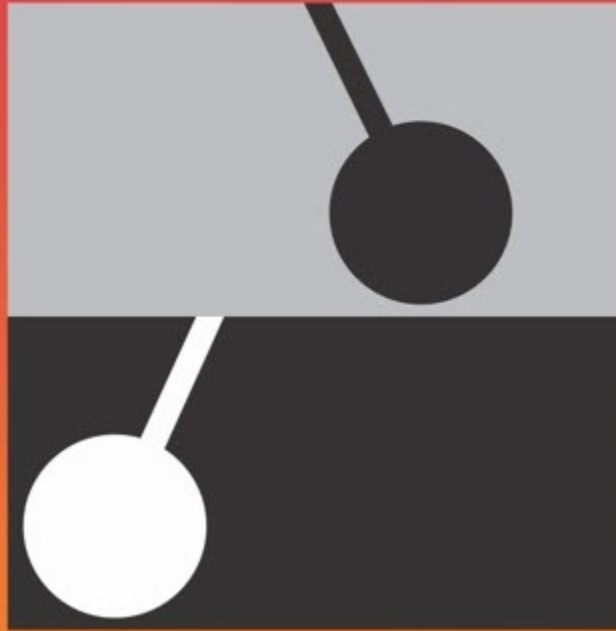


STRESS PROFILE



Feedback Report

Test User

Dec 31, 2025



YOUR STRESS PROFILE FEEDBACK REPORT

Introduction

Optimal health and wellness encompasses more than just physical well-being -- it includes social, spiritual, behavioral, and intellectual health. Based on over 20 years of research, the results of the **Stress Profile** provide an individual scorecard of important health resources and health risks shown to be associated with diverse individual and organizational outcomes including job burnout, physical illness, depression, anxiety, absenteeism, and psychological well-being.

Stress Profile provides an overview of 10 important health practices associated with optimal health and wellness. These scales include: 1) Stress; 2) Overall Lifestyle Habits (including preventive practices, exercise/physical activity, sleep/relaxation, eating/nutrition); 3) Social Support Network; 4) Type A Behavior; 5) Cognitive Hardiness; 6) Coping Style (positive appraisal, negative appraisal, cognitive reappraisal, and problem focused coping); 7) and Psychological well-being.

This report summarizes the results of the **Stress Profile** you completed. This report is based on your own self-perceptions and intended to stimulate your thinking about your lifestyle habits, practices, and behaviors associated with health and well-being. The **Stress Profile** norms are based on more than 100,000 working adults in diverse industries and countries, and include a balance of gender, ethnicity, job level, and age and has established psychometric properties including reliability and validity. We hope you find working through this report a useful exercise to understand your current health and lifestyle practices that provide you with both resources to cope effectively with work and life stressors and health risks to consider modifying.

STRUCTURE OF THE REPORT

1. **Profile Summary:** This page will provide an overview of your results and summarize your scores on each of the 10 lifestyle and health scales.
2. **Detailed Analysis:** This section will summarize details of each **Stress Profile** scale compared to the research norms that exist.
3. **My Development Workbook:** This structured workbook contains a set of reflective questions to help you analyze and summarize your report themes and make commitments towards enhancing your overall well-being.

STRESS PROFILE SUMMARY

For each **Stress Profile** scale, your scores will indicate how you compare to others in our international database expressed in units of standard deviation. A T-score is a standardized score with 50 representing the average score and one standard deviation above and below 50 representing 67 percent of those who have taken the **Stress Profile**.

To further understand your **Stress Profile** results, the following scores can be interpreted as follows:

Very High = t-score above 70 (about 98% of the people who took Stress Profile got a lower score on this scale)

High = t-score above 60 (about 84% of the people who took Stress Profile got a lower score on this scale)

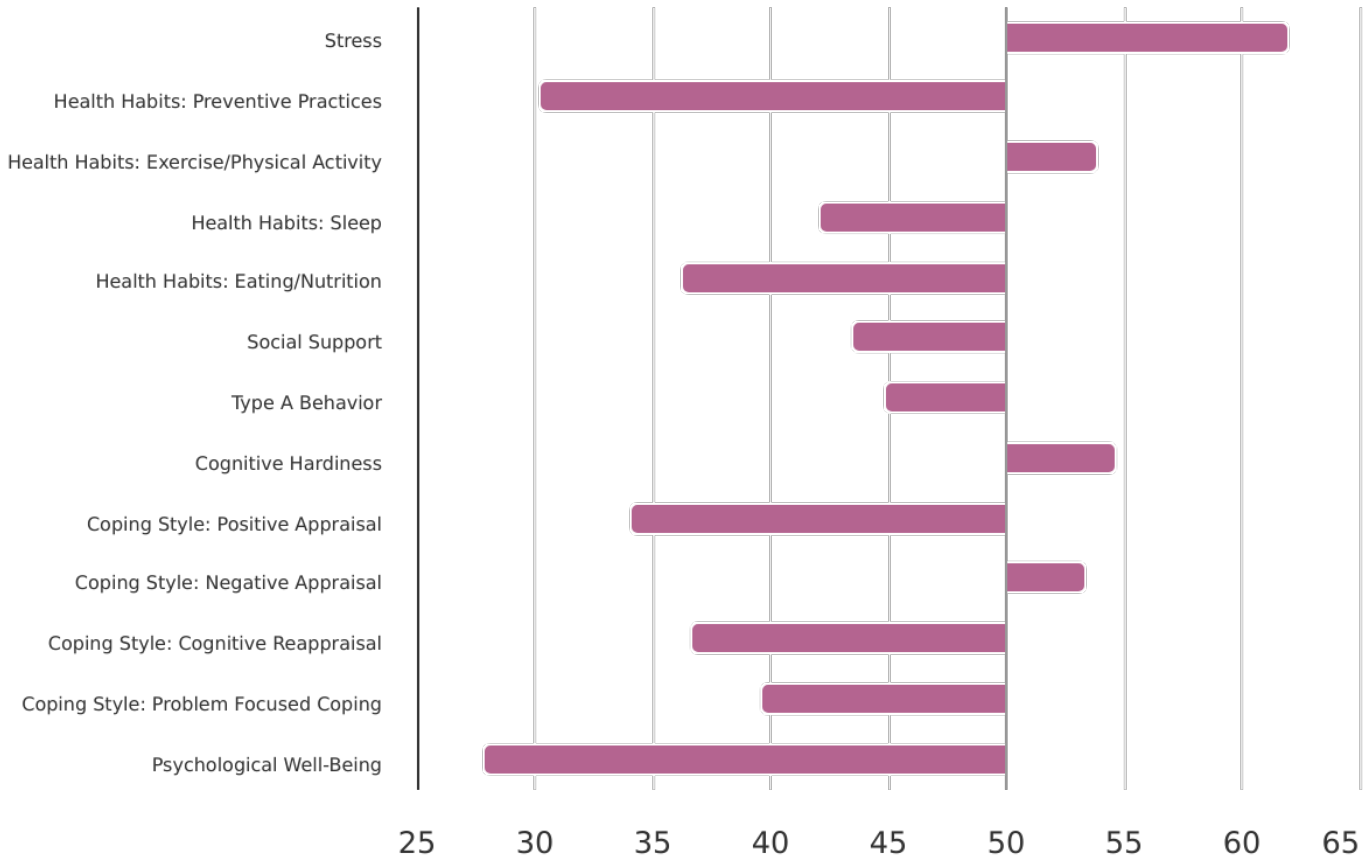
Moderately High = t-score above 55 (about 69% of the people who took Stress Profile got a lower score on this scale)

Average = t-score equal to 50 (about 31% of the people who took Stress Profile got a higher score on this scale and about 31% got a lower score)

Moderately Low = t-score below 45 (about 69% of the people who took Stress Profile got a higher score on this scale)

Low = t-score below 40 (about 84% of the people who took Stress Profile got a higher score on this scale)

Very Low = t-score below 30 (about 98% of the people who took Stress Profile got a higher score on this scale)



Stress

YOUR SCORE: 61.94

Interpretation of Your Stress Scale Score:

Stress is defined as the experience of major and minor irritants, annoyances, and frustrations (hassles) of daily living. The **Stress Profile** stress scale measures your experience of *daily hassles* over a *one-month period* in six distinct areas:

- Health
- Work
- Personal Finances
- Family
- Social/Interpersonal
- Environmental/World concerns

Short-lived or infrequent episodes of work/life stress pose little risk. But when stressful situations go unresolved, the body is kept in a constant state of mental and physical activation, which increases the rate of wear and tear to biological systems. Ultimately, fatigue or damage results, and the ability of the body to heal and defend itself can become seriously compromised. As a result, the risk of injury, accident or disease increases.

Chronically high levels of work and life stress have been shown to be associated with an increased inflammation and decreased efficiency of the immune system and to contribute to a wide variety of physical, cognitive and emotional disorders. Evidence is rapidly accumulating to suggest that stress plays an important role in several types of chronic health problems--especially cardiovascular disease, musculoskeletal disorders, autoimmune diseases, and gastrointestinal disorders.

If your self-reported level of stress is high (**above 50**), it is important to evaluate which domain is mostly contributed (e.g, work, financial, family, etc.), whether is temporary or ongoing, and the severity of the distress being experienced over the last 30 days. A wide range of stress management coping behaviors, strategies, and techniques should be considered to lower levels of experienced stress.

Utilizing one's social support network, refocusing self-defeating and irrational thoughts surrounding events associated with perceived stress, implementing evidence-based lifestyle practices (e.g., getting adequate sleep, being physically active, etc.), turning to personal spiritual and/or religious practices, and seeking professional guidance, coaching, and counseling might all help to address high levels of stress.

Preventive Practices

YOUR SCORE: 30.22

It is estimated that 40% of the factors that influence individual health are largely behavioral and lifestyle based and under your direct control. Each day you have an opportunity to put into practice specific preventive lifestyle practices and behaviors that can significantly affect your mood, performance, long-term health, and longevity.

This **Preventive Practices** scale is composed of **six** specific preventive lifestyle behaviors and practices associated with long-term health, reducing risks for chronic diseases like heart disease (by lowering blood pressure, inflammation, and cholesterol), Type 2 diabetes, stroke, and certain cancers, while boosting physical functioning, mental well-being, and energy levels. You might score differently on each of these preventive practices and behaviors so each act independently to influence premature aging and ensuring long-term health.

- **Taking prescription medications as prescribed on a regular basis.** Prescriptions treat diseases, manage symptoms, and improve quality of life for many chronic conditions. Seek a consult about any possible side-effects and possible interactions with other medications and non-prescription supplements from your health advisors.
- **Practicing daily, monthly, and annual preventive behaviors** (e.g., annual physical checkups, monthly breast-examination) can significantly reduce risks of chronic diseases, disabilities, and death by catching problems early or stopping them entirely. It is easier to catch and treat any medical issue earlier than later so delaying or canceling regular appointments and check-ups can lead to long-term health issues and challenges.
- **Daily coffee and caffeine consumption** (particularly in the morning) has been linked to significant overall health benefits in recent research, including reduced risks of Type 2 diabetes, certain cancers, and neurodegenerative diseases, and cardiovascular risk largely due to antioxidants and beneficial compounds. An 8-ounce brewed coffee contains about 95 milligrams of caffeine (popular energy drinks can contain 100 to 200 per 12 ounce) and has a typical half-life (time it takes for half to be eliminated from your body) of about 4 to 6 hours. Caffeine blocks the absorption of a brain peptide called adenosine that accumulates in a 24-hour period acting as a natural sleep-inducing chemical (sleep pressure). Blocking adenosine receptors provides a boost to other brain neurotransmitters specifically dopamine, adrenaline, and epinephrine. Meta-analyses consistently show that moderate coffee/caffeine intake, generally 2 to 4 cups daily is linked to the *lowest* risk of all-cause mortality, with the biggest benefits around 3 to 3.5 cups per day.
- **Limiting or avoiding alcohol** on a daily or weekly basis. Research shows alcohol intake, even at moderate levels, poses health risks, increasing chances for various cancers (mouth, throat, breast, liver, colon) and cardiovascular issues, though some studies

suggest potential minor benefits for heart disease or diabetes at low intake, but most major research studies now suggest that the safest level is *zero*, as risks rise with consumption, impacting liver, brain, and overall mortality, with heavy drinking leading to severe conditions like heart muscle damage and alcohol dependency.

- **Not smoking.** Tobacco use and smoking is the leading preventable cause of cardiovascular disease, disability, cancer, and premature death in the United States and worldwide. Smokers, on average, die at least 10 years earlier than non-smokers. About 2 out of 3 of people who smoke say they want to quit. Around half try to quit each year, but few succeed without help because nicotine affects behavior, mood, and emotions. Studies have found that nicotine addiction can be just as strong as addiction to substances like cocaine and alcohol and may be even harder for some people to quit. For most people, the best way to quit tobacco is a combination of medicine, a method to change personal habits, and emotional support.

Modifying one or more of these preventative practices can facilitate optimal aging and overall health. To overcome nicotine, alcohol, or other substance use dependency you may consider consulting professionally licensed practitioners, associations or clinics specializing in effective behavior change programs such as the American Lung Association, American Heart Association, Center for Disease Control, Substance Abuse & Mental Health Services Administration (800-662-4357), or recovery-oriented self-help groups (e.g., Alcoholics Anonymous (AA), Narcotics Anonymous (NA), Al-Anon, Nor-Anon).

A **higher** score on this scale **above 50** (representing an overall indicator of preventive behaviors across the **six** preventive practices) is desirable to optimize long term physical health and psychological well-being.

Exercise/Physical Activity

YOUR SCORE: 53.91

Extensive research demonstrates that individuals who engage in vigorous exercise several times per week have a 25% lower mortality rate compared to those who are sedentary or participate only in light activities.

Current research has linked regular physical activity to significant benefits across various aspects of health and emotional well-being outcomes, including:

- **Heart Disease and Stroke:** Exercising regularly can reduce the risk of developing cardiovascular disease by approximately one-third compared to inactivity.
- **Weight Management:** Combining consistent exercise with a balanced diet is the most effective approach for losing excess weight and maintaining a healthy body weight.
- **Osteoporosis:** Physical activity helps prevent bone loss by stimulating bone-forming cells through muscle movement, thereby strengthening bones.
- **Cancer:** Regular exercise can halve the risk of developing colon cancer, and strong evidence suggests that women who exercise frequently have a lower incidence of breast cancer.
- **Mental Health:** Exercise has been shown to alleviate anxiety and depression and is associated with improved sleep quality.
- **Cognition and Memory:** Maintaining an active lifestyle supports cognitive function and memory as we age.

The exercise/physical activity questions in this scale ask about the frequency and amount of exercise you engage in on a daily, weekly, and monthly basis that might include:

- Activity aimed to enhance muscle tone and strength (e.g., weights, isometrics, stretching).
- Activity that is aerobic ("cardio") in nature that strengthens your heart, lungs, and circulation, improves cardiovascular health, lowers blood pressure, reduces risks for heart disease, stroke, and diabetes, and boosts mood, cognitive resilience, and mental health (e.g., walking, cycling, swimming, etc.).
- Activity that is physical in nature such as gardening, home repair, sports, or hobbies that also serve to bolster the immune system as well as other health protective bodily functions.

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Rest/Sleep

YOUR SCORE: 42.03

Sleep is a 24-hour biological rhythm essential for various cognitive, affective, and behavioral processes, influencing a wide-range of normal functioning including fatigue, mood, positive emotional regulation and well-being.

Research confirms sleep is crucial for overall health, enhancing cognitive functions (memory, concentration, problem-solving), boosting physical and mental performance (athletic, academic), and improving interpersonal relationships (emotional regulation, social skills). Adequate quality sleep supports brain repair and memory consolidation, while deprivation impairs judgment, mood, and social interactions, linking it to chronic health issues and higher accident and injury risk.

The Impact of Sleep Loss

Chronic sleep deprivation exacerbates cognitive deficits, emotional instability, and motor performance decline, leading to higher error rates and reduced workplace productivity.

- **Impaired Function:** Even one night of insufficient sleep diminishes vigilance, focus, and executive control, increasing errors and accidents.
- **Behavioral Changes:** Sleep-deprived individuals may experience mood swings, increased risk-taking, and difficulty interacting positively with others.

Getting *only 2 hours less than normal sleep* results in (Rosekind 2005):

- Degrading critical judgments and decision making by 50%
- Diminishing memory by 20%
- Interfering with communication skills by 30%
- Affecting mood by 100% as positive affect decreases and negative affect increases

If your sleep score is low **below 50**, lifestyle changes (sleep hygiene, exercise), cognitive behavior therapy, mindfulness meditation, and diagnosis of sleep disorders (e.g., sleep apnea, insomnia) should be considered.

KEY POINTS

- Sleep is a vital physiological function with most adults, on average, requiring 7 to 8 hours of sleep at night. Younger individuals require more total sleep, and this amount decreases to that needed by adults. The quality of sleep also changes with age (e.g., less deep

- sleep, more awakenings in older adults and elderly). Quantity and quality of sleep has been shown to be significant contributors to performance, mood and overall well-being.
- People who don't get enough sleep may lack energy, be depressed or irritable, have trouble remembering everyday things, and get sick more often than people who get enough sleep. They seem to age faster, and they may have problems concentrating at work or school. Some scientists believe a lack of sleep may have a role in diabetes, high blood pressure, heart disease, and even obesity.
 - There are many causes of sleep deprivation leading to excessive daytime sleepiness or complaints of insomnia. Some of these causes include: 1) Not allowing enough time for sleep; 2) sleep disorders; 3) excessive worry; 4) depression; repeated awakenings from noise; 5) shift work, working at night and travel across time zones; 6) medications; and 7) medical illness causing pain, difficulty in breathing, etc.
 - Even a small loss of sleep can decrease waking performance and alertness. Research indicates that, for most people, one night with 2 hours less sleep than is usually required is sufficient to affect subsequent waking performance and alertness significantly. Lack of sleep also can increase the likelihood of accidents, particularly at work.

Sleep Resources:

- The National Sleep Foundation (<https://www.thensf.org/sleep-health-topics/>)
- The National Center on Sleep Disorders Research (<https://www.nhlbi.nih.gov/health-topics/education-and-awareness/sleep-health>)
- The American Academy of Sleep Medicine (<https://sleepeducation.org>)
- The National Highway Traffic Safety Administration (<https://www.nhtsa.gov/risky-driving/drowsy-driving>)
- Center for Disease Control (<https://www.cdc.gov/sleep/index.html>)

A **higher** score on this scale is desirable to optimize long term physical health and psychological well-being.

Eating/Nutrition

YOUR SCORE: 36.20

Stress Profile measures eating and nutritional practices supporting the reduction of cardiovascular risk such as limiting fats, calories, eating breakfast, minimizing unhealthy “junk” food, and focusing on a balanced overall approach to dietary practices.

Nutritional balance and controlling excessive weight (obesity) are essential to maintain long term health and central to preventing major diseases, importantly diabetes, coronary heart disease, stroke and some kinds of cancer. Healthy eating and nutritional practices also can play an important role in memory, fatigue, concentration, emotions, moods and alertness during the day.

A healthy diet (e.g., **Mediterranean**) can affect longevity—research suggests that regular consumption of a high variety of healthy foods is associated with a longer life span and lower death rates specifically from cardiovascular disease and cancer. From a long term health perspective, it appears more important to increase the number of healthy foods regularly consumed than to just reduce the number of less healthy foods regularly consumed.

Healthy eating and nutrition to optimize healthy aging involves the following nine components: 1) high monounsaturated fats found in many nuts and olive oils and low saturated fats found in most meat/dairy products; 2) moderate alcohol consumption; 3) high consumption of vegetables; 4) high consumption of cereals, nuts, legumes, whole grains, and fiber; 5) high consumption of fruits; 6) high consumption of vegetables; 7) low consumption of meat; 8) avoiding processed foods; and 9) consumption of low fat dairy products. Higher intake of trans fats, sodium, sugary beverages and red or processed meats (or both) are linked to lower odds of healthy aging.

Eating/Nutrition Key Points

- Nutritional balance and controlling excessive weight (obesity) are essential to maintain long term health and central to preventing major diseases, importantly diabetes, coronary heart disease, stroke and some kinds of cancer.
- Healthy eating and nutritional practices also can play an important role in memory, fatigue, concentration, emotions, moods, and alertness during the day.
- A healthy diet can affect longevity—research suggests that regular consumption of a high variety of healthy foods is associated with a longer life span and lower death rates specifically from cardiovascular disease and cancer.
- From a long-term health perspective, it appears more important to increase the number of

healthy foods regularly consumed than to just reduce the number of less healthy foods regularly consumed.

The best nutritional resources include government sites including Nutrition.gov and MyPlate.gov as well as professional organizations such as the Academy of Nutrition and Dietetics (EatRight.org) or American Heart Association (<https://www.heart.org/en/healthy-living/healthy-eating>).

For personal coaching, advice, and support, consulting a Registered Dietitian (RDN) is highly recommended, as this professional title is legally protected, unlike "nutritionist" or "dietary coach" (<https://www.eatright.org/find-a-nutrition-expert>).

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Social Support

YOUR SCORE: 43.51

Social support is crucial for overall health, acting as a buffer against stress, lowering inflammation, reducing risks of chronic diseases (heart disease, diabetes, cancer), and boosting mental well-being, significantly impacting longevity by improving coping mechanisms, promoting healthier behaviors (exercise, diet), and even reducing the risk of premature death, with loneliness posing risks comparable to smoking. Recent research also suggests that strong, healthy connections are associated with a 50% increase in odds of survival.

The importance of supportive social relations in respect to health has been demonstrated by a number of large-scale studies suggesting that the role of social support is comparable to the effect of such standard health behavior risk factors as smoking and cholesterol levels. Social support in the form of marriage, frequent daily contact with others, expression of feelings, and the presence of a confidant may all have protective value and directly enhance psychological well-being, mood, confidence and quality of life. Lacking social connection can lead to damaging effects on mental, physical, and cognitive health including increased risk of heart disease by 29%, stroke by 32%, and dementia by 50%. It is also linked to increased risk for type 2 diabetes, depression, anxiety, addiction, suicidality, and self-harm.

Stress Profile measures *three* important and related aspects of social support from five different sources (spouse/partner, family, friends, co-workers, immediate supervisor or boss) that provide a cumulative score across all of them:

1. Perceived availability (do you have connections, social, and emotional support in various areas in your life?).
2. Use of your social support network (i.e., do you utilize your support networks when needed to provide emotional support, advice and information, physical help and service, enhancing your esteem and self-confidence, and providing a safe place to share your thoughts and feelings?).
3. Satisfaction with the use of your support network (i.e., how satisfied with those people in your life to provide you with direct and indirect benefits of how they have attempted to meet your support needs?).

Key Points:

- Compared to social isolation, social integration (having social connections) and social support (feeling loved and cared for) have consistently been associated with lower mortality and morbidity, including lower risks of depression and PTSD.

- Simply viewing pictures of a life supportive partner activates reward-related regions in the brain as does receiving social validation, feeling understood and valued by peers and being treated with equality and fairness.
- Physical or psychological social connection can stimulate the evolutionary prosocial peptide oxytocin to be released, which in turn can stimulate key reward brain pathways and attenuate the stress-related "fight or flight" response in the brain.
- Social support has been shown to be a very important factor directly and indirectly influencing longevity, mental health, and physical well-being. Indirectly, social support likely operates to eliminate or reduce stress by enabling reappraisal.
- The importance of supportive social relations in respect to health has been demonstrated by several large-scale studies suggesting that the role of social support is comparable to the effect of such standard health behavior risk factors as smoking and cholesterol levels.
- Social support in the form of marriage, frequent daily contact with others, expression of feelings, and the presence of a confidant may all have protective value and directly enhance psychological well-being, mood, confidence and quality of life.
- Social support can significantly reduce the severity of stress and psychological experience of it.
- Social relations at work have been shown to boost employee satisfaction by 50%, those who have close relationships with their boss are *more than twice as likely* to be satisfied with their jobs and people who have a best friend at work are *seven times* more likely to be engaged in their work (Roth, 2006).

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Type A Behavior

YOUR SCORE: 44.85

Historically, research had initially demonstrated an association between the Type A behavior pattern (TABP)—characterized by competitiveness, impatience, and hostility—to increased risk for coronary artery disease (CAD) and other health issues. Later research suggested that hostility, anger, and cynicism were more strongly associated with negative health outcomes even more so than just being ambitious or time-urgent.

The Type A Behavior pattern is typically characterized by excessive competitive achievement striving, an exaggerated sense of time urgency, impatience, aggressive behaviors, and observable behaviors such as muscle tenseness and accelerated rates of speech (e.g., wondering why others are so slow and incompetent when they have to wait in line; counting and checking the number of items in a person’s shopping basket at the food store when they are in the “10 items and less line”).

High Type A Behavior individuals tend to be very critical of themselves, tend to set high expectations for themselves and may believe others have these same high expectations of them as well. The Type A Behavior components of expressed anger and hostility seem to be the most important factors shown to be consistently associated with cardiovascular disease and blood pressure in the most recent research.

Stress Profile measures important aspects and behaviors of Type A Behavior including:

- Feeling hurried and pressured for time.
- Feeling impatient or frequently irritable with others.
- Being hard driving, competitive, goal-focused, and achievement oriented.
- Doing tasks and things as quickly and rapidly as possible.

Research shows Type A behavior (ambitious, time-urgent, competitive) significantly overlaps with the personality factor of *conscientiousness* (organized, dutiful, self-disciplined) as both predict goal success and achievement. However, high Type A scores add impatience and stress that can have negative effects on health and well-being (i.e., inability to detach and recharge during the day; chronic elevations of the stress hormone cortisol, or higher elevations of inflammation).

A **lower** score on this scale **below 50** is desirable to optimize long term physical health and psychological well-being.

Cognitive Hardiness

YOUR SCORE: 54.65

Cognitive Hardiness refers to a set of interrelated attitudes or beliefs about work and life that are relatively enduring from day-to-day. As such, individuals who are hardy possess a stable set of appraisals and coping strategies to translate stressful work and life circumstances into opportunities for development or growth.

These include a sense of commitment and strong interest toward work, family, hobbies or projects that you are involved in on a day-to-day basis and having things you look forward to doing. When Cognitive Hardiness is present, daily life changes and events are perceived to be challenging rather than being experienced as threatening. This keeps you open to trying new experiences and helps you to recognize that change affords new opportunities rather than hindrances to work and life satisfaction. **Cognitive Hardiness** also includes the belief that you have strong influence and control over your life, that what you do is directly related to what you achieve, that success in work and life is a result of individual behavior, rather than luck, fate, or chance and that you can effectively achieve success in both work and life.

This disposition appears to help buffer the potentially damaging impact of stress on well-being and directly generates effective coping behaviors. Individuals who score high on Cognitive Hardiness tend to cope with stress by direct problem-solving, rather than by avoiding or ignoring the situation. They also tend to interact with others by giving and getting assistance and encouragement, rather than by striking out or being overprotective. Thus, high Cognitive Hardiness scores suggest the possession of coping skills (cognitive, emotional, and behavioral) significantly associated with a lowered risk of job burnout, physical illness, and psychological distress.

Stress Profile measures **Cognitive Hardiness** as a unitary concept but it can be broken down into its three core dimensions measured:

- *Change*: Viewing life change as more challenging than threatful.
- *Commitment*: Viewing activities, tasks, and relationships as engaging, uplifting, and satisfying rather than alienating.
- *Control*: Viewing life events, successes, and failures as a direct result of your efforts, skills, and abilities rather than luck or chance (i.e., internal sense of control).

Current research suggests that **Cognitive Hardiness** can be modified through coaching, training, and behavioral programs but can also be a stand-alone individual trait that buffers the impact of stressful work and life events on the mind and body. Those with low scores might identify one's core purpose and meaning in life, live more in the moment via the practice of

mindfulness meditation, monitor and refute self-defeating thoughts and feelings about stressors, practice gratitude daily gratitude exercises and forgiveness to enhance the core dimensions underlying this individual health factor.

When **Cognitive Hardiness** is present, daily life changes and events are perceived to be challenging rather than being experienced as threatening. This keeps the individual open to trying new experiences and helps the individual to recognize that change affords new opportunities rather than hindrances to work and life satisfaction.

Cognitive Hardiness also includes the belief that one has strong influence and control over life, that what one does is directly related to what one achieves and that success in work and life is a result of individual behavior (rather than luck, fate, or chance).

This disposition appears to help buffer the potentially damaging impact of stress on well-being and directly generates effective coping behaviors. Individuals who score high on **Cognitive Hardiness** tend to cope with stress by direct problem-solving, rather than by avoiding or ignoring the situation. They also tend to interact with others by giving and getting assistance and encouragement, rather than by striking out or being overprotective. High Cognitive Hardiness scores suggest the possession of the kind of generally hardy outlook on life that is associated with a lowered risk of job burnout, physical illness and psychological distress.

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Coping Style

Positive Appraisal

YOUR SCORE: 34.09

Stress Scale measures four independent dispositional approaches to cognitive, emotion, and problem-solving based coping conceptually derived from research: 1) Positive appraisal; 2) Negative appraisal; 3) Cognitive reappraisal; and 4) Problem-focused coping. Coping style is defined as the most common and typical way one deals with work and life threats, pressures, and challenges. There is no overall coping style score. High scores suggest that the respondent utilizes a specific approach to coping in most situations that one might perceive as challenging or threatening.

You can score low or high on all of these general approaches to coping with perceived work and life challenges but any one of these might become most important to deal with specific stressors you experience.

This scale measures behaviors that are general behaviors you might tend to deploy in coping with situations you face and moving through adversity in life.

Positive appraisal coping may help the individual cope with daily work and life stress by minimizing defeating self-talk or emphasizing the positive side of things (positive appraisal), and acknowledging/addressing the stressor directly without ruminating or dwelling on it excessively (threat minimization). This form of coping that also involved self-affirmation (thinking and statements of self-esteem and self-regard) as well as positive memories has shown to significantly improve subjective well-being, happiness, and emotions especially following stress.

Research consistently shows that humor can also be a powerful and effective adaptive coping mechanism with significant physical and mental health benefits (a process known as cognitive reframing). Humor is a proven strategy for downregulating negative emotions in the short term and provides a sense of psychological distance from stressors, making problems feel less threatening. However, humor can also be unhelpful if used for avoidance or deflection of serious emotions, as this prevents processing necessary feelings like pain, sadness, or anger.

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Coping Style

Negative Appraisal

YOUR SCORE: 53.33

Stress Scale measures four independent dispositional approaches to cognitive, emotion, and problem-solving based coping conceptually derived from research: 1) Positive appraisal; 2) Negative appraisal; 3) Cognitive reappraisal; and 4) Problem-focused coping. Coping style is defined as the most common and typical way one deals with work and life threats, pressures, and challenges. There is no overall coping style score. High scores suggest that the respondent utilizes a specific approach to coping in most situations that one might perceive as challenging or threatening.

You can score low or high on all of these general approaches to coping with perceived work and life challenges but any one of these might become most important to deal with specific stressors you experience.

This scale measures behaviors that are general behaviors you might tend to deploy in coping with situations you face and moving through adversity in life.

Research consistently shows a strong link between negative appraisal coping (viewing stressors as threatening, uncontrollable) and poorer health outcomes, leading to increased stress, negative emotions (anxiety, depression), weakened immune function, higher inflammation, chronic disease risk (cardiovascular), worse pain management, and reduced mental well-being, emphasizing that shifting from negative to positive appraisal is key for better health.

Shifting from negative appraisals such as "all or nothing" catastrophic thinking, self-defeating and self-deprecating thoughts, or excessive rumination over past events or future situations (e.g., "I just know this is going to be terrible") to more positive or realistic ones (e.g., "This is challenging, but I can deal with this") through techniques like cognitive reappraisal and challenging irrational beliefs is a core goal in therapy to improve both mental and physical health outcomes

This scale measures behaviors that are general behaviors you might tend to deploy in coping with situations you face and moving through adversity in life.

A **lower** score on this scale **below 50** is desirable to optimize long term physical health and psychological well-being.

Coping Style

Cognitive Reappraisal

YOUR SCORE: 36.67

Stress Scale measures four independent dispositional approaches to cognitive, emotion, and problem-solving based coping conceptually derived from research: 1) Positive appraisal; 2) Negative appraisal; 3) Cognitive reappraisal; and 4) Problem-focused coping. Coping style is defined as the most common and typical way one deals with work and life threats, pressures, and challenges. There is no overall coping style score. High scores suggest that the respondent utilizes a specific approach to coping in most situations that one might perceive as challenging or threatening.

You can score low or high on all of these general approaches to coping with perceived work and life challenges but any one of these might become most important to deal with specific stressors you experience.

This scale measures behaviors that are general behaviors you might tend to deploy in coping with situations you face and moving through adversity in life.

Cognitive reappraisal approaches to coping may help the individual cope with daily work and life stress by minimizing defeating self-talk or emphasizing the positive side of things (positive appraisal), and acknowledging/addressing the stressor directly without ruminating or dwelling on it excessively (threat minimization).

Most typical reappraisal tactics are reinterpretation, modifying self-defeating and erroneous thoughts, and distancing. People who report frequently using reappraisal exhibit better psychological health, while laboratory participants instructed to use cognitive reappraisal during a negative experience report less negative emotion and show lower autonomic arousal.

Cognitive reappraisal is an important component of well-established and effective therapies for affective and anxiety disorders, and it is associated with greater psychological well-being in the face of stress

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Coping Style

Problem Focused Coping

YOUR SCORE: 39.64

Stress Scale measures four independent dispositional approaches to cognitive, emotion, and problem-solving based coping conceptually derived from research: 1) Positive appraisal; 2) Negative appraisal; 3) Cognitive reappraisal; and 4) Problem-focused coping. Coping style is defined as the most common and typical way one deals with work and life threats, pressures, and challenges. There is no overall coping style score. High scores suggest that the respondent utilizes a specific approach to coping in most situations that one might perceive as challenging or threatening.

You can score low or high on all of these general approaches to coping with perceived work and life challenges but any one of these might become most important to deal with specific stressors you experience.

This **Problem Focused coping** scale measures behaviors that are general behaviors you might tend to deploy in coping with situations you face and moving through adversity in life.

Problem-focused coping strategies address stress at its source through active steps such as planning, time or energy management, seeking information, utilizing support networks, problem-solving, and changing your situation to avoid, reduce, or eliminate the stressor directly (e.g., asking what you need from others, discussing workload with your boss, defining and setting boundaries with others).

These techniques and strategies are best for controllable stressors, involving breaking down issues, learning new skills, and taking charge rather than just managing thoughts and emotions.

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

Psychological Well-Being

YOUR SCORE: 27.78

The Psychological Well-Being scale is a measure of overall life satisfaction, a greater ratio of daily positive vs. negative emotions, and having a sense of meaning and purpose in life.

Research consistently shows a strong association between having a sense of meaning/purpose in life and better physical and mental health. This includes lower chronic disease risk, better stress management, improved cognitive function, and greater longevity mediated through healthier behaviors (e.g., exercise, diet) and neurobiological pathways (e.g., reduced inflammation and the "fight or flight" peptide cortisol). While having purpose is protective, actively searching for it might have adverse health effects but general purpose helps buffer stress, leading to better resilience and health outcomes.

Research also shows a strong, bidirectional link between life satisfaction, happiness, and health. People who are happy (greater positive vs. negative emotions and greater overall life satisfaction) tend to be healthier (stronger immunity, greater mental health, optimal aging, etc.) frequently due to healthy lifestyle choices (exercise, good diet, strong social ties) as well as biological factors, with emotional stability and positive relationships being key drivers for well-being and longevity.

A high score indicates that you are satisfied with yourself and feel able to relax and enjoy life. Those with high scores feel happy with their families, work, interpersonal relationships, successes and achievements. In general, people with a strong sense of psychological well-being report fewer stress-related illnesses than those without such a strong sense.

The 988 telephone Lifeline is an easy to remember three-digit number that anyone can call to receive support when experiencing emotional/psychological distress, suicidal or a mental health related crisis. People who are worried about a family member, friend, or co-worker who may need crisis support may also dial 988 to receive guidance, support, and information.

A **higher** score on this scale **above 50** is desirable to optimize long term physical health and psychological well-being.

STRESS PROFILE WELLNESS WORKBOOK

Your Stress Profile report provides you with information on specific lifestyle behaviors and factors that can affect your ability to cope with stress and maintain a high level of physical health and psychological well-being. Initiating and maintaining new behavior is often challenging—particularly when our level of motivation and level of confidence about being successful are low.

This workbook will now help you translate the insights you have gained from your **Stress Profile** report into a **Wellness Action Plan** to enhance your physical health and psychological well-being. The Workbook consists of three sections, to give you the necessary tools to do some critical reflection, creating, and implementing a personal wellness plan.

Step 1 Summary

A series of open-ended reflective questions to help you better understand the key insight that came out of your **Stress Profile** feedback report.

Turn to this section to summarize your overall observations from your report to identify the potential lifestyle strengths and risks associated with your scores on each of the 10 health habits measured.

Step 2 Reflection

Use this section to identify your key health resources (high scores related to overall well-being) and health risks (lifestyle practices and behaviors that you might modify).

Step 3 My Wellness Practice Plan

Use this section to finalize specific lifestyle habits and behaviors you are motivated to focus on to enhance your overall health and well-being.

Identify specific cues, triggers, and situations that will facilitate successful implementation of healthy behaviors and habits on a daily, weekly, and monthly basis so they become part of your overall well-being lifestyle.

Share your wellness action plan with others, identify how you track and monitor your progress, and utilize your support network to support you towards completion of your wellness action plan.

Stress Profile Wellness Plan

Step 1: Summary

The following questions will help you to better summarize your **Stress Profile** feedback report results.

- If you had to pick a *single word or phrase* to describe your emotional reactions to your feedback report it would be:
- Which **Stress Profile** scale scores are you most surprised about? Least surprised about?
- Which **Stress Profile** scales serve as your key *resources* to continue practicing?
- Which behaviors in the *Preventive Practices* scale are you possibly motivated to change (smoking, drinking, adherence to prescribed medications, etc.)?
- What are the most important lifestyle practices you will target as part of a personalized wellness action plan (i.e., specific healthy behaviors you can do *more, less, stop doing, or start doing?*).

Stress Profile Wellness Plan

Step 2: Reflection

Now that you have selected one or two specific **Stress Profile** factors that you are prepared to begin making immediate behavior change, answer the following reflective questions below to maximize your success and begin creating a detailed **Stress Profile Action Plan**.

1. What will be the positive outcomes of changing my behavior in the Stress Profile area(s) I have selected to work on?
2. How can I make my behavioral change goal(s) *realistic* and achievable?
3. How can I track and *monitor* my progress on my behavioral change goal?
4. What are some possible *barriers* to successfully changing my behavior?
5. What actions and steps can I take to anticipate, overcome, and *prevent* these barriers from interfering with my successful behavior change effort?
6. How can family members, friends, or co-workers support and *assist* me to successfully change my behavior?
7. How will I *reward* myself for successfully maintaining my behavior change goal for 30 days?
8. What can I do to continue to motivate myself to keep a high level of commitment to my wellness goal, even if I temporarily slip back into my old habits (i.e., what is a viable relapse prevention plan I can implement to avoid a "slip" turning into a full relapse back to my old habits)?

Stress Profile Wellness Plan

Step 3: Practice Plan

You are now ready to complete your **Stress Profile Action Plan**. Concentrate on one wellness goal at a time and complete your plan carefully and thoughtfully. Keep in mind that in order to be effective, your action plan activities and goals must be specific, measurable, action oriented, realistic and time bounded.

Your action plans will be most effective if you use a two-step model that includes:

- Identification of a trigger or cue (e.g., time of day or situation).
- Specific wellness behavior you wish to practice (e.g., exercise or practicing mindfulness meditation for a specific amount of time).

Stress Profile Factor:

Specific Behavioral Change Goal/Activities:

Target Dates:

How I Will Track and Measure My Behavioral Change Goal Success:

Results/Outcomes:

Stress Profile Wellness Plan

Implement and Evaluate

You are now ready to begin implementing and then evaluating the efforts of your **Stress Profile** Action Plan. Anticipate and prepare for situations that might challenge your commitment and ability to sustain your new habits. Evaluate your progress and reward yourself for your successful accomplishments. Utilize the following strategies to prevent relapse and ensure long-term success of your action plan.

- Practice coping with *unavoidable* high-risk situations
 - Think about what you could say and do when faced with temptation.
 - *Use relaxation and other stress management techniques to handle strong emotions (e.g., anxiety).*
 - Get advice and watch others.
 - Develop a set of self-instructions that will help you in high-risk situations.
 - Test your coping skills in actual high-risk-of-relapse situations (e.g., a smoker could interact with other smokers without smoking; a dieter could go out with friends having fast food and just have a healthy choice; a business traveler could schedule some light exercise into his/her busy day; a student studying during final exams can go to bed early enough to get adequate sleep, etc.).
- Prepare in advance for a lapse (*to avoid a relapse*)
 - Attempt to limit the loss of control and reduce the feeling that you have failed. Instead, if you slip, just admit that you have made a mistake.
 - *Make an agreement to limit the slip* (e.g., one dessert, one day without exercise).
 - *Make an agreement to use family and friends to help you succeed.*
 - Learn from this experience. Learn your weaknesses and plan how to overcome them.
 - Recommit yourself to your **Stress Profile** Action Plan.