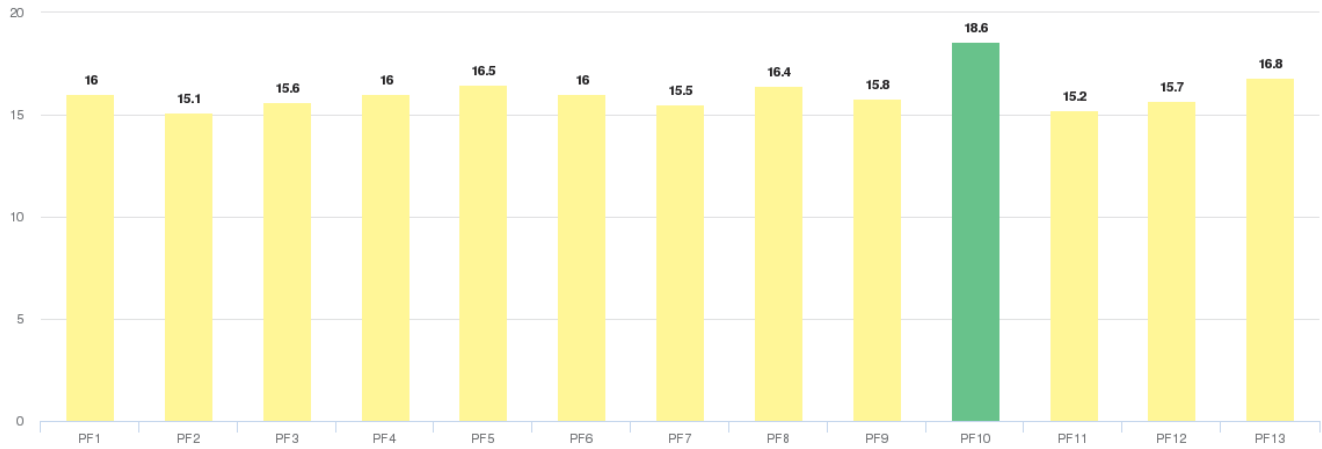


Mean Score Report

Please note any areas of concern or relative strength. Psychosocial factors flagged as Significant Concerns should be your top priority.



Serious Concerns
= 5 to 9

Significant Concerns
= 10 to 13

Minimal Concerns *
= 14 to 16

Relative Strengths **
= 17 to 20

* Although this is a Minimal Concern, it is important to attend to it and review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

** Although this is a Relative Strength, it is important to review the Organizational Review Results and the Survey Results for any additional or individual-identified areas of concern.

PF1: Psychological Support
 PF2: Organizational Culture
 PF3: Clear Leadership & Expectations
 PF4: Civility & Respect
 PF5: Psychological Competencies & Requirements
 PF6: Growth & Development
 PF7: Recognition & Reward

PF8: Involvement & Influence
 PF9: Workload Management
 PF10: Engagement
 PF11: Balance
 PF12: Psychological Protection
 PF13: Protection of Physical Safety