

# Home and Hybrid Working: Stress Indicator Tool



## Section A

The following questionnaire asks about you and your working conditions. This information will inform and guide future work improvements and help to monitor any effects.

Tick Here

a. Thinking about my home circumstances... (Please tick all that apply)	I live alone	
	I live with a partner / spouse	
	I live with preschool or primary aged child/ren	
	I live with secondary school aged child/ren	
	I live with adult children	
	I have caring responsibilities	
	I live with other adult family members	
	I live with other adults who are not family members	
	Other	
b. My current working pattern is...	Full time	
	Part time	
	Other	
c. What proportion of your working time do you currently work from home?	Not at all	
	Less than 20%	
	20-40%	
	41-60%	
	61-80%	
	81-100%	
d. When working away from the home environment, what other types of workplaces are a regular part of your current working pattern? (Tick all that apply)	Office	
	Worksite-based other than office	
	In the community	
	None – I only work from home	
	Other	

## Section B

The following questions ask you to think about your work generally, reflecting on recent months. Please read each statement and circle the response that best describes how you feel about your work.

### Thinking about my work generally...

1. I am clear what is expected of me at work	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
2. I can decide when to take a break	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
3. Different groups at work demand things from me that are hard to combine	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
4. I know how to go about getting my job done	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
5. I am subject to personal harassment in the form of unkind words or behaviour	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
6. I have unachievable deadlines	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
7. If work gets difficult, my colleagues will help me	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
8. I am given supportive feedback on the work I do	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
9. I have to work very intensively	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>
10. I have a say in my own work speed	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
11. I am clear what my duties and responsibilities are	Never <input type="checkbox"/> <sub>1</sub>	Seldom <input type="checkbox"/> <sub>2</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>4</sub>	Always <input type="checkbox"/> <sub>5</sub>
12. I have to neglect some tasks because I have too much to do	Never <input type="checkbox"/> <sub>5</sub>	Seldom <input type="checkbox"/> <sub>4</sub>	Sometimes <input type="checkbox"/> <sub>3</sub>	Often <input type="checkbox"/> <sub>2</sub>	Always <input type="checkbox"/> <sub>1</sub>

**Thinking about my work generally (cont)...**

13. I am clear about the goals and objectives for my department

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

14. There is friction or anger between colleagues

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

15. I have a choice in deciding how I do my work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

16. I am unable to take sufficient breaks

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

17. I understand how my work fits into the overall aim of the organisation

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

18. I am pressured to work long hours

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

19. I have a choice in deciding what I do at work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

20. I have to work very fast

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

21. I am subject to bullying at work

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

22. I have unrealistic time pressures

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1

23. I can rely on my line manager to help me out with a work problem

Never	Seldom	Sometimes	Often	Always
<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5

## Thinking about my work generally (cont)...

24. I get help and support I need from colleagues	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
25. I have some say over the way I work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
26. I have sufficient opportunities to question managers about change at work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
27. I receive the respect at work I deserve from my colleagues	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
28. Staff are always consulted about change at work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
29. I can talk to my line manager about something that has upset or annoyed me about work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
30. My working time can be flexible	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
31. My colleagues are willing to listen to my work-related problems	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
32. When changes are made at work, I am clear how they will work out in practice	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
33. I am supported through emotionally demanding work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
34. Relationships at work are strained	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
35. My line manager encourages me at work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5

## Section C

The following questions ask you to think about your remote working experiences, reflecting on recent months. This includes working from home but could also include other forms of working away from the office. It may be the case that you work in a hybrid way; in this section we are asking you to reflect **specifically on the remote elements of your work** (at home / away from the office). Please read each statement and circle the response that best describes how you feel about your remote/home working experiences.

### Thinking specifically about my remote working experiences...

36. When working remotely, I feel the need to be constantly available	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
37. I have a choice in deciding the extent to which I work remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
38. I have sufficient remote interaction with colleagues to feel part of the team*	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
39. My line manager makes time for regular one-to-one interactions with me	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
40. Working remotely gives me more freedom of choice	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
41. I feel connected to change decision-makers when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
42. Working remotely feels monotonous	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
43. I have control over my schedule when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
44. Our team is able to effectively respond to changes when working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
45. My line manager facilitates positive remote team interaction	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
46. I am concerned about being closely monitored when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1

47. Conflict with colleagues is more difficult to resolve when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
48. The distinction between my home and work is clear	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
49. I find it difficult to keep up with the volume of digital communication	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
50. I feel trusted by my line manager to make good decisions about my remote working practices	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
51. I have a healthy work station at home	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
52. My line manager models healthy remote working behaviours	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
53. I find it difficult to maintain healthy limits on my work hours when working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
54. I have sufficient interaction with colleagues to effectively deliver my work remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
55. My line manager encourages me to look after my wellbeing when I am working remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
56. I can effectively manage the balance between home and work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
57. My workload feels more intense when I am working remotely	Strongly Disagree <input type="checkbox"/> 5	Disagree <input type="checkbox"/> 4	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 2	Strongly Agree <input type="checkbox"/> 1
58. My team are compassionate about my individual circumstances	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
59. I feel that my line manager recognises the work I do remotely	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5
60. Remote interaction with colleagues is effective in supporting me through emotionally difficult work	Strongly Disagree <input type="checkbox"/> 1	Disagree <input type="checkbox"/> 2	Neutral <input type="checkbox"/> 3	Agree <input type="checkbox"/> 4	Strongly Agree <input type="checkbox"/> 5

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61. Changes that affect my remote working are well thought-out	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
<hr/>					
62. I experience friction and frustration in my remote working relationships	Never <input type="checkbox"/> 5	Seldom <input type="checkbox"/> 4	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 2	Always <input type="checkbox"/> 1
<hr/>					
63. Systems are put in place to support effective remote delivery during periods of change	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
<hr/>					
64. My line manager tries to create fairness in the remote team	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5
<hr/>					
65. When I am working remotely, changes that affect me are well communicated	Never <input type="checkbox"/> 1	Seldom <input type="checkbox"/> 2	Sometimes <input type="checkbox"/> 3	Often <input type="checkbox"/> 4	Always <input type="checkbox"/> 5

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\*Team refers to the group of colleagues you **most closely align with**. This can be a group of peers, or a team you manage.

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