

International Staff Stress in Overseas Posts

Region: _____

Gender: _____

Nationality: _____

Human Resources, as part of the Staff Care Initiative, is interested in understanding the stresses experienced by our staff. The initial focus will be on international staff. To help us better understand the issues, we are asking all international staff to take a few minutes to complete this survey. Responses can be faxed or e-mailed to _____

PLEASE NOTE: Individual responses to these questions will remain confidential.

Since we would like to have the results of this survey ready for the Human Resources discussion with the Regional Directors at OverOps on July 2nd, we would appreciate receiving all responses by Monday, June 28th. Thank you for your assistance.

- 1) Are you currently in an emergency post (defined as a country receiving either danger pay or Special R and R)?
 - A) Yes
 - B) No

- 2) How well prepared do you feel you were for your current assignment?
 - A) Not at all prepared
 - B) Somewhat prepared
 - C) Adequately prepared
 - D) Well prepared

- 3) What could we have done to better prepare you for this assignment? (check all that apply)
 - A) Provided a pre-departure briefing on the conditions in the country
 - B) Provided better orientation once in country, including background on country program activities, political/economic situation, etc.
 - C) Provided more formal handover from predecessor
 - D) Provided me with the country's Field Security Plan
 - E) Put me in contact with other staff who have been posted in the same location
 - F) Other _____

- 4) If you ever worked in a country where Special R & R (rest and relaxation) was provided, was the policy on taking the leave as scheduled enforced?
- A) Yes, always, all employees had to take it when scheduled
 - B) Usually enforced, unless there were some rare extenuating circumstances
 - C) No, it wasn't enforced, staff took it if/when they wanted, and many never did.
 - D) No, due to workload we were often discouraged from taking it.
- 5) If this is not your first assignment, did you receive a debriefing before you left your last assignment?
- A) Yes, and I found it useful
 - B) Yes, but it was not useful to me or the agency
 - C) No, but I would have liked to have one
 - D) No, but I don't think it would have been useful.
- 6) How would you rate the level of your job stress
- A) Mild
 - B) Moderate
 - C) Severe
 - D) Extreme
- 7) Currently, what are the greatest sources of your daily stress? (check all that apply)
- A) Long hours at work
 - B) Nature of the job (level of responsibility, too many competing priorities)
 - C) Interpersonal conflicts in the workplace (conflicts with supervisor or co-workers, morale in office)
 - D) Immediate family member issues (spouse or children not happy at post, health concerns for family, etc)
 - E) Factors related to distance from extended family (illness of parent, limited time with aging family members, etc)
 - F) Security concerns
 - G) Difficulty living in a foreign country
 - H) Other _____
- 8) What are the typical stress outlets for you? (check all that apply)
- A) Take advantage of recreational opportunities
 - B) Socialize with friends and colleagues after work
 - C) Utilize the EAP or other counseling services
 - D) Talk to your manager
 - E) Turn to alcohol and/or other drugs
 - F) Turn to spiritual sources
- 9) Are you aware that we provide an Employee Assistance Program (EAP) for employees and their immediate family members?
- A) Yes

B) No

10) In the past, what has deterred you from using the EAP?

- A) Did not know/forgot that it existed
- B) Did not know how or was not able to contact them
- C) Did not think they would understand my problems
- D) Have never been in a position where I needed the EAP
- E) Prefer to deal with problems in other ways.

11) Are there any other thoughts or concerns that you would like to share with HR on the topic of staff care and stress management for international employees?