

## James Bond

Spy, MI6  
Date of birth: 01/01/1980  
Completed: 01/01/2021  
Released: 01/01/2021

Referral received: 01/01/2021  
From: M  
Organisation: MI6  
Page: 1 of 5

## Recipients

This questionnaire contains confidential information. The recipients named below have a responsibility to process, secure and store this information in accordance with data protection law.

Name	Organisation	Email
M Status: <b>consent given</b>	MI6	m@mi6.com
Q Status: <b>consent given</b>	MI6	q@mi6.com

## Section 1:

### Perception of stress and wellbeing - Warwick Edinburgh Mental Wellbeing Scale

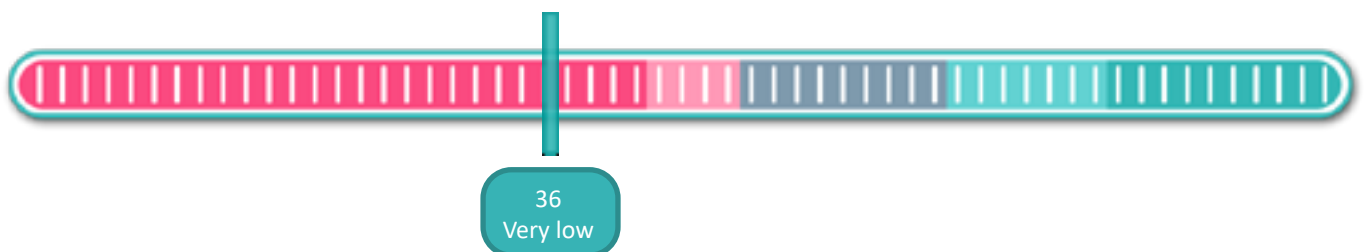
In this section James has completed the Warwick Edinburgh Mental Wellbeing Scale. This is a scale developed by the NHS and the Universities of Warwick and Edinburgh to enable the monitoring of mental wellbeing.

It produces a single 'mental wellbeing score', and has been validated for use in many workplace settings. Although this is not a diagnostic tool (and therefore should not be used to make a clinical diagnosis), it provides a useful starting point for talking about stress and mental wellbeing.

### James's Results

A high score represents high mental wellbeing with a maximum score of 70. A low score represents low mental wellbeing with a minimum score of 14.

An 'average' score, when compared with the general population of England and Scotland is between 49.7 and 53.



James scores 36 on the scale. This places them in the 'very low' category for mental wellbeing.

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### Section 1 (continued):

Although this assessment is not a screening for depression, the results indicate a high likelihood of depression or a related mental health concern. James is advised to share this report with their GP or IAPT service to explore options for further advice and support.

If James is worried about their mental health and doesn't want to share the report with a GP or IAPT service, then self-guidance is available through our [client area](#), or the NHS '[5 steps to mental wellbeing](#)' tool.

As an employer and/or line manager of James, it will be very important to support James's mental wellbeing within the workplace, as they are at increased risk of mental health issues, stress and related absences. This may include social, professional, or psychological support, and having an open discussion with James may help to identify what areas of support would be beneficial.

You can find more information and suggestions from the Smart Clinic and other reputable resources in your [admin client area](#). You may wish to make a further referral to us in the future to measure if there has been any change to James's mental wellbeing score.

### References

Warwick-Edinburgh Mental Well-being Scale (WEMWBS) © NHS Health Scotland, University of Warwick and University of Edinburgh, 2006, all rights reserved.

[How the category has been calculated and other further reading.](#)

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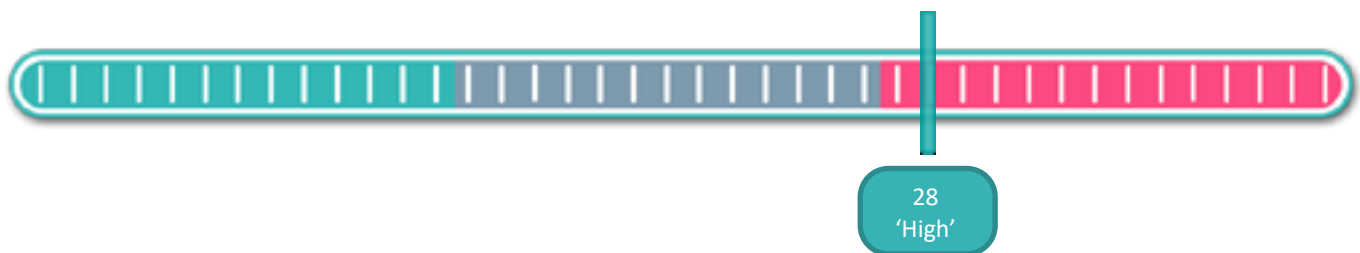
### Section 2:

#### Perception of stress - The Perceived Stress Scale

The Perceived Stress Scale (PSS) is the most widely used psychological instrument for measuring the perception of stress. It's clinically validated and widely used by the Smart Clinic, the NHS and other reputable medical services.

It produces a single 'perceived stress' score, measuring the degree to which situations in our life are perceived as stressful. This is important because our perception of what is happening in life is one of the most important determining factors in how we handle it.

#### James's results



A high score represents a high perception of stress with a maximum score of 40. A low score represents a low perception of stress with a minimum score of 0.

An 'average' score, when compared with the general population of England and Scotland is between 12.1 and 14.7.

James scores 28 on the scale. This places them in the 'high' category for perceived stress.

This indicates that James is experiencing levels of stress which they perceive to be unmanageable. This can mean greater vulnerability to stressful life-event-elicited depressive symptoms.

Self-guidance for managing stress is available through our [client area](#), or the [NHS website](#).

As an employer and/or line manager of James, you may wish to consider some additional support for James, and the next section will detail what areas you may wish to focus on.

Support can be social, professional, or psychological. Having an open discussion with James may help to identify what areas of support would be beneficial.

You can find more information and suggestions from the Smart Clinic and other reputable sources in your [admin client area](#). You may wish to make a further referral to us in the future to measure if there has been any change to James's mental wellbeing score.

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### Section 3:

#### Risks and contributors towards stress

In this section, the respondent can declare to what extent different factors contribute towards their perceived levels of stress.

This report lists their responses in order of risk, allowing you to focus where possible on the biggest contributors towards the self-reported levels of stress. This should also be considered alongside section 1 and 2 of this report detailing the individual's current level of stress and wellbeing.

#### High risk

The following contains a list of factors that James feels contribute towards their stress 'often' or 'all of the time'.

##### The staff area



James has listed the staff area as being an environment that contributes towards their stress. Having an area or environment where staff can briefly break away from work, and engage with each other socially, can be an important for some employees. Socialising, even at work, with other colleagues can help to strengthen working relationships. Similarly, being able to take occasional short breaks in a conducive environment helps to maintain concentration and energy levels for the rest of the day. It may be important to discuss with James why they do not feel this is being achieved, and how they might suggest improving this.

##### Relationships with line managers and senior management



The importance of a healthy working relationship between an employee and a line manager can't be underestimated. Good working relationships with line managers improve productivity, tenure and morale. As this assessment has identified that there are relationship issues with line management or senior management, it is important to have a discussion to better understand these to see what can be done. James may benefit from mediation or a series of meetings with input from a third party, or maybe even a temporary change in reporting lines. You may also be able to identify changes that James can make to rebuild relationships. Further discussion may help to identify solutions to these interpersonal issues.

##### Relationships with other (non-line-manager) colleagues



A good working relationship with colleagues and peers can be just as important as with management. In this section James has declared that relationships with other staff are a major contributor towards levels of stress. Discussing this further can help to understand the nature and route cause of any concerns, and help to address them. James may benefit from mediation or a series of meetings with input from a third party, or maybe even a temporary change in team structure, so that contact between relevant employees is limited temporarily. Together you may also be able to identify changes to James's approach that help to improve working relationships.

## James Bond

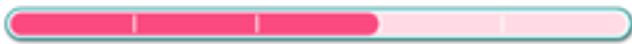
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### Medium Risk

The following contains a list of factors that James feels contribute towards their levels of stress, but find them 'manageable'.

#### Relationships with other stakeholders (clients, students, parents, auditors etc)



#### Unmanageable workloads



#### Personal Factors



### Low Risk

The following contains a list of factors that James feels rarely or never contribute towards their levels of stress.

#### A lack of support from my employer



#### Difficult and challenging work



#### Issues around physical and mental health

