

Summary of Results

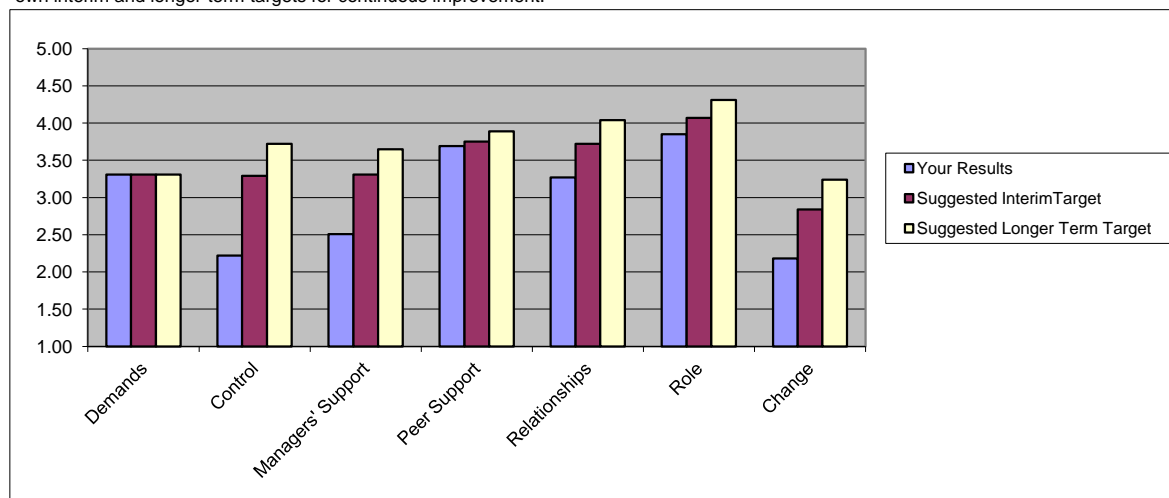
	Your Results	Suggested Interim Target	Suggested Longer Term Target
Demands	3.31	3.31	3.31 *
Control	2.22	3.29	3.72
Managers' Support	2.51	3.31	3.65
Peer Support	3.69	3.75	3.89
Relationships	3.27	3.72	4.04
Role	3.85	4.07	4.31
Change	2.18	2.84	3.24

Data Set: Organisational Averages

Key

	Doing very well - need to maintain performance Represents those at, above or close to the 80th percentile [†]
	Good, but need for improvement Represents those better than average but not yet at, above or close to the 80th percentile [†]
	Clear need for improvement Represents those likely to be below average but not below the 20th percentile [†]
	Urgent action needed Represents those below the 20th percentile [†]

*You are doing very well on the following stress factors: Demands (you are above the 80th percentile for these stress factors). We suggest that you set your own interim and longer-term targets for continuous improvement.



[†] Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)