



# CSA

## Team Report

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Prepared for

Pacific Global Coaching Clients

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## About This Report

This report is based solely on CSA responses by organizational members who have given permission for their anonymous results to be included. Trainers and coaches compiling and presenting Team Reports are solely responsible for protecting organizational member anonymity especially regarding typed in responses.

The **CSA Team Report** provides average group scores presented in percentile ranks (1-100%) derived from CSA research norms. The average norming score is **50%**.

### Goals of this report are to help:

Evaluate and track group impact of change and stress using the CernySmith Assessment (CSA)

Identify organizational well-being levels for 15 scales comprising 5 broad adjustment domains

Identify areas of group strengths and challenges

Consider differences in adjustment patterns for women and for men

Compare group results for work, social, and individual management to domestic and international norms

Optional: Identify anonymous individual areas of challenge expressed through write in items

Develop strategies and track progress for enhancing group productivity and resilience

## Your Report Contains

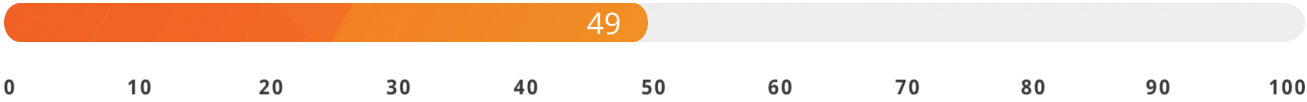
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## TEAM COMPOSITION

FEATURES	TOTAL	MEN	WOMEN
PARTICIPANTS	104	36	68
AVERAGE AGE	44	46	42
NATIONALITIES	12	7	10
COUNTRIES	19	10	17
SINGLE	38	8	30
SINGLE W/ CHILDREN	3	0	3
MARRIED	66	28	38
MARRIED W/ CHILDREN	54	23	31

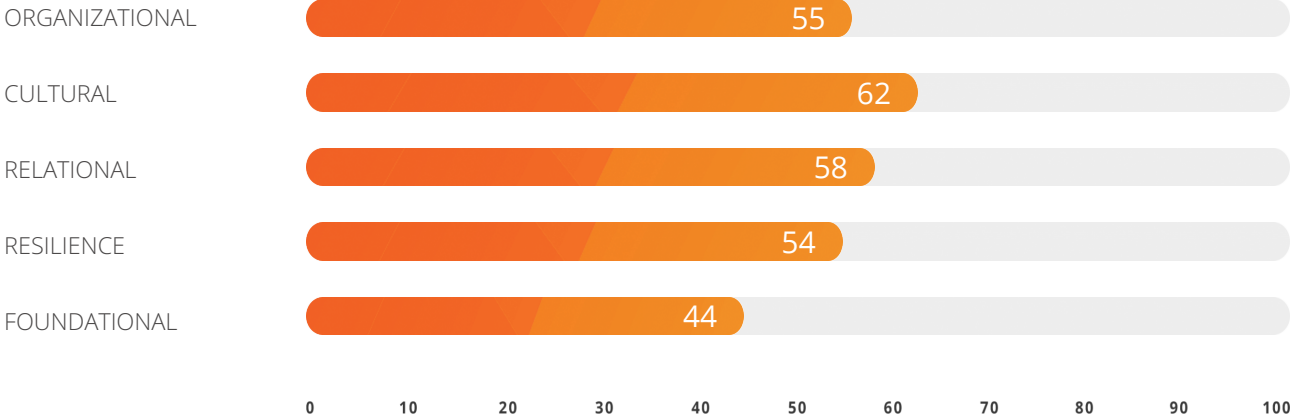
# TEAM CSA SCORE

(average measure of overall productivity with norms)



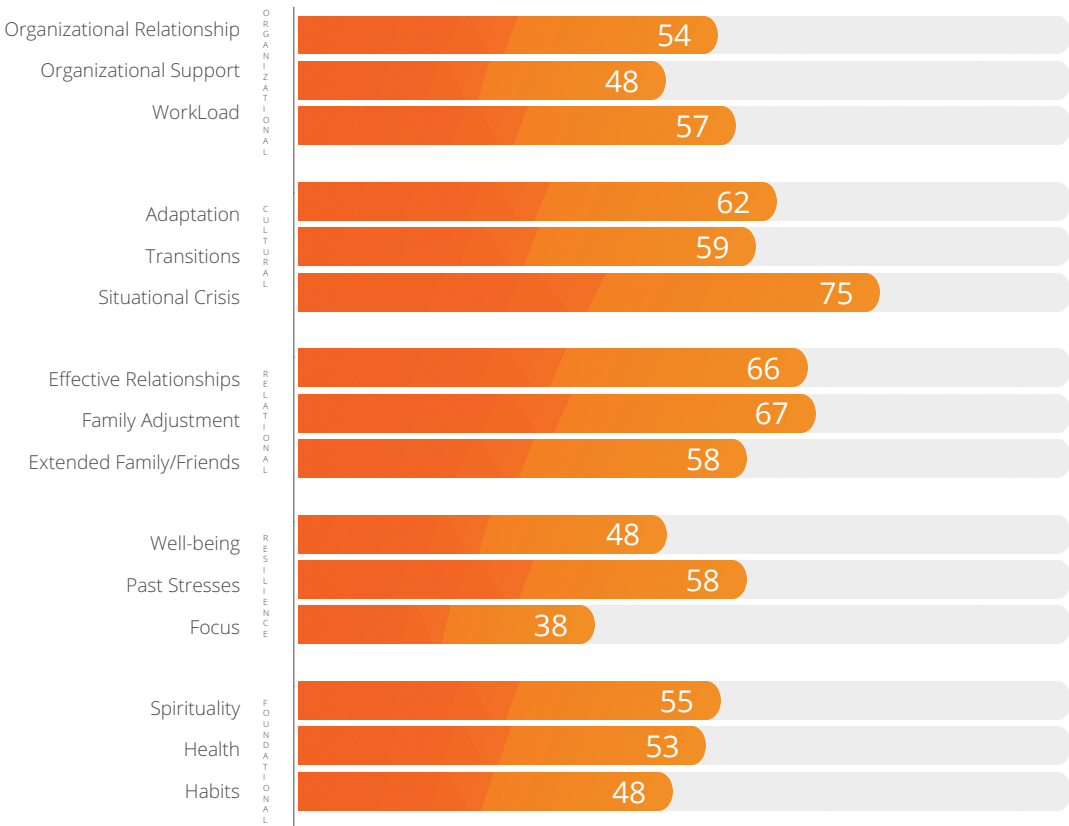
## TEAM RESULTS FOR 5 ADJUSTMENT DOMAINS

(broad areas of productivity)



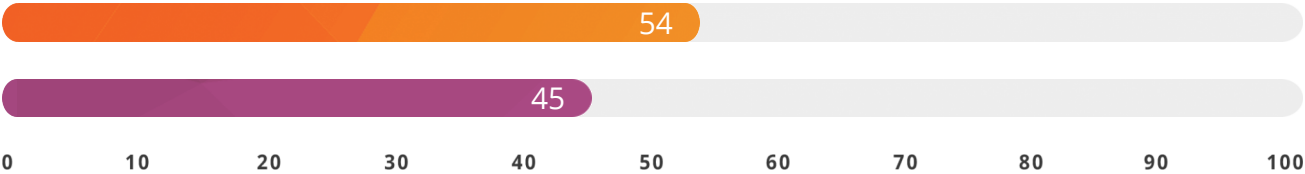
## TEAM RESULTS FOR 15 SPECIFIC SCALES

(specific areas of productivity).



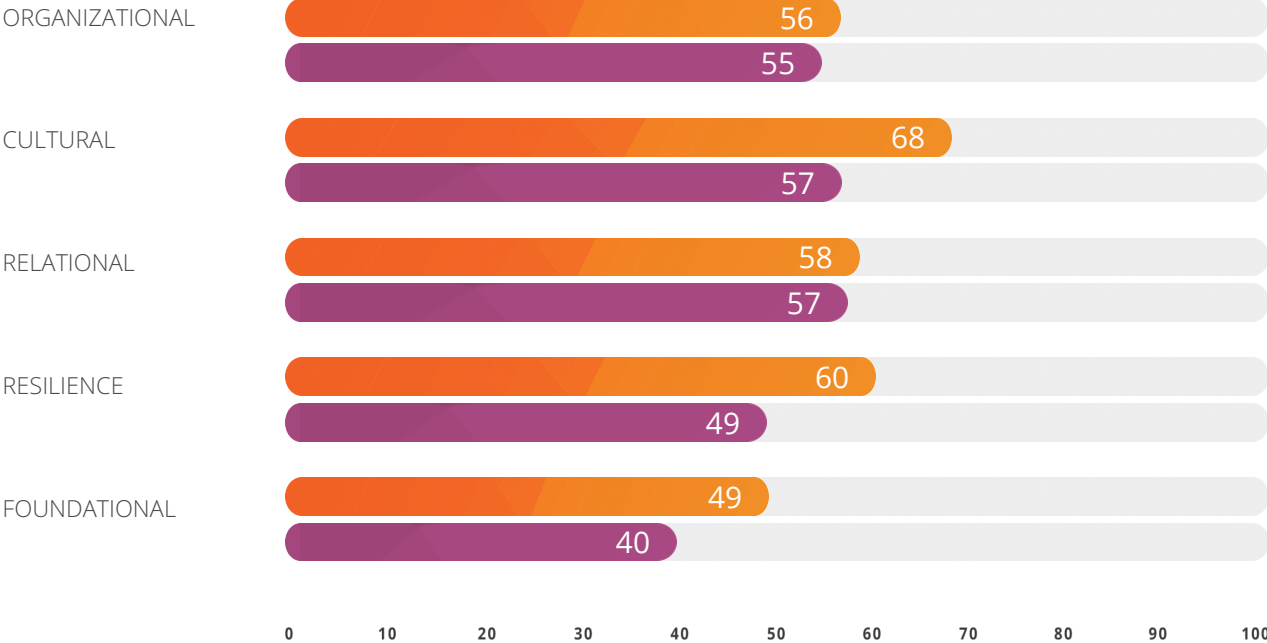
# MEN/WOMEN CSA SCORES

(average measure of overall productivity with norms)



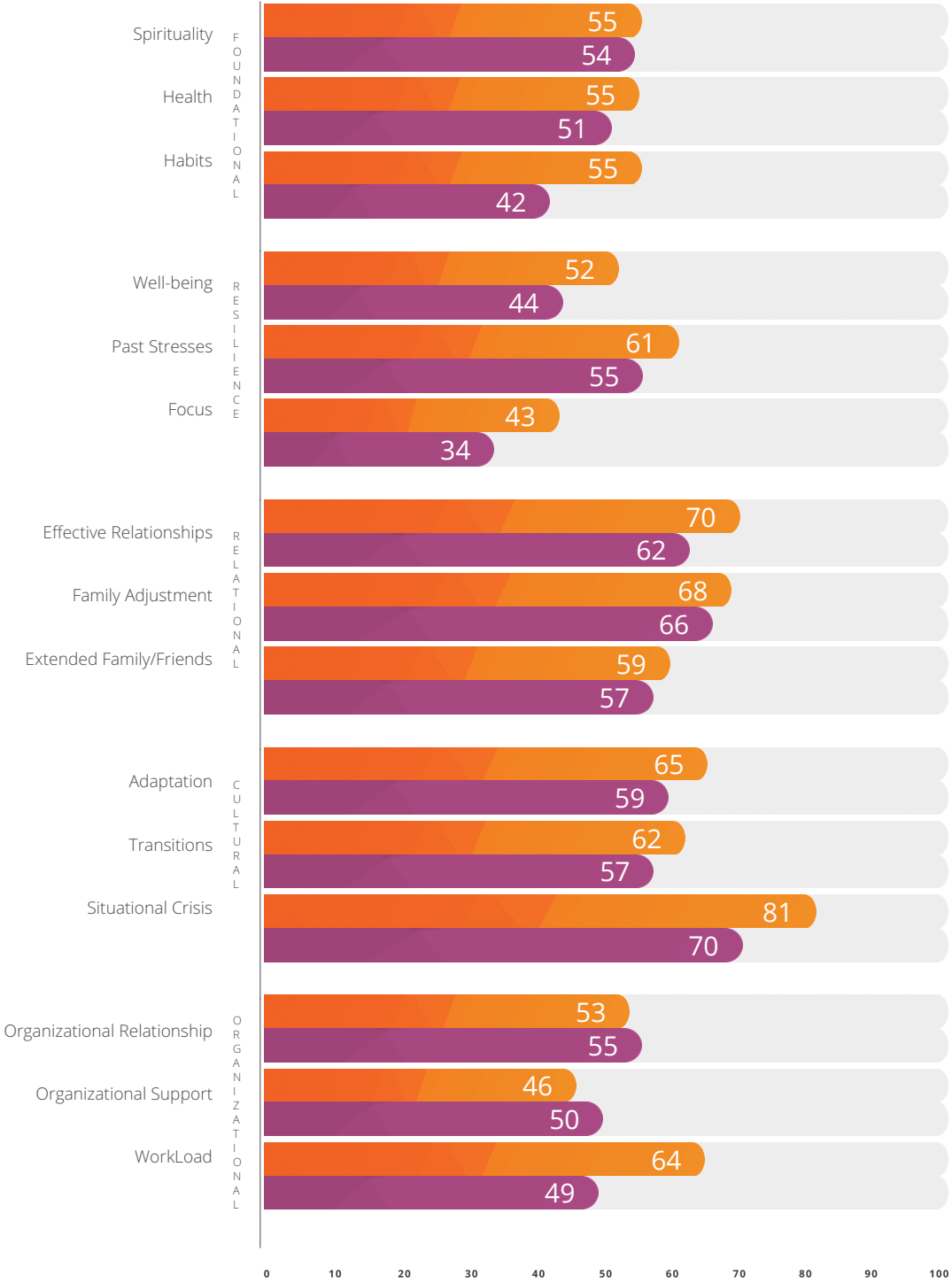
# MEN/WOMEN RESULTS FOR 5 ADJUSTMENT DOMAINS

(broad areas of productivity)



# MEN/WOMEN RESULTS FOR 15 SPECIFIC SCALES

(specific areas of productivity)



## EXTREMELY STRESSFUL ITEMS WITH FREQUENCY

The following items were rated by team members as being extremely stressful. The frequency lists how many team members rated the item as extremely stressful.

Frequency	EXTREMELY STRESSFUL ITEMS
12	health concerns about self or family, fear of failure,
11	not feeling understood,
9	low energy, making decisions,
8	stressful transitions, trouble concentrating, leadership concerns, arguments with a significant other, feeling guilty,
7	relationship problems,
6	a friend or family member being ill, not fitting in or feeling uncomfortable, being disappointed by friends or family, concerns for children, too little organizational direction, difficulty focusing on tasks, feeling sad,
5	missing friends and family, weight loss or gain, friends not honoring commitments, language learning struggles, difficulty fitting the organizational style, feeling guilty about unwanted habits, pressure to keep in touch with others, finding it hard to relax, loneliness,
4	the need for a vacation, insensitivity of leaders, working too many hours, a friend or family member dying, being ineffective spiritually, supervisor micromangement, conflicts on work team, getting too emotional,
3	disagreeing with your leader's decision, sleep problems, lack of organizational support, unhelpful orgaizational policies, not enough emotional support,
2	unwanted desires or personal habits, poor adjustment by a family member, discouragement about your spiritual life, lacking spiritual help and direction, concerns about parents, being suspicious of others, disagreeing with your leader's decision, organizational expectations, the inability to fulfill your needs in familiar ways, difficulty controlling anger, a potentially traumatic event, feeling spiritually empty, unfamiliar surroundings and customs,
1	work interfering with your spiritual life, lack of familiar foods, too little agency direction, hospitality expectations, lack of needed medical resources, lack of agency support, not enough privacy, a lack of vital spiritual relationships, early childhood stressors, inadequate housing, e-correspondence demands, school expectations, painful memories, severe disruption of living conditions, difficulty remembering things,

## Written Responses

POSSIBLE STRESSORS	TYPED IN RESPONSES	STRESS RATINGS
Cultural stress can be defined as "getting needs met in new ways". Type in a concern you have had in this area.	Work	Extremely
Occupational stress can be defined as "work pressures". Type in a concern you have had in this area.	lack of work role and direction Not being able to do my work upcoming report deadline and summer salary Hostile boss Being under-utilized Unclear expectations and no training uncertainty with new management and co-workers	Extremely Extremely Extremely Extremely Extremely Extremely
Spiritual stress can be defined as "spiritual belief and practice issues". Type in a concern you have had in this area.		
Relational stress can be defined as "problems in current relationships". Type in a concern you have had in this area.	transitioning from single life to married life Relationship with leader problems in marriage relationship lack of communication with a coworker Lots of stress in marriage relationship	Extremely Extremely Extremely Extremely
Historical stress can be defined as "troubling issues from the past". Type in a concern you have had in this area.		
A crisis can be defined as "a short term, serious situation". Type in a concern you have had in this area.	a possible ill health concern husband battling depression lack of staff Marriage is at its all time low	Extremely Extremely Extremely Extremely
Organizational stress can be defined as "organizational/team issues". Type in a concern you have had in this area.	Micromanagement Conflict within the organization lacking of resources and manpower	Extremely Extremely Extremely
Support stress can be defined as "lacking needed relationships and resources". Type in a concern you have had in this area.	lacking staff and not enough support Lack of financial resources personally & career lack of communication stresses me	Extremely Extremely Extremely
Psychological stress can be defined as "negative thoughts and feelings". Type in a concern you have had in this area.	fear of failure Seeing all the issues at work Frustrations with my own lack of discipline	Extremely Extremely Extremely
Physical stress can be defined as "health issues". Type in a concern you have had in this area.	Low energy, poor sleep Exhaustion suspicion of cancer Knots in my back causing pain I have neck and back pain related to stress	Extremely Extremely Extremely Extremely Extremely

