easier!

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