

Work Stress Screener (WoSS-13)

WoSS A

Over the past two weeks, **at WORK**, how often have you experienced one or more of the following situations or feelings?

(Please mark the answer that best represents your situation)

	<i>Never</i>	<i>Several days</i>	<i>More than half the days</i>	<i>Nearly every day</i>
1. Feeling positively challenged at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling motivated to do your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Concentrating well on your tasks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Being productive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Feeling committed to your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Feeling hopeful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Feeling optimistic?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Feeling cheerful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. If you marked any of these situations or feelings, how did these feelings or situations help you to do your work or get along with your colleagues?

Not helpful at all	Somewhat helpful	Neither helpful nor unhelpful	Very helpful	Extremely helpful
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

WOSS B

Over the past two weeks, at WORK, how often have you experienced one or more of the following problems?

(Please mark the answer that best represents your situation)

	<i>Never</i>	<i>Several days</i>	<i>More than half the days</i>	<i>Nearly every day</i>
1. Experiencing low job satisfaction?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Feeling anxiety?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Experiencing negative work situations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Feeling hopeless?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Having less patience than before?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. If you marked any of these problems, how difficult did this make it for you to do your work or get along with your colleagues?

Not difficult at all

Somewhat difficult

Neither difficult or nor easy

Very difficult

Extremely difficult

WoSS / Work Stress Screener 13-items

Aim

The aim of the work stress screener (WoSS - 13) is to identify the extent to which an employee experiences characteristics of benign and harmful stress at work.

Application of the instrument

The WOSS - 13 consists of 13 items, divided into two parts (Form A and Form B). Form A is about characteristics of benign stress and consists of eight items which are organized into two sub-scales. Items 1-5 relate to positive work-related affect/stress and items 6-8 relate to general positive affect. Form B is about characteristics of harmful stress and consists of five items. A maximum of 24 points can be scored in Form A; 15 points can be scored in Form B.

Extra question: Questions A9 and B6 explore if work functioning benefits from the level of benign work stress, or suffers from the level of harmful work stress, respectively.

Application on the work floor:

The instrument can be filled out by employees themselves.

Scoring:

A sum score is calculated per subscale by adding the items 1 to 8 in Form A and 1 to 5 in Form B.

Score "never" as "0", "several days" as "1", "more than half of the days" as "2" and "almost every day" as "3".

The score in Form A subscale 1 is at least 0 and at most 15, scores in subscale 2 are at least 0 and at most 9; in Form B at least 0 and at most 15. A high score on sub-scale A is an indication that there is benign stress. A high score on sub-scale B is an indication that there is malignant or harmful stress.

Time investment:

It takes approximately five minutes to complete the screener.

Target population:

The screener is intended for employees in all branches

Citation: Sweetman, J., Van Der Feltz-Cornelis, C. M., Elfeddali, I. & de Beurs, E. 2022. Validation of the Work Stress Screener (WOSS-13) and Resilience at Work Scale (ReWoS-24). Journal of Psychosomatic Research. (In press)