

VitalityPRO™



First Name

Last Name

E-Mail Address

- Occupation
- Management
 - Sales
 - Admin
 - Operations

SECTION A

The following are 40 statements that a person might use to describe him/herself. Please consider each one briefly and indicate how you feel about it using the following scale. Be honest with yourself. As you go through the statements, use your best judgement. Your first thought is probably the most accurate response.

Circle one number to the right of each statement.

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
1. I feel used up at the end of the day.	1	2	3	4	5
2. I am able to see the good in most situations.	1	2	3	4	5
3. I feel critical of others.	1	2	3	4	5
4. I have a tendency to blame myself for things.	1	2	3	4	5
5. I am comfortable with the way I treat other people.	1	2	3	4	5
6. I tire quickly.	1	2	3	4	5
7. I wish I could be as happy as other people.	1	2	3	4	5
8. I do not get irritated easily.	1	2	3	4	5
9. Worrying rarely interferes with me getting things done.	1	2	3	4	5
10. I don't seem to get the same kind of lasting satisfaction that I used to from the time I spend with friends.	1	2	3	4	5

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
11. I usually have all the energy I need to get things done.	1	2	3	4	5
12. I feel that I am as successful as people think I am.	1	2	3	4	5
13. I find myself waking up earlier in the morning than I planned.	1	2	3	4	5
14. When something difficult or stressful is coming up, I find myself thinking about all the ways things can go poorly for me.	1	2	3	4	5
15. I would like to give more of myself to the people closest to me.	1	2	3	4	5
16. Getting a tension headache is unusual for me.	1	2	3	4	5
17. I feel blocked in getting things done.	1	2	3	4	5
18. I try to do two or three things at once, rather than one thing at a time.	1	2	3	4	5
19. I do not dwell on distressful situations.	1	2	3	4	5
20. I don't feel really close to the people around me.	1	2	3	4	5

SECTION A - Continued

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
21. I sleep soundly until it's time to get up.				1	2 3 4 5
22. I feel that my leisure time and recreational life don't express my creative side.				1	2 3 4 5
23. I rarely get into arguments.				1	2 3 4 5
24. My friends do not see me as someone who worries a lot.				1	2 3 4 5
25. I often feel lonely.				1	2 3 4 5
26. I don't feel well rested when I wake up in the morning.				1	2 3 4 5
27. The ways I organize and use my time are a very accurate reflection of my interests.				1	2 3 4 5
28. I express my feelings openly rather than holding them inside.				1	2 3 4 5
29. I feel that worrying is part of the price of success.				1	2 3 4 5
30. I handle conflicts and disagreements very well.				1	2 3 4 5

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
31. I often get colds.				1	2 3 4 5
32. I feel that other people have made a lot more out of their talents than I have.				1	2 3 4 5
33. I tend to anticipate others in conversation (interrupting, finishing sentences for the other person), rather than listening well and letting the other person finish speaking.				1	2 3 4 5
34. I put worrisome situations out of my mind easily.				1	2 3 4 5
35. I spend as much time with my friends as I should.				1	2 3 4 5
36. I rarely have tight or aching muscles.				1	2 3 4 5
37. I feel that the goals I have set for my life will make me happy.				1	2 3 4 5
38. Waiting does not bother me.				1	2 3 4 5
39. Decisions are hard for me because I often wonder if I have thought of all the alternatives.				1	2 3 4 5
40. I feel I should be spending more time with my family.				1	2 3 4 5

SECTION B

The following are 36 statements that a person might experience in his / her work life. Please consider each one briefly and indicate how you feel about it using the following scale. Be honest with yourself. As you go through the statements, use your best judgement. Your first thought is probably the most accurate response. Circle one number to the right of each statement.

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
1. I am frequently irritable or tired.	1	2	3	4	5
2. I don't feel pressured to promise more than I can deliver.	1	2	3	4	5
3. I believe that many of the company's decisions that affect my work are short-sighted or inconsistent.	1	2	3	4	5
4. I seem to be spending more time dealing with obstacles and difficulties in my work than on actually getting the job done.	1	2	3	4	5
5. I am experiencing more minor health problems (e.g. colds, flu, headaches) recently.	1	2	3	4	5
6. I rarely get the recognition I deserve for my work.	1	2	3	4	5
7. I feel well treated by the company.	1	2	3	4	5
8. I believe that most of the changes going on in this company will work out for the best.	1	2	3	4	5
9. I have a hard time staying focused on the work I am doing.	1	2	3	4	5
10. In this company, I believe the needs and interests of workers are fairly taken into account in most decisions that affect them.	1	2	3	4	5

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
11. I am able to keep a cool head when things get hectic at work.	1	2	3	4	5
12. I feel motivated by my work.	1	2	3	4	5
13. To the extent the company succeeds, I succeed.	1	2	3	4	5
14. I believe I can trust my co-workers to look after my interests as well as I look after theirs.	1	2	3	4	5
15. I find it difficult to stay as motivated by my work as I would like to.	1	2	3	4	5
16. I rarely worry about things which are out of my control.	1	2	3	4	5
17. I am usually able to create workable solutions with my co-workers.	1	2	3	4	5
18. I believe my job offers me opportunities to find the work satisfaction I want.	1	2	3	4	5
19. I frequently feel it is impossible to find a satisfying balance between conflicting demands or priorities at work.	1	2	3	4	5
20. I frequently feel pessimistic when future workplace changes are discussed.	1	2	3	4	5

SECTION B - Continued

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
21. I am able to stay focused on getting my work done.	1	2	3	4	5
22. I am usually able to give the time and energy I want to the important parts of my job.	1	2	3	4	5
23. I feel that some of the important parts of my job don't get enough of my attention due to the urgent or "fire fighting" demands on my time.	1	2	3	4	5
24. I know how to get the satisfaction I want at work.	1	2	3	4	5
25. I sometimes resent how I am treated by the company.	1	2	3	4	5
26. I believe most of the pressures I'm under at work are well justified.	1	2	3	4	5
27. I often feel that no matter how well I do my work, nothing I do will be judged as good enough (by senior management).	1	2	3	4	5
28. I look for the pluses in difficult or negative situations.	1	2	3	4	5
29. I spend more time and energy than I would like on worry and the rumor mill.	1	2	3	4	5
30. I feel that pressures at work are interfering with my family life.	1	2	3	4	5

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
31. I don't take the pride I used to in this company as a "fine employer".	1	2	3	4	5
32. I am generally optimistic that I can find a solution when I run into problems at work.	1	2	3	4	5
33. I often feel I personally am paying too high a price for the company's success.	1	2	3	4	5
34. I feel I am working under unreasonable pressure.	1	2	3	4	5
35. I would leave the company if I were offered a comparable job elsewhere.	1	2	3	4	5
36. I believe that a person's initiative and effort are usually recognized in this company.	1	2	3	4	5

SECTION C

The following are 30 statements that a person might say/feel about the balance between his/her personal life and career. Please consider each one briefly and indicate how you feel about it using the following scale. Be honest with yourself. As you go through the statements, use your best judgement. Your first thought is probably the most accurate response. Circle one number to the right of each statement.

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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|--|---|---|---|---|---|
| 1. My job gives me plenty of satisfaction. | 1 | 2 | 3 | 4 | 5 |
| 2. I frequently get involved with opportunities to develop myself personally. | 1 | 2 | 3 | 4 | 5 |
| 3. My leisure time does not reflect my interests very well. | 1 | 2 | 3 | 4 | 5 |
| 4. My career isn't developing at the speed I want. | 1 | 2 | 3 | 4 | 5 |
| 5. I have never told lies. | 1 | 2 | 3 | 4 | 5 |
| 6. My family life allows me to experience the loving relationships that I think are important. | 1 | 2 | 3 | 4 | 5 |
| 7. I enjoy my friends. | 1 | 2 | 3 | 4 | 5 |
| 8. I feel that my life is progressing in the areas that are most important to me. | 1 | 2 | 3 | 4 | 5 |
| 9. I have never said anything unkind about anyone else. | 1 | 2 | 3 | 4 | 5 |
| 10. I have never been late for work or for an appointment. | 1 | 2 | 3 | 4 | 5 |

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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|--|---|---|---|---|---|
| 11. I feel a sense of accomplishment from my work. | 1 | 2 | 3 | 4 | 5 |
| 12. My relationships with my friends give me lots of satisfaction. | 1 | 2 | 3 | 4 | 5 |
| 13. When I have a lot of stress in my life, I can count on my friends for support. | 1 | 2 | 3 | 4 | 5 |
| 14. Once I've met my work and family commitments, I don't have much energy left to pursue my personal interests. | 1 | 2 | 3 | 4 | 5 |
| 15. My work hours don't allow enough time for activities which are important to me outside of work. | 1 | 2 | 3 | 4 | 5 |
| 16. I never envy others their good luck. | 1 | 2 | 3 | 4 | 5 |
| 17. I can always count on my family life to provide the emotional support I need. | 1 | 2 | 3 | 4 | 5 |
| 18. We have too little communication with each other in my family. | 1 | 2 | 3 | 4 | 5 |
| 19. My friendships have grown stronger over the years. | 1 | 2 | 3 | 4 | 5 |
| 20. I am proud of the work I do. | 1 | 2 | 3 | 4 | 5 |

SECTION C - Continued

	1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
21. I make sure that I frequently take time for my own interests.	1	2	3	4	5
22. I am not able to plan my work activities so that important parts of my job get done right.	1	2	3	4	5
23. When I'm doing something with my family, I don't get distracted by thinking about other things.	1	2	3	4	5
24. When my family and I plan to do something together, we often don't follow through and do what we planned.	1	2	3	4	5
25. My friends and I have a lot of personal interests in common.	1	2	3	4	5
26. I have never boasted or bragged.	1	2	3	4	5
27. I think I am not spending enough time with my family.	1	2	3	4	5
28. I need more friends.	1	2	3	4	5
29. I do not plan enough time for the activities I really enjoy.	1	2	3	4	5
30. I always admit my own mistakes.	1	2	3	4	5

SECTION D

The following are 45 statements that you might a person might use to describe his/her work environment. Please consider each one briefly and indicate how you feel about it using the following scale. Be honest with yourself. As you go through the statements, use your best judgement. Your first thought is probably the most accurate response.

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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1. The corporate mission statement is clear and well understood by people.	1	2	3	4	5
2. Superior performance is rewarded appropriately.	1	2	3	4	5
3. The organization provides growth opportunities for me.	1	2	3	4	5
4. It is fun to work for this company.	1	2	3	4	5
5. My manager/supervisor has good people skills.	1	2	3	4	5
6. Senior management will make constructive use of this survey information.	1	2	3	4	5
7. Good team work is recognized and rewarded.	1	2	3	4	5
8. The people who work for this organization are 'first rate'.	1	2	3	4	5
9. The expectations that this organization has for me are clear.	1	2	3	4	5
10. There are good lines of communication throughout the company.	1	2	3	4	5

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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11. The compensation plan rewards high performance.	1	2	3	4	5
12. My career goals and future are discussed with me at least once a year.	1	2	3	4	5
13. My work is interesting.	1	2	3	4	5
14. Coaching is available from my manager/supervisor.	1	2	3	4	5
15. There is a good relationship between management and non-management employees.	1	2	3	4	5
16. People are willing to share their expertise in this organization.	1	2	3	4	5
17. I like the people who work with me.	1	2	3	4	5
18. Our meetings leave everyone with a clear idea of what to do next.	1	2	3	4	5
19. My manager keeps me up to date on how new company priorities affect my work.	1	2	3	4	5
20. I am paid fairly for the work that I do.	1	2	3	4	5

SECTION D – Continued

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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21. Career counseling is available to employees.	1	2	3	4	5
22. Employees take pride in their work.	1	2	3	4	5
23. My manager helps me deal with obstacles at work.	1	2	3	4	5
24. This company values its employees.	1	2	3	4	5
25. There is a strong spirit of co-operation throughout this organization.	1	2	3	4	5
26. My co-workers and I have enjoyable relationships with each other.	1	2	3	4	5
27. My performance is regularly measured and reviewed.	1	2	3	4	5
28. I am able to see how changes in the company will affect my career planning.	1	2	3	4	5
29. This company provides good benefits for its employees.	1	2	3	4	5

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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30. I am learning new skills at work.	1	2	3	4	5
31. My work makes good use of my strengths.	1	2	3	4	5
32. My manager understands the challenges I face in my work.	1	2	3	4	5
33. Management recognizes the contributions of the employees.	1	2	3	4	5
34. I am often frustrated by the decision-making process in this organization.	1	2	3	4	5
35. I look forward to seeing my co-workers when I go to work.	1	2	3	4	5
36. I am aware of my performance objectives and results.	1	2	3	4	5
37. I can usually see how my work supports the important goals of the company.	1	2	3	4	5
38. The pay and benefits at my company are above average.	1	2	3	4	5
39. Training is available for the new skills I need at work.	1	2	3	4	5

1 Disagree Completely	2 Disagree Somewhat	3 Neutral	4 Agree Somewhat	5 Agree Completely
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40. The work we do at this company is important.	1	2	3	4	5
41. My manager helps me and my co-workers work well as a team.	1	2	3	4	5
42. Management respects the how well employees know their jobs.	1	2	3	4	5
43. The people in my department work well together.	1	2	3	4	5
44. I respect the abilities of the people who work with me.	1	2	3	4	5
45. When I am uncertain about my work, I can easily get the answers that I need.	1	2	3	4	5