



OQM



ORGANIC QUALITY
MANAGEMENT

Psychological risk assessment

Sample profile

Sample organization

Jun 24, 2025

Sample Department: John Doe



Legal Obligation & Entrepreneurial Opportunity: OQM/Health for Sustainable Business Success

In accordance with legal requirements, companies are obliged to carry out a mental health risk assessment of their working conditions. This serves to identify potential risks to the mental health of employees at an early stage and to take appropriate measures to improve the working environment.

Organic Quality Management (OQM) offers a proven tool that not only helps to determine the current “fitness status” of your organization, but also to systematically identify and evaluate psychological stress factors.

Why OQM/Health?

With the OQM/Health profiles, you can identify central “fitness problems” of your organization and health challenges of your employees. The analysis of historical trends enables you to identify long-term barriers and take targeted measures for organizational development and to promote the health of your workforce.

Survey and evaluation of the psychological risk assessment by OQM/Health

Basic information and numerical values:

The OQM numerical values are based on an annually updated standardization and provide information on the health status of your organization compared to others.

Values above 50 indicate above-average health, while values below 50 indicate potential for improvement.

Accuracy and confidentiality:

The survey is anonymous, which contributes to the accuracy and honesty of the responses. Regular updates ensure statistical accuracy.

OQM/Health supports you in carrying out a comprehensive mental health risk assessment for your employees. Use this tool to promote healthy, sustainable and natural growth in your organization.

For further information and support, please contact your OQM consultant.

Yours sincerely,

Yours

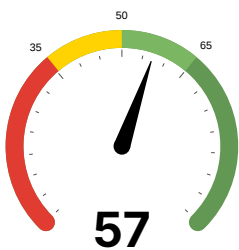
Dr. Stephan Wesely

Quality characteristics of the current profile



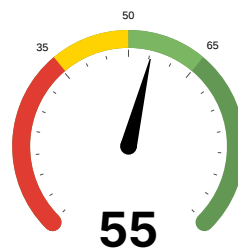
Average

50



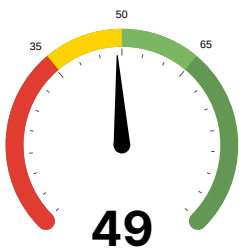
**Social relationships
(colleagues)**

57



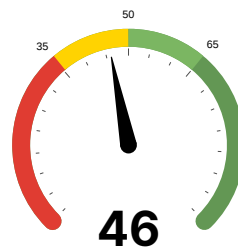
**Social Relationships
(Leadership)**

55



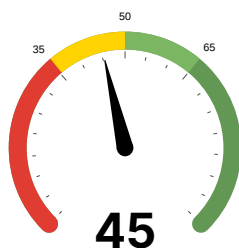
Work Organization

49



Working environment

46



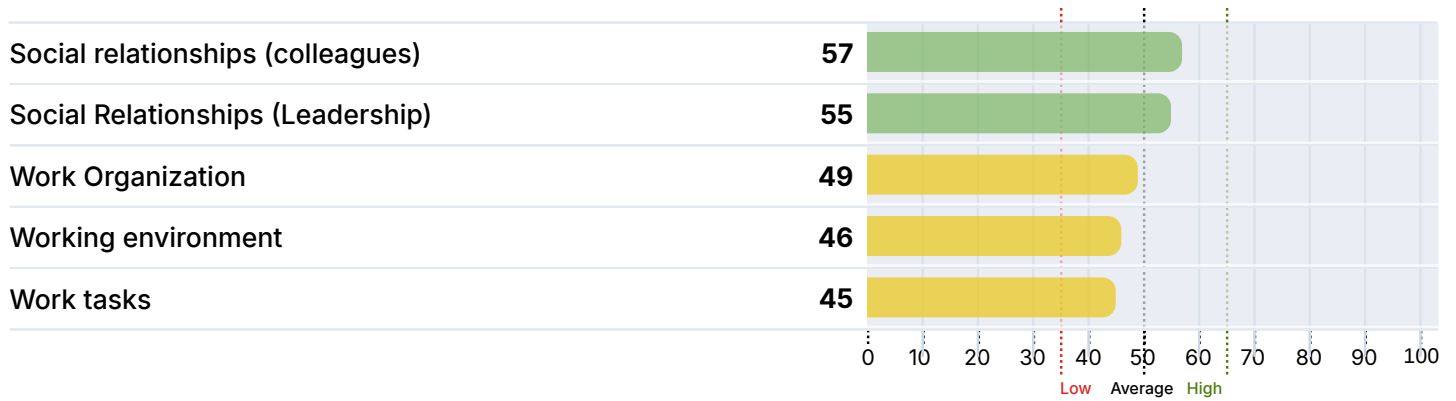
Work tasks

45

Quality characteristics of the current profile

50

Date	Jun 24, 2025	
Minimum factor	45	Work tasks
Maximum factor	57	Social relationships (colleagues)
Difference Min-Max	12	
Average	50	



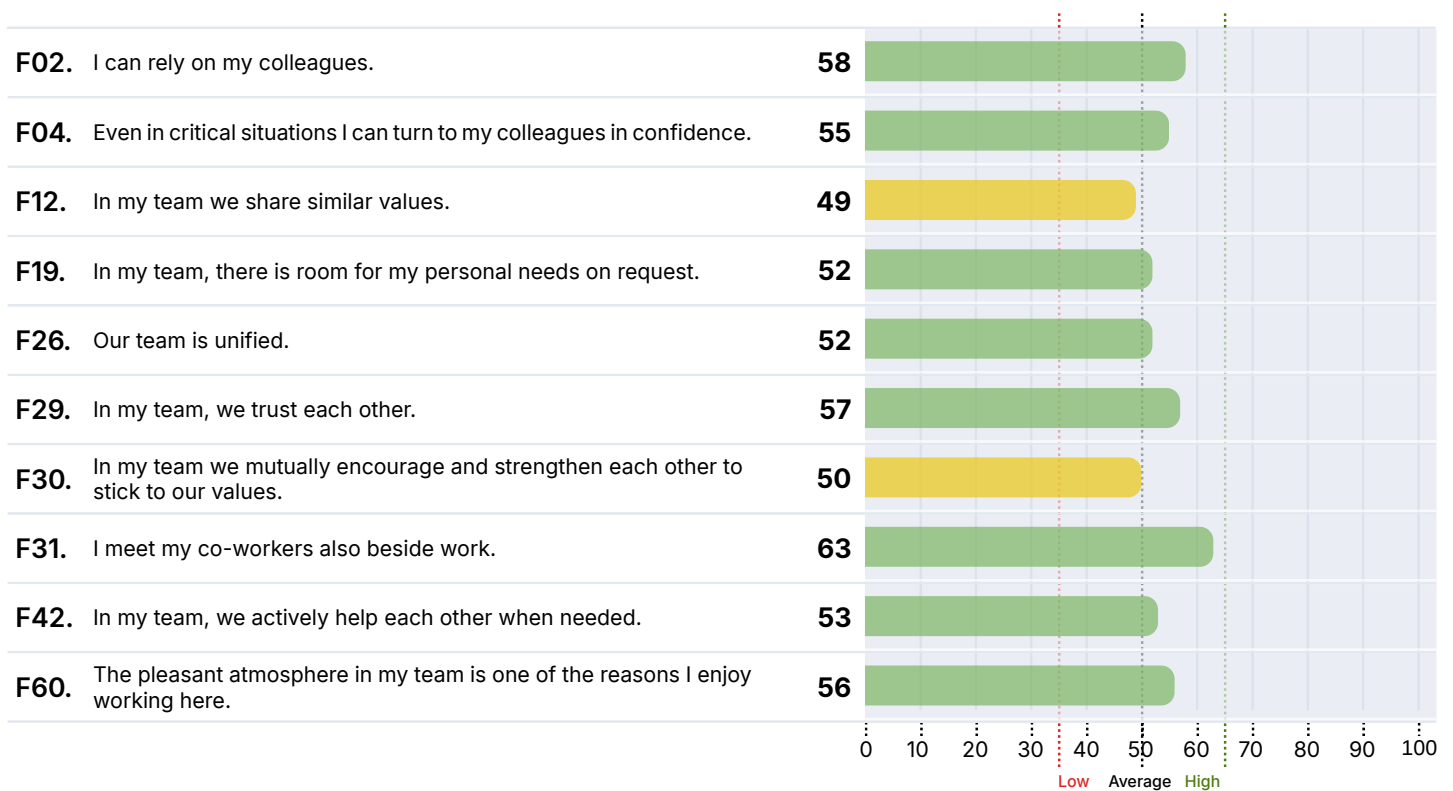
Social relationships (colleagues) (current profile)

57

Relationships with colleagues are a decisive factor for mental health in the workplace. They have a major influence on personal well-being and can have both positive and negative effects.

When colleagues treat each other with trust, there are many positive effects. Reliable team members provide both emotional and practical support, which can significantly reduce stress. This type of relationship also strengthens the sense of belonging and promotes a pleasant working atmosphere. When the values within the team are aligned, collaboration is facilitated and trust among each other grows. In a supportive team, it is also easier to manage stress together and resolve conflicts quickly.

On the other hand, insecure relationships can also have serious negative consequences. Conflicts or bullying in the workplace can lead to serious psychological problems such as anxiety, depression or even burnout. Isolation or exclusion exacerbate stress and erode self-esteem. High competitive pressure and mistrust among colleagues can also severely affect well-being. It is therefore important to ensure a good working atmosphere and positive interpersonal relationships.



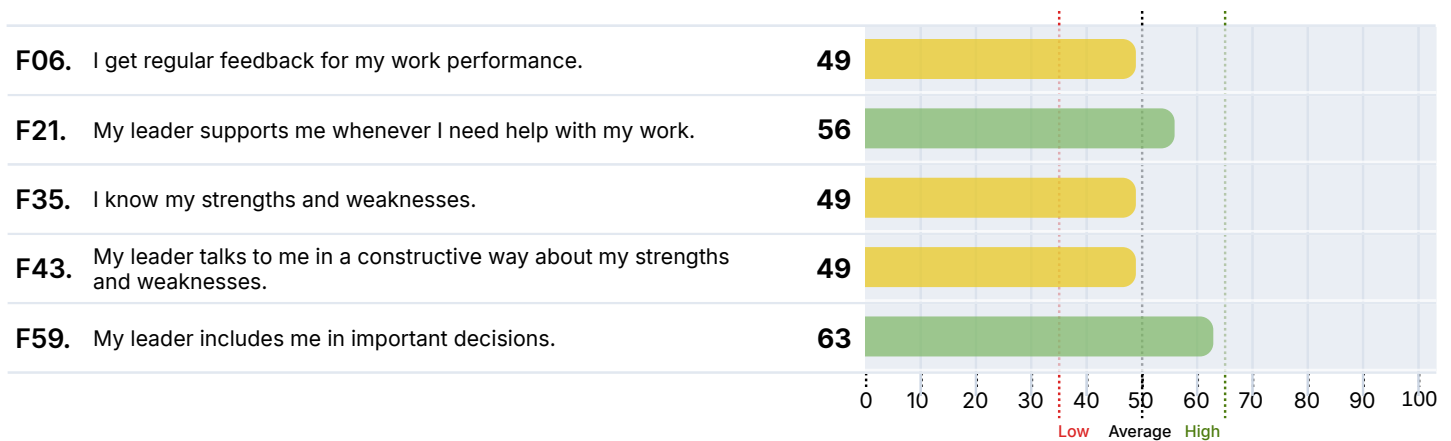
Social Relationships (Leadership) (current profile)

55

The relationship between employees and managers plays an important role in mental well-being. If the relationship is poor, this can lead to stress and insecurity. Supportive leadership, on the other hand, helps employees to be more motivated and satisfied.

A good relationship with superiors has many positive effects. For example, trust promotes the development of psychological resilience. Employees who are involved in decision-making experience less stress. In addition, recognition and positive feedback strengthen self-confidence and contribute to a better sense of well-being.

On the other hand, a strained relationship can also have negative effects. If there is a lack of support and communication is unclear, stress increases. A lack of recognition reduces self-esteem and motivation. Micromanagement and a limited ability to make decisions can lead to exhaustion. In addition, unfairness or the feeling of being disadvantaged can demotivate employees.

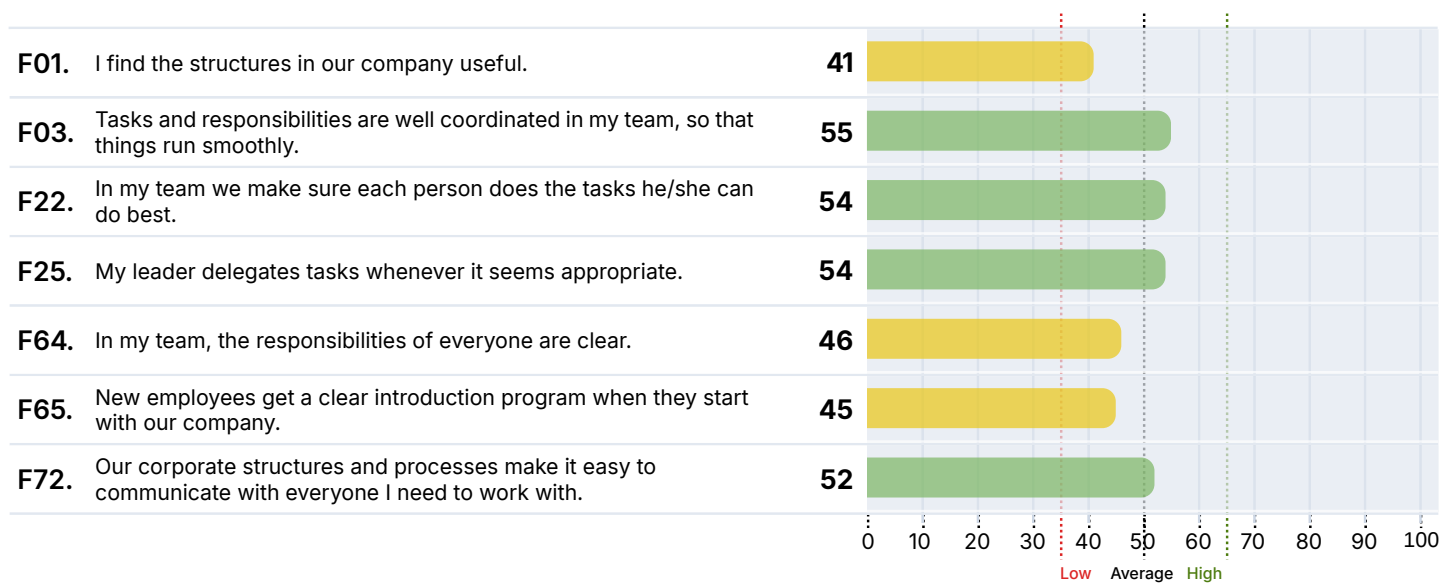


Work Organization (current profile)

49

Well-organized work contributes to our well-being, while poor organization can cause stress and promote mental illnesses such as burnout. If work processes are clearly structured and realistic goals are set, this helps to reduce stress. It is also important to distribute tasks according to the strengths of individual employees, as this supports their personal development. Flexible working models such as flexitime and working from home can also help to ensure that employees are not overloaded.

On the other hand, poor work organization has numerous negative effects. If tasks are not delegated properly, some employees may be overloaded while others have too little to do. In addition, having little influence on work processes can increase stress even further. Stressful working conditions such as shift work, long working hours and a lack of breaks can also cause serious health problems. Overall, it is clear that good organization in the workplace is crucial for our well-being.

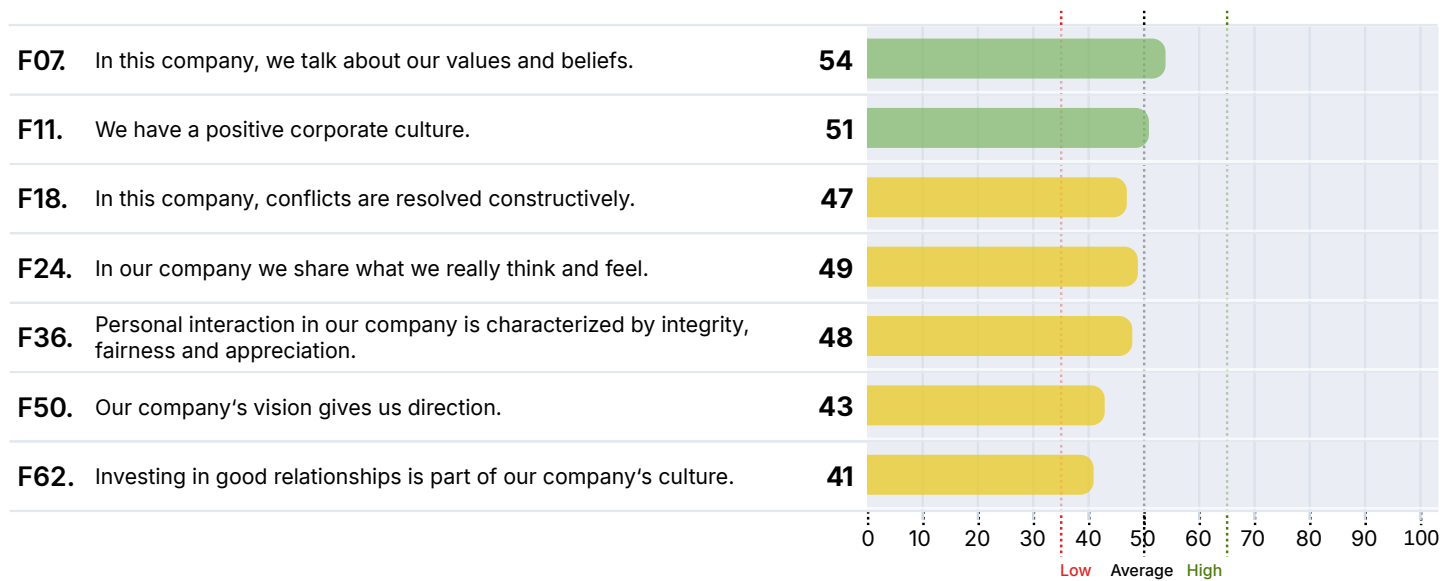


Working environment (current profile)

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The working environment has a significant impact on the mental health of employees and can have both positive and negative effects. A healthy working environment, characterized by a supportive team, fairness and an appreciative atmosphere, contributes significantly to the well-being of employees. If employees feel secure in their team, they are more willing to actively contribute, as open and transparent communication promotes trust and strengthens initiative. Conversely, bullying and interpersonal conflicts can pose serious risks to mental health, as they undermine a sense of security and belonging.

However, in a stressful work environment, the effects are often negative. When employees have little influence over the way they work or make decisions, this often leads to frustration and exhaustion. Authoritarian or absent managers can create additional stress and uncertainty, which further worsens the working atmosphere. High demands and tight deadlines increase the risk of overwork and burnout. It is therefore crucial that companies create a conducive working environment to support the mental health of their employees.

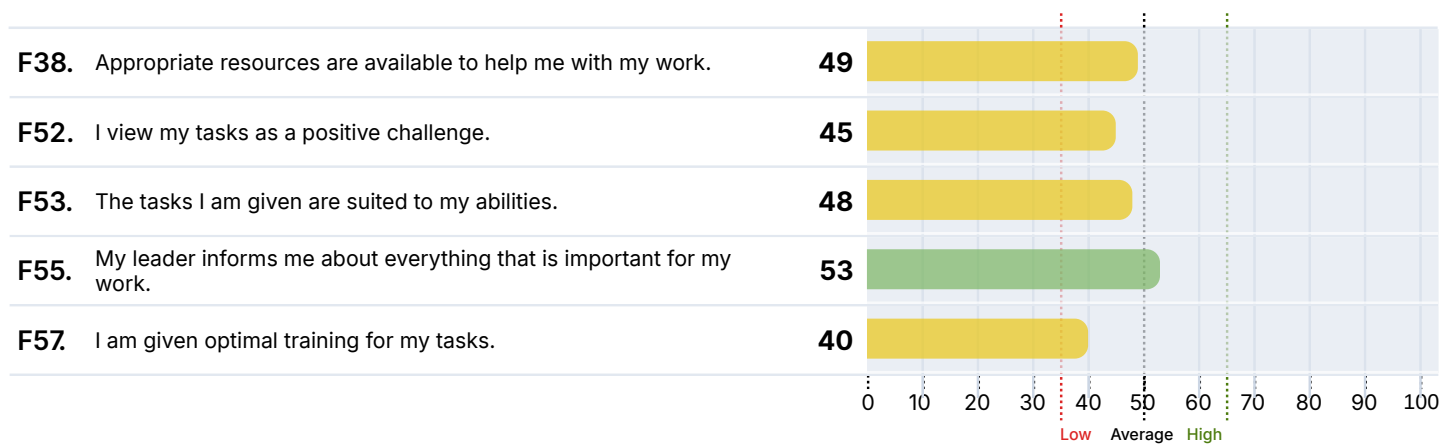


Work tasks (current profile)

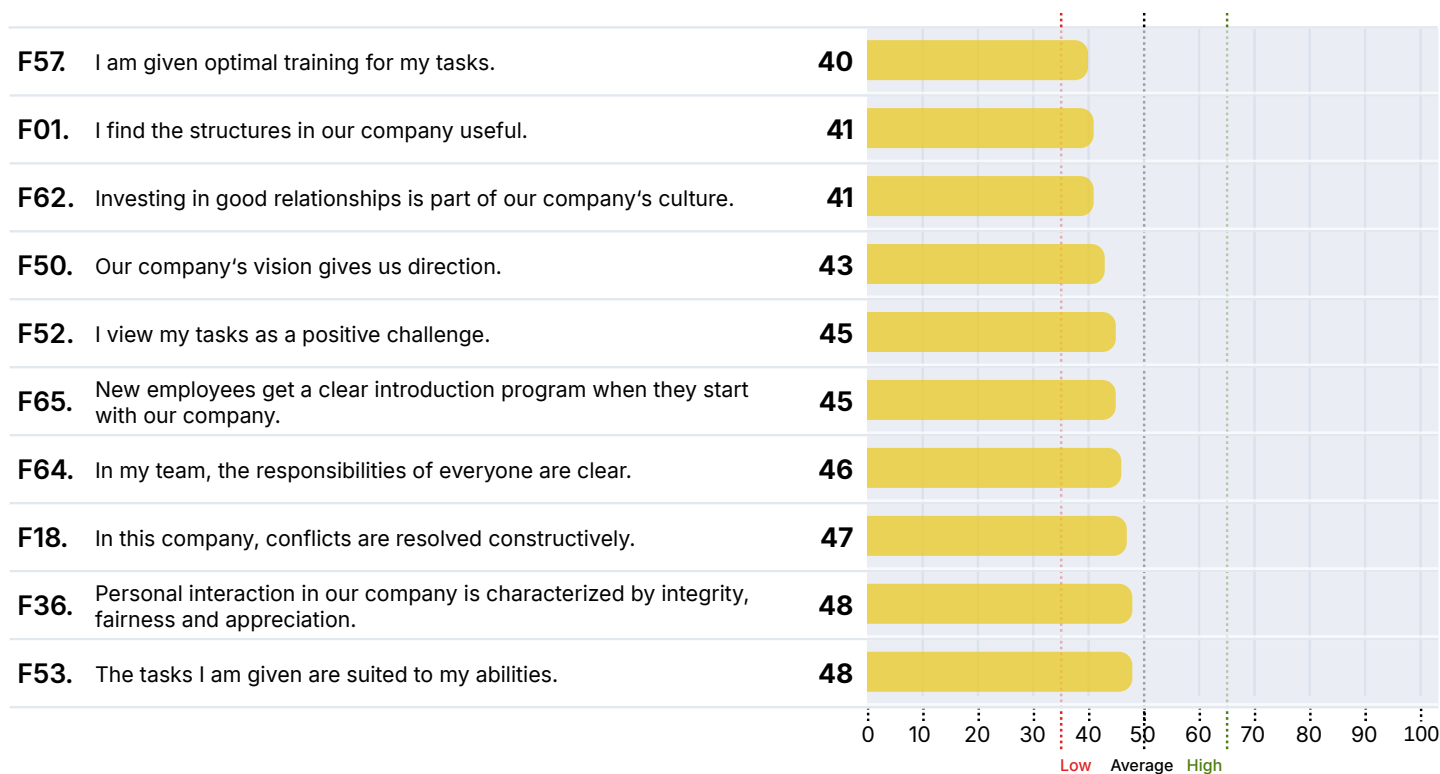
45

The way in which work tasks are designed has a significant impact on employees' mental health. If tasks are meaningful and challenging, this can strengthen mental resilience. Work that is perceived as meaningful not only promotes commitment, but can also increase employees' self-esteem. In addition, clear expectations and accessible contact persons help employees to concentrate better on their tasks, which leads to a focused and effective way of working. If sufficient resources are available, tasks can be experienced not only as challenging but also as positive, which increases motivation and job satisfaction.

On the other hand, inappropriate work tasks can have a significant negative impact on mental health. Excessive pressure due to a high workload and constant time constraints often leads to stress and ultimately exhaustion. If, on the other hand, the tasks are not sufficiently challenging, this can lead to boredom and demotivation, which also has a negative impact on mental health. Unclear responsibilities or conflicting expectations create additional confusion and increase stress levels, which can have a negative impact on the quality of work. Overall, it can be seen that the design of work tasks has both positive and negative effects on well-being.



The 10 questions with the lowest rating (current profile)



The 10 questions with the highest rating (current profile)

