

Stress Management Trainer — Knowledge Check Quiz

15 Multiple Choice Questions | Free Trainer Resource | trainerresources.com

Instructions: Circle or tick the correct answer for each question. This quiz covers key knowledge areas for the **Stress Management Trainer** course. Pass mark: 12/15 (80%). Answers are provided on the final page.

Q1. What is the HSE definition of work-related stress?

- A) Feeling anxious at work
- B) The adverse reaction people have to excessive pressures or other types of demand placed on them at work
- C) Being very busy
- D) Having a difficult manager

Q2. What are the 6 HSE Management Standards for stress?

- A) Demands, Control, Support, Relationships, Role, Change
- B) Workload, Management, Colleagues, Environment, Pay, Hours
- C) Pressure, Autonomy, Support, Communication, Clarity, Flexibility
- D) Tasks, People, Resources, Environment, Leadership, Culture

Q3. What is the difference between pressure and stress?

- A) They are the same
- B) Pressure can be motivating; stress occurs when demands exceed ability to cope
- C) Stress is positive; pressure is negative
- D) Pressure is physical; stress is mental

Q4. What are the physical symptoms of stress?

- A) Only headaches
- B) Headaches, muscle tension, fatigue, sleep problems, digestive issues, increased heart rate
- C) Only fatigue
- D) Only sleep problems

Q5. What is a stress risk assessment?

- A) A medical assessment
- B) A systematic process to identify stress hazards, who is at risk, and control measures
- C) A personality test
- D) An occupational health referral

Q6. What is the purpose of an Employee Assistance Programme (EAP)?

- A) A bonus scheme
- B) A confidential service providing counselling and support for personal and work problems
- C) A performance management tool
- D) A training programme

Q7. What is mindfulness?

- A) Thinking about the future

- B) Paying attention to the present moment with awareness and without judgement
- C) Meditation only
- D) A religious practice

Q8. What is burnout?

- A) Being very tired after exercise
- B) A state of chronic stress leading to physical and emotional exhaustion, cynicism and reduced effectiveness
- C) A short-term stress response
- D) A medical diagnosis

Q9. What are the legal obligations of employers regarding stress?

- A) No legal obligations
- B) Duty of care under HSWA 1974, Management Regs 1999 — must assess and manage stress risks
- C) Only to provide counselling
- D) Only to allow sick leave

Q10. What is cognitive behavioural therapy (CBT)?

- A) A medication
- B) A talking therapy that helps change negative thought patterns and behaviours
- C) A relaxation technique
- D) A management approach

Q11. What is presenteeism?

- A) Being present and productive
- B) Being at work while unwell or mentally unfit, leading to reduced productivity
- C) Attending all meetings
- D) Working from home

Q12. What is a reasonable adjustment for stress?

- A) Ignoring the problem
- B) Changes to workload, hours, role, support or environment to help a stressed employee
- C) Disciplinary action
- D) Sick leave only

Q13. What is the role of a line manager in stress management?

- A) No role
- B) Identifying early signs, having supportive conversations, adjusting demands, signposting support
- C) Only HR's responsibility
- D) Only to monitor absence

Q14. What is resilience in the context of stress?

- A) Never feeling stressed
- B) The ability to adapt and recover from adversity, setbacks and challenges
- C) Ignoring problems
- D) Physical fitness

Q15. What is the NICE guidance on workplace wellbeing?

- A) Only relevant to NHS

- B) Recommends organisational and individual interventions to promote mental wellbeing at work
 - C) Only about physical health
 - D) A voluntary guideline with no practical application
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Answer Key

Q1: B Q2: A Q3: B Q4: B Q5: B Q6: B Q7: B Q8: B Q9: B Q10: B Q11: B Q12: B Q13: B Q14: B Q15: B

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