

## Workplace Changes Rating Scale



Indicate if you have experienced these events within the last 12 months. Count multiple occurrences as separate events.

<b>Event</b>	<b>Value</b>	<b>Score</b>
Being transferred against your will to a new position or assignment	81	_____
Being “shelved” (moved to a less important job)	79	_____
Decrease in status (actual or in relation to peers)	68	_____
Disciplined or publicly reprimanded by your supervisor	67	_____
Rejection of your request to transfer to a new/more satisfying job	65	_____
Sudden significant change in the nature of your work	60	_____
Cancellation of a project you were involved with and considered important	60	_____
Major or frequent changes in instruction, policies, procedures	59	_____
Being promoted or advanced at a slower rate than you expected	58	_____

Transferred voluntarily to a new position or assignment (not a promotion)	52	<hr/>
Anticipation of own imminent retirement	47	<hr/>
Major reorganization (at least department-wide)	46	<hr/>
Sudden decrease in number of positive recognitions of your accomplishments from any or all sources	46	<hr/>
Major change (increase or decrease) in technology affecting your job (computers, systems, techniques, state of art, etc.)	46	<hr/>
Gave major public briefing or formal presentation	46	<hr/>
Significant deterioration of environmental conditions (lighting, noise, space, temperature, décor, etc.)	45	<hr/>
New boss or supervisor	45	<hr/>
Sudden significant decrease in activity level or pace of your work	43	<hr/>
Sudden significant increase in activity level or pace of your work	37	<hr/>
Major relocation of your place of business	30	<hr/>
Increase in status (actual or in relation to peers)	30	<hr/>
Required to work more hours per week than normal (due to crises, deadlines, failure by others, etc.)	29	<hr/>
Transfer, resignation, termination or retirement of a close friend or valued colleague	24	<hr/>
Being promoted or advanced at a faster rate than you expected	24	<hr/>
New subordinates	23	<hr/>

Major change in work schedule	23	<hr/>
New co-workers	21	<hr/>
Noted increase in number of positive recognitions of accomplishments from any source	20	<hr/>
Significant improvement in environmental conditions (lighting, noise, space, temperature, décor, etc.)	17	<hr/>
Minor relocation of work place	5	<hr/>
<b>TOTAL ALL OCCURRENCES OF ALL EVENTS</b>		<hr/>

**Scoring:**

Less than 125: Good resilience to stress

125-175: 50% chance of illness or injury within the next year

Over 175 points: 80% chance of illness or injury within the next year