



SYMBIOTICS

MindQ™

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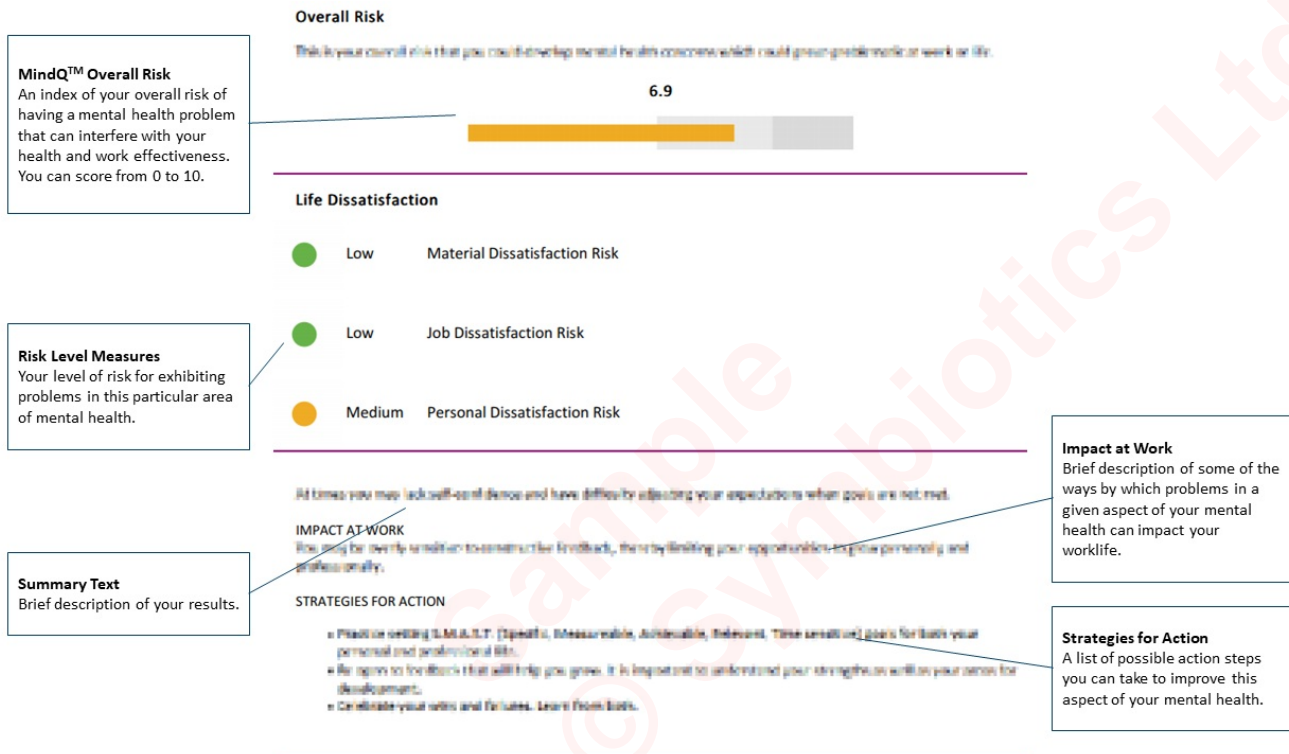
The following pages provide an example of our
MindQ™ report

This report is designed to be client focused and needs to be interpreted by a certified individual using our supplied Report Interpretation Guide. The certified individual can provide feedback to the candidate.

How to read your report

On this page you will find information that will help you make the most of your MindQ™ Mental Health Screener results. The MindQ™ assesses risk of a mental health problem that may interfere with the quality of your life and your ability to function effectively at work.

Four aspects of mental health are examined: 1) dissatisfaction with life, 2) counterproductive stress coping styles, 3) emotional distress, and 4) the misuse/abuse of alcohol and drugs.



Step 1

Examine your MindQ™ Overall Risk Score

Take a look at your MindQ™ Overall Risk Score. Numbers between 0 and 5 indicate that none of the mental health aspects measured show cause for concern. Numbers between 6 and 8 indicate elevated risk of a mental health concern. Numbers between 9 and 10 indicate that one or more aspects is likely proving problematic.

Step 2

Examine the Details

If you score between 6 and 10 (moderate to high risk) you are advised to examine your results for each of the four mental health aspects. Each measure has a Risk Level Bar. Scan the page to find risk bars indicating medium (colored yellow) and high (colored red) risk. The Summary Text provides a brief description of the results for the measure.

Step 3

Take Action

For aspects with moderate to high risk, consult the Impact at Work section to learn how your health and work may be impacted as a result of any identified mental health concerns. Consult the Strategies for Action section for suggestions on steps you can take to help improve your mental health. When you are ready to take action, the first thing you should do is establish S.M.A.R.T goals.

Setting S.M.A.R.T. Goals

Specific

What exactly do you want to achieve? Be as specific as possible. *"I want to practice 30 minutes of yoga at least 3 times per week"* is better than *"I want to do yoga frequently."*

Measurable

How exactly will you measure progress? Use numbers where possible. If you want to feel less stressed, you might keep a daily diary recording how stressed you feel using a scale from 0 (not at all) to 10 (extremely).

Attainable

Is your goal realistic and within your control? It is fine to be ambitious but avoid goals that are unrealistic. It is far better to succeed at smaller goals than to fail at larger ones.

Relevant

How important is the goal to you? Will becoming a millionaire really reduce your stress? Think about why you want to achieve the goal. Is it worth the time and effort?

Time-Based

By when will you achieve the goal? Set a deadline and shoot for it. Keep the timeline realistic and flexible.

Sample
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Note that this report is not intended to diagnose or recommend treatment for any disease. If you have any questions or concerns, consult a professional.




Overall Risk

This is your overall risk that you could develop mental health concerns which could prove problematic at work or life.

0.8/10



Life Dissatisfaction

-  Low Material Dissatisfaction Risk
-  Low Job Dissatisfaction Risk
-  Low Personal Dissatisfaction Risk

You feel that you are able to meet your basic needs and wants and are proactive in taking care of your health. In general, you are satisfied with your life. You appear to be self-confident, resilient, and recognize that constructive feedback can help you grow. You likely find your job to be rewarding, and enjoy good communication with superiors and co-workers. You also likely feel that your work is appreciated and that there are opportunities to grow.


IMPACT AT WORK

Appreciating what you have and differentiating needs from wants contributes to overall high life satisfaction and an ability to function effectively at work. You have the flexibility to adapt and change and are also confident in your decision making and in standing up for what you believe in.

STRATEGIES FOR ACTION

- At the end of each day, take time to reflect on the positive aspects of your life.
- Continue to grow and feel good about yourself.

Stress Coping Risk

 Low Stress Coping Risk

Your stress coping style is characterized mainly by problem-focused strategies, whereby action is taken to either alter stressful situations or to change the way they are viewed.

IMPACT AT WORK

In general, this coping style is effective and will help you keep stress under control.

STRATEGIES FOR ACTION

- Continue using a problem-focused style to manage stress, wherever possible.
-

Sample
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Emotional Distress

 Low Depression Risk

 Low Anxiety Risk

Your results indicate that you are currently not experiencing depressed mood or anxiety symptoms.

IMPACT AT WORK


You continue to have a positive outlook and are able to effectively regulate your emotions.

STRATEGIES FOR ACTION

- Continue to do the things you enjoy and remain active and involved in your work/family/community.

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Substance Abuse Risk

 Low Substance Abuse Risk

Your results indicate no difficulties associated with alcohol use

IMPACT AT WORK

Your consumption of alcohol is not having a negative impact on your work and/or relationships.

STRATEGIES FOR ACTION

- If you consume alcohol, always be aware of your alcohol consumption and ensure that your use of alcohol remains moderate.
-

Sample
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The following reputable resources can be used for further information regarding each of the four areas of mental health and well being.

General Advice and Support

The Centre for Mental Health - Working to improve the quality of life for those with mental health problems

www.mentalhealth.org.uk
020 7803 1101

Job Satisfaction Survey – Society for Human Resource Management

www.centreformentalhealth.org.uk
020 7827 8300

British Association for Counselling and Psychotherapy - Through the BACP you can find out more about counselling services in your area.

www.bacp.org.uk
01455 883300

Citizens Advice - Gives free confidential information and advice to help people sort out their money, legal, consumer and other problems.

www.citizensadvice.org.uk

Age UK - Infoline on issues relating to older people.

www.ageuk.org
0800 009966

Lesbian and Gay Switchboard - Provides information, support and referral services.

www.llgs.org.uk
020 7837 7324

Relate - Offers advice, relationship counselling, sex therapy, workshops, mediation, consultations and support.

www.relate.org.uk
0300 100 1234

Carers UK - Carers UK is the voice of carers. It improves their lives by providing information, advice, support and by campaigning for change.

www.carersuk.org

Crossroads Care - Crossroads Care is Britain's leading provider of support for carers and the people they care for.

www.crossroad.org.uk

Mental wellbeing resources

10 tips for mental wellness

www.organicsoul.com/10-tips-for-mental-wellness/

10 things you can do for your mental health

uhs.umich.edu/tenthings

Tips to improve mental wellness

www.ideafit.com/fitness-library/tips-to-improve-mental-wellness

5 tips for mental wellness

www.naturalhealthmag.com.au/content/5-tips-mental-wellness

Fitness and nutrition for mental wellness

www.therecoveryvillage.com/resources/fitness-and-nutrition/

5 mental wellness resources for Employee Wellness Programmes

blog.corehealth.global/5-mental-wellness-resources-for-employee-wellness-programs

Useful resources to help you take care of business (Mind UK)

www.mind.org.uk/workplace/mental-health-at-work/taking-care-of-your-staff/useful-resources/

Apps including

Mental Health wellness

Thinkladder

Lean on Me

My 3D Wellness

Organisations and Services

Age UK - Infoline on issues relating to older people.	www.ageuk.org 0800 009966
Anxiety UK - Works to relieve and support those living with anxiety disorders by providing information, support and understanding via an extensive range of services, including 1:1 therapy.	www.anxietyuk.org.uk 08444 775 774
British Association for Counselling and Psychotherapy - Through the BACP you can find out more about counselling services in your area.	www.bacp.org.uk 01455 883300
Carers UK - Carers UK is the voice of carers. It improves their lives by providing information, advice, support and by campaigning for change.	www.carersuk.org
The Centre for Mental Health - Working to improve the quality of life for those with mental health problems	www.centreformentalhealth.org.uk 020 7827 8300
Citizens Advice - Gives free confidential information and advice to help people sort out their money, legal, consumer and other problems.	www.citizensadvice.org.uk
Crossroads Care - Crossroads Care is Britain's leading provider of support for carers and the people they care for.	www.crossroad.org.uk
Depression Alliance - Provides information and support to those who are affected by depression via publications, supporter services and a network of self-help groups.	www.depressionalliance.org 0845 123 2320
Lesbian and Gay Switchboard - Provides information, support and referral services.	www.llgs.org.uk 020 7837 7324
Mind UK	www.mind.org 0300 123 3393 Text 86463 Open 9am to 6pm Monday to Friday.
Mental Health Foundation - Improving the lives of those with mental health problems or learning difficulties.	www.mentalhealth.org.uk 020 7803 1101
PANDAS Foundation - PANDAS Foundation vision is to support every individual with pre(antenatal), postnatal depression or postnatal psychosis in England, Wales and Scotland. They campaign to raise awareness and remove the stigma. They provide the PANDAS Help Line, Support Groups offer online advice to all and much more.	www.pandasfoundation.org.uk 0843 28 98 401 (every day from 9am to 8pm)
Relate - Offers advice, relationship counselling, sex therapy, workshops, mediation, consultations and support.	www.relate.org.uk 0300 100 1234
Samaritans - Provides 24/7 telephone support for people who need someone to listen. Trained volunteers work through 201 branches across the UK and Republic of Ireland.	www.samaritans.org 116123 (UK and Rol) Free call number
Veterans Gateway - Veterans Gateway is the first point of contact for veterans/military personnel and families seeking support.	www.veteransgateway.org.uk 0808 802 1212 Text 81212

Books

LD - Life Dissatisfaction
ED - Emotional Disress

SC - Stress Coping
SA - Alcohol / Substance Abuse

	LD	SC	ED	SA
Andreas, S., 2002. Transforming your Self: Becoming who you want to be. Moab: Real People Press.	X	X	X	X
Andreas, C. & Andreas, T., 1994. Core Transformation: Reaching the wellspring within. Moab: Real People Press	X	X	X	X
Bandler, R. and Grinder, J., 1979. Frogs into Princes: NLP. Moab: Eden Grove Publications	X	X		
Bandler, R. and Grinder, J., 1982. Reframing: NLP and the transformation of meaning. Moab: Real People Press	X	X	X	
Beaver, D., 1998. NLP for Lazy Learning. Shaftesbury: Element.	X			
Berne, E., 1975. What Do You Say After You Say Hello? London: Corgi Books.	X			
Berne, E., 2016. Games People Play. London: Penguin.	X			
De Bono, E., 1991. Six Action Shoes. London: Harper Collins.	X			
Dickson, A., 1992, A Woman in Your Own Right: Assertiveness and you. London: Quartet Books.	X		X	
Fontana, D., 1999. Learn to Meditate. London: Duncan Baird.		X	X	
Gawain, S., 1995. The Creative Visualisation Workbook: Use the power of your imagination to create what you want in life. Novato: New World Library.	X		X	X
Gawain, S., Creative Visualisation. Novato: New World Library.	X		X	X
Gawande, A., 2014. Being Mortal: Illness, medicine and what matters in the end. London: Profile Books Ltd.	X		X	
Gendlin, E.T., 2003. Focusing: How to gain direct access to your body's knowledge. London: Rider.	X	X	X	X
Goleman, D., 1988. The Meditative Mind. New York (New York): Tarcher Putnam.			X	
Goleman, D., ed., 1997. Healing Emotions: Conversations with the Dalai Lama on Mindfulness, Emotions and Health. Boston: Shambhala Publications.			X	X
Grant, A. & Greene, J., 2001. Coach Yourself. London: Pearson Education.	X	X		
Griffin, J. & Tyrrell, I., 2006. Freedom from Addiction: The secret behind successful addiction busting. London: HG Publishing.				X
Griffin, J. & Tyrrell, I., 2004. How to Lift Depression...Fast. London: HG Publishing.			X	
Griffin, J. & Tyrrell, I., 2006. How to Master Anxiety: All you need to know to overcome stress, panic attacks, trauma, phobias, obsessions and more. London: HG Publishing.		X		X
Griffin, J. & Tyrrell, I., 2008. Release from Anger: Practical help for controlling unreasonable rage. London: HG Publishing.		X		
Griffin, J. & Tyrrell, I., 2013. Human Givens: The new approach to emotional health and clear thinking. London: HG Publishing.	X	X	X	X
Hampson, M., 2005. Head Versus Heart and our Gut Reactions: the 21st Century Enneagram. Ropley: O Books.	X		X	
Harris, A.B. & Harris, T.A., 1995. Staying OK. London: Arrow.	X	X	X	
Harris, T.A., 2012. I'm OK – You're OK. London: Arrow.	X	X	X	
Huston, T., 2007. Inside Out: Stories and methods for generating collective will to create the future we want. Cambridge (Mass): The Society for Organisational Learning Inc.	X			
James, M. & Jongeward, D., 1988. Born to Win: Transformational Analysis with Gestalt Experiments. Reading (Mass): Addison-Wesley.	X	X	X	
Johnson, R. & Swindley, D., 1994. Creating Confidence: The secrets of self-esteem. Shaftesbury: Element.	X	X	X	
Kabat-Zinn, J., Davidson, R.J. and Houshmand, Z., eds., 2011. The Mind's Own Physician: a Scientific Dialogue with the Dalai Lama on the Healing Power of Meditation. Oakland (California): New Harbinger Publications Inc.			X	X
Kegan, R. & Lahey, L.L., 2009. Immunity to Change. Boston: Harvard Business Press.	X	X		X

Leonard, G. & Murphy, M., 1995. The Life we are Given: A long-term program for realizing the potential of body, mind, heart and soul. New York: Jeremy P Tarcher/Putnam.	X	X	X	
Levin, M., 2002. Meditation: Path to the deepest self. London: Dorling Kindersley.			X	X
McKenna, P., 2004. Change Your Life in 7 Days. London: Bantam Press.	X	X		X
Robbins, A., 1991. Awaken the Giant Within. New York: Simon & Schuster.	X	X		
Rothschild, B., 2003. The Body Remembers: The psychophysiology of trauma and trauma treatment. Los Angeles: W. W. Norton & Co.		X	X	
Rothschild, B., 2003. The Body Remembers Casebook. Los Angeles: W.W. Norton & Co.		X	X	
Rothschild, B., 2010. 8 Keys to Safe Trauma Recovery: Take-charge strategies to empower your healing. Los Angeles: W.W. Morton & Co.		X	X	
Stahl, B. & Goldstein, E., 2010. A Mindfulness-Based Stress Reduction Workbook. Oakland: New Harbinger Publications Inc.		X	X	X
Stang, H., 2014. Mindfulness and Grief. London: Cico Books.			X	
Stevens, J.O., 1989. Awareness. London: Eden Grove.	X		X	
Tallon, R. & Sikora, M., 2006. Awareness to Action: The Enneagram, Emotional Intelligence and Change. Chicago: University of Scranton Press.	X		X	
Wagele, E., 2012. The Enneagram of Death: Helpful insights by the 9 types of people on grief, fear and dying. Cincinnati: International Enneagram Association Publications.	X		X	
Walsh, R., 1999. Essential Spirituality: 7 central practices to awaken heart and mind. New York: John Wiley & Sons.	X		X	
Wilber, K., Patten, T., Leonard, A. and Morelli, M., 2008. Integral Life Practice: A 21st century blueprint for physical health, emotional balance, mental clarity and spiritual awakening. Boston: Integral Books.	X	X	X	
Williams, M., Teasdale, J., Segal, Z. & Kabat-Zinn, J., 2007. The Mindful Way through Depression: Freeing yourself from chronic unhappiness. New York: The Guildford Press.			X	X
Willson, R. & Branch, R., 2006. Cognitive Behavioural Therapy for Dummies. Chichester: John Wiley & Sons.	X	X	X	X

Setting S.M.A.R.T. Goals

Specific

What exactly do you want to achieve? Be as specific as possible. "I want to practice 30 minutes of yoga at least 3 times per week" is better than "I want to do yoga frequently."

Measurable

How exactly will you measure progress? Use numbers where possible. If you want to feel less stressed, you might keep a daily diary recording how stressed you feel using a scale from 0 (not at all) to 10 (extremely).

Attainable

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Teme House, Whittington Road, Worcester WR5 2RY.

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Contact our team on +44 (0) 1905 368175, adapt.admin@symbioticsltd.co.uk