

## Organizational Stress Questionnaire

Below is a list of items that describe different aspects of being a first responder. After each item, please indicate how often that item has caused stress you over the past 6 months, using the scale that ranges from “Never” to “Always”:

Never = 0 | Rarely = 1 | Sometimes = 2 | Often = 3 | Always = 4

Items and Responses	Score
1. Dealing with coworkers. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
2. The feeling that different rules apply to different people (e.g., favoritism). Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
3. Feeling like you always have to prove yourself to this organization. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
4. Excessive administrative duties. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
5. Constant changes in policy/legislation. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
6. Staffing shortages. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
7. Bureaucratic “red tape.” Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
8. Too much computer work. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
9. Lack of training on new equipment. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
10. Perceived pressure to volunteer free time. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
11. Dealing with supervisors. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____
12. Inconsistent leadership styles. Never <input type="checkbox"/> Rarely <input type="checkbox"/> Sometimes <input type="checkbox"/> Often <input type="checkbox"/> Always <input type="checkbox"/>	_____

13. Lack of resources.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
14. Unequal sharing of work responsibilities.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
15. If you are sick or injured, coworkers seem to look down on you.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
16. Leaders over-emphasize the negatives (public complaints, supervisor evaluations, etc.).					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
17. Internal investigations.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
18. Dealing with the court system.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
19. The need to be accountable for doing your job.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
20. Inadequate equipment.					
Never	Rarely	Sometimes	Often	Always	_____
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
					TOTAL SCORE: _____

How to interpret your score:

- If your score is between 0 and 30 on this questionnaire, your level of stress is very low, and you are at a lower risk for stress-related problems.
- If your score is between 31 and 55, your stress level is in the moderate range. You may be less likely to be debilitated by the stress of a crisis event that may come along.
- If your score is between 56 and 80, your stress level is high, and you have a much greater risk of succumbing to the debilitating effects of a traumatic event should one occur.