

strengthening lives

WORKPLACE MENTAL WELLNESS ASSESSMENT



COVENANT
FAMILY SOLUTIONS

Prepared for

**SAMPLE
REPORT**

CONTENTS

EXECUTIVE SUMMARY

The Executive Summary looks at the overall results of the assessment. You are presented with Sample Company's mental health "grade" and high level recommendations.

STRESS LEVELS

The first section of the assessment focused on aspects of the work people do that contribute to stress. We show you what is going well and opportunities for improvement.

UNDERSTAND & MEASURE STRESS & MENTAL HEALTH

To better understand the mental wellness of your workforce, we next took a look at how vulnerable your employees are to stress.

THE CONNECTION BETWEEN PERCEIVED STRESS & WORK

When we connect-the-dots between the two parts of the assessment, the picture of mental wellness in Sample Company becomes clear.

THE CONNECTION BETWEEN MENTAL HEALTH & WORK

This part of the study identifies how workplace conditions are affecting the mental and physical health of employees.

ADDITIONAL FINDINGS

The assessment showed two areas specifically related to individual job duties and related workloads that create significant impacts on mental health.

CORRELATIONAL ANALYSIS

This assessment looked at factors throughout your organization that have the potential to impact the mental health of your employees

RECOMMENDATIONS AND NEXT STEPS

Based upon the results of this assessment, Sample Company is in a strong position to drive positive changes rather quickly.



EXECUTIVE SUMMARY

SAMPLE CO.
Workplace Mental
Wellness Score

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CONGRATULATIONS! You have taken the first leap forward in making mental wellness in your workplace a priority by engaging in this assessment.

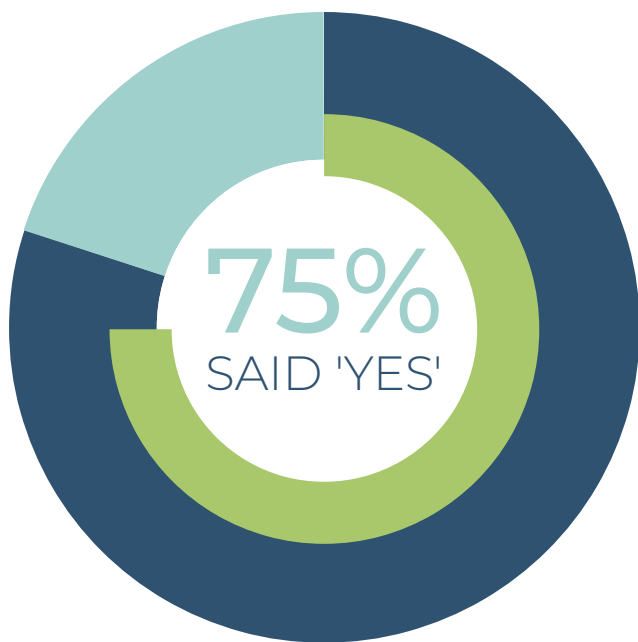
In this assessment we looked at a variety of factors that can impact the mental wellness of your employees both at the workplace and in their personal lives. Next, we compared the results of those things that are going well and not so well in the office against their personal mental health self-assessments. **By combining these two areas, we are able to begin to paint a picture of wellness within your organization and what steps you can begin in order to take it to the next level.**

Overall, these results suggest that two primary factors are negatively impacting the mental health of your employees. The first is the amount of work on their plates (too much or too little). Second, employees feel that they have limited positive relationships with managers and colleagues. **Improvements in both of these areas would reduce stress, improve mental health, and increase productivity.** Like many workplaces in the current pandemic, your workforce is experiencing a very high level of stress and is very susceptible to additional stress. This is having a negative impact in several areas of their emotional and physical functioning in day-to-day tasks.

STRESS LEVELS

The first section of the assessment focused on aspects of the work people do that contribute to stress. The goal is that 80% or more of your workforce would answer the questions in a “positive” manner, meaning they feel like things are going well. Below we have highlighted a few of the questions that point to areas of **strength** or **opportunity**. The average positive score in this section is 68% which means that **Sample Company scores at a solid 'B'** in the level of stress in your workplace. While our goal is to always strive for the A+, you are doing better than many others at this time. For example, your employees feel empowered to use their creativity. That said, there are some immediate steps you can take to reduce stress levels.

WHAT IS GOING WELL?

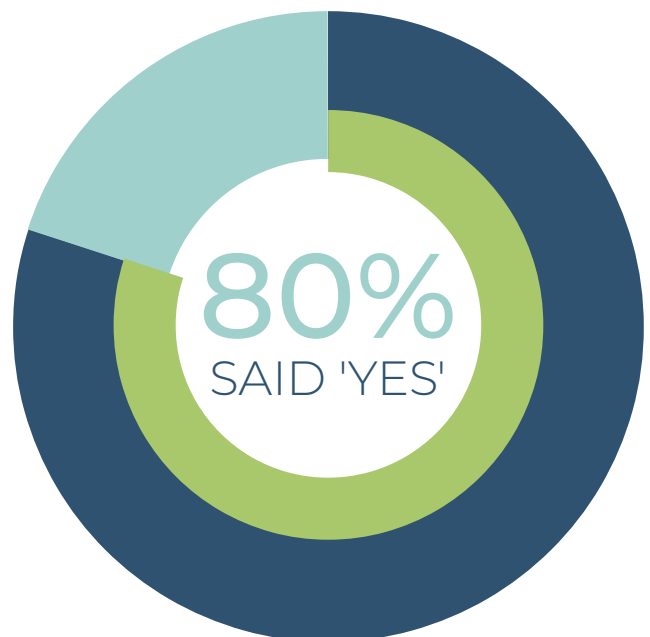


COMFORT LEVEL

Do you feel your manager is accessible and approachable, especially if you have any work-related problems?

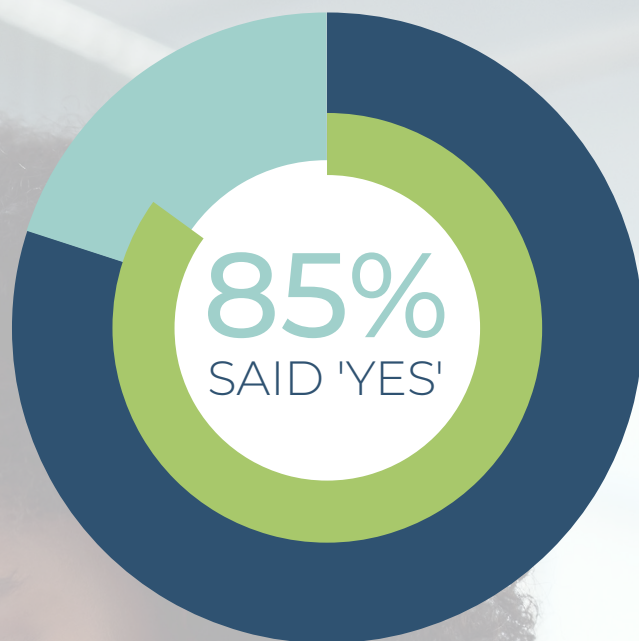
WORKPLACE FLEXIBILITY

Does your manager allow you to work as flexibly as possible, especially in times of workload pressure?



EMPOWERING EMPLOYEES TO GROW AND THRIVE

Are you encouraged to use your own initiative?



WHAT CAN BE IMPROVED?



AMOUNT OF WORK

Do you feel you have just the right amount of work to do (i.e. not too much or too little) within your working hours?

PREPARING FOR CHANGE

When a change happens at work, do you receive enough information about why and when the change is happening?





EMPLOYEE TRAINING & DEVELOPMENT NEEDS

Are your training and development needs assessed at least once a year?



WHAT CAN YOU DO RIGHT NOW?

Check in with your employees on a regular basis. Often in the workplace, we get so focused on making it through each day, that it's easy to forget to take the temperature in the room. Start by **asking managers to check in with their direct reports once a week**. This task should be done in a place that allows the employee to feel comfortable to share their honest feelings (not in a sea of cubicles where it could be easily overheard). Use this time to specifically ask employees how they are doing and to share any new changes on the horizon.



UNDERSTAND & MEASURE STRESS & MENTAL HEALTH

To better understand the mental wellness of your workforce, we next took a look at how vulnerable your employees are to negative impacts from stress. There are three independent categories looked at in this part of the questionnaire that help us to begin to paint a picture of the overall health of your employees. Those categories are: Stress Susceptibility, Perceived Stress, and General Mental Health.

In the area of **Stress Susceptibility** we found that your workforce (on average) is above the preferred range on this measure, but not in a clinical range (needing immediate intervention). Stress scores above 10 usually indicate the employee struggles with change or challenges in life and in the workplace. Your team scored at an average of 8.8 points.

The **Perceived Stress** measure points to a reality that your workforce is presently experiencing a high level of stress. Averages for this measure usually are below 32 while your workforce averaged 34 points. This tells us that the collective stress level among your workforce is greater than 97% of the U.S. population.

The **General Mental Health** score is the third metric measured in this part of the assessment. The scores in this range are between 12 and 47 points. The Sample Company staff came in at an average of 33.9 points. This level is consistent with a workforce that has an somewhat elevated level of mental and physical distress.

STRESS SUSCEPTIBILITY



PERCEIVED STRESS



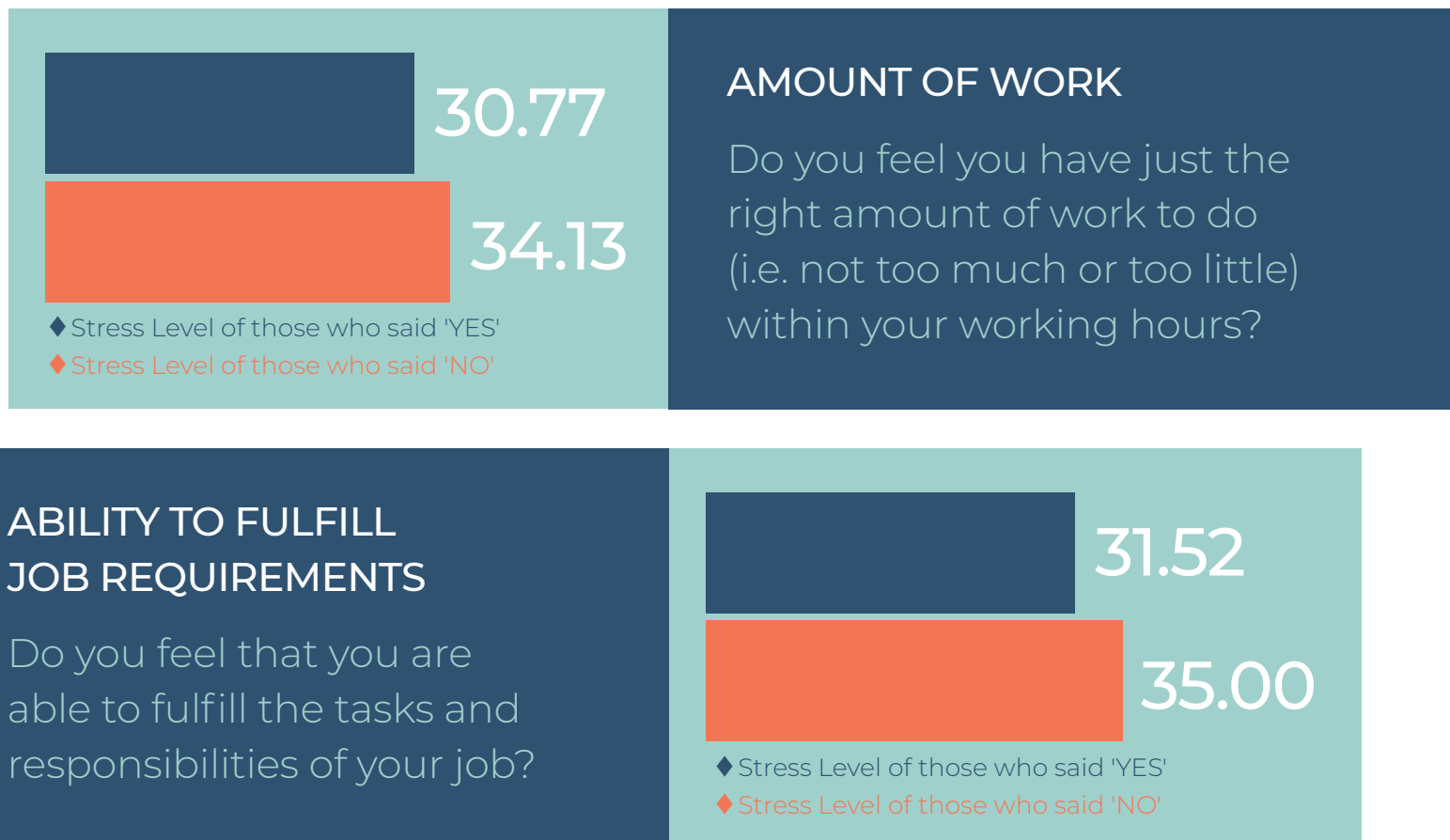
GENERAL MENTAL HEALTH



THE CONNECTION BETWEEN PERCEIVED STRESS & WORK

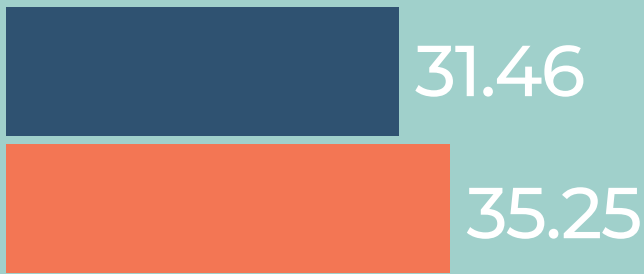
Alone, the self-administered personal stress assessment does not tell us how Sample Company is doing in terms of providing a workplace environment that is supportive of mental wellness. However, when we connect-the-dots between those questions and the first part of the assessment that measured stress within the workplace the picture becomes clear. This connection between the two parts of the assessment tells us how your workplace environment is influencing and interacting with the mental and (by association) physical health of your employees.

Below are highlights of these findings. What you are looking at is a comparison between those who provided positive responses on the Stress Assessment Questionnaire to those who provided a negative response. **We found that employees who feel like they don't have the right amount of work are unable to fulfill their responsibilities and are experiencing significantly higher stress levels. These same employees also don't feel they have managerial support or a manager they feel is approachable than those who reflected lower stress levels.**



LEADERSHIP SUPPORT TO EMPLOYEES

Do you feel you get enough support from your manager?

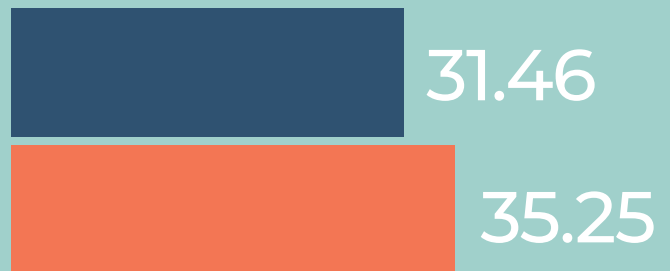


◆ Stress Level of those who said 'YES'

◆ Stress Level of those who said 'NO'

SUPPORT ACCESSIBILITY

Do you feel your manager is accessible and approachable, especially if you have any work-related problems?



◆ Stress Level of those who said 'YES'

◆ Stress Level of those who said 'NO'



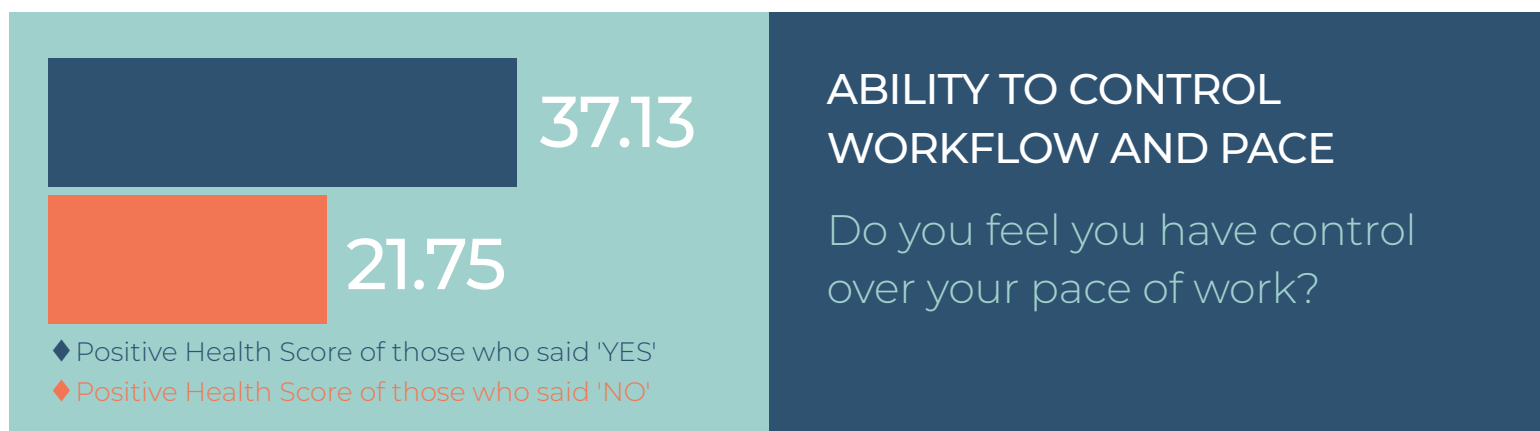
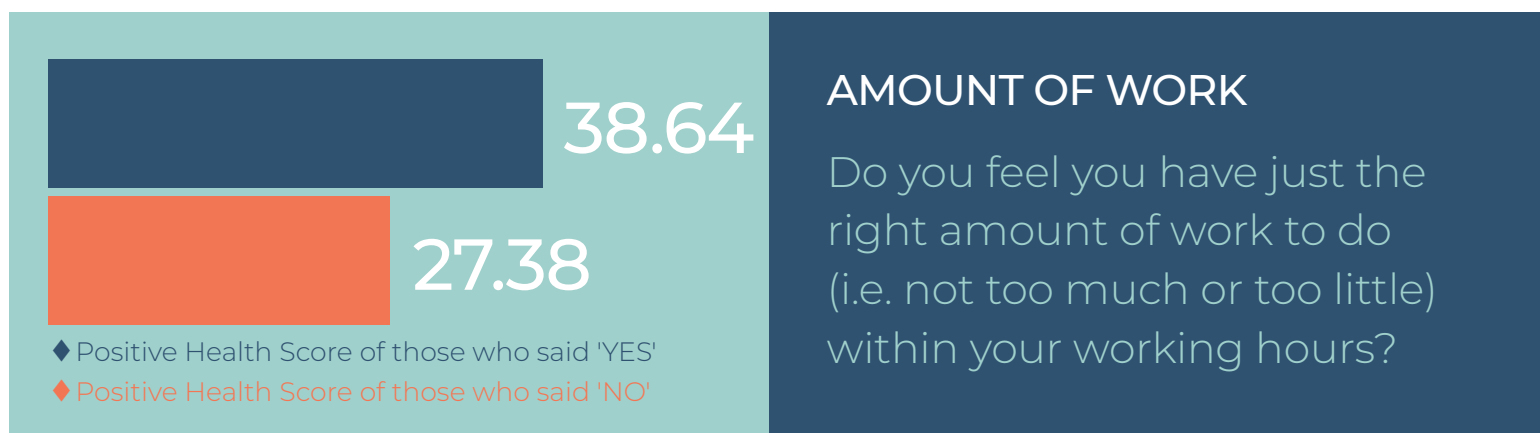
WHAT CAN YOU DO RIGHT NOW?

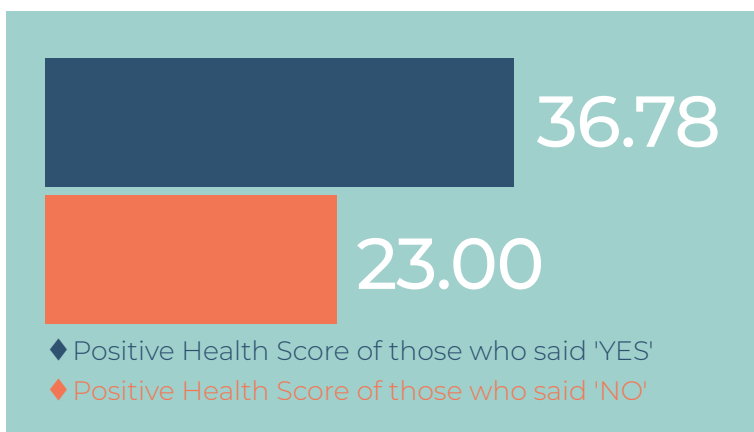
Your employees who are feeling the highest levels of stress are feeling that they have too much or too little work, but also question their ability to fulfill job requirements. At the same time, these employees don't necessarily feel like they can approach their manager for support. Chances are your employees will feel more comfortable approaching their manager if they demonstrate that they also struggle from time to time. Consider **providing social activities to build employee culture** that helps employees see managers in a new light.



THE CONNECTION BETWEEN MENTAL HEALTH & WORK

Similar to the previous section, this part of the study identifies how workplace conditions are affecting the mental and (by association) physical health of employees. These results show that **those who feel the amount of work isn't right and can't fulfill their responsibilities have significantly worse overall health.** Additionally, not having control over work pace and not understanding how their work fits into the overall mission are both associated with negative health impacts. Like perceived stress, support from managers can prevent many of these impacts.



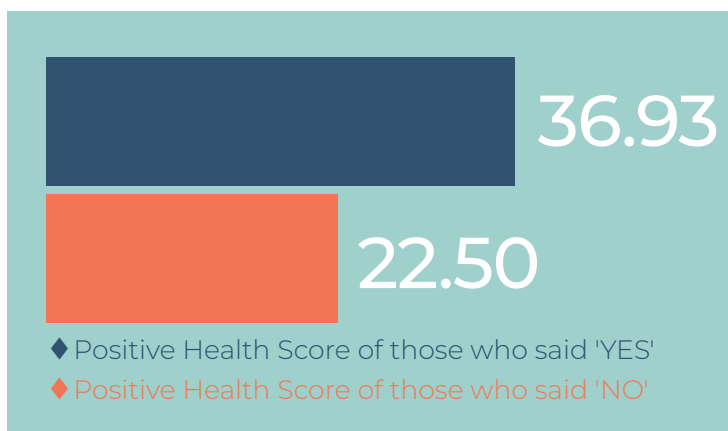
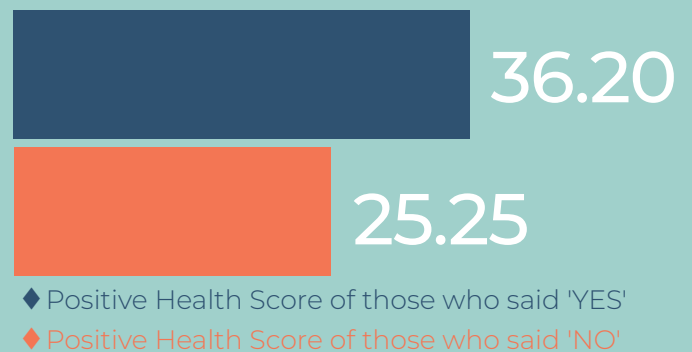


NEW OPPORTUNITIES

Does your manager encourage you to take on new, challenging work?

LEADERSHIP SUPPORT TO EMPLOYEES

Do you feel you get enough support from your manager?



SUPPORTIVE WORKPLACE CULTURE

Do you feel you get enough support from your colleagues?

UNDERSTANDING OF ORGANIZATIONAL MISSION

Do you understand how your work fits into the overall aim of the organization?



◆ Positive Health Score of those who said 'YES'

◆ Positive Health Score of those who said 'NO'



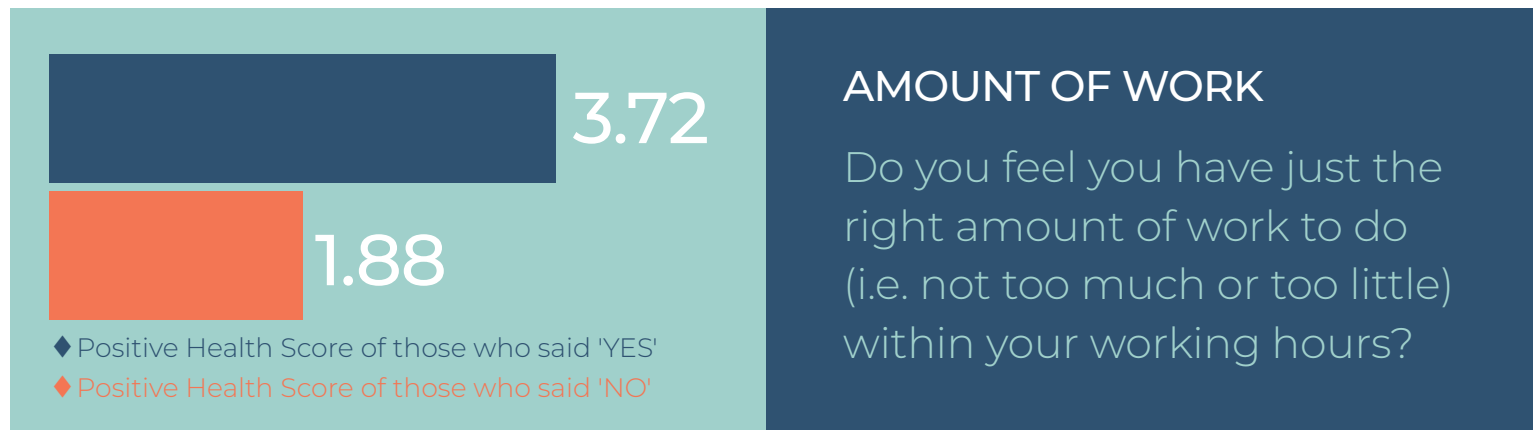
WHAT CAN YOU DO **RIGHT NOW?**

Employees who feel supported are able to be the best version of themselves. They are more confident in their abilities. Additionally, the reduced stress levels improves their overall mental and physical well-being. **Ensure your employees know about supportive services included in their employee benefits like your EAP program.** It can be immensely beneficial to be able to talk with an independent party like a therapist to help problem-solve. With a clearer mind, it will be easier for your employee to see the opportunities before them.



ADDITIONAL FINDINGS

The assessment also showed two areas specifically related to individual job duties and related workloads that create significant impacts on mental health.

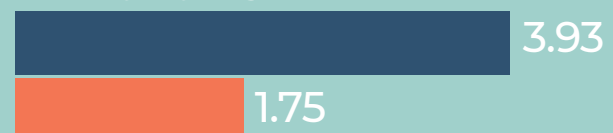


ABILITY TO CONTROL WORKFLOW AND PACE

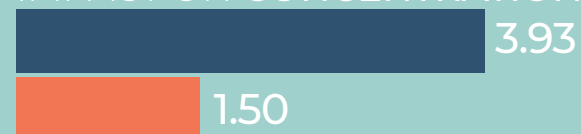
Do you feel you have control over your pace of work?*

* Higher score indicates employees who feel they have more control over their pace of work and are, as a result, less impacted by this factor.

IMPACT ON SLEEP



IMPACT ON CONCENTRATION



CORRELATIONAL ANALYSIS

This assessment looked at factors throughout your organization that have the potential to impact the mental health of your employees and their ability to work efficiently and with a high level of employee satisfaction.

The most telling observation was the **connection between stress and the health of your employees**. As stress increases, the overall health of the employee worsens. Additionally, employees that are highly susceptible to stress have notable problems in concentration, sleep, sense of belonging, decision making, relaxation, problem solving, and life enjoyment. Each of these factors play an large role in the ability of employees to be successful in their roles. **It is especially important to identify these risk factors in order to be able to provide various supports.**



THE REALITY OF MENTAL HEALTH

The hard reality is that 1 in 4 people are experiencing a mental health issue at any given time. A strong, growing organization performing at its best begins with its employees and their families being at their best.



MENTAL HEALTH IMPACTS PHYSICAL WELLBEING

People with serious mental illness have an increased risk for chronic disease, like diabetes or cancer



SUICIDE

is the 10th leading cause of death in the U.S.

Data on this page has been gathered from the CDC, NIMH and other select sources. Find citations for this resource at nami.org/mhstats. Originally published by National Alliance on Mental Illness



DEPRESSION

Is a leading cause of disability around the world

INCREASED MEDICAL COSTS

1 in 8 of all visits to U.S. emergency departments are related to mental health and/or substance use disorders



SAMPLE COMPANY SNAPSHOT

The following is a summary of what your organization is already doing that directly enhances the mental wellness of your organization.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- 3 sessions per employee, per year
- \$3.22 per employee, per month

HEALTHCARE PLAN

- Mental health coverage included in available health care insurance plans

PROACTIVE COMMUNICATION

- Semi-annually use communication to reduce stigma and increase mental health awareness – posters, emails, and mentions during company meetings

NATURAL LIGHTING

- Many large windows throughout the building where employees work and/or routinely congregate

PAID TIME OFF (PTO)

- 15 days standard PTO (annually) for employees years 1-4; 20 days for years 5+ with ability to carry over up to 80 hours year-to-year
- 12 hours of volunteer PTO
- Unlimited bereavement PTO as needed
- 1 day for birthday PTO
- All major holidays off, plus day after Thanksgiving, Christmas Eve, and New Years Eve



RECOMMENDATIONS AND NEXT STEPS

Based upon the results of this assessment, **Sample Company is in a strong position to drive positive changes rather quickly** by making a few additional investments in mental health. Below we have listed out recommendations specific to your organization to improve mental wellness within your workplace.

EAP PROGRAM

Investment:
\$\$\$\$

Sample Company currently has an EAP arrangement with a national provider that includes this benefit inside of a larger package agreement. The number of sessions allotted per employee is less than recommended (three sessions per employee, per year) and communication from this provider encouraging employees to use their EAP sessions is diluted and infrequent.

The utilization of this benefit is also very low, and many members of the company may not be aware the EAP benefit even exists. Based on Sample Company size of 200 employees, CFS can deliver a comprehensive Employee Assistance Program for only \$2.77 per employee, per month. This totals \$554 per month (\$6,648 per year). An additional \$1,000 annual administrative fee also includes regular wellness emails to staff. CFS will offer up to 6 sessions per employee, per year. Additional household family members would also be eligible for the benefit.

CFS will include restriction-free access to its full library of online self-help courses at absolutely zero extra cost (value of \$67 per course or \$119 annually for all-access to entire course library) with the above capitated EAP plan.

MANAGER & LEADERSHIP WORKSHOPS

Investment:
\$\$\$\$

Schedule two half-day workshops with CFS licensed therapists and leadership team members, CEO Dr. Jacob Christenson, PhD, LMFT and COO Nick D'Amico, MA, LMFT. During the workshops, we will train and mentor company managers, emerging leaders, and executive leadership on how to identify 'red flags' and wellness opportunities throughout the organization and successfully navigate a multitude of difficult employee situations.

The benefits audit consists of a workshop with leadership to review all benefits currently offered to employees.

- Compile an exhaustive list of what currently exists.
- Complete a 'dream' or 'wish' list of all benefits; dive into the pros/cons, costs, and ROI of each.
- Rank stack all benefits from the currently existing list and the wish list.
- Identify which benefits will increase talent acquisition, retain the best employees, and increase overall long-term productivity.
- Place special emphasis on benefits that will make a direct impact on training and developing employees.

BENEFITS AUDIT

Investment:
\$\$\$\$

RE-ASSESSMENT

Investment:
\$\$\$\$

The speed of business is moving faster by the day. We recommend your next re-assessment as soon as 6 months from now, but no longer than 12 months. A lot can change and happen very quickly — both positively and negatively. Now that we have an established baseline for the state of mental health at Sample Company, we must measure against this baseline to track progress and improvements.

A FULL SUITE OF MENTAL WELLNESS SOLUTIONS

Covenant Family Solutions offers a comprehensive suite of mental wellness solutions to reach every corner of your business.

MENTAL HEALTH ASSESSMENT AND ANALYSIS

The foundational piece in determining the current state of an organization's mental health

FOLLOW-UP ASSESSMENTS AND ANALYSIS

Scheduled follow-up assessments to compare against the established baseline assessment

CRITICAL INCIDENT AND CRISIS RESPONSE

Employee death, robbery, natural disasters, terminal illness, employee injuries

INTERVENTION SERVICES FOR TRANSITIONS

Be proactive in downsizing or layoffs, company reorganizations, mergers, etc.

EXECUTIVE MENTORSHIP

1:1 executive guidance on leading with a mindset that prioritizes workplace mental health

LUNCH & LEARNS / WORKSHOPS

Leadership focused, all-employee, and/or other custom interactive, learning opportunities

GENERAL MENTAL HEALTH CONSULTING

As-needed, custom consulting solutions based on the unique needs of an organization

MENTAL HEALTH BRAND MANAGEMENT

Consulting to support mental wellness communications both internally and externally

SELF-GUIDED MENTAL WELLNESS COURSES

All-access passes to the growing mental health library of self-help online courses

COMPREHENSIVE CONSULTING PACKAGE

Development, execution, and review of new company mental wellness policy

EMPLOYEE ASSISTANCE PROGRAM

Convenient individualized employee counseling program by licensed therapists



Strengthen

powered by



COVENANT
FAMILY SOLUTIONS



BUILT BY THERAPISTS FOR YOU

DID YOU KNOW?

46%

of Americans will experience a mental illness at some point in their life. **That's nearly half!**

Created by a dedicated team of licensed therapists with decades of combined experience, StrengthenU is virtual mental healthcare built just for you and ready to serve you wherever you may be. **StrengthenU can provide a mental wellness solution for your employees that is convenient, confidential, and affordable either for them personally or as an employee benefit.**



GET MATCHED

Answer a few simple questions and select your therapist from the list generated from your preferences.



COMMUNICATE

Begin the process with your therapist through text message, phone, or video. **You decide** how you feel most comfortable.



THRIVE

Benefit from the ongoing support you receive from your therapist so you can live your life to the fullest.

APPENDIX

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Q1. Do you feel you have just the right amount of work to do (i.e. not too much or too little) within your working hours?			
Yes	1/1	55.00%	11
No	0/1	45.00%	9
Q2. Do you feel that you are able to fulfill the tasks and responsibilities of your job?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6
Q3. Have you had sufficient training to do your job?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6
Q4. Are there any problems with your work environment (e.g. excessive noise, temperature extremes, etc.) that should be known? If yes, what?			
Yes	1/1	42.11%	8
No	0/1	57.89%	11
Q5. Do you feel you have control over your pace of work?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5
Q6. Are you included to an adequate extent in decision-making, which impacts your working practices and priorities?			
Yes	1/1	65.00%	13
No	0/1	35.00%	7
Q7. Do you feel you are using your skills to full effect?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6
Q8. Are you encouraged to use your own initiative?			
Yes	1/1	85.00%	17
No	0/1	15.00%	3
Q9. Does your manager encourage you to take on new, challenging work?			
Yes	1/1	73.68%	14
No	0/1	26.32%	5
Q10. Does your manager allow you to work as flexibly as possible, especially in times of workload pressure (e.g. in terms of working time, taking breaks, working from home where appropriate, etc.)?			
Yes	1/1	80.00%	16
No	0/1	20.00%	4
Q11. Do you feel you get enough support from your manager?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5
Q12. Do you feel you get enough support from your colleagues?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Q13. Are your training and development needs assessed at least once a year?			
Yes	1/1	50.00%	9
No	0/1	50.00%	9
Q14. Do you feel your manager is accessible and approachable, especially if you have any work-related problems?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5
Q15. Do you receive regular feedback with regards to your work objectives?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6
Q16. Are you affected by any conflict (e.g. with your colleagues or manager at work)?			
Yes	1/1	35.00%	7
No	0/1	65.00%	13
Q17. Are you subjected to any bullying, harassment, or similar scenarios at work?			
Yes	1/1	30.00%	6
No	0/1	70.00%	14
Q18. Do you feel you can talk to your colleagues about any work-related problems?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5
Q19. Do you feel that there are any conflicting responsibilities in your job?			
Yes	1/1	40.00%	8
No	0/1	60.00%	12
Q20. Do you understand how your work fits into the overall aim of the organization?			
Yes	1/1	75.00%	15
No	0/1	25.00%	5
Q21. Are you clear what your responsibilities at work are?			
Yes	1/1	55.00%	11
No	0/1	45.00%	9
Q22. Do you feel you can approach your manager if you have any concerns about your responsibilities at work?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6
Q23. When a change happens at work, do you receive enough information about why and when the change is happening in time?			
Yes	1/1	55.00%	11
No	0/1	45.00%	9
Q24. When changes are made at work, is it being made clear to you how they will impact your job?			
Yes	1/1	65.00%	13
No	0/1	35.00%	7
Q25. Do you feel you are given the opportunity to voice your opinion at times of change?			
Yes	1/1	70.00%	14
No	0/1	30.00%	6

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Q26. Do you feel you are being supported enough at work during times of change?			
Yes	1/1	60.00%	12
No	0/1	40.00%	8
Q27. Is there anything else not covered by this portion of the questionnaire which you feel is contributing to your work-related stress? If yes, please explain.			
Yes	1/1	36.84%	7
No	0/1	63.16%	12
Q28. How similar is your experience working in your position to your actual job description?			
Answers	54.58	100.00%	17
Q29. I am not in control of the success or failure I make of my life.			
I strongly disagree	1/3	50.00%	10
To some extent	2/3	35.00%	7
I strongly agree	3/3	15.00%	3
Q30. I accept that my work has and will change and welcome the opportunities this gives me.			
I strongly agree	1/3	55.00%	11
To some extent	2/3	30.00%	6
I strongly disagree	3/3	15.00%	3
Q31. I have someone either at work or outside of work who I can confide in.			
I can be totally honest with that person/those people	1/3	60.00%	12
I have to be careful with what I say to that person/those people	2/3	15.00%	3
I have no-one I can confide in	3/3	25.00%	5
Q32. If there's a disagreement about work, I defer to other people's judgement and abilities.			
Answer Choices	Score	Percent	Responses
Rarely	1/3	15.00%	3
Sometimes	2/3	60.00%	12
Most of the time	3/3	25.00%	5
Q33. If a project I am working on fails			
I learn from the experience and move on to the next job	1/3	50.00%	10
I tend to brood over the failure for a long time	2/3	20.00%	4
I blame myself whether it was my fault or not	3/3	30.00%	6
Q34. In the last month, how often have you been upset because of something that happened unexpectedly?			
Never	0/4	0.00%	0
Almost Never	1/4	21.05%	4
Sometimes	2/4	42.11%	8
Fairly Often	3/4	31.58%	6
Very Often	4/4	5.26%	1

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Q35. In the last month, how often have you felt that you were unable to control the important things in your life?			
Never	0/4	5.26%	1
Almost Never	1/4	26.32%	5
Sometimes	2/4	52.63%	10
Fairly Often	3/4	10.53%	2
Very Often	4/4	5.26%	1
Q36. In the last month, how often have you felt nervous and "stressed"?			
Never	0/4	0.00%	0
Almost Never	1/4	5.26%	1
Sometimes	2/4	36.84%	7
Fairly Often	3/4	36.84%	7
Very Often	4/4	21.05%	4
Q37. In the last month, how often have you felt confident about your ability to handle your personal problems?			
Never	4/4	5.56%	1
Almost Never	3/4	0.00%	0
Sometimes	2/4	27.78%	5
Fairly Often	1/4	44.44%	8
Very Often	0/4	22.22%	4
Q38. In the last month, how often have you felt that things were going your way?			
Never	4/4	0.00%	0
Almost Never	3/4	10.53%	2
Sometimes	2/4	42.11%	8
Fairly Often	1/4	42.11%	8
Very Often	0/4	5.26%	1
Q39. In the last month, how often have you found that you could not cope with all the things that you had to do?			
Never	0/4	0.00%	0
Almost Never	1/4	31.58%	6
Sometimes	2/4	31.58%	6
Fairly Often	3/4	36.84%	7
Very Often	4/4	0.00%	0
Q40. In the last month, how often have you been able to control irritations in your life?			
Never	4/4	0.00%	0
Almost Never	3/4	16.67%	3
Sometimes	2/4	27.78%	5
Fairly Often	1/4	50.00%	9
Very Often	0/4	5.56%	1

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Q41. In the last month, how often have you felt that you were on top of things?			
Never	4/4	5.26%	1
Almost Never	3/4	26.32%	5
Sometimes	2/4	21.05%	4
Fairly Often	1/4	47.37%	9
Very Often	0/4	0.00%	0
Q42. In the last month, how often have you been angered because of things that were outside of your control?			
Never	0/4	0.00%	0
Almost Never	1/4	31.58%	6
Sometimes	1/4	36.84%	7
Fairly Often	3/4	31.58%	6
Very Often	4/4	0.00%	0
Q43. In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?			
Never	0/4	5.26%	1
Almost Never	1/4	42.11%	8
Sometimes	2/4	31.58%	6
Fairly Often	3/4	10.53%	2
Very Often	4/4	10.53%	2
Q44. Have you been able to concentrate on tasks you're doing?			
Never	1/5	10.53%	2
Almost Never	2/5	5.26%	1
Sometimes	3/5	31.58%	6
Fairly Often	4/5	31.58%	6
Very Often	5/5	21.05%	4
Q45. Have you been able to sleep without any problems?			
Never	1/5	10.53%	2
Almost Never	2/5	10.53%	2
Sometimes	3/5	42.11%	8
Fairly Often	4/5	21.05%	4
Very Often	5/5	15.79%	3
Q46. Sensed that you have an important role to play in the greater scheme of things?			
Never	1/5	10.53%	2
Almost Never	2/5	15.79%	3
Sometimes	3/5	26.32%	5
Fairly Often	4/5	31.58%	6
Very Often	5/5	15.79%	3
Q47. Have you felt like decision-making has been easy?			
Never	1/5	5.26%	1
Almost Never	2/5	26.32%	5

ANSWER CHOICES	SCORE	PERCENT	RESPONSES
Sometimes	3/5	26.32%	5
Fairly Often	4/5	26.32%	5
Very Often	5/5	15.79%	3
Q48. Have you felt relaxed and able to unwind?			
Never	1/5	15.79%	3
Almost Never	2/5	21.05%	4
Sometimes	3/5	26.32%	5
Fairly Often	4/5	26.32%	5
Very Often	5/5	10.53%	2
Q49. Do you feel able to solve your problems and overcome challenges?			
Never	1/5	5.26%	1
Almost Never	2/5	5.26%	1
Sometimes	3/5	31.58%	6
Fairly Often	4/5	36.84%	7
Very Often	5/5	21.05%	4
Q50. Do you enjoy your life and appreciate the experiences you've been having?			
Never	1/5	5.26%	1
Almost Never	2/5	10.53%	2
Sometimes	3/5	10.53%	2
Fairly Often	4/5	47.37%	9
Very Often	5/5	26.32%	5
Q51. Have you been able to be effective in solving your problems?			
Never	1/5	10.53%	2
Almost Never	2/5	0.00%	0
Sometimes	3/5	21.05%	4
Fairly Often	4/5	52.63%	10
Very Often	5/5	15.79%	3
Q52. Have you been happy and without depression?			
Never	1/5	0.00%	0
Almost Never	2/5	31.58%	6
Sometimes	3/5	21.05%	4
Fairly Often	4/5	31.58%	6
Very Often	5/5	15.79%	3
Q53. Have you felt confident in yourself?			
Never	1/5	0.00%	0
Almost Never	2/5	21.05%	4
Sometimes	3/5	26.32%	5
Fairly Often	4/5	42.11%	8
Very Often	5/5	10.53%	2

DESCRIPTIVE STATISTICS

	N	Minimum	Maximum	Mean	Std. Deviation
Stress	20	5.00	15.00	8.8000	3.01924
PerStress	17	28.00	38.00	32.3529	2.69122
Have you been able to concentrate on tasks you're doing?	19	1.00	5.00	3.4737	1.21876
Have you been able to sleep without any problems?	19	1.00	5.00	3.2105	1.18223
Sensed that you have an important role to play in the greater scheme of things?	19	1.00	5.00	3.2632	1.24017
Have you felt like decision-making has been easy?	19	1.00	5.00	3.2105	1.18223
Have you felt relaxed and able to unwind?	19	1.00	5.00	2.9474	1.26814
Do you feel able to solve your problems and overcome challenges?	19	1.00	5.00	3.6316	1.06513
Do you enjoy your life and appreciate the experiences you've been having?	19	1.00	5.00	3.7895	1.13426
Have you been able to be effective in solving your problems?	19	1.00	5.00	3.6316	1.11607
Have you been happy and without depression?	19	2.00	5.00	3.3158	1.10818
Have you felt confident in yourself?	19	2.00	5.00	3.4211	.96124
General Health	19	12.00	47.00	33.8947	9.36242

AGE

	Frequency	Percent	Valid Percent	Cumulative Percent
18-24	4	20.0	22.2	22.2
25-34	4	20.0	22.2	44.4
35-44	5	25.0	27.8	72.2
45-54	5	25.0	27.8	100.0
Total	18	90.0	100.0	
No Answer	2	10.0		
Total	20	100.0		

GENDER

	Frequency	Percent	Valid Percent	Cumulative Percent
Female	15	75.0	78.9	78.9
Male	3	15.0	15.8	94.7
Other	1	5.0	5.3	100.0
No Answer	1	5.0		
Total	20	100.0		

ETHNICITY

	Frequency	Percent	Valid Percent	Cumulative Percent
Black or African American	1	5.0	5.3	5.3
Hispanic or Latino	2	10.0	10.5	15.8
White	16	80.0	84.2	100.0
No Answer	1	5.0		
Total	20	100.0		

RELATIONSHIP STATUS

	Frequency	Percent	Valid Percent	Cumulative Percent
Married	8	40.0	42.1	42.1
Divorced	2	10.0	10.5	52.6
In a domestic partnership or civil union	1	5.0	5.3	57.9
Single, but cohabiting with a significant other	1	5.0	5.3	63.2
Single, never married	7	35.0	36.8	100.0
No Answer	1	5.0		
Total	20	100.0		

LENGTH OF SERVICE

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 1 year	9	45.0	45.0	45.0
1	2	10.0	10.0	55.0
2	3	15.0	15.0	70.0
3	2	10.0	10.0	80.0
4	2	10.0	10.0	90.0
7	2	10.0	10.0	100.0
Total	20	100.0	100.0	



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