Occupational Stress Inventory - Revised Edition™ (OSI-R™)

Report for:

Sam Sample
April 21, 2024

Introduction

The revised edition of the ***Occupational Stress Inventory (OSI-R™)*** is divided into three sections, the *Occupational Role Questionnaire (ORQ)*, the *Personal Strain Questionnaire (PSQ)*, and the *Personal Resources Questionnaire (PRQ)*. These questionnaires provide a concise measure of three important dimensions of occupational adjustment: occupational stress, psychological strain, and coping resources. For each of these dimensions, scales measure specific attributes of the environment or individual that represent important characteristics of occupational adjustment.

The scales described in this report should be used only by a qualified professional trained in the use and interpretation of psychological tests. Users of this report should have (a) a thorough knowledge of the OSI-R™ manual, including proper administration and interpretation of the OSI-R™, as well as an understanding of norms and their limitations; (b) a thorough knowledge of test theory and principles of interpretation; (c) a complete understanding of the stress, strain and coping model on which the OSI-R™ is based; and (d) an understanding of appropriate test use (i.e. the identification of occupationally induced stress for the benefit of an individual voluntarily taking the test).

The OSI-R™ was developed and standardized for use with individuals 18 years of age and older. Valid administration of the OSI-R™ assumes that the respondent is physically and emotionally capable of meeting the normal demands of testing with self-report instruments. Results from individuals with a reading level below 5th grade, or whose ability to provide valid responses may have been compromised by factors such as cognitive ability, emotional state or health, should be interpreted with caution. The OSI-R™ should not be used for the purposes of selection, retention, promotion, job performance evaluation, or compensation.

The next page of this report contains a profile of this individual's scores on the scales that make up the OSI-R™. Subsequent pages of the report contain descriptions and possible high score interpretations for each of the OSI-R™ scales. Additional interpretive material can be found in the OSI-R™ Professional Manual.

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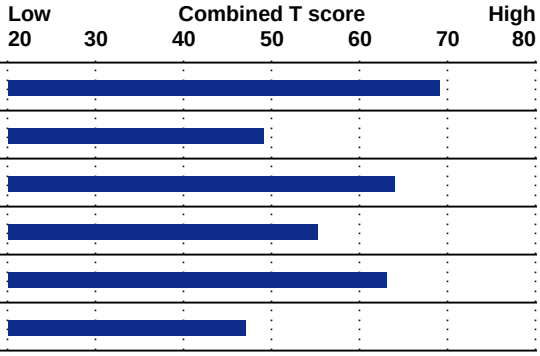
OSI-R™ Profile for Sam Sample

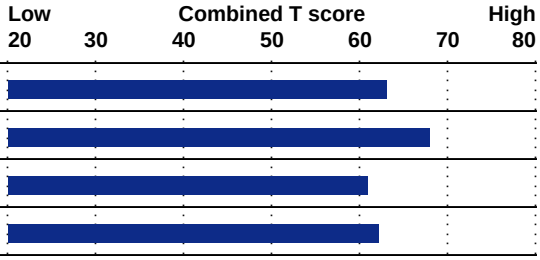
Occupational Role Questionnaire (ORQ)

	Raw Score	-- T scores -- Male	Fem.	Comb.
Role Overload (RO)	38	70	68	69
Role Insufficiency (RI)	24	49	48	49
Role Ambiguity (RA)	30	62	66	64
Role Boundary (RB)	26	54	56	55
Responsibility (R)	35	62	64	63
Physical Environment (PE)	19	45	53	47



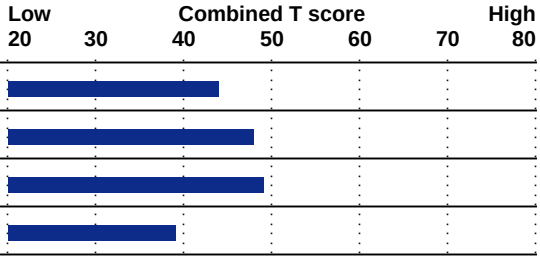
Personal Strain Questionnaire (PSQ)

	Raw Score	-- T scores -- Male	Fem.	Comb.
Vocational Stress (VS)	25	63	65	63
Psychological Strain (PSY)	34	69	67	68
Interpersonal Strain (IS)	28	61	62	61
Physical Strain (PHS)	31	64	60	62



Personal Resources Questionnaire (PRQ)

	Raw Score	-- T scores -- Male	Fem.	Comb.
Recreation (RE)	22	44	44	44
Self-Care (SC)	24	49	46	48
Social Support (SS)	40	50	48	49
Rational/Cognitive Coping (RC)	28	39	38	39



OSI-R™ Profile Description

The charts above list this individual's raw scores for each of the OSI-R™ scales, followed by standardized T scores that first compare this individual's scores to those of the males in the main OSI-R™ normative sample, then the females in the normative sample, and finally to the entire combined normative sample. The combined T scores are also graphed. T scores are linear transformations of raw scores, derived to have a mean of 50 and a standard deviation of 10.

Interpretation of T scores

For the **ORQ** and **PSQ** scales, high scores suggest significant levels of occupational stress and psychological strain, respectively. T scores at or above 70 indicate a strong probability of maladaptive stress, debilitating strain, or both. Scores in the range of 60-69 suggest mild levels of maladaptive stress and strain. Scores in the range of 40-59 are within one standard deviation of the mean and should be interpreted as being within normal range. Scores below 40 indicate a relative absence of occupational stress or psychological strain. For the **PRQ** scales, high scores indicate highly developed coping resources. For these scales, T scores below 30 indicate a significant lack of coping resources. Scores in the range of 30-39 suggest mild deficits in coping skills. Scores in the range of 40-49 indicate average coping resources, whereas higher scores indicate increasingly strong coping resources.

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OSI-R™ Scale Descriptions

Occupational Role Questionnaire (ORQ)

Role Overload (RO)

High scorers may describe their work load as increasing, unreasonable, and unsupported by needed resources. They may describe themselves as not feeling well trained or competent for the job at hand, needing more help, and/or working under tight deadlines.

Role Insufficiency (RI)

High scorers may report a poor fit between their skills and the job they are performing. They may also report that their career is not progressing and has little future. Needs for recognition and success may not be met. They may report boredom and/or underutilization.

Role Ambiguity (RA)

High scorers may report an unclear sense of what they are expected to do, how they should be spending their time, and how they will be evaluated. They seem not to know where to begin on new projects and experience conflicting demands from supervisors. They also may report no clear sense of what they should do to "get ahead."

Role Boundary (RB)

High scorers may report feeling caught between conflicting supervisory demands and factions. They may report not feeling proud of what they do, or not having a stake in the enterprise. They also may report being unclear about authority lines and having more than one person telling them what to do.

Responsibility (R)

High scorers may report high levels of responsibility for the activities and work performance of subordinates. They are worried that others will not perform well. They are sought out for leadership and frequently have to respond to others' problems. They also may have poor relationships with people at work or feel pressure from working with angry or difficult employees or the public.

Physical Environment (PE)

High scorers may report being exposed to high levels of noise, moisture, dust, heat, cold, light, poisonous substances, or unpleasant odors. They also may report having an erratic work schedule or feeling personally isolated.

Personal Strain Questionnaire (PSQ)

Vocational Strain (VS)

High scorers may report poor attitudes toward their work, including dread, boredom, and lack of interest. They may report making errors in their work or having accidents. They also may report that the quality of their work is suffering. Concentration problems and absenteeism may be present.

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OSI-R™ Scale Descriptions (continued)

Personal Strain Questionnaire (PSQ) (continued)

Psychological Strain (PSY)

High scorers may report feeling depressed, anxious, unhappy, and/or irritable. They may report complaining about little things, responding badly in routine situations, and having no sense of humor. They also may report that things are not "going well."

Interpersonal Strain (IS)

High scorers may report frequent quarrels or excessive dependency on family members, spouses, and friends. They also may report wanting to withdraw and have time alone or, conversely, not having time to spend with friends.

Physical Strain (PHS)

High scorers may report frequent worries about their health as well as a number of physical symptoms (e.g., colds, heart palpitations, aches and pains, stomachaches, and erratic eating habits). They may report unplanned weight change, overuse of alcohol, and disturbances in sleeping patterns. They also may report feeling lethargic and/or apathetic.

Personal Resources Questionnaire (PRQ)

Recreation (RE)

High scorers may report that they take advantage of the recreational/leisure time coming to them and engage in a variety of activities that they find relaxing and satisfying. They also may report doing the things they most enjoy in their spare time.

Self-Care (SC)

High scorers may report that they regularly exercise, sleep 8 hours per day, are careful about their diet, practice relaxation techniques, and avoid harmful substances (e.g., alcohol, drugs, tobacco, coffee).

Social Support (SS)

High scorers may report feeling that there is at least one person they can count on, one who values and/or loves them. They may report having sympathetic people with whom to talk about work problems and may report having help to do important things and/or things around the house. They also may report feeling close to another individual.

Rational/Cognitive Coping (RC)

High scorers may report that they have a systematic approach to solving problems, think through the consequences of their choices, and are able to identify important elements of problems encountered. They may report being able to set and follow priorities and having techniques to avoid being distracted. They also may report being able to reexamine and reorganize their work schedule. They put their jobs out of their minds when they go home and feel that there are other jobs besides their present one that they can do.

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