



**care4you** by FlyIT  
Because how you feel at work matters.  
TAX ID: HU27839294 Web: [flyit.hu/eng/wellbeing](https://flyit.hu/eng/wellbeing)

**Individual stress inventory:** a1f63fad-82a5-45e6-857c-bc0d7bf82d9b  
**Date::** 2025-06-22

**Company ID:**  
FlyIT Kft.;913eb72a3763

**Department(s):**  
PowerPlatform dev team;a9d252de6a64

**Unique identifier**  
FLYIT001

Stress effects		
0-35%	35-65%	66-100%
66%		

Habits / Characteristics		
0-35%	35-65%	66-100%
76%		

Health condition		
0-35%	35-65%	66-100%
87%		

Health condition	Problem	To be developed	Correct				
Emotional symptoms			X				
Phisical symptoms			X				
Use of medicines			X				
Body-mass index			X				
Habits / characteristics	Problem	To be developed	Correct				
Sleep			X				
Smoking			X				
Alcohol consumption			X				
Movement, sport, daily activity			X				
Knowledge and use of stress management techniques		X					
Conscious stress management		X					
Coping / Coping	Problem	To be developed	Correct				
Ability to control			X				
Optimism			X				
Flexibility			X				
Perseverance			X				
Objective						Subjective	
Stress effects	Problem	To be developed	Correct	Problem	To be developed	Correct	
Individual stress effects							
Family relations, relationship			X			X	
Financial status, financial situation			X			X	
Stress effects during transport		X		X			
Workplace collective							
Community, collegial relations			X		X		
Being available, helping each other, sticking together		X				X	
Internal conflicts / conflict management		X				X	
Problem solving / problem management			X			X	
Bullying / workplace violence	X				X		

Stress effects	Problem	To be developed	Correct	Problem	To be developed	Correct
Sexual harassment		X			X	
Organisational level						
Organisational atmosphere			X			X
Uncontrollable, unpredictable events		X		X		
Amount of overtime, impact on the worker		X			X	
Regularity, clear goals, frameworks			X	X		
Leadership / management style		X				X
Management feedback method, frequency			X			X
Cooperation with other departments		X				X
Ability to achieve goals, goal achievement			X		X	
Work-life balance		X				X
Satisfaction						
Job function / skill / fit			X			X
Career / promotion opportunities		X				X
Satisfaction with benefits			X		X	
Satisfaction with working environment, tools			X		X	
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)					

Main difficulties / problems to be solved	
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 your contribution to the psychosocial risk assessment by completing the questionnaire. Your answers have been divided into different categories. The categories (dimensions) are highlighted areas of potential risk.

The results were grouped into three categories:

1. *appropriate (marked in green)*
2. *to be improved (marked in grey)*
3. *problem (highlighted in red)*

We have also calculated the results of your answers in percentage form to facilitate easier comparison, and you can find the aggregated result on the front cover.

What do the aggregated results show?

### **Stress factors:**

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

### **Habits and characteristics:**

The percentage result of habits and characteristics indicates how you manage these emerging stress factors. How much your current habits help in resisting these effects. What stress management techniques you use, how much you exercise, and how you spend your free time. Overall, it reflects how optimally your coping methods work..

### **Health condition:**

This value shows the results of the above two indicators. How effectively your stress factors, current habits, and coping practices help maintain your health...

### **Individual Stress Inventory:**

The Individual Stress Inventory shows the details of the aggregated results, indicating the areas where you have problems. This is shown by the (red X). What needs improvement (gray X). What works well (green

X). How should you review this table?

### **Health Condition:**

Health is important for everyone, but most people start to take it more seriously only when they have to deal with some problem or illness. Stress can be the direct cause of several diseases (heart, cardiovascular problems, digestive disorders, diabetes, cancer, etc.). Based on your responses to the questionnaire, the percentage indicator of your health condition was calculated as the aggregated result of the 4 values in the Individual Stress Inventory:

1. Emotional symptoms
2. Physical symptoms
3. BMI index
4. Medication use

The emotional symptom is the first sign that something is wrong in your life. If this problem persists for a long time, physical symptoms appear. The BMI index shows how well your current weight corresponds to the optimal condition for your age. Medication use already indicates a specific health problem.

### **Habits and characteristics:**

This is the part that really depends on you! What do you do to maintain your health? How much do you exercise, do you regularly use any stress management techniques, how do you relax after work, how do you spend your free time..

Coping: The ability to control plays a primary role in dealing with stress factors. How much can you control and manage your own life and the impacts and problems arising in your environment? In addition, optimism, the ability to think positively, is an essential condition for good health. If we cannot find the positive effects of an event, if we only focus on the negatives, we will not achieve good results. Throughout our lives, we often find ourselves in situations where we need to change our existing habits. Life is a continuous change, to which we must adapt flexibly. If we lack this flexibility or willingness to change, every change will cause very serious internal tension, making us feel bad. Another important element we examined, which is essential in solving the tasks/problems that arise in life, is persistence. Without persistence, lasting success cannot be achieved. There are always better and worse periods in life, and flexibility combined with persistence and positive thoughts always helps to get through a difficult time.

The obtained values show how much you use these coping methods based on your responses.

### **Stress factors:**

Objective/Subjective assessment: Potential stress factors have both a cognitive and an emotional aspect. We examine these two factors separately in the questionnaire. The former is categorized as “objective,” based on facts, while the latter is categorized as “subjective.” These two categories in the table reflect how much what we think and feel are in harmony with each other. The subjective category, as a kind of control, indicates whether our responses based on “objective” facts align with our feelings on the given topic. If the table shows different values for the same question, it indicates that our emotional relationship with the situation differs, causing unconscious internal tension. For example, objectively, you do not receive enough feedback from your boss, so you do not know what and how to do things differently. You may feel bad about this if you need more feedback. It may be neutral for you because you do not care about your boss's opinion, or you may even like being able to work freely and independently.

Individual stress factors: When we talk about a stressful period, we must also include childhood experiences. Early childhood experiences, habits learned from parents, and adopted roles have a decisive impact on how you can cope with stress in your current situation. Your relationship with your opposite-sex parent greatly influences the nature and quality of your current relationship. Therefore, we ask about the existence and

quality of these relationships in individual stress factors. Changes in the current financial situation and assets can also be a very serious source of stress, which shows a strong negative value in many people's lives in the current economic environment. Mobility, finding a new job, and daily commuting are also factors that we experience in different ways. This section shows the current values of these factors.

### **Corporate stress factors:**

Collective: We spend almost one-third of our lives at work, so it is very important who we work with. In the questionnaire, we ask about the main areas that can be sources of problems and tension.

Organizational functioning: The work environment, the organizational functioning of the company/employer, the corporate culture, the framework of work, its regulation, and the relationship with the direct supervisor are all possible stress factors.

Satisfaction: How satisfied you are with your current working conditions, environment, and the provided material and non-material benefits have different effects. The results of these effects are visible in this part of the table.

In the last section of the questionnaire, we also provided an opportunity for feedback on both private life and the workplace. The personal life note can help you identify what you want to improve based on the topics covered in the questionnaire. The feedback on the company can be used by the management for their future development plans and processes.

**The obtained values reflect a current state. The habits and characteristics are the areas you need to focus on to maintain your health.**

You can find more suggestions and exercises on the website:

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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