

Initial Scan

What is the Initial Scan?

The Initial Scan is a 6-item employee questionnaire that indicates to what extent your employees are stressed or satisfied at work. This Initial Scan can be used as a precursor to, or if you are unable or hesitant to use, the more comprehensive Survey.

This is suitable for your organization if:

- You want a quick snapshot of stress/satisfaction and mental health culture at your organization
- Your organization has recently conducted an employee survey that did not include any assessment of stress/satisfaction and mental health culture at work and at this time you want only a general overview
- There are concerns about the cost, resources or logistics required to have employees complete the more comprehensive Survey

What does the Initial Scan generate?

The Initial Scan generates two scores:

1. The basic score, called the Stress Satisfaction - Offset Score (SSOS), is known to be strongly associated with a wide variety of mental and physical health outcomes. It shows the balance or “offset” between satisfaction and stress as a single number ranging from +2 [much more satisfaction than stress] to -2 [much more stress than satisfaction].
2. The Stress Satisfaction Index (SSIX) provides extra information about the effect of two important mediators (Fairness and Supervisor Support) on the basic score. That way you can see how these mediators affect the basic scores by increasing or lowering them. For example, the positive experience of supervisor support and fairness increases the scores while the absence of this experience lowers them.

Why not just one score? Fairness and supervisor support are factors that we need to know about separately from demand, control, effort and reward. With the two extra statements, the SSIX will provide information on how scores are either raised or lowered when fairness and supervisor support are factored in. This additional information may help you to focus in on where you may need to concentrate your efforts to create a psychologically safe and healthy workplace.

For more information on interpreting the results, refer to the Reading the Initial Scan Results PDF available from the Resources section on the Guarding Minds at Work website.

How do I use the Initial Scan results?

There are 2 ways to use the Initial Scan as part of Guarding Minds at Work:

1. As a tool that allows quick identification of areas that you may want to investigate in more depth, employing the more comprehensive Psychosocial Factor 13: Protection of Physical Safety. More information on PF13 is available on the Resources section on the Guarding Minds at Work website.
2. As a stand-alone tool if you have limited time and resources.

What does the Initial Scan look like?

Employees who are asked to complete the Initial Scan online will see the following:

What is Guarding Minds at Work?

Guarding Minds at Work is a resource designed to help assess, protect and promote psychological health and safety in the workplace. You are being invited to complete this survey because employee input is a critical part of the assessment.

This survey contains statements about common work experiences. Please indicate whether you strongly agree, agree, disagree or strongly disagree with each statement.

When responding, keep the following in mind:

- Answer based on your own personal experiences in your current job.
- Choose the answer that is true most of the time.
- This survey is concerned with your thoughts, opinions and feelings. If you are unsure of an answer, please select the option that you believe is most likely to be true.
- This survey uses the term 'supervisor', however your workplace may use a different term to describe this role. Please respond keeping in mind the term appropriate for your workplace.

Your answers are anonymous and individual responses will be kept confidential.

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	Strongly Agree	Agree	Disagree	Strongly Disagree
I am satisfied with the amount of involvement I have in decisions that affect my work.				
I feel I am well rewarded (in terms of praise and recognition) for the level of effort I put out for my job.				
In the last six months, too much time pressure at work has caused me worry, “nerves” or stress.				
In the last six months, I have experienced worry, “nerves” or stress from mental fatigue at work.				
I am satisfied with the fairness and respect I receive on the job.				
My supervisor supports me in getting my work done.				