

STRESSMASTER[®]
INTERNATIONAL

STRESS MASTERY WORKBOOK



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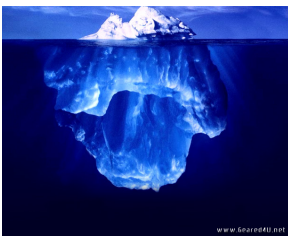
THE STRESS MASTERY WORKBOOK

This workbook is your **Road Map to Stress Mastery!** While the Stress Mastery Guide provides an understanding of the basic SMQ scales and offers suggestions, ideas and approaches to mastering stress, this workbook can help you focus on key aspects of your stress and what to do about it. Use this workbook to journal and record your thoughts on what is causing your stress so that you can take Action to make the changes you want to make!

While everyone experiences stress, some people have greater challenges with their stress than others. Even if your stress is relatively minor or if you experience stress only under certain circumstances, taking the next step in “digging deeper” into your results can be of great benefit. In order to gain a deeper understanding of the SMQ, isolate the one or two attitudes, behaviors or thoughts that you can change now to make a difference for you. The following provides a framework to help you see what you might want to change so that you will feel better, more relaxed and less stressed. There are several steps you may wish to take.

INTERPRETING THE RESULTS OF YOUR SMQ

#1 - SEE THE BIG PICTURE



The first step is to take a “big picture” look at your scores on each scale. What you see may only be the tip of the iceberg! Look at your SMQ scales and take note of the scales where you scored the highest, such as High to Medium High Risk. If you scored Medium to Low on all scales...GREAT. You’re probably mastering your stress quite well. But, if you scored Medium to High one or more scales, it may be time to take steps to change how you perceive and respond to life and work stressors. Only you can change how you feel.

Ask yourself, **“which areas are my main stress warning signs?”** For example if you scored High on Anger, ask, “How would I feel, if I wasn’t so angry and frustrated with others all the time?” Chances are you’d feel a lot better! The key to mastering stress is to become aware of the behaviors and attitudes that reflect your inner stress and outward expression of that stress, so that you can take action to prevent stress from getting worse. Stress mastery is not about changing your world or the people in it, even if they need to be changed, but in learning how to respond to problems, people and events that you don’t like or wish they or it didn’t happen.

#2 - IDENTIFY YOUR HIGH to MEDIUM HIGH RISK AREAS



After looking at your risk scores on the 11 scales, focus on the specific questions where you scored high (4 or 5). The higher the score, the greater the “risk” that stress may be affecting you and/or others. Ask these questions:

Did I score this correctly?

Was I being honest with myself? Should it be higher or lower? Remember the SMQ is not a test but a reflection of how you perceive yourself right now and the recent past.

What does this question mean to me?

Does this reflect who I am right now?

Is it a problem for me, my family or co-workers?

What can I do to change so that I have less stress?

#3 -DIG DEEPER



Many times people answer a question one way and then would like to change their response later after reviewing the questions. No problem. Think about each question where you scored high or medium high and ask yourself if it is accurate? Change your response if you feel that it would be more accurate with a lower or higher score. Likewise, review the Medium Scores to see if they should be higher or lower. And, finally, go over the Low to Medium Low scores and make any changes necessary. Review all of the questions and how you responded to them. Change them now so that you can have a better sense for the two or three key areas and behaviors (physical and mental) that you should attend to.

#4 - GET ANOTHER PERSPECTIVE



Share the results of the SMQ with someone you trust and who can give you their honest feedback. Be open and non-defensive. Sometimes we are not the best judge of our behaviors and others will see you differently. That is okay! No one is perfect and most people, even very successful people, experience stress. As you may see, your view of yourself can be quite different than how others see you. As there is no right or wrong answers, by seeking input from a companion, family member or close friend can lead to a more comprehensive understanding of how you handle stress and can lead to positive solutions as discussed in the Stress Mastery Guide.

#5 - TAKE ACTION

**STRESS
MASTERY**



The SMQ is the first step in your quest for less stress, peak performance and life and work satisfaction. You can use the Stress Mastery Guide, which is provided separately, for self-development and personal growth. Or, if you are in a stress management training or coaching program, you can discuss the results and the meaning of each Scale with your counselor, coach or a stress mastery trainer. Having someone to work with can help you isolate what needs to change, improve your ability to create a plan for change, and move in a direction that not only helps you reduce stress but prevent stress from dominating your life. Begin the journey.



HOSTILITY/ANGER

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q01. Become impatient when performing repetitious acts (e.g., filling out bank forms, writing checks, washing dishes, etc.)?
[]	[]	Q02. Dwell on the incompetencies of others who stand in the way of your progress?
[]	[]	Q09. Feel impatient with the rate at which events take place?
[]	[]	Q18. In a competitive situation tend to become upset or angry if you are not the best?
[]	[]	Q41. Feel frustrated at others' behavior (e.g., become irritated at your progress behind a slow driver or in a line of customers waiting to be served)?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect you, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

PERFECTIONISM

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale. .

Not Important To Change	Important To Change	Question
[]	[]	Q06. Insist that subordinates or those around you make no mistakes?
[]	[]	Q17. Become irritated with the mistakes of others?
[]	[]	Q25. Overwork a task to get it perfect?
[]	[]	Q28. Demonstrate that you are a perfectionist at what you do?
[]	[]	Q33. Fail to delegate because you believe you can do it better than others?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

TIME-URGENCY

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q21. Move, walk, or eat rapidly?
[]	[]	Q32. Hurry the speech of others by saying such things as: "uh-huh"
[]	[]	Q40. Talk rapidly?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale**? (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

DISAPPOINTMENT

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q13. Think about getting out of your job?
[]	[]	Q34. Feel discouraged?
[]	[]	Q35. Talk about people who disappoint you?
[]	[]	Q38. Feel unappreciated?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

BURNOUT

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q10. Feel sad?
[]	[]	Q24. Feel unenthusiastic?
[]	[]	Q26. Get upset when a joke is made about you?
[]	[]	Q27. Feel unhappy?
[]	[]	Q31. Feel pessimistic or negative?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

UNDER-ACHIEVEMENT

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q04. Not accomplish what you set out to do?
[]	[]	Q15. Take more time than usual to do things?
[]	[]	Q19. Avoid tasks and responsibilities?
[]	[]	Q20. Think that what you do is rather pointless?
[]	[]	Q36. Find that you are unable to locate things such as paper, tools, folders, etc.?

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

TENSION

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? **Check the box indicating how important it is to focus on making a change in your behavior.** Then, answer the questions below either by yourself or as part of a group exercise for someone who did score High to Medium-High on this scale.

Not Important To Change	Important To Change	Question
[]	[]	Q07. Take time to do something that you really enjoy?
[]	[]	Q11. Take quick, short, or no breaks during the day?
[]	[]	Q23. Have very little time to relax and let go?
[]	[]	Q30. Find it difficult to slow down

What does it mean to score HIGH to MEDIUM HIGH on this scale? (E.g., How or in what way can these behaviors affect the person, work, productivity, co-workers, family, etc.)

Why does this scale represent a stress warning sign? (E.g., How does behavior affect stress levels?)

What changes would you recommend to **someone who scored Medium High to High on this scale?** (E.g., Think about alternative ways to behave or function?)

If **you scored** Medium-High to High on this, **how committed are** you to making some changes so that your stress levels can be more moderate or optimal and what will you change?

What changes will you make during the next month?

The result of prolonged stress can be chronic physical and emotional dis-stress. Since the effects of stress are the main indicators of how well you are mastering stress, these are important concepts for you to understand. If you scored high on either or both of these scales, it will be important to learn new and better ways to bring down your stress levels each day. Keep in mind that these scales provide an insight to the degree that stress may be affecting you.

How did you do on the SMQ? Place an **(X)** in the space below that corresponds to your score on the following SMQ Scales. The two scales that make up the Stress Effects Scales are:

	Low	Medium-Low	Medium	Medium-High	High
Physical Effects (PE)	_____	_____	_____	_____	_____
Life/Work Satisfaction (L/W)	_____	_____	_____	_____	_____

ACTION

How is stress affecting you, your job and your relationships? Review how you responded to the questions in this section and make any adjustments you feel necessary. Add or delete. Write down how stress affects you below.

II: STRESS EFFECTS SCALES

PHYSICAL SIGN OF STRESS

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? Stress can have a direct impact on our body. In the space below, for each physical condition you checked on the SMQ, **indicate if stress may be playing a role and how you can reduce the stress response to minimize its impact.**

**Not Stress
Related**

**Stress
Related**

[]

[]

Q03. Notice that you have a fast pulse?

[]

[]

Q05. Have asthma or hay fever flare-ups?

[]

[]

Q08. Have indigestion?

[]

[]

Q12. Experience shortness of breath?

[]

[]

Q14. Have headaches?

[]

[]

Q16. Have constipation/diarrhea?

[]

[]

Q22. Have moist or sweaty palms, feet, or underarms?

[]

[]

Q29. Over perspire/sweating?

[]

[]

Q37. Have difficulty falling or staying asleep?

[]

[]

Q39. Have cold hands or feet?

STRESS EFFECTS: LIFE/WORK SATISFACTION

Refer to your STRESS MASTERY REPORT that shows how you responded to each question? How Satisfied or Unsatisfied you are can have a big impact on your social and emotional well-being. How you perceive a situation, person or where you are in your life can impact the Stress Response. **In the space below, if you said you were Unsatisfied (4) or Very Unsatisfied (5), what can you do to change the situation or your feelings about it?**

Not Important To Change	Important To Change	Question
[]	[]	Q79. Career choice? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q80. Job choice? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q81. Co-workers? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q82. Level of income? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q83. Immediate supervisor or, if you are a homemakers, your spouse, mother or father? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q84. Amount of work? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q85. Advancement opportunities? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q86. Personal relationships? How has this affected me, my family or co-workers. What changes might you make, if any?
[]	[]	Q87. Level of exercise/personal fitness? How has this affected me, my family or co-workers. What changes might you make,

III. STRESSORS SCALES

STRESSORS: MAJOR LIFE EVENTS

Refer to your STRESS MASTERY REPORT that shows how you responded to each question. **Place a an X in the box next to that item. What is the best ways for you to deal with the Stressor situation right now. Write in brief comment on each item where you placed an X. Ask yourself, what is the best way I can handle this situation now and how if feel about it?**

- Q42. Death of a spouse or loved one?
- Q43. Divorce or marital separation?
- Q44. Arrest or jail term?
- Q45. Death of a family member or close friend?
- Q46. Injury or illness to you?
- Q47. Major marital or family conflicts?
- Q48. Loss of a job or unemployment (quit or fired)?
- Q49. Retirement?
- Q50. Major injury or illness of family member?
- Q51. Pregnancy or addition of family member?
- Q52. Financial loss or difficulties?
- Q53. Victim of crime?
- Q54. Change of residence?
- Q55. Involved in a law suit or legal matter?
- Q56. Sexual harassment?

STRESSORS: HASSLES

Refer to your STRESS MASTERY REPORT that shows how you responded to each question place a an X in the box next to that item. Hassles are things that happen to us each and every day. They are often more challenging than Major Life Events. Identify the ways you can prevent these hassles from recurring. **For each question, write in what you will do to prevent, if possible, that situation, challenge or hassle from recurring.**

Q57. Challenge of a new career (re-entry career)?

Q58. Concern about weight/health

Q59. Not enough money for basics?

Q60. Not enough rest or sleep?

Q61. Conflicts with spouse or close friend?

Q62. Difficulties with employees or friends?

Q63. Difficulties with boss or supervisor?

Q64. Difficulties balancing home or work life?

Q65. Concerned about meeting high standards?

Q66. Problems getting along with coworkers?

Q67. Not enough money for social activities?

Q68. Misplaced or lost things?

Q69. Felt Lonely?

Q70. Too many responsibilities?

Q71. Problems with children

Q72. Being a single parent

Q73. Household repairs and maintenance?

Q74. Caring for aging parents?

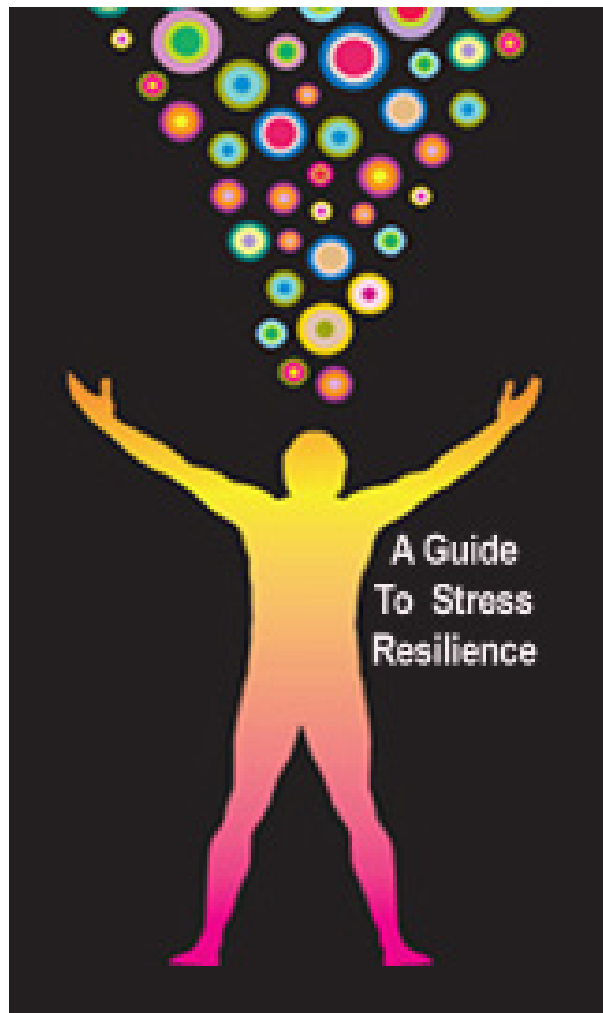
Q75. Delayed in heavy traffic?

Q76. People at work or home making life difficult?

Q77. Vehicle repairs and maintenance?

Q78. Wasting time

**YOUR STRESS MASTERY
ACTION PLAN**



STRESS WARNING SIGNS

Below are symptoms people often experience when exposed to stress. The SMQ has helped you to identify the major areas where stress can be revealed. Check any of the areas below to get a summary of your key warning signs. Then “write in” the one or two most troublesome to you.

FEEL THE PHYSICAL SIGNS OF STRESS

- | | |
|--|--|
| <input type="checkbox"/> Back pain | <input type="checkbox"/> Indigestion |
| <input type="checkbox"/> Stomach aches | <input type="checkbox"/> Moist or sweaty palms |
| <input type="checkbox"/> Cold hands or feet | <input type="checkbox"/> Dizziness |
| <input type="checkbox"/> Easily fatigued | <input type="checkbox"/> Tension in body |
| <input type="checkbox"/> Tight neck, shoulders | <input type="checkbox"/> Frequent “sighs” |
| <input type="checkbox"/> Racing heart | <input type="checkbox"/> Headaches |
| <input type="checkbox"/> Shallow breathing | <input type="checkbox"/> Restlessness |
| <input type="checkbox"/> Constipation | |

List others: _____

What are most troubling to you?

1. _____
2. _____

OBSERVE YOUR BEHAVIORAL SIGNS OF STRESS

- | | |
|---|--|
| <input type="checkbox"/> Excess smoking | <input type="checkbox"/> Angry outbursts (e.g., yelling) |
| <input type="checkbox"/> Eating without thinking about the food | <input type="checkbox"/> Critical attitude of others |
| <input type="checkbox"/> Short-tempered | <input type="checkbox"/> Procrastination |
| <input type="checkbox"/> Inability to finish tasks | <input type="checkbox"/> Oversleeping |
| <input type="checkbox"/> Wake up early | <input type="checkbox"/> Driving fast |
| <input type="checkbox"/> Teeth grinding (bruxism) | <input type="checkbox"/> Daily use of alcohol |
| <input type="checkbox"/> Nail biting | <input type="checkbox"/> Fidgety |

List others: _____

What are most troubling to you?

1. _____
2. _____

YOUR EMOTIONAL SIGNS OF STRESS

- | | |
|---|---|
| <input type="checkbox"/> General anxiety (Not a phobia) | <input type="checkbox"/> Feeling helpless |
| <input type="checkbox"/> Being bored | <input type="checkbox"/> On edge |
| <input type="checkbox"/> Irritable | <input type="checkbox"/> Feeling lonely |
| <input type="checkbox"/> Sense of powerlessness | <input type="checkbox"/> Crying easily |
| <input type="checkbox"/> Overwhelming pressure | <input type="checkbox"/> Feeling angry inside |
| <input type="checkbox"/> Feeling "burned out" | <input type="checkbox"/> Unhappiness |
| <input type="checkbox"/> Depressed | <input type="checkbox"/> Up and down moods |

List others: _____

What are most troubling to you?

1. _____
2. _____

LEARN ABOUT YOUR MENTAL (COGNITIVE) SIGNS OF STRESS

- | | |
|---|---|
| <input type="checkbox"/> Trouble thinking clearly | <input type="checkbox"/> Difficulty with concentration, focus |
| <input type="checkbox"/> Forgetfulness | <input type="checkbox"/> Lack of creativity |
| <input type="checkbox"/> Expecting too much from others | <input type="checkbox"/> Inability to make decisions |
| <input type="checkbox"/> Constant worry | <input type="checkbox"/> Loss of humor |
| <input type="checkbox"/> Being self-critical | <input type="checkbox"/> Being pessimistic |
| <input type="checkbox"/> Loss of focus | <input type="checkbox"/> Confusion |

List others: _____

What are most troubling to you?

1. _____
2. _____

KNOW YOUR STRESSORS

Who or what are the main Hassles, Life Events or frequent stressors in your life? (E.g., people, events or things that happen)

Who or what irritates you the most in your WORK life?

Who or what irritates you the most in your PERSONAL life?

MASTERING STRESS

How do you handle or deal with your stress in a NEGATIVE way?

How do you handle or deal with your stress in a POSITIVE way?

What do you feel emotionally in response to stress?

TAKING CONTROL

Fill in the following spaces to create your own plan of action for dealing with stress. With awareness comes responsibility—by becoming more aware you can make better decisions for yourself, your health, your family and your coworkers.

The stress symptoms I most need to notice and pay attention to are:

My stress triggers include the following (situations and people):

A better way to deal with each of these will be to (list the stress management techniques you will use here):

COMMITMENT TO CHANGE

This is your personal commitment to making a positive change toward Stressmastery. Review the Stress Warning Signs section and select ONE area to work on. Copy this page for more areas/behaviors/attitudes to work on.

1: WHAT HAVE YOU LEARNED ABOUT YOURSELF BY TAKING THE SMQ:

2. SELECT THE AREA/BEHAVIOR TO WORK ON -

3: WHAT WOULD YOU LIKE TO CHANGE - E.g., behaviors, thoughts, or attitudes

4: WHAT WILL PREVENT YOU FROM BEING SUCCESSFUL? - People, things, my attitudes, lack of knowledge, lack of commitment, etc.:

5: WHAT WILL YOU DO TO OVERCOME THESE BARRIERS:

6. WHAT ARE THE BENEFITS YOU CAN EXPECT IF I MAKE THESE CHANGES:

7. ASSESS YOUR COMMITMENT: HIGH MED LOW

8: TIME ALLOCATION: I will allow myself _____ months to achieve a reasonable level of success.

9: COMMITMENT: I COMMIT to accomplish this goal! Sign: _____

10: ACCOUNTABLE: I give permission to _____ to help hold me accountable.

IMPORTANT

Copy and share this contract with another person as soon as possible. Post on your refrigerator, bathroom mirror, or office wall! Let others help you to be accountable for your change.

STRESSMASTER SCORE CARD®

The **SCORE CARD** is designed to guide you in your self assessment process and will assist you to determine what, if any, areas are most in need of change. The concept behind the Card is to get three points of view so that you can identify the most important areas on which to focus your attention for change.

For each area, **circle** the value (High to Low) based upon a) Your Best Guess, b) What Your Companion thinks and c) Scores from your actual SMQ.

YOUR BEST GUESS

Circle One for Each Area

ANGER	High	Med-High	Med	Med-Low	Low
PERFECTIONISM	High	Med-High	Med	Med-Low	Low
TIME URGENCY	High	Med-High	Med	Med-Low	Low
DISAPPOINTMENT	High	Med-High	Med	Med-Low	Low
BURNOUT	High	Med-High	Med	Med-Low	Low
UNDER-ACHIEVEMENT	High	Med-High	Med	Med-Low	Low
TENSION	High	Med-High	Med	Med-Low	Low

HOW YOUR COMPANION VIEWS YOU

Circle One for Each Area

High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low

SCORES FROM YOUR SMQ

Circle One for Each Area

High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low
High	Med-High	Med	Med-Low	Low

STRESS

PHYSICAL SIGNS	High	Med-High	Med	Med-Low	Low
LIFE/WORK SATISFACTION	High	Med-High	Med	Med-Low	Low

STRESSORS

MAJOR LIFE EVENTS	High	Med-High	Med	Med-Low	Low
HASSLES	High	Med-High	Med	Med-Low	Low

NAME: _____ GROUP: _____ COMPANY: _____ DATE: _____