APPENDICES

1. FACULTY STRESS INDEX QUESTIONNAIRE
2. IPAT ANXIETY SCALE
Faculty stress Index

-This Questionnaire is Confidential.
-Please Tick Response as Honestly & Spontaneously.

About you

Name:
Gender:
Age:
Salary status:
Number of years in current:

About the school

School’s Name:
Type:
Appropriate Number of Pupils in:
Number of teaching staff in your:
Number of pupils in your class:

About work related stress

In General, how stressful do you find being a teacher?
(1) Not At All Stressful
(2) Mildly Stressful
(3) Moderately Stressful
(4) Very Stressful
(5) Extremely Stressful

The following work-related situations have been identified as potential source of stress. It is possible that some of these situations cause more pressure than others. Indicate to what extent each is a source of pressure by circling the appropriate response.

<table>
<thead>
<tr>
<th>Situation</th>
<th>Not Applicable</th>
<th>Slight Pressure</th>
<th>Moderate Pressure</th>
<th>Excessive Pressure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Participating in the work of Departmental or University Committees.</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>2. Participating in work - relating activities outside regular working hours</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>3. Meeting social obligations (clubs, parties, volunteer work) expected of me because of my position.</td>
<td>NA</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>4. Complying with departmental and University rules &amp; regulations.</td>
<td>NA</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>5. Having inadequate facilities (office, library, laboratories, classrooms)</td>
<td>NA</td>
<td>1</td>
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<tr>
<td></td>
<td>Not Applicable</td>
<td>Slight Pressure</td>
<td>Moderate Pressure</td>
<td>Excessive Pressure</td>
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<td>6. Evaluating the performance of students</td>
<td>NA 1 2 3 4 5</td>
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<td>7. Imposing excessively high self-expectations</td>
<td>NA 1 2 3 4 5</td>
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<td>8. Receiving inadequate university recognition for community services</td>
<td>NA 1 2 3 4 5</td>
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<td>9. Having students evaluate my teaching performance</td>
<td>NA 1 2 3 4 5</td>
<td></td>
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<td>10. Resolving differences with fellow faculty members</td>
<td>NA 1 2 3 4 5</td>
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<td>11. Having insufficient time to keep abreast of current developments in my field</td>
<td>NA 1 2 3 4 5</td>
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<td>12. Having insufficient authority to perform my responsibilities</td>
<td>NA 1 2 3 4 5</td>
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<tr>
<td>13. Believing that the progress in my career is not what it should or could be</td>
<td>NA 1 2 3 4 5</td>
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<tr>
<td>14. Assignment of duties that take me away from my office</td>
<td>NA 1 2 3 4 5</td>
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<td>15. Being interrupted frequently by drop-in visitors</td>
<td>NA 1 2 3 4 5</td>
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<td>16. Securing financial support for my research</td>
<td>NA 1 2 3 4 5</td>
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<tr>
<td>17. Frequently being requested to provide community services</td>
<td>NA 1 2 3 4 5</td>
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<td>18. Teaching/advising inadequately prepared students</td>
<td>NA 1 2 3 4 5</td>
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<td>19. Preparing an unrelated manuscript for publication or any added work</td>
<td>NA 1 2 3 4 5</td>
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<td>20. Being unclear as to the scope and responsibilities of my job</td>
<td>NA 1 2 3 4 5</td>
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<td>21. Having insufficient reward for institutional/Departmental service</td>
<td>NA 1 2 3 4 5</td>
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<td>22. Having inadequate time for teaching preparation</td>
<td>NA 1 2 3 4 5</td>
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<td>23. Feeling pressure to complete with my colleagues</td>
<td>NA 1 2 3 4 5</td>
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<td>24. Having repetitious teaching and job assignments</td>
<td>NA 1 2 3 4 5</td>
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<tr>
<td>25. Writing letters and memos and responding to other paperwork</td>
<td>NA 1 2 3 4 5</td>
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<tr>
<td>26. Resolving differences with students</td>
<td>NA 1 2 3 4 5</td>
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<td>27. Having insufficient time for performing the service function</td>
<td>NA 1 2 3 4 5</td>
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<td></td>
<td>Not Applicable</td>
<td>Slight Pressure</td>
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<td>Excessive Pressure</td>
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<tr>
<td>28. Feeling that I have too heavy work load, one that I cannot possibly finish during the normal work day</td>
<td>NA</td>
<td>1</td>
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<td>3</td>
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<tr>
<td>29. Attending meetings which take up too much time</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>30. Dealing with program changes</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>31. Receiving insufficient recognition for teaching performance</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>32. Making class presentations</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>33. Trying to influence my chair’s actions and decisions which affect me</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>34. Not having clear criteria for evaluating service activities</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>35. Resolving differences with my chair</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>36. Lacking congruency in institutional, departmental and personal goals</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<td>37. Having to teach subject matter for which I am not sufficiently prepared</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>38. Receiving insufficient institutional recognition for research performance</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>39. Lacking personal impact on department/institutional decision making</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>40. Not knowing how my chair evaluates my performance</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>41. Receiving inadequate salary to meet financial needs</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>42. Not having clear criteria for evaluation of research and publication activities</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>43. Having job demands which interfere with other personal activities (recreation, family and other interests)</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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<tr>
<td>44. Being drawn into conflict between colleagues</td>
<td>NA</td>
<td>1</td>
<td>2</td>
<td>3</td>
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</tbody>
</table>

**PLEASE ADD OTHER SOURCES OF WORK-RELATED STRESS:**

45. 
46. 
47. Assess the level of stress you experience in your job 
48. Assess the level of stress you experience in your daily life
Inside this booklet there are forty statements about how most people feel or think at one time or another. There are no right or wrong answers. Just pick the one that is really true for you, and mark the a, b, or c answer.

You'll start with the two simple examples below, for practice. Read the first sentence and then put an X in the box that tells how you feel about walking. If you enjoy walking, you would put an X in the a box. If you don't, you'd mark the c box. If you enjoy walking once in a while, you'd mark the middle box. But mark the middle box only if it is impossible for you to decide definitely yes or no. But don't use it unless you absolutely have to.

1. I enjoy walking.

Now do the second example.

2. I would rather spend an evening:
   [a] talking to people. [b] uncertain. [c] at a movie.

Now:

1. Make sure you have put your name, and whatever else the examiner asks, at the top of this page.

2. Please answer every statement. Don't skip a single one. Your answers will be entirely confidential.

3. Remember, use the middle box only if you cannot possibly decide on a or c.

1. Don't spend time thinking over the statement. Just mark your answer quickly, according to how you feel about it now.

It will take only ten minutes or so to finish. Hand in the booklet when you're through, unless told to do otherwise. As soon as you're told to turn the page and begin.
1. My interests, in people and ways to have fun, seem to change quite fast.
   [a] true, [b] in between, [c] false.

2. Even if people think poorly of me I still go on feeling O.K. about myself.
   [a] true, [b] in between, [c] false.

3. I like to be sure that what I'm saying is right, before I join in on an argument.
   [a] yes, [b] in between, [c] no.

4. I am inclined to let my feelings of jealousy influence my actions.

5. If I had my life to live over again I'd:
   [a] plan very differently, [b] in between, [c] want it the same.

6. I admire my parents in all important matters.
   [a] yes, [b] in between, [c] no.

7. It's hard for me to take "no" for an answer, even when I know what I'm asking is impossible.
   [a] true, [b] in between, [c] false.

8. I wonder about the honesty of people who are more friendly than I'd expect them to be.
   [a] true, [b] in between, [c] false.

9. In getting the children to obey them, my parents (or guardians) were:
   [a] usually very reasonable, [b] in between, [c] often unreasonable.

10. I need my friends more than they seem to need me.

11. I feel sure I could "pull myself together" to deal with an emergency if I had to.

12. As a child I was afraid of the dark.

13. People sometimes tell me that when I get excited, it shows in my voice and manner too.
    [a] yes, [b] uncertain, [c] no.

14. If people take advantage of my friendliness I:
    [a] soon forget and forgive, [b] in between, [c] resent it and hold it against them.

15. I get upset when people criticize me even if they really mean to help me.

16. Often I get angry with people too quickly.
    [a] true, [b] in between, [c] false.

17. I feel restless as if I want something but don't know what.

18. I sometimes doubt whether people I'm talking to are really interested in what I'm saying.

19. I'm hardly ever bothered by such things as tense muscles, upset stomach, or pains in my chest.
    [a] true, [b] in between, [c] false.

20. In discussions with some people, I get so annoyed I can hardly trust myself to speak.

CONTINUE ON NEXT PAGE.
21. I use up more energy than most people in getting things done because I get tense and nervous.  

22. I make a point of not being absent-minded or forgetful of details.  

23. No matter how difficult and unpleasant the snags and stumbling blocks are, I always stick to 
   my original plan or intentions.  
   [a] yes, [b] in between, [c] no.  

24. I get over excited and "rattled" in upsetting situations.  
   [a] yes, [b] in between, [c] no.  

25. I sometimes have vivid, true-to-life dreams that disturb my sleep.  
   [a] yes, [b] in between, [c] no.  

26. I always have enough energy to deal with problems when I’m faced with them.  
   [a] yes, [b] in between, [c] no.  

27. I have a habit of counting things, such as steps, or bricks in a wall, for no particular purpose.  

28. Most people are a little odd mentally, but they don’t like to admit it.  

29. If I make an embarrassing social mistake I can soon forget it.  
   [a] yes, [b] in between, [c] no.  

30. I feel sorry and just don’t want to see people.  
   [a] almost never, [b] sometimes, [c] very often.  

31. I can almost feel tears come to my eyes when things go wrong.  

32. Even in the middle of social groups I sometimes feel lonely and worthless.  

33. I wake in the night and have trouble sleeping again because I’m worrying about things.  
   [a] often, [b] sometimes, [c] almost never.  

34. My spirits usually stay high no matter how many troubles I seem to have.  

35. I sometimes get feelings of guilt or regret over unimportant, small matters.  
   [a] yes, [b] in between, [c] no.  

36. My nerves get on edge so that certain sounds, such as a screechy hinge, are unbearable and 
   give me the shivers.  

37. Even if something upsets me a lot, I usually calm down again quite quickly.  

38. I seem to tremble or perspire when I think of a difficult task ahead.  
   [a] yes, [b] in between, [c] no.  

39. I usually fall asleep quickly, in just a few minutes, when I go to bed.  
   [a] yes, [b] in between, [c] no.  

40. I sometimes get tense and confused as I think over things I'm concerned about.  

STOP HERE. BE SURE YOU HAVE ANSWERED EVERY QUESTION.