

**RE-EVALUATING THE MAJOR STRESSORS OF POLICING**

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A Thesis

Presented to

the Faculty of the Criminal Justice Department

Marshall University

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In Partial Fulfillment

of the Requirements for the Degree

Master of Science in Criminal Justice

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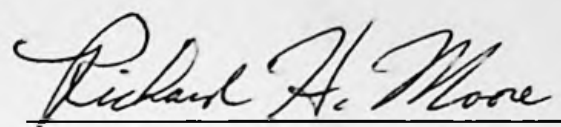
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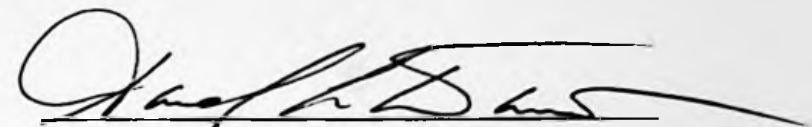
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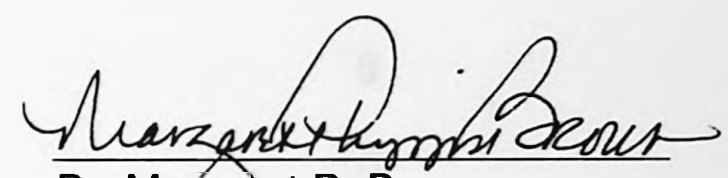
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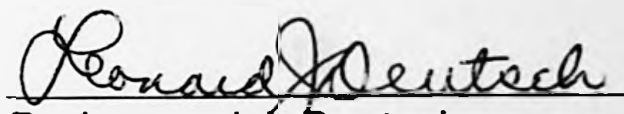
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## Abstract

In this study, a sample of 37 officers employed with the Huntington Police Department, a medium-sized Appalachian police department, were sampled about the stressfulness and frequency of selected items from Sewell's Life Events Scale. From the responses to the survey items, a scale was created to assess the combined effects of frequency and stressfulness. Respondents were also asked to indicate what percentage of their total accumulated job-related stress was generated by each of Barker and Carter's generic stressors of policing. Several group differences were found. A ranking of stressors was developed for the frequency, stress, the combined scales and compared to Sewell's ranking of the same stressors. Several interesting statistically significant differences were found.

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## Chapter I

IntroductionIntroduction and Significance

The word stress comes from the language of engineering, meaning "any force that causes an object to change." In engineering the specific change caused by stress is known as strain. There are four possible kinds--tension, tensile, compression and shearing. In human terms the strain is the body's response to physical, chemical, emotional, or spiritual forces, seeking to adapt to stressors (Kenton, 1996, p. 1).

Stress is an area of study that has recently received a significant amount of attention, and with good reason. Stress affects everyone--too much or too little of it can cause significant problems (Anderson, Swenson & Clay, p. 17). Somewhere in the middle of too much and too little stress, everyone has a range in which he or she functions at his or her peak performance. This range is called the zone of stability (Anderson, Swenson & Clay, 1995, p. 17). If the amount of stress is outside a person's zone of stability (either too much or too little), that person will be uncomfortable and will show signs of distress (Anderson, Swenson & Clay, p. 26). The size of this range of stability is different for each person. Some people are more comfortable with very little stimulation while others are considered stress seekers (Anderson, Swenson & Clay, 1995, p. 2). In fact, Kenton (1996) has asserted that it is human nature to seek out challenges in life (p. 5).

"Stress is undoubtedly an important personal problem for everyone" (Selye, 1978, p. xvii). This universality of the problem of stress and its aftermath makes this area an important research topic. "...[s]everal studies have indicated that stress-related conditions may be among the most important problems. . . of the 1990s and beyond" (Miller, 1990, p. 1166). Stress is, however, more than just a "trendy topic for headlines" (Hatfield, 1990, p. 1162). "Routine workplace stressors are . . . unavoidable; Time [*sic*] pressures, deadlines, and responsibility for the work of others are common sources of stress that require active coping skills . . . ." (Keita & Jones, 1990, p. 1139). Job-related stress affects people in all types of work and at all levels of organization (Hatfield, 1990, p. 1162). Historically, persons in certain professions, including policing, show higher than average numbers of the physical and mental signs of stress (Chandler, 1997a, p. 1; Eden, 1997, p.1; Sewell, 1981, p. 7). Policing has typically ranked among the most stressful occupations (Pelleteir, 1984). Policing is also categorized as one of the most stressful careers.

"Stress is continually being mentioned as the most difficult part of the police officer's job" (Maynard & Maynard, 1982, p. 302). Police officers are subject to the same stressors of everyday life that everyone else endures; however, police officers suffer additional stressors that are restricted to those in police work ("Stress", 1997, p.1; Veith, 1997a, p. 31; Kroes, Margolis & Hurrell, 1974, p. 155). It is the nature of the stress law enforcement officers face that sets a career in law enforcement apart from other careers.

Explanations of the nature of stressors and the impact of stressors in policing can be divided into four categories: 1) extremely high levels of stress caused by events beyond the realm of ordinary human experience, such as shooting in the line of duty; 2) stressors associated with danger, unique to police work; 3) the cumulative effects of routine day to day stressors; and 4) stress associated with the necessity of changing personal attitudes, beliefs, perceptions, and values about what police work really is and how to cope effectively in order to continue in a career in law enforcement.

Some events, such as involvement in a shooting in the line of duty, often occur suddenly, are traumatic in nature, and can have strong emotional effects on a police officer (Veith, 1997a, p. 30; Kureczka, 1996, p. 1). Cohen (1980) reported officers who kill someone in the line of duty almost always suffer reactions that include nightmares, flashbacks, and severe depression. These reactions are similar to symptoms associated with the Post-Traumatic Stress Disorder (American Psychiatric Association, 1994). The term critical incident stressor refers to such an extraordinarily powerful event that falls outside the realm of normal human experiences (Mitchell, as cited in Veith, 1997a, p. 30; Kureczka, 1996, p. 1).

Golesh has attributed some of the difference in civilian versus police stress levels to the view that, although people in other occupations may face similar levels of physical danger, the general population does not face all the emotional danger that accompanies a career in law enforcement (Sewell 1981,

p. 7). "The dangers, violence, and tragedy seen by officers result in added levels of stress not experienced by the general population" ("Stress", 1981, p. 1). Many occupations are actually more dangerous than police work, but in policing, there is the constant perception of danger (National Safety Council, as cited in Anderson, Swenson & Clay, 1995, p. 75-76). Prolonged exposure to this constant danger produces more long-term, negative side-effects than the actual danger present in more dangerous occupations (Anderson, Swenson & Clay, 1995, pp.75-76). One stressor that may contribute to the high stress level of police officers, identified by Adler, Mueller and Laufler, is the constant threat of danger (1994, p.241). One of the greatest stressors in policing is the constant threat of death or injury.

Events that occur on nearly a daily basis may each produce very low levels of stress, but the cumulative effect may raise stress levels significantly (Barker & Carter, 1994). Routine police work includes report writing, reacting to peer pressure, being supervised, changes in shifts or duty assignments, and dealing with the internal organization are all common job-related stressors.

According to Conroy & Hess (1992), internal changes produced by stressors in policing are often initially negative and generally damaging to the individual. Adapting to police work is a process that requires the police officer to progress through various stages of professional growth by continually changing beliefs, perceptions, values, and attitudes about what policing is and how to remain in a law enforcement career. Because police work is often categorized as

one of the most dangerous, yet most exciting occupations available. (Champion & Rush, 1997), many persons who enter police work have been described as "stress seekers" who have a "higher than average need for activity" (Anderson, Swenson & Clay, 1995, p. 2). But police work is also often boring (Conroy & Hess, 1992, p. 7), which may be stressful for the "sensation-seekers." The nature of police work, such as the necessity of changing suddenly from relative inactivity and respond to emergencies may also be stressful.

Some persons enter police work in order to make the world a better place or to make a difference (Conroy & Hess, 1992). As those individuals become exposed to the realities of police work, they are inevitably frustrated when their academy training and prior expectations do not prepare them properly. The inability to make proper adjustments at different stages of an officer's career may produce extreme negative reactions, such as cynicism or isolation. Whatever the reasons for the higher than normal stress levels present in police officers, it appears that there are stressors in policing that are not experienced by the general public.

Because law enforcement officers are just as human as those that they serve and protect, it is important to attend to the human needs of these officers. Unmediated stress can be just as great a danger as facing a gun or a knife (Greenstone, Dunn and Leviton, 1995a, p. 167). Police stress is a sensitive issue, since its consequences carry over into the life of an officer and affect his or her interactions with the general public (Sewell, 1981, p. 8). Thus, a police

officer experiencing high stress may overreact to minor incident or underreact to a potentially life-threatening situation.

Police stress has many potentially negative consequences. Extreme levels of stress (too much or too little) can seriously affect officer health, officer morale, and departmental productivity (Conroy & Hess, 1992, p. 8; Territo & Vetter, 1981, p. 101, 202). It also appears stress may alter the personality functioning in some officers (Wallace, Roberson, & Streckler, 1995).

Stress can contribute to physical and mental exhaustion, which can lead to burnout (Conroy & Hess, 1992, p. 31). Excessive stress may produce either burnout or plateauing. Burnout is more than being unhappy with one's work. According to Bennet and Hess, "[b]urnout occurs when someone is consumed, rendered unserviceable or ineffectual by maximum use, exhaustion or made listless through unmediated stress. . ." (Hess & Wroblewski, 1997, p. 583). Another significant consequence of stress is plateauing, a state in which the challenges of the job suddenly end (Peak, 1997, p. 351). When an officer has reached a plateau in his or her career, the events of the day are just a hassle and nothing more than routine (Peak, 1997, p. 351). Plateauing is different than burnout. Officers who have reached a plateau are not as involved physically or psychologically in their problems (Peak, 1997, p. 351).

#### Officer health

Officer health and morale are affected by burnout brought on by stress (Hess & Wroblewski, 1997, p. 583). Officer health problems, that can develop

from extreme levels of stress, include: alcoholism, substance abuse, heart attacks, emotional disorders, dental problems, headaches, nervous breakdowns, back problems, psychosomatic illnesses, sexual impotence, clinical depression, excessive weight gain or loss, and suicide (Conroy & Hess, 1992, p. 31; Peak, 1997, p. 352; Territo & Vetter, 1981, p. 261).

### Officer morale

Excessive stress can lead to problems in the officer's home life, which can in turn affect officer morale. Police officers suffer a divorce rate anywhere from 3.2% to 23.2% above the national average of 13.8% (Anderson, Swenson & Clay, 1995, p. 267). This difference can be attributed to the "stresses and strains of law enforcement" (Anderson, Swenson & Clay, 1995, p. 267).

Morale suffers in other ways, as well. When officers cannot cope with the problems of the job, their work suffers, in turn, so does the work of the department (Chandler, 1997, p.1). Additionally, officers who are burned out are neither appreciated nor respected by other officers. In fact, burned out officers are often called "crispy critters" by the other officers in the department (Peak, 1997, p. 352).

### Departmental productivity

Stress, burnout, and plateauing, can all decrease departmental productivity. Officers under extreme stress can act out by showing combativeness, irritability, excessive use of sick days, inability to complete an assignment, loss of interest in work, more accidents (both vehicular and



personal), shooting incidents, and an inability to work effectively with the public (Peak, 1997, p.352). Officers who are stressed or suffering from burnout account for "70 to 80 percent of all complaints against their department, including physical abuse, verbal abuse, and misuse of firearms" (Peak, 1997, p. 352).

### Personality

According to Wallace, Roberson and Steckler (1995), "stress may cause the personalities of officers to develop into one of the below personality types or heighten the development of a dormant personality type:

Speed Freaks--Frequently considered as Type A personalities.

These individuals are driven to produce 110 percent.

Drifters--These individuals continually drift from job to job, relationship to relationship, and so on.

Worry Warts--These individuals think that if they spend enough time worrying, an answer will develop.

Loners--These individuals suffer from chronic social malnutrition. They tend to handle all challenges and uncertainties by themselves.

Basket Cases--Individuals who are constantly fatigued.

Cliff Walkers--Individuals who overeat, smoke, and generally fail to take care of their health (p. 205).

Recently, police administrators have begun to recognize and respond to the need for sufficient support services for law enforcement officers. With the

growing problem of stress has come an increase in services available to police officers. For example, the Federal Bureau of Investigation has placed an emphasis on training police negotiators in crisis intervention skills to assist in especially sensitive situations, including instances of excessive officer stress (Greenstone, 1995, p. 30). Crisis intervention specialists attempt to enter into an "individual's life in order to defuse the destructive effects of the unusual stress being experienced and thus return the individual to his level of pre-crisis functioning" (Greenstone, 1995, p. 33). Police psychologists have become integral parts of the law enforcement machine by offering stress management training and counseling for police officers and their families (Davis, 1995, p. 36). Police psychologists counsel officers troubled by the cumulative stress coming from the daily exposure to stressors, as well as the officers exposed to critical incident stressors (Davis, 1995, p. 36).

Because many police officers are reluctant to seek treatment from professionals, some cities, like Fort Worth, Texas, have implemented a peer counseling programs. Peer counseling programs operate on the principle that "'misery loves company'--as long as the 'company' has experienced something similar to that encountered by the victim" (Greenstone, Dunn & Leviton, 1995b, p. 42). Officer-to-officer contact is usually easier, at least initially, than officer-to-psychologist contact (Greenstone, Dunn & Leviton, 1995a, p. 168). "Peer counselors within a police department understand, on an intimate basis, the job of their counselees" (Greenstone, Dunn & Leviton, 1995a, p. 167). A

peer counselor is not simply a friend, nor is he or she a mental health professional; a peer counselor is trained in crisis intervention, communication skills and techniques, suicide assessment and substance abuse assessment (Greenstone, 1995a, p. 183). A peer counselors' main responsibility is to be a friend with whom an officer can talk (thereby building rapport), make basic assessments, and make necessary referrals, either to substance abuse counselors, suicide counselors, and/or the police psychologist (Greenstone, Dunn & Leviton, 1995a, pp. 183-184).

Special groups are also being established nationwide to deal more effectively with the stressors of law enforcement and the effect they have on the officers (Champion & Rush, 1997, p. 168). One such group is the Burntout Policeman's Association and Friends (BPA), a group begun in 1982 by police officers to encourage the use of humor as a coping mechanism (Champion & Rush, 1997, p. 169). An increasing number of professionals are realizing that the use of humor by police officers in extremely difficult situations (also called blue humor, or gallows humor) is an acceptable way to deal with the stressors encountered (Champion & Rush, 1997, p. 169). The use of such techniques to blunt reality and assuage tragic situations has been termed emotional numbing (Champion & Rush, 1997, p. 169).

### Purpose

The purpose of this research is to study the major stressors of law enforcement. Findings from the research will add to existing knowledge about

the complex nature and interrelationships among the major stressors and police stress. Results of this study may be useful to police administrators in examining services currently offered to police officers, how they will be offered in the future, and whether new services would more effectively serve the officers.

## Chapter II

Literature ReviewStress

According to Hans Selye, "the father of stress research", stress is essentially "the nonspecific response of the body to any demand" (Peak, 1997, p. 343; Selye, 1978, p. 1). Gaines, Southerland, and Angell cite Selye as defining stress as anything that requires individuals to adjust to a stimulus (1991, p. 223). It is important to note that there is a subtle difference between stress and a stressor. The terms have historically been used interchangeably, and wrongly so (Conroy & Hess, 1992, p. 27). A stressor is an event that elicits a response (Conroy & Hess, 1992, p. 27). The response to a stressor is stress (Conroy & Hess, 1992, p. 27). Any event, from a promotion, to a vacation, to a difficult supervisor, has the potential to elicit a response and thus cause stress (Chandler, 1997b, p. 1). "Stress is with us all the time. It comes from mental or emotional activity. It is unique and personal to each of us" (Kopolow, 1997, p. 1).

Bieliauskas (1982) has said that in order for a stimulus (i.e. any event) to become a stressor, the stimulus must be perceived as stressful by the person experiencing the event (1982, p. 26). "The human being's highly developed brain, accumulated knowledge, and ability to perceive and communicate through the medium of symbols lead him or her to find unpleasant or pleasant connotations in an incredible number of situations or events (Swanson, Territo & Taylor, 1988, p. 255). According to J. E. McGrath, perception is an instrumental

part of a comprehensive stress model (as cited in Conroy and Hess, 1992, pp. 24-25). Stress may result from a perceived mismatch between what is demanded of a person and the resources available to meet those demands (Great Performance, 1987, p. 3).

During periods of stress, the human body goes through three stages, or phases, alarm, resistance, and exhaustion (Kopolow, 1997, p. 1; Selye, 1978, p. 38; Swanson, Territo & Taylor, 1988, p. 255). These three phases make up Selye's "general adaptive syndrome" (Selye, 1978, p. 38; Peak, 1997, p. 353; ). The alarm phase represents the fight or flight stage, where "the heart pounds, the pulse races, breathing quickens, the muscles tense, and digestion is retarded or inhibited" (Swanson, Territo & Taylor, 1988, p. 255). The purpose of this phase is to biologically prepare the body either to fight or to run from the situation (Swanson, Territo & Taylor, 1988, p. 255; Pace, 1991, p. 205). When the stressor is removed the symptoms described above subside and the body returns to normal; however, if the stressor continues the body enters the second phase: resistance (Swanson, Territo & Taylor, 1988, p. 255). Resistance is characterized by optimal adaptation and maximizes the bodily resources (Swanson, Territo & Taylor, 1988, p. 255). If the stressor persists for long periods of time, the body's resources can be depleted and enter the third phase of the general adaptive syndrome: exhaustion. Stress in this phase can cause major health problems, the diseases of adaptation (Bielauskas, 1982, p. 3). These diseases include problems in the immune-system, high blood pressure,

heart disease, digestive disorders, and in some cases death (Levy & Monte, 1997, p. 56; Colligan, 1995, p. 48; Swanson, Territo & Taylor, 1988, p. 255; Levi, 1990, p.1142).

Stressors can be either positive or negative. Both types of stressors require the person experiencing it to adapt or change in response to it; the difference lies in the origin of the individual stressor. Positive stressors come from experiencing something that is pleasant and/or desired (Conroy & Hess, 1992, p. 28) Negative stressors come from situations that are perceived as unpleasant, unwanted or negative. Negative stressors are most commonly associated with the term stress (Conroy & Hess, 1992, p. 28). Stressors can be real or created. For example, "humans react not only to tangible, physical stresses but also to symbolic or imagined threats or pleasures" (Swanson, Territo & Taylor, 1988, p. 255). Perception is an integral part of the process.

Like stressors, stress can also be either positive (eustress) or negative (distress) (Anderson, Swenson & Clay, 1995, p. 2, 13; "Stress", 1997, p. 1; Territo & Vetter, 1981, p.1; Wroblewski & Hess, 1997, p. 582). The difference lies in how an individual reacts to a particular stressor. Whether a person is experiencing eustress or distress the reaction of his or her body is essentially the same (Selye, 1978, p. 74). Eustress, however, causes significantly less physical damage than distress (Selye, 1978, p. 74). The fact that the same physical reactions can cause differing amounts of physical damage supports the proposition that individual perception determines how effectively that individual

adapts (Selye, 1978, p. 74).

"Limited amounts of stress can have positive results" (Standfest, 1996, p. 1). A response that prompts one to react in a productive, resourceful and more efficient manner is an example of eustress (Anderson, Swenson and Clay, 1995, p. 13-14). Eustress is stress that "does not threaten or harm the individual, but is pleasurable, challenging, or exciting" (Gaines, Southerland & Angell, 1991, p. 223). Eustress is stress that an individual can and does manage ("Stress, 1997, p. 1). Distress is the stress that typically leads to what Selye called "diseases of adaptation", or destructive effects on the body (Bieliauskas, 1982, p. 3).

Gaines, Southerland and Angell list five categories into which symptoms of stress fall: physical, intellectual, emotional, social, and spiritual (1991, p. 225). Physical symptoms are the least serious of the five categories but usually the first to be recognized (Gaines, Southerland & Angell, 1991, p. 226). Physical symptoms include ulcers, headaches, colds, backaches, lack of sleep, sexual dysfunction, substance abuse, and loss of energy (Chandler, 1997a, p. 1; Gaines, Southerland & Angell, 1991, p. 226). Intellectual symptoms affect one's ability to think and shapes his or her attitudes. An impairment of one's ability to problem solve, to think critically, to make logical choices, and the development of a cynical attitude are common intellectual symptoms. Emotional symptoms refer to one's attitude, either optimistic or pessimistic, and one's degree of happiness in life. "Social Symptoms are connected to one's feelings of isolation



versus feelings of involvement" (Gaines, Southerland & Angell, 1991, p. 226).

The category of social symptoms is strongly linked to the support system an individual has available to him or her, such as friends and family members

(Gaines, Southerland & Angell, 1991, p. 226). The most serious level of stress symptoms is the spiritual level (Gaines, Southerland & Angell, 1991, p. 226).

The spiritual level is directly linked to the "degree of meaning one feels or perceives is present in life" (Gaines, Southerland & Angell, 1991, p. 226).

Symptoms at this level include loss of ideals, burnout, and extreme frustration (Gaines, Southerland & Angell, 1991, p. 226). These symptoms represent the

exhaustion of an individual's mental and physical resources. When police

officers begin to exhibit symptoms consistent with Gaines, Southerland and

Angell's spiritual classification of stress symptoms, they are susceptible to

becoming cynical (1991, p. 226). Left unchecked, cynicism can signal the end of

an officer's career and perhaps even his life (Behrend, 1980, p. 2).

### Police Stress

Violanti (1982) developed a special model which defined police stress as a perceived imbalance between occupational demands and the officer's capacity to effectively respond under conditions where failure always has significant consequences. Although other models of stress utilize imbalance between an external demand and the perception of the adequacy of responding to the demand, Violanti's model is unique because it emphasizes that police officers deal with situations, people, and problems that may have serious consequences

for society, the people involved, the police, and by-standers. The most extreme case, a life and death situation, obviously has serious consequences. But even giving a traffic ticket may jeopardize the driver's operator's license, which could endanger the person's employment and the well-being of dependents. Failing to handle situations effectively can have varied and serious consequences.

When the police officer perceives herself or himself as having failed, negative stress is produced, which may lead to feelings of guilt, depression, inadequacy, and an outlook of futility.

Barker and Carter (1994) identified seven generic types of stressors of law enforcement: life-threatening, social isolation, organizational, functional, personal, physiological and psychological (p.276). Life-threatening stressors are the "embodiment of a constant potential of injury or death" (Barker & Carter, 1994, p.276). These stressors are "inherently cumulative" due to the constant threat of potentially life-threatening situations (Barker & Carter, 1994, p. 276). Not all officers can withstand the constant pressure of the impending danger (Adler, Meuller & Laufler, 1994, p. 241). Social isolation stressors refer to alienation and the isolationist attitude of the public toward the police, and the police toward the public (Barker & Carter, 1994, p. 276). Also included in the category of social isolation stressors are any differences or perceived differences between the public and the police (Barker & Carter, 1994, p.276). Organizational stressors are those that originate in the police organization itself (Barker & Carter, 1994, p. 276). Organizational stressors include peer pressure,

performance evaluations, upward mobility, job dissatisfaction, quality of supervision, inadequate training, and internal organization (Barker & Carter, p.276; Burke, 1995, p.4). Functional stressors are related to the "performance of assigned duties"--more precisely, how to do the job assigned (Barker & Carter, 1994, p. 276). Issues here include knowledge of necessary laws, use of discretion, and decision-making skills. Personal stressors which come from the officer's outside or off-duty life "clearly influence and officer's on-duty personality, affecting both attitude and behavior" (Barker & Carter, 1994, p. 276). Personal stressors are such things as spousal arguments, family illnesses or deaths, child-rearing problems, and other family crises (Barker & Carter, 1994, p. 276). Physiological stressors originate from physical health problems or physical discomfort. Physical stressors include blisters, ulcers, the use of prescription drugs on duty, and high blood pressure. Finally, there are what Barker and Carter call psychological stressors, or events that have a "significant direct impact on the inner self" (1994, p. 276). A disruptive or debilitating fear, generated by an on-duty experience is an example of a psychological stressor (Barker & Carter, 1994, p. 276).

Guindon has identified what he called hidden stressors that are present only in law enforcement. Wearing a badge and uniform seem to be stressors in and of themselves (Guindon, 1995, 59). Police officers are highly visible and tend to attract attention (Guindon, 1995, p. 59). People look at the uniform in one of three ways: with respect, with disrespect, or with "practiced indifference";

often depending on what the immediate circumstances are (Guindon, 1995, p. 59). Another hidden stressor lies in the double standard to which police officers are subjected. Police officers, due to their high visibility, are always on trial with the public (Guindon, 1995, p. 60). Police officers are human, but are not allowed to relax or show weakness (Guindon, 1995, p. 60). This can carry over into an officer's personal life, forcing him or her to live up to the certain ethical standards, even when not in uniform (Guindon, 1995, pp. 60, 61). Police officers carry guns, and carry the enormous responsibility that goes with "carrying a gun for the purpose of protecting civil society and [oneself] from society's criminal element" (Guindon, 1995, p. 59). The possibility of having to shoot someone is present each time an officer goes to work (Guindon, 1995, p. 59; Veith, 1997a, p. 31). Working with the "bottom dwellers" in society, as police officers often do, can seriously affect the outlook of those officers (Guindon, 1995, p. 61). Working with sociopaths on a regular basis is a "tremendous stress" (Guindon, 1995, p. 61).

Another stressor identified by Guindon that affects police officers is cynicism, which is a "quiet stressor" that builds over time (Guindon, 1995, p. 61). However, Niederhoffer has pointed out that some theorists argue that cynicism is already present in police officers, even before they are hired (as cited in Weichman, 1979, p. 340). "Police cynicism can be defined as means to display an attitude of contemptuous distrust of human nature and motives" (Behrend, 1980, p. 1). Cynicism is "the antithesis of idealism, truth, and justice--the very

virtues that law enforcement officers swear to uphold" (Graves, 1996, p. 1).

In addition to the normal stressors that plague any occupation, police officers must be concerned about how their job affects their family lives. Police officers are "more prone than average citizens to alcoholism, divorce and suicide" (Lott, 1995, p. 12). All of these symptoms are detrimental to any healthy and productive relationship. This is ironic when one considers that Rogers found one of the best predictors of success in policework to be the level of family stability (as cited in Chandler, 1990, p.126).

### Critical Incident Stress

A critical incident, as defined by Dr. Jeffery Mitchell, is a "powerful event outside the range of ordinary human experience" (Veith, 1997a, p. 30). These Critical incidents can affect any number of people and can also affect those who are not directly exposed to the incident, such as the families of those exposed (Veith, 1997a, p. 30).

The majority of police officers will experience at least one job-related critical incident during their career. In a 1985, Dr. Mitchell found that 85 percent of emergency service providers (including police officers) experienced "acute stress reactions after being involved in one or more critical incidents" (as cited in Veith, 1997a, p. 30).

The symptoms of acute stress begin to surface within 24 hours of the critical incident (Veith, 1997a, p. 31). There are four types of symptoms of critical incident induced acute stress: behavioral, cognitive, emotional, and physical.

Physical symptoms include sleep disorders, nausea, muscle aches and fatigue (Veith, 1997a, p. 31). Cognitive symptoms include forgetfulness, temporary lapses in ordinary abilities, and avoiding certain sensations that are reminiscent of the critical incident (Veith, 1997a, p. 31). Emotional symptoms include feelings such as anger and guilt (Veith, 1997a, p. 31). Behavioral symptoms include changes in the daily routine of the affected officer: for example, increased alcohol intake, or lack of initiative (Veith, 1997a, p. 31).

When the emergence of stress symptoms is delayed for days, weeks, or months after the critical incident, there is cause for concern. The daily stressors of policing, fused with the new suppressed symptoms of critical incident stress can accumulate into serious problems (Veith, 1997a, p.31). While a traumatic incident may not precipitate a crisis, the combination of several such events may push the individual to his or her breaking point (Greenstone, 1995, p. 32; Clede, 1994, p. 2). Some of the effects of cumulative stress include divorce, alcoholism, suicide, or the premature end of a promising career (Veith, 1997a, p. 31; Violanti, 1996, p. 2; Baker & Baker, 1996, p. 1).

Reiser & Geiger (1984) discussed the consequences of victimization for police stress. Primary victimization refers to trauma associated with the physical dangers on the job, for example, being assaulted, shot at, or stabbed. But primary victimization may also occur when a police officer confronts a dangerous situation or emergency. A police officer who responds to a traffic accident and risks his or her life to pull a child out of a burning car, only to have the child die,

experiences stress from primary victimization (Conroy & Hess, 1992). Police are also likely to be exposed to stress from secondary victimization. Dealing with citizens who are suffering, in pain, or bloody as a result of crime victimization produces stress in police officers. Even dealing with citizens who are frustrated and emotionally expressive may produce stress in police officers. Davis (1982) has argued that police who are victimized suffer more pervasively than ordinary citizens.

Those police officers who continue in police work must learn to cope effectively with the myriad of stressors and accumulated stress. Conroy & Hess (1992) have proposed a four-stage model to explain how police officers make successful adjustments at different stages of their professional careers. The model is an integration of theories of coping proposed by Bard and Sanger (1979) and Violanti (1983).

According to Conroy and Hess (1992) rookies are invariably naive and innocent to the ways of the real world. For a time, they perform their duties nobly but will encounter and become upset by the reality that their beliefs about policing, likely to be obtained from media portrayals or pre-service training at the academy, do not accurately reflect what policing is or how the criminal justice process actually operates. This is the alarm or impact stage. Rookies soon progress to a stage of confusion and disillusionment. In the disenchantment stage, they become increasingly upset, and may progress through stages of distrust, cynicism, hopelessness, and isolation. Some will lose interest in police

work and quit or be fired. Others persist and resolve the problem by distancing themselves from policing or finding outlets in the family or the community to help manage stress. In the reorganization or personalization stage, goals shift from police work to the person. Over time, the successful police officer comes to realize he or she does make a positive contribution and is a productive and contributing member of the community outside the role in policing. She/he finds many outlets in the family and community to balance the stressors in policing, and becomes genuinely satisfied with his or her life. The last stage is the introspection stage. The introspection stage is the point in an officer's career where she or he has had time to reflect on his or her experiences and learn from those experiences. This stage is characterized by contentment with his or her job and is a stage at which an officer is coping with stressors at an optimum level.

#### Relevant Studies on Stress

In an attempt to determine what is most stressful in policing, police officers "have been rated, scaled, chosen, and listed until it seems meaningless to the individual officer"(Conroy & Hess, 1992, p. 4). Conroy and Hess state that few researchers have asked officers "what is important to *you* [emphasis in original]?" (1992, p.4). Few researchers have asked such questions as "what does this *really* [emphasis in original] mean?" or "how does this affect *your* [emphasis in original] life?" (Conroy & Hess, 1992, p. 4). An examination of the literature indicates that further study into the area of police stress is necessary



and worthwhile.

Kroes, Margolis and Hurrell

Kroes, Margolis and Hurrell (1974) interviewed 100 patrol officers in Cincinnati, Ohio, in an attempt to identify what the major job stressors were in policing (p. 145). This was one of the first studies to look at job stress in the field of policing (Kroes, Margolis & Hurrell, 1974, p. 145). The study asked four basic open-ended questions (Kroes, Margolis & Hurrell, 1974, p. 146). The first question "asked the policeman simply to tell what he considered to be bothersome about his job" (Kroes, Margolis & Hurrell, 1974, p. 146). The second question asked the officer what he thought bothered other policemen with the same job (Kroes, Margolis & Hurrell, 1974, p. 146). The third question "presented specific stressors and asked the interviewee if any of these bothered him"; all the stressors were based upon existing research conducted by experts in the field (Kroes, Margolis & Hurrell, 1974, p. 146). The fourth question asked the officer to discuss "the last time he felt particularly uncomfortable in his job" (Kroes, Margolis & Hurrell, 1974, p. 146). Any response that was mentioned by twenty or more officers was considered a major stressor (Kroes, Margolis & Hurrell, 1974, p. 146).

Kroes, Margolis and Hurrell identified twelve categories of stressors, derived from answers to questions one and two (1974, p. 146). These categories included: frustration with court rulings and proceedings; frustration with administrative policies and procedures and lack of administrative support of

patrol officers; public apathy, negative reaction to, and lack of support for policemen; rotating shift work schedule; difficult supervisors; having to perform duties the officers did not consider police work; failure of other officers to perform their duties correctly; dissatisfaction with work assignments; periods of inactivity or boredom; inadequate salary or inequality of pay; and other stressors that did not fit in the above categories (Kroes, Margolis & Hurrell 1974, p. 147).

As mentioned above, the third question posed by Kroes, Margolis and Hurrell (1974) asked officers to consider specific stressors. The five specific stressors included in that question were: administration, crisis situations, changing shift routine, isolation/boredom, and relations with supervisors" and comment if it was bothersome to him (Kroes, Margolis & Hurrell, 1974, p. 148). If an officer had mentioned one of the five stressors in question one, he was not asked about that stressor in question three (Kroes, Margolis & Hurrell, 1974, p. 148). Sixty-nine officers (69%) said administration was bothersome (Kroes, Margolis & Hurrell, 1974, p. 149). Sixty officers (60%) said crisis situations were bothersome (Kroes, Margolis & Hurrell, 1974, p. 149). Fifty-six officers (56%) cited changing shift as bothersome (Kroes, Margolis & Hurrell, 1974, p. 149). Forty-three (43%) said isolation or boredom was bothersome (Kroes, Margolis & Hurrell, 1974, p. 149). Relations with supervisors were mentioned as bothersome by twenty-two (22%) of the one-hundred officers interviewed (Kroes, Margolis & Hurrell, 1974, p. 149). Nineteen (19%) of the officers interviewed mentioned stressors that they considered bothersome that did not fit any of the

five specified categories (Kroes, Margolis & Hurrell, 1974, p. 149).

Responses to the fourth question, which asked each officer to describe the last experience where the officer felt "particularly uncomfortable in his job" were classified into ten categories (Kroes, Margolis & Hurrell, 1974, p. 149). Those categories, in order from highest frequency to lowest frequency, were administration, line of duty, negative public reactions, courts, relations with superiors, racial problems, inability to help when needed, bad assignment, equipment, and other (Kroes, Margolis & Hurrell, 1974, p. 149).

From this research, Kroes, Margolis, and Hurrell concluded that "the stress problems of courts, administration, equipment and community relations are major problems because they confront the individual, providing negative input to his self-concept and perception of himself as professional" (1974, p. 149). These threats to the officer's image as a professional were "more heavily emphasized as stressful than were directly life-threatening stressors (Kroes, Margolis & Hurrell, 1974, p. 154).

#### Holmes and Rahe

Holmes and Rahe developed the "Social Readjustment Rating Scale" (SRRS) (see Appendix B), which assigned point values to changes in a person's life (Anderson, Swenson & Clay, 1995, p.22; Lefton, 1991, p. 473). The point values assigned to the stressors were arbitrarily assigned by Holmes and Rahe (Anderson, Swenson & Clay, 1995, p. 22). The sum of all the points was an indicator of the level of stress under which a person was functioning (Anderson,

Swenson & Clay, 1995, p.22; Lefton, 1991, p. 473). "Holmes and Rahe's basic assumption was that stressful life events to which people must adapt, especially in combination, will damage health. "Stressful life events are prominent changes in a person's day-to-day circumstances that necessitate change" (Lefton, 1991, p. 473). The death of a spouse was listed as the most stressful life event with a rating of 100 (Anderson, Swenson & Clay, 1995, p. 22). The SRRS include positive and negative items, thereby acknowledging the potential of both to cause stress.

A rating equal to or exceeding 300 points was indicative of extremely high levels of stress, where there was an 80% chance of an individual developing some kind of stress-related symptoms within a year (Anderson, Swenson & Clay, 1995, p. 22; Lefton, 1991, p. 473). For scores of 150 points to 299 points, the risk of developing stress related symptoms was reduced by 30% (Krista, 1986, as cited in Bennett & Hess, 1997, p. 575). Any score below 149 points represented low risk (Krista, 1986, as cited in Bennett & Hess, 1997, p. 575).

Although widely used, some researchers have expressed concerns about the SRRS. According to Krantz, Grunberg, and Baum (1985), for many people who scored within the high stress range, no health problems develop (as cited in Lefton, 1991, p. 473). Scores on the SRRS do not take into consideration the support systems or coping mechanisms of people, thus leading some researchers to question its validity as a scale for predicting illness (Theorell et

al. 1985, as cited in Lefton, 1995, p. 474). Another concern relates to the generalization of Holmes and Rahe's work. Some argue that because the scale is based on findings from a study of young male navy personnel, it is not applicable to the general public (Lefton, 1991, p. 474). Other researchers have argued that the Holmes-Rahe Scale is not a good predictor of stress-related illnesses, since it only takes into consideration the major life changes and does not account for life's little hassles and irritations, the real cause of stress-related illness (Kanner et al., 1981, as cited in Lefton, 1991, p. 474).

### Sewell

James Sewell, building on the earlier research of Holmes and Rahe, attempted to "develop a professional critical life events scale for law enforcement, pinpointing specific stressful events experienced by officers and [relating] these events along a continuum of perceived magnitudes, i.e., 'stressfulness'" (Sewell, 1981, p. 8; Sewell, 1983, p. 1). Sewell placed 144 events (listed in Appendix A) in questionnaire format and asked officers to rate their stressfulness on a scale of 1 to 100, with higher ratings indicating higher stress levels (Sewell, 1981, p. 8). To simplify this task, changing work shifts, was assigned a value of 50, as a reference point for other events (Sewell, 1981, p. 8).

In its final form, Sewell's Critical Life Events Scale consisted of a high value of 88 (violent death of a partner in the line of duty) to a low value of 13 (completion of a routine report) (Sewell, 1983, p.115; Sewell, 1981, pp. 9-10).

The successful development of this scale has had practical implications on the field of policing (Sewell, 1983, p. 115). Assessment of officer stress levels is one obvious use, but the scale also can be used in the development of more productive stress management programs (Sewell, 1983, p. 115). In addition, the development of programs to assist families in dealing with the stress caused by law enforcement is advancing since the development of the critical life events scale (Sewell, 1983, p. 115).

#### Statement of the Problem

An examination of the literature on police stress indicates that research on the topic is far from complete. Most studies focus on the occurrence of critical incidents which are, by definition, outside the range of normal human experience. Critical incidents include such extreme episodes as shootouts, deaths in the line of duty, and hostage situations. The area of cumulative police stress has almost been ignored by researchers. Cumulative police stress refers to recurring non-critical incident stressors that can build up over a period of time. A study that examines the stressfulness of recurring generic stressors versus the stressfulness of an isolated critical incident, is long overdue.

Another deficiency in the literature is that studies have examined the stressfulness of police stressors, but do not consider the frequency of their occurrence. An instrument that weighs a stressor based on two factors, frequency and stress-level needs to be constructed. This instrument would take into consideration the cumulative effect of stressors upon police officers, thereby

giving a more realistic representation of the stressors of policing. The following chapter describes such an instrument which will be used in this study. Finally, police officers at different stages in their professional careers may react differently to the stressors of law enforcement. The present study also examines the influence of stage in career on perceptions of the frequency, stressfulness, and cumulative effects of stressors in police work.

Chapter III

Methodology

Purpose

The present research was an exploratory, correlational study of the perceived cumulative effects of the generic and critical incident stressors of law enforcement on police officers. Generic stressors were classified according to Barker & Carter (1994). In this study, law enforcement officers' perceptions of the frequency of the major stressors of law enforcement, as well as police officers' perceptions of the magnitude of those stressors were examined. A questionnaire, the Police Stress Questionnaire, was developed to measure the frequency and perceived stressfulness of different stressors, generic and critical incidents, and to obtain a measure of the officer's current stress-level by use of the Holmes and Rahe Social Readjustment Rating Scale (see Appendix B).

Instrument

The Police Stress Questionnaire [see Appendix C] was developed with items from instruments used in prior research. The reliability and validity of these items was established in the prior studies. The cover of the Police Stress Questionnaire explains its purpose and guarantees the confidentiality of the officer. The goal of confidentiality of responses was furthered by not asking the participants to supply names. Furthermore the analysis will utilize only aggregate data. Completion of the Police Stress Questionnaire for the purpose of this study was voluntary. The first item on the Police Stress



Questionnaire related to the respondent's willingness to participate in the study. Having made the above statements to potential participants, the first item on the Police Stress Questionnaire asks officers, "Are you willing to participate in this study?"

The Police Stress Questionnaire is made up of nine sections: Cumulative Stressor Ratings, Frequency Ratings, the Holmes-Rahe Life Events Scale, Stressfulness Ratings, Risk Scale, Current Perceived Level of Stress Scale, Stage in Career Scale, Demographics and Additional questions and comments. The contents and purposes of each section are described below.

In the first section of the Police Stress Questionnaire, the issue of accumulated stress is addressed. This section presents a list of events, broken down into categories of stressors (critical incident; life-threatening; personal; physiological; psychological; organizational; functional; and social isolation stressors), was presented, and participants were asked to indicate which of the events they had experienced. Then the respondents were asked to indicate what percentage of their total accumulated stress each category represents. Answers in this section were reflected in the way participants' respond to other survey items (i. e., there will be a significant difference between their responses and the responses of officers who have never experienced similar events).

In the next sections of the Police Stress Questionnaire, officers are asked to evaluate stressors identified by Sewell (1983) on two criteria. First, in Section 3, officers were asked to rate on a six point scale (0-5) how often they had

experienced an event or stressor (see Figure 1). Officers were later asked, in Section 5, to rate the

Figure 1---Frequency Scale

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Never	Seldom	Somewhat Often	Often	Very Often	Several Times Each Day
0.....	1.....	2.....	3.....	4.....	5

---

same stressor, on a second six point scale (0-5), indicating perceived stressfulness of the event should that event or stressor happen to the in them future (see Figure 2).

Figure 2---Stressfulness Scale

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No Stress	Very Low Stress	Low Stress	Moderate Stress	High Stress	Very High Stress
0.....	1.....	2.....	3.....	4.....	5

---

All items, in Sections 3 and 5, were taken from J. D. Sewell's list in stressors of law enforcement (Sewell, 1983, p. 113-114). Each item was categorized as either a critical incident or a generic stressor. If it was categorized as a generic stressor then it was sub-categorized into one of Barker and Carter's seven generic categories stressors of law enforcement: physiological, psychological, life-threatening, organizational, functional, personal or social isolation [see Table A1] (Barker & Carter, 1994, p.276).

Section 4, the Holmes-Rahe Social Readjustment Scale, was placed between the Frequency and Stressfulness ratings sections (Sections 3 and 5) to

make a distinction between the two tasks, which are very similar in nature, but actually ask for two very different judgments. In this section, officers were asked to indicate which of a list of events had occurred to them in the past twelve months. Each event was assigned a value. Upon completion, all the values were added together to gain a total score for the scale. Scores over 300 were considered to be indicative of very high levels of stress (Holmes & Rahe, as cited in Anderson, Swenson & Clay, 1995, pp. 22-23). This section was intended to measure the officer's current non-job related stress level. By calculating a participant's score on the Holmes-Rahe scale, researchers presumably can determine if the officer is operating at a higher than normal level of personal stress, thus influencing his or her job-related stress level.

The fifth section, the Risk Scale, was developed to measure the level of risk the officer perceives in her or his job. It presents a list of five statements and asks the respondents to give a measure of agreement on a Likert scale. The statements assess elements of level of risk involving the possibility of death or injury, the need to stay alert because serious incidents can occur unexpectedly, and the inability to relax on duty. Officers who indicate high accumulated stress in the life-threatening stressors were expected to score higher on Risk scale.

In the sixth section of the Police Stress Questionnaire officers completing the survey were asked for basic demographic information. Analysis of this data allowed comparisons of the officers' responses based on differences in rank,

experience, age, seniority, total years in policing, assignment to special divisions (i.e., bicycle patrol, horse patrol, special weapons and tactics team, etc.). It is not possible to do gender comparisons due to the small number of female officers employed with the Huntington Police Department. The respondent was also asked to identify any of a list of departmental provided support services available to him or her. One of the demographics questions was designed to evaluate the stress level of the officer at the time the Police Stress Questionnaire is completed. The officer was asked whether he or she was under an extremely low, low, moderate, high, or extremely high level of stress at "the present time." The Stage in Career Scale, contained in the Demographics section, consisted of seven statements, which reflect different adjustments to police work based on the Conroy & Hess (1992) model. The officer was asked to check one statement which most closely reflects the stage of his or her career.

The final section of the Police Stress Questionnaire, Additional questions and comments, contained three open-ended questions. Respondents were asked to indicate what they felt were the most harmful or dangerous consequences of stress; the most effective ways police officers diffuse stress; and asked for any additional comments the respondents had about anything in the questionnaire.

### Task Analysis

A section dealing with task analysis may seem out of place in a thesis addressing the issue of police stress. This section, however, serves the very

important purpose of acquainting the reading with the concepts and ideas that inspired and guided the development of the Police Stress Questionnaire.

Task analysis, in this context refers to "a broad range of analytical procedures used to describe work in terms of tasks" (Fay, 1988, p. 169). More specifically, "[a] task analysis involves the systematic process of identifying specific tasks to be trained, and a detailed analysis of each of those tasks in terms of frequency, difficulty and importance. A TA sequences and describes observable, measurable behaviors involved in the performance of a task/job" ("Task analysis," 1997, p. 1). Common to all the procedures that fall into the realm of task analysis is the task (Fay, 1988, p. 169). A task is defined as a group of related, goal directed, measurable activities that result in a meaningful (not necessarily tangible) product (Fay, 1988, pp. 169, 171). A task may be of any size or degree of complexity, but usually has a definite beginning and ending (Fay 1988, p. 171). Although tasks may be related, they are performed independently of one another (Fay, 1988, p.171).

According to Fyfe, Greene, Walsh, Wilson and McLaren (1997), task analysis, as a means of evaluating and analyzing a particular job, has been used for some time now (p. 374). This type of analysis usually focuses on the frequency and criticality of particular tasks performed by workers. Other areas, such as, difficulty of the task, the relevancy of the task, how soon after training specific tasks are encountered and best method to learn a particular task are often included in a task analysis (Fay, 1988, pp. 175-176). Task analysis is a

useful tactic for getting "real-life" opinions and judgements since it comes from those who know the organization, the positions within it and the job to be analyzed (Whisenand & Rush, 1988, p. 196).

One method of performing a task analysis is through the use of a "task inventory questionnaire" (Fay, 1988, p. 174). A task inventory questionnaire is a questionnaire that lists tasks necessary to perform a job (i.e. to be a police officer), and asks the respondent to make a judgment about some aspect of each task (Fay, 1988, p. 174). These questions ask for evaluation of the tasks on one or more of the basis of frequency and/or criticality. Respondents are asked to complete the instrument, based upon their experiences, and the responses are statistically analyzed.

The results of a task inventory questionnaire can be applied to many practical situations. For example, academy training for police officers should be based on a task analysis (Roberg & Kuykendall, 1997, p. 153). Another application of a task inventory questionnaire is to serve as the basis for evaluating whether or not formal training is the most effective and efficient method of teaching a task or skill (Fay, 1988, p. 176). A properly directed and conducted, task inventory questionnaire can help identify ways that increase learning and those that hinder it.

The use of a task inventory questionnaire is not without its limitations. If the list is too long, it will be too confusing, too time-consuming and problem prone for those administering and scoring the questionnaire. By its very nature,

however, a task inventory questionnaire will tend to be longer than other instruments because it measures the frequency and criticality of each question asked (Fay, 1988, p. 176).

In the present study, a relatively simple approach to integrating measures of frequency and stressfulness was employed. Values on the measure of the perceived frequency of a stressor were multiplied by the values on the measure of perceived stressfulness of the same stressor. This approach weights each component equally. Procedures for weighting used in TA often give greater weight to criticality. However, because this was an exploratory study an equal weighting approach was deemed satisfactory.

### Pretest

The first draft of the Police Stress Questionnaire was pretested on a sample of 18 sworn police officers, employed with the Marshall University Police Department. The return rate was approximately one-third. Officers in the pretest sample reported that some of the instructions were confusing and left them uncertain about what to do. All instructions on the questionnaire were reviewed for clarity and unclear items were revised, to more precisely define what actions were to be taken. Also, in the first draft, officers were asked to rate the nature of a stressor as being either positive, negative or neutral. Officers reported that this was a difficult concept to grasp, and for this reason the rating scale was removed from the final questionnaire.

### Sample

This questionnaire was administered to a sample of sworn-officers from the Huntington Police Department, Huntington, West Virginia.

### Administration of the survey

The survey was administered on two occasions. The survey was distributed to patrol officers on June 17, 1997, at each of the three roll calls which begin an eight hour shift for patrol officers. Officers were asked to complete the survey sometime during their shift and return completed questionnaires to their shift commander at the end of their shift.

The second distribution of the questionnaire was to the detectives, traffic officers and administrative officers on June 19, 1997. These officers were asked to complete the survey sometime during their shift and return completed questionnaires to the Lieutenant Mike Wilson in the Administrative Bureau.

### Hypotheses

Based upon the review of the literature in Chapter II, several hypotheses were formulated for testing in this study.

#### Hypothesis I

A majority of officers will indicate that they are thrill-seekers.

#### Hypothesis II

Officers with scores of 300 or above on the Holmes and Rahe's Social Readjustment Rating Scale will score higher on the eight sections of the frequency/stressfulness scales.



Hypothesis III

Officers with higher scores on the Risk scale will indicate that life-threatening stressors contribute comparatively greater amounts to their accumulated stress.

Hypothesis IV

Officers assigned to units with a significant level of positive community interaction (i.e., D. A. R. E., Horse patrol, Bike patrol, Safety town and School Resource Officers) will rate social isolation stressors as being the smallest amount of their total accumulated stress.

Hypothesis V

Officers assigned to units with a significant level of positive community interaction (i.e., D. A. R. E., Horse patrol, Bike patrol, Safety town and School resource officers) will rate items on the stressor evaluation section as less stressful than will officers assigned to traditional methods of patrol.

Hypothesis VI

Officers assigned to tactical units (i.e., Special Weapons and Tactics and the Federal Drug Task Force) will report lower stress levels on critical incident stressors.

Hypothesis VII

Officers assigned to tactical units (i.e., Special Weapons and Tactics and the Federal Drug Task Force) will report higher stress levels on organizational stressors.

Hypothesis VIII

Officers who indicate they are working at high or very high levels of stress will score higher on the Holmes and Rahe Social Readjustment Rating Scale than officers at moderate or lower levels of stress.

Summary

The purpose of this study was to examine the cumulative nature of police stress, taking into consideration the perceived frequency and stressfulness of certain stressors. The Police Stress Questionnaire, was developed to be administered in this study. Most items on the Police Stress Questionnaire came from other instruments and were established as valid and reliable through prior usage. The population for this study was all officers employed with the Huntington Police Department, Huntington, West Virginia at the time the Police Stress Questionnaire was administered. A sample was collected from sworn personnel on duty on the two occasions the Police Stress Questionnaire was administered.

Chapter IV

Analysis of the Data

This chapter is intended to acquaint the reader with the findings of this study. Results are presented in the following sections: demographic characteristics of the respondents, group comparisons (thrill-seekers, patrol, and stress management trained), and stress comparisons.

Demographic Characteristics of Respondents

For the purposes of this study, data was gathered from a sample of 36 sworn officers at the Huntington Police Department, Huntington, West Virginia. The sample represented 35.24% of the total population of the 105 sworn police officers at the Huntington Police Department. The sample consisted of 34 males (91.9%) and 2 females (5.4%) (see Appendix D, Table D188). Ages of the respondents ranged from 26 to 50 years of age, with a mean age of 35.79 years (see Table D185). Thirty-three of the respondents indicated their race to be "white," and one indicated his or her race to be "Anglo-American" (see Table D189). Only one officer, who returned a survey, indicated that he or she did not wish to participate [see Table D1].

When asked to indicate their rank, seventeen officers (45.9%) responded that held the rank of patrolman. Other respondent ranks included nine corporals (24.3%), one sargeant (2.9%), four lieutenants (10.8%), one captain (2.9%), and 3 detectives (8.1%). One officer did not answer this question [see Table D187].

Slightly over one-half of the respondents (54.1%) were assigned to the

Patrol Division. Four officers (10.8%) were assigned to the Special Weapons and Tactics (S. W. A. T.) team. Two officers (5.4%) were assigned to the Bike Patrol. Two officers (5.4%) indicated they were assigned to Canine Patrol. Three officers were assigned to the Traffic Division. Eight of the respondents (21.6%) were assigned to the Investigation Division. One officer was assigned to the Drug Abuse Resistance Education (D. A. R. E.) program (see Tables D193-D205).

In addition to asking the respondent's rank, the Police Stress Questionnaire also asked officers if they had ever worked "undercover." Of the 36 officers completing the survey, 22 (61.1%) reported having worked undercover sometime during their career, 14 (38.9%) did not (see Table D206).

Officers completing the survey instrument were asked to indicate how many years they had been a police officer. Responses ranged from just under a year to 29 years, with a mean of 11.61 years (see Table D191). Officers also were asked to indicate how long they were with the Huntington Police Department. The scores ranged from just under a year to 27 years, with a mean of 10.97 years (see table D192).

Sixteen (43.2%) of the respondents indicated that they had "some college", ten (27%) officers reported having completed a Bachelor's degree, six (16.2%) reported having an Associate's degree, two (5.4%) reported having a Master's degree, and two (5.4%) reported having a High School education. Overall, 91.8% of the officers reported having either some college or having a

college degree (see Table D190).

When asked whether they had attended any stress management classes or training, sixteen of the respondents (43.2%) said that they had, twenty (54.1%) indicated they had not attended any such classes (see Table D208). One officer, by writing a comment above this question, indicated that he or she had only received such training as part of drug enforcement training.

Prompted by the existing literature on police stress, a question was included in the Police Stress Questionnaire, asking officers if they considered themselves to be a "thrill seeker." Contrary to the existing literature on police stress and anticipated responses to this survey, a majority of officers did not consider themselves to be thrill seekers. Fourteen respondents (37.8%) indicated that they considered themselves to be thrill seekers, while twenty-two (59.5%) of those completing the survey indicated they did not consider themselves to be thrill seekers (see Table D210).

Officers were asked to evaluate their own current level of stress and indicate whether they were operating at a very low, low, moderate, high, or very high level of stress. Most of the officers (24 of 36 officers completing the survey) indicated that they were operating at a moderate level of stress. Nine (24.3) officers indicated a low level of stress, two (5.4%) reported a high level of stress, one (2.7) indicated a very low stress level. None of the respondents indicated operating at a very high level of stress, however, scores on the Holmes-Rahe Social Readjustment Scale showed six officers working at dangerously high

levels of stress. This area will be discussed in more detail later in this study (see Table D209).

Finally, respondents were asked to indicate which of the following resources were available to them through the department: police psychologist, police chaplain, peer counseling, and critical incident teams. Of those responding, two (5.4%) officers indicated that peer counseling was available to them, three (8.1%) said that police psychologist was available, twenty-three (62.2) said that a police chaplain was available, and none said that they had access to a critical incident team (see Tables D217-D220).

### Group Comparisons

Subjects were divided into groups, according to selected variables which were treated as independent random samples for statistical analysis. The following groups were compared: 1) thrill seekers versus non-thrill seekers, 2) patrol officers versus non-patrol officers, 3) officers acknowledging burnout versus officers not reporting burnout, 4) officers reporting some stress management training versus officers who did not report having had stress management training.

Group comparisons were made across all variables. Nominal level variables (Accumulated Stress Variables) were analyzed using Chi Square. All other variables were analyzed comparing group means using a T-test. When necessary, due to inequality of variances, corrections were made to the number of degrees of freedom. Several interesting statistically significant differences

were found in the responses of different groups responded to the Police Stress Questionnaire. The findings of each group are discussed below.

### Thrill Seekers

As mentioned in the previous section, a majority of the respondents (59.5%) reported that they did not consider themselves to be thrill seekers. Those who did identify themselves as thrill seekers were compared with those who did not, on those items that make up the Accumulated Stress section (Section 1) of the Police Stress Questionnaire. Statistically significant differences were found in the following items: being shot ( $\chi^2(1, N=36) = 4.129, p < 0.04$ ), shooting someone in the line of duty ( $\chi^2(1, N=36) = 5.984, p < 0.014$ ), the potential of being shot or killed at any moment ( $\chi^2(1, N=36) = 7.071, p < 0.008$ ), and poor police image ( $\chi^2(1, N=36) = 6.128, p < 0.013$ ).

Those that identified themselves as thrill seekers are more likely to be concerned with a poor police image than non-thrill seekers. Fewer non-thrill seekers reported being shot than did non-thrill seekers. Thrill seekers reported less involvement in shooting incidents than did non-thrill seekers. Finally, thrill seekers reported having been affected more by the potential to be shot or killed at any moment than did the non-thrill seekers.

On the Frequency Scale of the Police Stress Questionnaire, the following variables were found to be statistically significant: frequency of change in administrative policy or procedure ( $t(34, N=36) = -2.03, p < 0.05$ ), frequency of handling a domestic violence call ( $t(34, N=36) = -2.94, p < 0.006$ ), frequency of

a person with a gun call ( $t(34, N=36) = -3.26, p < 0.003$ ), frequency of participating in a raid ( $t(34, N=36) = -2.03, p < 0.05$ ), and frequency of shooting someone in the line of duty ( $t(13, N=36) = -3.12, p < 0.000$ ).

Thrill seeking officers reported experiencing a change in administrative policy or procedure less frequently than non-thrill seeking officers. Thrill seeking officers also reported experiencing fewer domestic violence calls than non-thrill seeking officers, fewer person with a gun calls than non-thrill seekers, fewer instances of participating in a raid, and fewer reported instances of shooting someone in the line of duty.

On the Stressfulness Scale of the Police Stress Questionnaire, the only variable found to be statistically significant was stressfulness of personal use of prescription drugs ( $t(32, N=36) = -2.04, p < 0.05$ ). Thrill seekers rated personal use of prescription drugs as less stressful than did the non-thrill seekers.

When comparing the responses of thrill seekers to the responses of non-thrill seekers on the Stress Analysis Scale, derived from the Frequency and Stressfulness Evaluation Sections (Sections 3 and 5) of the Police Stress Questionnaire, the variable found to be statistically significant was shooting someone in the line of duty ( $t(13, N=36) = -3.03, p < 0.01$ ). Thrill seekers were less likely to rate shooting someone in the line of duty as stressful than the non-thrill seekers.

When thrill seekers and non-thrill seekers were compared on the Holmes-Rahe Social Readjustment Scale, the Category Frequency, Category



Stressfulness and the Category Analysis Scale, the only variable that was statistically significant was the life-threatening stressor category on the Frequency Combined Stressor Scale. Thrill seekers rated stressors categorized as life-threatening on the above scale, as causing less stress in their career, than did the non-thrill seekers.

### Patrol Officers

All officers who reported being assigned to patrol duties were compared with all other assignments (non-patrol) on the accumulated stress portion of the survey. Two statistically significant results were identified: lack of sleep ( $\chi^2(34, N=36) = 8.439, p < 0.004$ ) and changing court decisions ( $\chi^2(1, N=36) = 3.889, p < 0.05$ ). Patrol officers were more likely than non-patrol officers to report experiencing a lack of sleep. Patrol officers were found to be affected more by changing court decisions than were the non-patrol officers. When a statistical correction was made to compensate for having less than the required number of minimum expected values for a Chi Square test, the significance level dropped to  $\chi^2(1, N=36) = 2.46, p < 0.116$ , a non-significant result.

When patrol officers were compared with non-patrol officers on the Frequency Scale of the Police Stress Questionnaire, the following four variables were found to be statistically significant: frequency of handling domestic violence calls ( $t(23.61, N=36) = -2.48, p < 0.021$ ), frequency of duty related illness ( $t(34, N=36) = 2.85, p < 0.007$ ), frequency of duty-related accidental injury ( $t(34, N=36) = 2.19, p < 0.036$ ), and frequency of recalled to duty on the officer's day

off ( $t(34, N=36) = 2.40, p < 0.022$ ).

Patrol officers tended to report experiencing fewer instances of domestic violence calls than did non-patrol officers. They also reported more duty-related illnesses, more duty-related accidental injuries, and being recalled to duty on their days off more than the non-patrol officers.

Comparing patrol officers with non-patrol officers on the Stressfulness Scale of the Police Stress Questionnaire, the following five variables were found to be significant: stressfulness of letter of recognition from the public ( $t(33, N=35) = 2.17, p < 0.037$ ), stressfulness of being passed over for promotion ( $t(34, N=36) = 3.48, p < 0.037$ ), stressfulness of being recalled to duty on the officers' days off ( $t(34, N=36) = 2.26, p < 0.031$ ), stressfulness of reduction in job responsibilities ( $t(33, N=35) = 1.82, p < 0.007$ ), and stressfulness of vacation ( $t(33, N=35) = 2.42, p < 0.021$ ). Patrol officers tended to rate each of the above stressors as being more stressful than did non-patrol officers.

When comparing the responses of patrol officers to the responses of non-patrol officers on the Stress Analysis Scale of the Police Stress Questionnaire, the following variable were found to be statistically significant: recall to duty on day off ( $t(23.52, N=36) = 2.27, p < 0.033$ ), vacation ( $t(33, N=35) = 2.45, p < 0.020$ ), reassignment to a new partner ( $t(34, N=35) = 2.08, p < 0.05$ ). Patrol officers reported more stress origination in a recall to duty on their days off than did the non-patrol officers. Patrol officers also rated vacation and reassignment to a new partner as more stressful than did the non-patrol officer.

When patrol officers and non-patrol officers were compared on the Holmes-Rahe Social Readjustment Scale, the Category Frequency Scale, the Category Stressor Scale, and the Category Analysis Scale, several variables were found to be statistically significant, they are as follows: physiological stressor category on the Combined Frequency Scale, organizational stressor category on the Combined Stressfulness Scale, personal stressor category on the Combined Stressfulness Scale, and the reported percentage of accumulated stress coming from physiological stressors.

#### Burnt Out Officers

Those officers who indicated that they were experiencing "burn out" were compared to those who did not on the Accumulated Stress section of the Police Stress Questionnaire. The following variables were found to be statistically significant: difficult supervisor ( $\chi^2(1, N=36) = 3.86, p < 0.049$ ), not being at home as much as the officer would like ( $\chi^2(1, N=36) = 5.39, p < 0.02$ ), and potential to be shot or killed at any moment ( $\chi^2(1, N=36) = 4.22, p < 0.04$ ).

It appeared that officers experiencing burnout were more likely to report having a difficult supervisor, and not being at home as much as they would like. This is consistent with what one would expect from an officer whose resources, mental and physical, have been exhausted. The officers experiencing burnout were also more likely to report worrying about the potential of being shot or killed at any moment.

On the Frequency Scale of the Police Stress Questionnaire, two variables

were statistically significant when officers experiencing burnout were compared with the officers who were not: hostage situations ( $t(34, N=36) = 2.67, p < 0.011$ ), and duty-related violent injury (non-shooting) ( $t(34, N=36) = 2.43, p < 0.021$ ). Officers experiencing burnout reported a higher number of incidents involving both hostage situations and duty-related violent injuries to police officers.

When officers were compared on the Stressfulness Scale, the following four variables were found to be statistically significant: hostage situations ( $t(34, N=36) = -2.06, p < 0.047$ ), job-related illnesses ( $t(33, N=35) = 2.31, p < 0.028$ ), duty-related accidental injury ( $t(33, N=35) = 2.15, p < 0.04$ ), and recall to duty on day off. Officers experiencing burnout reported lower levels of stress coming from hostage situations, and scored duty-related illnesses and injuries as producing more stress than the other officers did. Officers in burnout also found recall to duty on their day off to be more stress-producing than the other officers did.

When officers experiencing burnout were compared on the Stress Analysis Scale, two variables were found to be statistically significant: duty-related violent injury (non-shooting) ( $t(32.74, N=35) = 2.15, p < 0.039$ ), and duty under a poor supervisor ( $t(33, N=35) = 1.91, p < 0.065$ ). Officers in burnout felt that a duty-related injury and duty under a poor supervisor were more stressful than the other officers did.

Finally, burnt out versus non-burnt out officers were compared on the

Holmes-Rahe Social Readjustment Scale, the Category Frequency Scale, the Category Stressor Scale, and the Category Analysis Scale. Only two variables from these scales were found to be statistically significant: Percentage of Accumulated Stress--Functional Stress Variable ( $t(14.52, N=34) = -2.34, p < 0.034$ ) and the Organizational category of the Category Analysis Scale ( $t(32, N=34) = 2.64, p < 0.013$ ).

Burnt out officers reported less accumulated stress resulting from functional stressors, such as changing laws or political influence into their investigations, than did the other officers. They did, however, score higher on the Category Analysis Scale (organizational stressors category), indicating that when the frequency and stressfulness scores for the organizational stressors were multiplied together the burnt out officers' combined score for the items were higher than the scores of the non-burnt out officers.

#### Stress Management Trained

When officers who reported stress management training were compared with those who did not, none of the variables on the Accumulated Stress section of the Police Stress Questionnaire were found to be significant. Likewise, none of the variables on the Stress Analysis Scale, the Holmes-Rahe Social Readjustment Scale, the Category Frequency Scale, the Category Stressor Scale, or the Category Analysis Scale, were found to be statistically significant.

On the Frequency Scale, only one variable was found to be statistically significant: frequency of completion of a routine report ( $t(22.36, N=36) = 2.55, p$

< 0.018). Officers who had attended stress management training reported completing a routine report more often than those officers who never received such training.

When stress management trained officers were compared with all other officers on the Stressfulness Scale, three variables were found to be statistically significant: personal criticism by the press ( $t(34, N=36) = 2.29, p < 0.028$ ), interference of public officials in a case ( $t(34, N=36) = 2.79, p < 0.009$ ), and press criticism of another officer's actions ( $t(33, N = 35) = 2.09, p < 0.044$ ).

Stress management trained officers reported that press criticism of the respondent's actions, press criticism of another officer's actions, and interference of public officials into a case generated more stress than the other officers reported.

### Stress Comparisons

Officers completing the Police Stress Questionnaire were asked to indicate what percentage of their total accumulated stress came from each category of stress (critical incident, life-threatening, social isolation, personal, psychological, physiological, organizational and functional). Officers reported organizational stressors as causing the highest percentage of accumulated stress ( $M = 23.85\%$ ,  $SD = 21.50$ ). The second highest rated stressor category was the life-threatening category ( $M = 17.49\%$ ,  $SD = 13.03$ ). The other categories were ranked as follows: personal stressors ( $M = 16.62\%$ ,  $SD = 13.91$ ), psychological stressors ( $M = 14.11\%$ ,  $SD = 15.74$ ), social isolation

stressors ( $M = 13.91\%$ ,  $SD = 12.13$ ), critical incident stressors ( $M = 12.94\%$ ,  $SD = 16.35$ ), physiological stressors ( $M = 9.43\%$ ,  $SD = 12.58$ ), functional stressors ( $M = 8.79\%$ ,  $SD = 8.85$ ). This data indicates that critical incident stressors (i.e. being shot, shooting someone in the line of duty, or suicide of another officer) are not the major stressors in the minds of the police officer this study sampled. It appears that Barker and Carter's generic stressors affected this sample of police officers more than the critical incident stressors did.

To further analyze the impact of the generic and critical incident categories of stress, a paired samples t-test was used to compare each percentage of accumulated stress category's mean with every other category's mean. The following difference was found to be statistically significant when comparing critical incident stressors to all other categories: organizational stressors ( $t(32, N = 33) = -2.16, p < 0.039$ ). When comparing functional stressors with all other categories, significant differences were found between the reported percentage of accumulated stress that comes from functional stressors and the following categories: life-threatening stressors ( $t(33, N = 34) = -2.79, p < 0.009$ ), organizational stressors ( $t(32, N = 33) = -3.72, p < 0.001$ ) and personal stressors ( $t(32, N = 33) = -2.91, p < 0.006$ ). The following were found to be statistically significant when percentages of accumulated stress were compared with the organizational stressors and all other categories of stress: personal stressors ( $t(33, N = 34) = 2.11, p < 0.042$ ), psychological stressors ( $t(32, N = 33) = 2.87, p < 0.007$ ), social isolation ( $t(33, N = 34) = 2.38, p <$

0.023). Only one relationship was statistically significant when comparing physiological stressors to all other categories of stress: life-threatening stressors ( $t(33) = 3.03, p < 0.005$ ).

The categories of accumulated stress were correlated with each other using Pearson's Correlation. Several relationships were found to be statistically significant. All of the relationships found to be statistically significant were positive relationships. Physiological stressors appear to be related to critical incident stressors. Critical incident stressors are related to life-threatening stressors ( $R = .3970, p < .022$ ). There also appear to be relationships between personal stressors and organizational stressors ( $R = .4304, p < 0.011$ ), psychological stressors and critical incident stressors ( $R = .4514, p < 0.009$ ), psychological and organizational stressors ( $R = .4437, p < 0.010$ ), physiological and psychological stressors ( $R = .6115, p < .000$ ), and psychological and social isolation stressors ( $R = .4251, p < .014$ ). The Correlation coefficients for all the categories appear in Table E1.

The percentage of accumulated stress categories were correlated with the scores of the participants on the Holmes-Rahe Social Readjustment Scale. Only one statistically significant relationship was observed. There seems to be a relationship between scores on the Holmes-Rahe Social Readjustment Scale reported percentages of accumulated stress in the physiological category. This is a positive relationship. Therefore changes in one of the variables will be associated with changes in the other, and that change will be in the same



direction.

The final correlation performed on the percentage of accumulated stress categories was with the risk scale from the Police Stress Questionnaire. The following two relationships were found to be statistically significant: scores on the Risk Scale seem to be related to scores of the percentage of accumulated stress critical incident category ( $R = .3390$ ,  $p < .05$ ), and scores on the Risk Scale appear to be related to scores on the life-threatening accumulated stress category ( $R = .3352$ ,  $p < .049$ ). Both relationships are positive, so changes in the two variables would be in the same direction.

#### Stressor Ranking

The next analytical procedure involved developing a ranking of the four scales: Sewell's Life Events Scale, the Police Stress Questionnaire Frequency Scale, the Police Stress Questionnaire Stressfulness Scale, and the Police Stress Questionnaire Stress Analysis Scale. Mean scores for the items on the Frequency, Stressfulness, and Stress Analysis Scales were calculated, and the results ranked in descending order. The rankings for each item on each scale are presented in Table E3. For ease of comparison, the items are presented in the same order they appear on Sewell's Life Events Scale. The means and Z-scores of each item on the Frequency, Stressfulness and Stress Analysis Scale are presented in Table E4. The Z-scores of each item on Sewell's Life Events Scale are also presented in Table E4.

Based upon the ranking of the items on the four scales, there appear to

be some meaningful and worthwhile differences in how the items were judged or perceived, depending on which scale is used to evaluate them. For example, domestic violence calls were reported to be the second most frequent stressor experienced by the sampled officers. The sampled officers reported that domestic violence calls were the thirteenth highest stress producing item on the scale. When the above two categories were combined into the Stress Analysis Scale, handling a domestic violence call ranked first out of the thirty-six items, suggesting that the frequency with which domestic violence calls were reported had some influence on how it ranked. For comparison, out of the selected items from Sewell's Life Events Scale, handling a domestic violence call, ranks seventh out of thirty-six items.

Another example of these differences in the present study involved report writing. Report writing was scored as the most frequently experienced stressor, but was only thirty-fourth highest stress-producing item. When the two scores were combined on the Stress Analysis Scale, completing a routine report ranked as the eighth highest stress-producing item, due to its frequency.

The relationships, if any, between the four scales were evaluated using the Pearson product-moment coefficient of correlation. The Category Frequency Scale was correlated positively with the Category Analysis Scale ( $r = .86, p < .000$ ), negatively with the Category Stress Scale ( $r = -.58, p < .000$ ), and negatively with Sewell's Life Events Scale ( $r = -.36, p = .029$ ). The Category Analysis Scale was not correlated statistically with either the Category Stress

Scale ( $r = .33$ ,  $p = .053$ ) or Sewell's Life Events Scale ( $r = .11$ ,  $p = .537$ ). The Sewell Scale was positively correlated with the Category Stress Scale ( $r = .736$ ,  $p < .000$ ). It appears that although the Category Stress Scale and Sewell's scale correlate, and are thus measuring the same phenomena, the Category Frequency Scale and the Category Stress Analysis Scale are measuring something entirely different.

Pearson product-moment correlations were also calculated among the different measures of stressors, the Category Frequency Scale, the Category Stressfulness Scale and the Category Analysis Scales (see Table E4). Because of the size of the sample and the number of variables it is appropriate to use caution when interpreting the meaning of the findings. However, some patterns appear to be present. The measures of the generic stressors within the same category of stressor are correlated with each other, usually to a modest degree, on about one-half of the variables. That is, the Category Frequency Scales are not correlated in about 80% of the variables from the Category Stress Scale and are not correlated with about two-thirds of the variables from the Category Analysis Scale. The observed pattern may have some important implications. The finding of modest intercorrelations within measures is to be expected. However, the finding that a majority of the variables from the different ways of measuring stressors are not correlated strongly suggests the scales are measuring different phenomena. This finding supports the value of measuring stressors using the estimates of frequency, stressfulness and their combined

effects. In addition, because the variables appear to be measuring different phenomena the use of all the scales may have particular value when used for predictive purposes in future studies of stressors.

Two additional factors that were compared are the degree of effective functioning and the ratings of the various items on the Stressfulness Scale. The officers who identified themselves as being in the early, enthusiastic stage or in the better adjusted stages reported significantly lower stress on several items. Some of the differences, such as harassment by an attorney in court were found to have a very strong magnitude, ( $t(33) = -5.05, p < 0.000$ ). It appears that those officers who are better adjusted and more possess more effective coping skills do experience lower stress are different from the other officers. The items on which the two groups differed on and their significance levels are presented in Table 1.

The final area of analysis was the influence of stage of career on how the police officers evaluated the stressors. According to Conroy and Hess (1992), police officers cope more or less effectively with the demands of policing at different stages in their careers. In the final comparison, police officers who were presumed to be coping very effectively with police work were compared with officers who were presumed to be coping much less effectively. Police officers in the in the Introspective Stage ( $n = 14$ ) are presumed to be in the least stressful stage of their professional career. The next least stressful stage is the Personalization Stage ( $n = 6$ ) where the officers have survived numerous

stressors and dealt effectively with a great deal of police stress. They distance themselves from policing and found a greater balance in their lives between occupational and non-occupational demands.

In the present sample, 14 officers were classified as being at the Introspective Stage (IS) of their careers. Two kinds of comparisons were made. First, the officers in the Introspective Stage were compared with those officers who appeared to be in the disenchantment Stage (DS). These police officers were presumably the most vulnerable to the various stressors. However, there were only eight officers in this category. Both groups reported relatively high levels of burnout (IS = 50% and DS = 75%). Both groups reported the frequency of domestic calls (IS = 71.4% and DS = 75%), responding to guns (IS = 71.7% and DS = 63%), and critical incident stressors (IS = 71.4% and DS = 75%) were stressful. There did not appear to be any meaningful differences in ratings of the perceived accumulated stressors or the cumulative frequency stressors.

There do appear to be some meaningful differences, between the IS and the DS groups. The IS group appears to score slightly higher on the Holmes-Rahe SRRS, e.g., five scored over 240, which is a high level of non-occupational stress. However, police officers at the Introspective Stage would be more likely to be exposed and reacting to non-occupational stress because of the nature of their adjustment to the stressors of police work. The IS group tended to have more veteran officers who had many more years of service, which is consistent with the idea that they have survived policing. About 39% had more than 15

years of service. In contrast, the DS group tended to be younger, i.e., 69% were under 40 years of age and had completed fewer years of police work, 71% had less than 10 years.

Group means of the Introspective and Disenchantment groups were compared using independent sample t-tests. There were statistically significant differences on 13 variables (see Table E5). The IS respondents consistently evaluated the factors as less stressful than did the DS respondents.

In addition, police officers who are in the early, enthusiastic stages where they are still happy and content with the job are presumed to be coping effectively. The above group was combined with those in the Introspective and Personalization Stages, into the Effective Copers (EC), and compared with all other officers. The EC group evaluated many stressors as slightly less stressful than did the other group. The results are shown in Table 1, in Chapter IV.

Chapter IV presented the results of the various statistical tests that were performed on the data collected. Chapter V is a summary and discussion of the findings of this study with recommendations for future studies.

Table 1

Events That Officers In the More Effective Stages of Policing Rated Significantly Less Stressful

Event	Significance Level
Personal Press Criticism	(t (32.65 <u>N</u> = 36) = -3.58, <u>p</u> < 0.001)
Handling a domestic violence call	(t (34 <u>N</u> = 36) = -2.12, <u>p</u> < 0.041)
Assignment to a new partner	(t (33 <u>N</u> = 36) = -3.86, <u>p</u> < 0.001)
Harassment by an attorney in court	(t (34 <u>N</u> = 36) = -5.05, <u>p</u> < 0.000)
Job-related illness	(t (32.22 <u>N</u> = 35) = -2.38, <u>p</u> < 0.023)
Interference of Public Official in a case	(t (33.86 <u>N</u> = 36) = -2.69, <u>p</u> < 0.011)
Duty under a poor supervisor	(t (33 <u>N</u> = 35) = -2.17, <u>p</u> < 0.037)
Reduction in job responsibilities	(t (33 <u>N</u> = 35) = -2.47, <u>p</u> < 0.019)
Participation in a raid	(t (33 <u>N</u> = 35) = -3.61, <u>p</u> < 0.001)
Shooting someone in the line of duty	(t (33 <u>N</u> = 35) = -2.00, <u>p</u> < 0.004)
Undercover assignment	(t (33 <u>N</u> = 35) = -3.57, <u>p</u> < 0.001)
Verbal abuse by a traffic violator	(t (34 <u>N</u> = 36) = -3.26, <u>p</u> < 0.003)
Duty-related violent Injury (n.s.)	(t (35 <u>N</u> = 33) = -2.10, <u>p</u> < 0.044)

Chapter V

Summary and Conclusions

Job-related stress research is an area that has received a lot of attention in recent years. One area, in particular, that has received increased attention is the area of police stress. This study was an exploratory study to further refine research methodology used in studies of police stress.

Purpose

The purpose of this study was to re-conceptualize the methodology used in research of police stressors and police stress. Prior studies of police stress measured only the perceived stressfulness of the stressors. One consequence of this methodological bias was that only one form of police stress, critical incident stress, was typically studied. How often events occur, i.e., frequency, was all but ignored. Events that are not necessarily high stress-producing events, in and of themselves, can, when experienced frequently, seriously affect an officer's health and well-being. Along with the other stressors, Barker & Carter (1994) argue that non-critical incident stressors, i.e., generic stressors, may also contribute to police stress. They classified generic stressors into seven categories: psychological, physiological, functional, organizational, social isolation, life-threatening, and personal. In the present exploratory study, an instrument, the Police Stress Questionnaire, was developed to allow the analysis of stressfulness and frequency, and the combined effect of both. The Police Stress Questionnaire also explored a broader range of stressors than typically



studied. The Police Stress Questionnaire measured the perceived accumulated stress of generic and critical incident stressors.

### Methodology

Using the Police Stress Questionnaire, data were collected from a sample of 37 sworn police officers at the Huntington Police Department, Huntington, West Virginia. The surveys were distributed to all patrol officers at roll call on June 17, 1997. On June 19, 1997 questionnaires were distributed to investigators, officers in administration, and traffic officers.

Statistical analyses were performed on the data using the following procedures. Chi Square was used to analyze all nominal level data. For comparing the means of the categories of percentages of reported accumulated stress, a paired samples t-test was used. To compare all other means, an independent samples t-test was used. The Pearson product-moment correlation coefficient was used for comparisons among the variables. Finally, the stress Scale, the Frequency Scale, and the Stress Analysis Scale were ranked by the means of each item and compared to the rankings of Sewell's Life Events Scale.

The findings of this study were presented in Chapter IV. The following is a discussion of those findings.

### Discussion of Findings

The importance of the findings from the present study are limited by the size of the sample (n=37) and the non-random sampling procedure. However, these limitations are often found in exploratory studies conducted in the field

rather than in more controlled settings. The police officers were given several hours to complete the Police Stress Questionnaire. Subject to these limitations, there are several potentially very important findings. First, the results support the importance of studying a broad range of police stressors within the same sample so that comparisons of the relative importance of various stressors can be made. Second, the findings support the value of the Barker & Carter (1994) classification of generic stressors. Third, the results support the importance of measuring stressors in terms of frequency, stressfulness, and on the combined scale, the Stress Analysis Scale. Fourth, the findings generally support the value of the Police Stress Questionnaire as a potentially important research instrument. Fifth, the findings support the importance of perceived risk and potentially life-threatening stressors to the police officer on the job. Sixth, the study generally supports the importance of the cumulative effects of different stressors. Seventh, comparisons of groups within the sample both supported the validity of the Police Stress Questionnaire and provided useful information about the department studied. Eighth, in the present study life-change, non-occupational stress measured by the Holmes-Rahe SRRS was found to be correlated to police stressors and police stress measured on some scales of the Police Stress Questionnaire. Ninth, the present study indicated that how stressors were evaluated was influenced by the stages of the careers of the respondents.

The police officers in the present study consistently ranked generic

stressors associated with the organization to be the most important in the perceived cumulative effects of stress. Life threatening stressors were ranked by the officers to be the second highest stress-producing category of generic stress. The other categories ranked in order as follows: personal stressors, psychological stressors, social isolation stressors, critical incident stressors, physiological stressors, and functional stressors. The mean score for stressors associated with critical incidents was only 12.94% of the officers' total accumulated stress. It is apparent from these findings that generic stressors contribute more to the police officers' perceived total job-related stress than do the critical incident stressors. This finding supports the work of Barker & Carter (1994).

There were some differences in how the stressors were evaluated depending on which scale was utilized. The presence of these differences supports the value of examining both the broad range of stressors and the frequency of occurrence, degree of perceived stressfulness, and a combined measure in order to better assess the nature and interrelationships among the major police stressors. For example, handling a domestic violence call ranked 7 out of 36 items on Sewell's Life Events Scale. On the Frequency Scale, domestic violence ranked second in frequency but on the Stress Scale domestic violence was ranked 26<sup>th</sup>. However, on the Stress Analysis Scale, which takes frequency and stressfulness into consideration, domestic violence ranked as the most stressful item on the Police Stress Questionnaire. In addition, it appears that the

new Stress Analysis Scale is measuring stress in a different way than the Sewell Scale, i.e., there was no statistical correlation between the two scales.

Comparisons of the Frequency, Stressfulness, and Stress Analysis Scale with the Sewell Scale indicated some potentially meaningful differences. For example, the stressors ranked as the five most stressful on the Stress Analysis Scale were completely different than on the Sewell Scale.

The value of the Police Stress Questionnaire as a potentially important research instrument was also supported. The great wealth of information that can be obtained from the Police Stress Questionnaire suggests future search is needed. The instrument was completed by all but one person who agreed to participate in the present study. Several police officers commented spontaneously that the instrument consisted of items the officers found to be very relevant to their situation and that the officers considered the instrument to be a thorough research questionnaire which obviously indicated a great deal of time in its preparation. Among police officers at roll call, 23 out of 25 (92%) completed the Police Stress Questionnaire by the end of their shift.

The study also supported other research, such as Barker & Carter (1994), about the continuing presence of the potentially life-threatening stressors. The officers reported that 17.49% of the accumulated stress was caused by the life-threatening stressors, which ranked second to organizational stressors but higher than the critical incident stressors. Because the critical incident stress occurs infrequently, while officers are aware daily of the life-threatening

stressors, it may well be that these stressors are the more serious. Police officers in the present study also strongly endorsed items on the Risk Scale that assessed awareness of the potential dangerous of police work. A reasonable recommendation is that further research be conducted to determine the nature of the effects of the potentially life-threatening stressors in police work.

Findings from the present study are also relevant to the construct validity of the Holmes-Rahe SRRS. Although the Holmes-Rahe SRRS is supposed to measure only life-change, non-occupational stressors, the SRRS correlated with several variables measured by the Police Stress Questionnaire. Among measures of generic stressors, the SRRS appeared to be sensitive to organizational stressors, e.g., there were statistically significant correlations with the organizational stressors on the Cumulative Frequency, Cumulative Stressfulness, and Categories Stress Analysis. The SRRS also correlated with the Frequency of Personal generic stressors and the Categories Stress Analysis of social isolation factors. The finding that about one-third of the respondents appeared to be experiencing high levels of stress measured by the SRRS is a concern which administrators may want to address.

Finally, the importance of the career stage of the respondents as a factor which influenced how stressful different stressors were perceived to be was an unexpected but potentially very important finding. Those officers who had survived the broad range of police stressors and police stress typically judged stressors to be much less stressful. This factor is of potentially major importance

for future research. That is, depending on the composition of the sample, both the degree of stressfulness and the pattern of interrelationships among stressors may differ. In addition, how the veteran officers were able to cope effectively with the demands of police work may be vitally important knowledge which could benefit other police officers and provide a source for training.

#### Recommendations for Future Research

One of the primary limitations of this study was the small sample size. With a larger sample, more comparisons could be made. Many of the hypotheses stated in Chapter III could not be tested because not enough officers from special units were sampled. The sample of police officers also did not include enough female officers to allow gender comparisons. A larger sample, including more female officers, would determine if female officers perceive stress differently than do male officers. Also, many of the results in this study are tentative, based on the small sample size. Studies sampling officers from different cities, counties or states would increase the generalizability of the results.

Second, when the Frequency and stress Scales were combined into the Stress Analysis Scale, each was given equal weighting. In a task analysis study, or framework, weighting of ten to one, favoring criticality over frequency is common. A study to examine how the rankings on each scale would change with varying weights would be beneficial in determining appropriate weighting for combined scales to effectively balance the frequency and stressfulness as they

influence stress.

Third, only 40 items from Sewell's Life Event Scale were selected for inclusion in the Police Stress Questionnaire. A study using all 144 items would provide a more in depth and comprehensive study of how the items ranked on scales such as the Stress, Frequency, and Stress Analysis Scales.

Appendix A

J. D. Sewell's list of 144 stressors of law enforcement and  
Table of sub-classification of Selected Stressors into Barker and Carter's  
Categories of Stress



Appendix A

J. D. Sewell's list of 144 stressors of law enforcement

1. Violent death of a partner in the line of duty
2. Dismissal
3. Taking a life in the line of duty
4. Shooting someone in the line of duty
5. Suicide of another officer who is a close friend
6. Violent death of another officer in the line of duty
7. Murder committed by a police officer
8. Duty-related violent injury (shooting)
9. Violent job-related injury to another officer
10. Suspension
11. Passed over for promotion
12. Pursuit of an armed suspect
13. Answering a call to a scene involving violent non-accidental death of a child
14. Assignment away from family for a long period of time
15. Personal involvement in a shooting incident
16. Reduction in pay
17. Observing an act of police corruption
18. Accepting a bribe
19. Participating in an act of police corruption
20. Hostage situation resulting from aborted criminal action

21. Response to a scene involving the accidental death of a child
22. Promotion of inexperienced/incompetent officer over you
23. Internal affairs investigation against self
24. Barricaded suspect
25. Hostage situation resulting from a domestic disturbance
26. Response to "officer needs assistance" call
27. Duty under a poor supervisor
28. Duty-related violent injury (non-shooting)
29. Observing an act of police brutality
30. Response to "person with a gun" call
31. Unsatisfactory personnel evaluation
32. Police-related civil suit
33. Riot/crowd control situation
34. Failure on a promotion examination
35. Suicide by an officer
36. Criminal indictment of a fellow officer
37. Improperly conducted corruption investigation of another officer
38. Shooting incident involving another officer
39. Failing grade in police training program
40. Response to a "felony-in-progress" call
41. Answering a call to a sexual battery/abuse scene involving a child victim
42. Oral promotional review

43. Conflict with a supervisor
44. Change in departments
45. Personal criticism by the press
46. Investigation of a political/highly publicized case
47. Taking severe disciplinary action against another officer
48. Assignment to conduct an internal affairs investigation on another officer
49. Interference by political officials in a case
50. Written promotional examination
51. Departmental misconduct hearing
52. Wrecking a departmental vehicle
53. Personal use of illicit drugs
54. Use of drugs by another officer
55. Participating in a police strike
56. Undercover assignment
57. Physical assault on an officer
58. Disciplinary action against partner
59. Death notification
60. Press criticism of an officer's actions
61. Polygraph examination
62. Sexual advancement toward you by another officer
63. Duty-related accidental injury
64. Changing work shifts

65. Written reprimand by supervisor
66. Inability to solve a major crime
67. Emergency run to "unknown trouble"
68. Personal use of alcohol while on duty
69. Inquiry into another officer's misconduct
70. Participation in a narcotics raid
71. Verbal reprimand by a supervisor
72. Handling a mentally/emotionally disturbed person
73. Citizen complaint against an officer
74. Press criticism of departmental actions/practices
75. Answering a call to a sexual battery/abuse scene involving an adult
76. Reassignment/transfer
77. Unfair administrative policy
78. Preparation for retirement in the near future
79. Pursuit of a traffic violator
80. Severe disciplinary action to another officer
81. Promotion with assignment to another unit
82. Personal use of prescription drugs
83. Offer of a bribe
84. Personally striking a prisoner or suspect
85. Physical arrest of a suspect
86. Promotion within existing assignment

87. Handling a domestic disturbance
88. Answering a call to a scene involving the non-accidental death of an adult
89. Change in supervisors
90. Abuse of alcohol by another officer
91. Response to a silent alarm
92. Change in the chief administrators of the department
93. Answering a call to a scene involving the accidental death of an adult
94. Move to a new duty station
95. Fugitive arrest
96. Reduction in job responsibilities
97. Release of an offender by the prosecutor
98. Job-related illness
99. Transfer of partner
100. Assignment to night shift duty
101. Recall to duty on day off
102. Labor negotiations
103. Verbal abuse from a traffic violator
104. Change in administrative policy/procedure
105. Sexual advancement toward you by a citizen
106. Unfair plea bargain by a prosecutor
107. Assignment to a specialized training course
108. Assignment to stakeout duty

109. Release of an offender on appeal
110. Harassment by an attorney in court
111. Administrative recognition (award/commendation)
112. Court appearance (felony)
113. Annual evaluation
114. Assignment to decoy duty
115. Assignment as partner with officer of the opposite sex
116. Assignment to evening shift
117. Assignment to a new partner
118. Successful clearance of a case
119. Interrogation session with a suspect
120. Departmental budget cut
121. Release of an offender by a jury
122. Overtime duty
123. Letter of recognition from the public
124. Delay in a trial
125. Response to a "sick or injured person" call
126. Award from a citizens group
127. Assignment to day shift
128. Work on a holiday
129. Making a routine arrest
130. Assignment to a two-man car

- 131. Call involving juveniles
  - 132. Routine patrol stop
  - 133. Assignment to a single-man car
  - 134. Call involving arrest of a female
  - 135. Court appearance (misdemeanor)
  - 136. Working a traffic accident
  - 137. Dealing with a drunk
  - 138. Pay raise
  - 139. Overtime pay
  - 140. Making a routine traffic stop
  - 141. Vacation
  - 142. Issuing a traffic citation
  - 143. Court appearance (traffic)
  - 144. Completion of a routine report
- (Sewell, 1983, pp. 113-114)

Table A1

Selected Items from Sewell's Stressors of Policing Categorized into Barker and Carter's Generic Stressors.

Event	Category
Passed over for promotion	Organizational
Conflict with a supervisor	Organizational
Completion of a routine report	Organizational
Duty under a poor supervisor	Organizational
Written reprimand by a supervisor	Organizational
Participating in an act of corruption	Social Isolation
Departmental misconduct hearing	Social Isolation
Press criticism of another officer's actions	Social Isolation
Verbal abuse by a traffic violator	Social Isolation
Letter of recognition from the public	Social Isolation
Shooting someone in the line of duty	Critical Incident
Suicide by another officer	Critical Incident
Answering a call involving violent non-accidental death of a child	Critical Incident
Duty-related accidental injury (shooting)	Critical Incident
Hostage situation resulting from aborted criminal activity	Critical Incident



Table A1 (continued)

Selected Items from Sewell's Stressors of Policing Categorized into Barker andCarter's Generic Stressors (continued)

Event	Category
Vacation	Personal
Recall to duty on day off	Personal
Reassignment/transfer	Personal
Change in shift (evening to dayshift)	Personal
Polygraph examination	Functional
Interference of public officials in a case	Functional
Reduction in job responsibilities	Functional
Failing grade in a police training program	Functional
Change in administrative policy/procedure	Functional
Riot/crowd situation	Life-threatening
Response to a "person with a gun" call	Life-threatening
Handling a domestic violence call	Life-threatening
Emergency run to "unknown" trouble	Life-threatening
Participation in a raid	Life-threatening
Duty-related accidental injury	Physiological
Personal use of alcohol while on duty	Physiological
Job-related illness	Physiological
Personal use of illicit drugs	Physiological

Table A1 (continued)

Selected Items from Sewell's Stressors of Policing Categorized into Barker and Carter's Generic Stressors (continued)

Event	Category
Personal use of prescription	Physiological
Undercover assignment	Psychological
Assignment to a new partner	Psychological
Duty-related violent injury (non-shooting)	Psychological
Harassment by an attorney in court	Psychological
Personal criticism by the press	Psychological

Appendix B  
Holmes and Rahe's Social Readjustment Scale

1. Death of a spouse	100
2. Divorce	73
3. Personal illness	53
4. Death of a family member	63
5. Marital separation	65
6. Change of living conditions	25
7. Change of schools	17
8. Change of jobs	39
9. Change of residence	24
10. Change of health	53
11. Change of financial situation	38
12. Change of family structure	65
13. Change of religious affiliation	11
14. Change of diet	3
15. Change of sleeping habits	7
16. Change of recreation	13
17. Change of family size	31
18. Change of schools	17
19. Change of residence	24
20. Change of health	53
21. Change of financial situation	38
22. Change of family structure	65
23. Change of religious affiliation	11
24. Change of diet	3
25. Change of sleeping habits	7
26. Change of recreation	13
27. Change of family size	31
28. Change of schools	17
29. Change of residence	24
30. Change of health	53
31. Change of financial situation	38
32. Change of family structure	65
33. Change of religious affiliation	11
34. Change of diet	3
35. Change of sleeping habits	7
36. Change of recreation	13
37. Change of family size	31
38. Change of schools	17
39. Change of residence	24
40. Change of health	53
41. Change of financial situation	38
42. Change of family structure	65
43. Change of religious affiliation	11
44. Change of diet	3
45. Change of sleeping habits	7
46. Change of recreation	13
47. Change of family size	31
48. Change of schools	17
49. Change of residence	24
50. Change of health	53
51. Change of financial situation	38
52. Change of family structure	65
53. Change of religious affiliation	11
54. Change of diet	3
55. Change of sleeping habits	7
56. Change of recreation	13
57. Change of family size	31
58. Change of schools	17
59. Change of residence	24
60. Change of health	53
61. Change of financial situation	38
62. Change of family structure	65
63. Change of religious affiliation	11
64. Change of diet	3
65. Change of sleeping habits	7
66. Change of recreation	13
67. Change of family size	31
68. Change of schools	17
69. Change of residence	24
70. Change of health	53
71. Change of financial situation	38
72. Change of family structure	65
73. Change of religious affiliation	11
74. Change of diet	3
75. Change of sleeping habits	7
76. Change of recreation	13
77. Change of family size	31
78. Change of schools	17
79. Change of residence	24
80. Change of health	53
81. Change of financial situation	38
82. Change of family structure	65
83. Change of religious affiliation	11
84. Change of diet	3
85. Change of sleeping habits	7
86. Change of recreation	13
87. Change of family size	31
88. Change of schools	17
89. Change of residence	24
90. Change of health	53
91. Change of financial situation	38
92. Change of family structure	65
93. Change of religious affiliation	11
94. Change of diet	3
95. Change of sleeping habits	7
96. Change of recreation	13
97. Change of family size	31
98. Change of schools	17
99. Change of residence	24
100. Change of health	53

Appendix B

Holmes and Rahe's Social Readjustment Scale

1. Death of a spouse	100
2. Divorce	73
3. Marital separation from mate	65
4. Detention in jail or other institution	63
5. Death of a close family member	63
6. Major personal injury or illness	53
7. Marriage	50
8. Being fired at work	47
9. Marital reconciliation with mate	45
10. Retirement from work	45
11. Major change in the health or behavior of a family member	44
12. Pregnancy	40
13. Sexual difficulties	39
14. Gaining a new family member (e. g., through birth, adoption, oldster moving in)	39
15. Major business readjustment (e. g., merger, reorganization, bankruptcy)	39
16. Major change in financial state (e. g., a lot worse off or a lot better off than usual)	38
17. Death of a close friend	37

18. Changing to a different line of work	36
19. Major change in the number of arguments with a spouse (e. g., either a lot more or a lot less than usual regarding childrearing, personal habits, etc.)	35
20. Taking out a mortgage or loan for a major purchase (e. g., for a home or business)	31
21. Foreclosure on a mortgage or loan	30
22. Major change in responsibilities at work (e. g., promotion, demotion, lateral transfer)	29
23. Son or daughter leaving home (e. g., marriage or attending college)	29
24. Trouble with in-laws	29
25. Outstanding personal achievement	28
26. Wife beginning or ceasing work outside the home	26
27. Beginning or ceasing formal schooling	26
28. Major change in living conditions (e. g., building a new home, remodeling, deterioration of home or neighborhood)	25
29. Revision of personal habits (e. g., dress, manners, associations)	24
30. Trouble with the boss	23
31. Major change in working hours or conditions	20
32. Change in residence	20
33. Changing to a new school	20
34. Major change in usual type and/or amount of recreation	19

- |  |    |
|--|----|
| 35. Major change in church activities (e. g., a lot more or a lot less than usual)                                     | 19 |
| 36. Major change in social activities (e. g., clubs, dancing, movies, visiting)  | 18 |
| 37. Taking out a mortgage or loan for a lesser purchase (e. g., for a car, TV, or freezer)                             | 17 |
| 38. Major change in sleeping habits (a lot more or a lot less sleep or change in part of day when asleep)              | 16 |
| 39. Major change in number of family get-togethers (e. g., a lot more or a lot less than usual)                        | 15 |
| 40. Major change in eating habits (a lot more or a lot less food intake, or very different meal hours or surroundings) | 15 |
| 41. Vacation   | 13 |
| 42. Christmas  | 12 |
| 43. Minor violations of the law (e. g., traffic tickets, jaywalking, disturbing the peace)                             | 11 |

[Holmes & Rahe as cited in Anderson, Swenson & Clay, 1995, pp. 23-24]

# Police Stress Questionnaire

## Appendix C

### The Police Stress Questionnaire

The questionnaire included in this report is a study which will  
investigate the major stressors of the police officers of  
the Metropolitan Police of London and will also  
investigate the effects of the stress of the  
job on the health and well-being of the officers.  
The study will also investigate the effects of the  
stress of the job on the health and well-being of  
the officers.

The questionnaire is a study which will  
investigate the major stressors of the police officers of  
the Metropolitan Police of London and will also  
investigate the effects of the stress of the  
job on the health and well-being of the officers.  
The study will also investigate the effects of the  
stress of the job on the health and well-being of  
the officers.

If you would like a copy of the results of the study, please  
contact Dr. Thomas Gordon or Dr. Richard Moore at the National  
Community Council, London, at 071-461 3111.

Are you willing to participate in the study?  Yes  No

If you have any questions, please contact Dr. Thomas Gordon at the  
National Community Council, London, at 071-461 3111. Thank You



# Police Stress Questionnaire

You have been selected to participate in a study which will look at police officers' perceptions of the cumulative effects of stressors on law enforcement officers. Researchers at Marshall University are investigating how stressors in the field of law enforcement could be evaluated and dealt with more effectively. The results of this study could influence what types of services are offered to police officers, how they are offered, and if new services are needed.

Please take a few moments to fill out the attached survey. It will ask you for some background data, but will focus mainly on stressors you encounter, their strengths and how frequently they occur. Your anonymity is guaranteed because your name is not requested; your responses and experiences are sought, not your identity. All responses will be held in the strictest of confidence.

If you would like a copy of the results of this study, please contact Dr. Samuel Dameron or Dr. Richard Moore in the Marshall University Criminal Justice Department at (304)696-3196.

Are you willing to participate in this study?     Yes     No

If no, please turn in your questionnaire with the others. If yes, please open the booklet and begin. Thank You.



**Accumulated Stress**--There are eight categories of stress listed below. Please read all of the events in each category box and check all that you have experienced. Then, assume the job-related stress you now experience is 100%, indicate what percentage comes from each of the following categories, by placing a percentage in the box next to each category.

Category of stressor	Percentage of accumulated stress.
<p><b>Critical Incident Stressors</b>--Stressors outside the normal range of human experience.  <input type="checkbox"/> Being Shot   <input type="checkbox"/> Shooting someone   <input type="checkbox"/> Death of another officer (not your partner)  <input type="checkbox"/> Partner being shot   <input type="checkbox"/> Having to kill someone   <input type="checkbox"/> Suicide of another officer</p>	
<p><b>Life-threatening Stressors</b>--Stressors coming from the dangerous nature of policing.  <input type="checkbox"/> Potential to be harmed by strangers   <input type="checkbox"/> High speed pursuits   <input type="checkbox"/> Breaking up fights  <input type="checkbox"/> Arresting possibly armed suspects   <input type="checkbox"/> Potential to be shot or killed at any moment</p>	
<p><b>Personal Stressors</b>--Stressors originating at home or in your personal life that carry over and affect your job.  <input type="checkbox"/> Not being at home as much as you would   <input type="checkbox"/> Spouse's disapproval of your career  <input type="checkbox"/> Not making enough money   <input type="checkbox"/> Fights with spouse   <input type="checkbox"/> Fights with your children</p>	
<p><b>Physiological Stressors</b>--Stressors coming from physical ailments or conditions that affect your job performance.  <input type="checkbox"/> Ulcers   <input type="checkbox"/> Blisters   <input type="checkbox"/> High blood pressure   <input type="checkbox"/> Lack of sleep   <input type="checkbox"/> Alcohol use  <input type="checkbox"/> Illicit drug use</p>	
<p><b>Psychological Stressors</b>--Stressors that have a direct impact on the inner self, that affect the manner in which you do your job.  <input type="checkbox"/> Phobia   <input type="checkbox"/> Depression   <input type="checkbox"/> Burnout   <input type="checkbox"/> Cynicism   <input type="checkbox"/> Lack of challenges in your job</p>	
<p><b>Organizational Stressors</b>--Stressors coming from within the department.  <input type="checkbox"/> Difficult supervisor   <input type="checkbox"/> Peer pressure   <input type="checkbox"/> Departmental politics  <input type="checkbox"/> Large amounts of unnecessary paperwork   <input type="checkbox"/> Conflicts with others at work</p>	
<p><b>Functional Stressors</b>--Stressors that are related to <i>how</i> you do your job  <input type="checkbox"/> Changing laws   <input type="checkbox"/> Changing court decisions   <input type="checkbox"/> Political influence in your cases  <input type="checkbox"/> Obsolete laws   <input type="checkbox"/> Unenforceable laws   <input type="checkbox"/> Varying interpretations of existing laws</p>	
<p><b>Social Isolation Stressors</b>--Stressors that are related to alienation, public attitudes toward police and police attitudes of the public.  <input type="checkbox"/> Media comments directed at the department   <input type="checkbox"/> Complaints from civilians  <input type="checkbox"/> Commendation by a citizen's group   <input type="checkbox"/> Unsolicited comments from civilians  <input type="checkbox"/> Media comments directed at you   <input type="checkbox"/> Feeling isolated from the community  <input type="checkbox"/> Poor police image</p>	
<b>Total</b>	<b>100%</b>

**Frequency evaluations**--Please indicate *how often YOU experience* each of the following events. Do this by circling a number from the frequency scale in the box to the right of the item.

**Frequency Scale**

Never	Seldom	Somewhat	Often	Very	Several Times
0.....	1.....	Often	Often	Often	Each Day
0.....	1.....	2.....	3.....	4.....	5.....

Event	How Frequent?					
Passed over for a promotion	0	1	2	3	4	5
Participating in an act of corruption	0	1	2	3	4	5
Vacation	0	1	2	3	4	5
Conflict with a supervisor	0	1	2	3	4	5
Completion of a routine report	0	1	2	3	4	5
Recall to duty on day off	0	1	2	3	4	5
Reassignment/transfer	0	1	2	3	4	5
Duty under a poor supervisor	0	1	2	3	4	5
Riot/crowd control situation	0	1	2	3	4	5
Change in administrative policy/procedure	0	1	2	3	4	5
Response to a "person with a gun" call	0	1	2	3	4	5
Failing grade in police training program	0	1	2	3	4	5
Suicide by another officer	0	1	2	3	4	5
Answering a call involving violent non-accidental death of a child	0	1	2	3	4	5
Departmental misconduct hearing	0	1	2	3	4	5
Written reprimand by supervisor	0	1	2	3	4	5
Handling a domestic violence call	0	1	2	3	4	5
Change in shift (e.g., evening shift to day shift, etc.)	0	1	2	3	4	5

**Frequency evaluations (Continued)**--Please indicate *how often YOU experience* each of the following events. Do this by circling a number from the frequency scale in the box to the right of the item.

**Frequency Scale**

Never                  Seldom                  Somewhat                  Often                  Very                  Several Times  
 Often                  Often                  Often  
 0.....1.....2.....3.....4.....5  
 Each Day

Event	How Frequent?
Shooting someone in the line of duty	0 1 2 3 4 5
Press criticism of an officer's actions	0 1 2 3 4 5
Polygraph examination	0 1 2 3 4 5
Change in shift (e.g., evening shift to day shift, etc.)	0 1 2 3 4 5
Duty-related accidental injury	0 1 2 3 4 5
Interference of public officials in a case	0 1 2 3 4 5
Hostage situation resulting from aborted criminal activity	0 1 2 3 4 5
Undercover assignment	0 1 2 3 4 5
Duty-related accidental injury (shooting)	0 1 2 3 4 5
Personal use of alcohol while on duty	0 1 2 3 4 5
Personal use of illicit drugs	0 1 2 3 4 5
Emergency run to "unknown" trouble	0 1 2 3 4 5
Verbal abuse by a traffic violator	0 1 2 3 4 5
Reduction in job responsibilities	0 1 2 3 4 5
Job-related illness	0 1 2 3 4 5
Assignment to a new partner	0 1 2 3 4 5
Letter of recognition from the public	0 1 2 3 4 5
Personal use of prescription drugs	0 1 2 3 4 5
Duty related violent injury (non-shooting)	0 1 2 3 4 5
Harassment by an attorney in court	0 1 2 3 4 5
Personal criticism by the press	0 1 2 3 4 5
Participation in a raid (e.g., narcotics related)	0 1 2 3 4 5

**Personal Stress**--Please indicate which of the following events you have experienced within the past 12 months, by placing an "X" in the box to the right of the appropriate event

Event	X
Death of a spouse	
Divorce	
Marital separation from spouse	
Detention in jail or other institution	
Death of a close family member	
Major personal injury or illness	
Marriage	
Being fired at work	
Marital reconciliation with mate	
Retirement from work	
Major change in health or behavior of a family member	
Pregnancy	
Sexual difficulties	
Gaining a new family member (e.g., through birth, adoption, oldster moving in)	
Major business readjustment (e.g., merger, reorganization, bankruptcy)	
Major change in financial state (e.g., a lot worse off or a lot better off than usual)	
Death of a close friend	
Changing to a different line of work	
Major change in the number of arguments with spouse (e.g., a lot more or a lot less than usual regarding child-rearing, personal habits, etc.)	
Taking out a mortgage or loan	
Foreclosure on a mortgage or loan	
Major change in responsibilities at work (e.g., promotion, demotion, lateral transfer)	
Son or daughter leaving home (e.g., marriage, attending college)	

Event	X
Trouble with in-laws	
Outstanding personal achievement	
Wife beginning or ceasing work outside the home	
Beginning or ceasing formal schooling	
Major change in living conditions (e.g., building a new home, remodeling, deterioration of home or neighborhood)	
Revision of personal habits (e.g., dress, manners, associations)	
Trouble with the boss	
Major change in working hours or conditions	
Change in residence	
Changing to a new school	
Major change in usual type and/or amount of recreation	
Major change in church activities	
Major change in social activities (e.g., clubs, dancing, movies, visiting)	
Taking out a mortgage or loan for a lesser purchase (e.g., for a car, TV or freezer)	
Major change in sleeping habits (e.g., a lot more/a lot less, or when you sleep)	
Major change in number of family get-togethers (e.g., a lot more or a lot less than usual)	
Major change in eating habits (e.g., a lot more or a lot less food intake, or very different meal hours or surroundings)	
Vacation	
Christmas	
Minor violations of the law (e.g., traffic tickets, jaywalking, disturbing the peace)	

**Stressfulness**--Please indicate how stressful each of the following stressors would be *if it occurred to YOU*. Do this for each event by placing a number from the Stress Scale below, in the column marked "How Stressful?"

**Stress Scale**

No Stress      Very Low Stress      Low Stress      Moderate Stress      Very High      Very High Stress  
 0.....1.....2.....3.....4.....5

Event	How Stressful?					
Passed over for a promotion	0	1	2	3	4	5
Participating in an act of corruption	0	1	2	3	4	5
Vacation	0	1	2	3	4	5
Conflict with a supervisor	0	1	2	3	4	5
Completion of a routine report	0	1	2	3	4	5
Recall to duty on day off	0	1	2	3	4	5
Reassignment/transfer	0	1	2	3	4	5
Duty under a poor supervisor	0	1	2	3	4	5
Riot/crowd control situation	0	1	2	3	4	5
Change in administrative policy/procedure	0	1	2	3	4	5
Response to a "person with a gun" call	0	1	2	3	4	5
Failing grade in police training program	0	1	2	3	4	5
Suicide by another officer	0	1	2	3	4	5
Answering a call involving violent non-accidental death of a child	0	1	2	3	4	5
Departmental misconduct hearing	0	1	2	3	4	5
Written reprimand by supervisor	0	1	2	3	4	5
Handling a domestic violence call	0	1	2	3	4	5
Change in shift (e.g., evening shift to day shift, etc.)	0	1	2	3	4	5
Shooting someone in the line of duty	0	1	2	3	4	5
Press criticism of an officer's actions	0	1	2	3	4	5
Polygraph examination	0	1	2	3	4	5
Change in shift (e.g., evening shift to day shift, etc.)	0	1	2	3	4	5
Duty-related accidental injury	0	1	2	3	4	5

**Stressfulness (continued)**--Please indicate how stressful each of the following stressors would be *if it occurred to YOU*. Do this for each event by circling a number from the Stress Scale, in the column marked "How Stressful?"

**Stress Scale**

No Stress      Very Low Stress      Low Stress      Moderate Stress      Very High      Very High Stress  
 0.....1.....2.....3.....4.....5

Event	How Stressful?				
Interference of public officials in a case	0	1	2	3	4 5
Hostage situation resulting from aborted criminal activity	0	1	2	3	4 5
Undercover assignment	0	1	2	3	4 5
Duty-related accidental injury (shooting)	0	1	2	3	4 5
Personal use of alcohol while on duty	0	1	2	3	4 5
Personal use of illicit drugs	0	1	2	3	4 5
Emergency run to "unknown" trouble	0	1	2	3	4 5
Verbal abuse by a traffic violator	0	1	2	3	4 5
Reduction in job responsibilities	0	1	2	3	4 5
Job-related illness	0	1	2	3	4 5
Assignment to a new partner	0	1	2	3	4 5
Letter of recognition from the public	0	1	2	3	4 5
Personal use of prescription drugs	0	1	2	3	4 5
Duty related violent injury (non-shooting)	0	1	2	3	4 5
Harassment by an attorney in court	0	1	2	3	4 5
Personal criticism by the press	0	1	2	3	4 5
Participation in a raid (e.g., narcotics related)	0	1	2	3	4 5

**Risk Scale**

**Risk Scale**--Please indicate how strongly you agree or disagree with each of the following statements. Do so by circling a number from the following scale in the box to the right of each item.

Strongly Disagree	Somewhat Disagree	Not Sure	Somewhat Agree	Strongly Agree
1.....	2.....	3.....	4.....	5.....

Statement	Level of Agreement				
I face the strong possibility of death everyday	1	2	3	4	5
I face the strong possibility of injury everyday	1	2	3	4	5
I stay alert because serious incidents can occur when least expected.	1	2	3	4	5
I do not relax at all while on duty	1	2	3	4	5
I find it necessary to abruptly shift from routine activities to serious incidents while on duty.	1	2	3	4	5

## Police Stress Questionnaire

**Demographics**--The following questions will be used for classification purposes only. It will not be possible to identify you from any of your answers, so please answer as honestly as possible.

1. What is your age? \_\_\_\_\_
2. For which department do you currently work? \_\_\_\_\_
3. What is your rank in the police department? \_\_\_\_\_
4. What is your gender?  Female  Male
5. What is your race?  Black  Hispanic  Native American  White  Other
6. What is your education level? (Check highest level completed).  
 High School  Some college  2-year degree  4-year degree  Master's Degree  Post-graduate
7. How many years have you been a police officer? \_\_\_\_\_
8. How many years have you been with your present department? \_\_\_\_\_
9. Are you assigned to any of the following? (Check all that apply.)  
 S. W. A. T.  Bike Patrol  Horse Patrol  Crisis Intervention  
 Peer counseling  Canine Patrol  Patrol  Traffic  Investigations  
 Drug Task Force  D. A. R. E.  Safety Town  School Resource Officer
10. Have you ever worked undercover?  Yes  No
11. Have you attended any stress management classes or training?  Yes  No
12. Under what level of stress do you consider yourself to be currently working?  
 Very Low  Low  Moderate  High  Very High
13. Do you consider yourself to be a "thrill-seeker"?  Yes  No
14. Please check which **one** of the following best describes your current attitude toward policing, at this time?  
 I am trying to apply knowledge from the academy to real life situations.  
 I perform my duties to the utmost of my abilities as an honest, loyal, and caring officer who wants to make a difference.  
 My life is mostly my career, e.g., either the hours are so long or the work is so demanding I have very little time outside the profession, for things like family, friends, or outside interests.  
 My experiences in policing made me much less trusting and more suspicious of others; sometimes I even find myself being cynical about people.  
 How criminal justice works in the real world has been so disappointing that I sometimes think I can't really make a difference and things probably won't change very much.  
 I am more concerned with my personal life than my police career; by balancing the job with outside interests, such as family, friends, and hobbies, I can set priorities better and avoid needless emotional upset about things that used to bother me at work.  
 I am proud to be a law enforcement professional even though it can be very frustrating and believe that I am a productive member of the community, beyond my police role.
15. What resources are available to you through the department? (Please check all that apply.)  
 Peer counseling  Police psychologist  Police chaplain  Critical incident teams



**Additional questions and comments**--The following questions are intended to supplement the information obtained by this questionnaire, as well as, to allow you to give your feedback, in the form of additional comments. Please take a few minutes to respond to these questions.

1. In the space provided below, please write what you consider to be the most harmful or dangerous consequences of stress.

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2. In the space provided below, please write what you consider to be the most effective ways police officers diffuse stress.

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3. In the space provided below, please write any additional comments you may have about anything contained in this questionnaire.

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**Thank you very much for your participation in this  
survey.**

**Please return the survey to the envelope in the front of  
the room, so that your responses will remain anonymous.**

Table 2

Responses to the Police Stress Questionnaire

Stressor	Frequency	Percentage
Police Work	10	33
Family	3	10
Health	17	57

Appendix D

Responses to the Police Stress Questionnaire

Police Work	10	33
Family	3	10
Health	17	57

Stressor	Frequency	Percentage
Police Work	10	33
Family	3	10
Health	17	57

Table D1

Responses to "Do you wish to participate in this study?"

Response	Frequency	Percent
Yes	32	86.2
No	2	5.4
Did Not Answer	<u>3</u>	<u>8.1</u>
Total	37	100.0

Table D2

Responses to "Being Shot"

Response	Frequency	Percent
Yes	5	13.5
No	31	83.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D3

Responses to "Shooting Someone"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D4

Responses to "Death of Another Officer"

Response	Frequency	Percent
Yes	15	40.5
No	21	56.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D5

Responses to "Partner Being Shot"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D6

Responses to "Having to Kill Someone"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D7

Responses to "Suicide of Another Officer"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D8

Response to "Potential to be Harmed by Strangers"

Response	Frequency	Percent
Yes	22	59.5
No	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D9

Responses to "High Speed Pursuits"

Response	Frequency	Percent
Yes	23	62.2
No	13	35.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D10

Responses to "Breaking up Fights"

Response	Frequency	Percent
Yes	23	62.2
No	13	35.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100



Table D11

Responses to "Arresting Possibly Armed Suspects"

Response	Frequency	Percent
Yes	25	67.6
No	11	30.6
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D12

Responses to "Potential to be Shot or Killed at Any Moment"

Response	Frequency	Percent
Yes	24	64.9
No	12	32.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D13

Response to "Not Being Home as much as You Would Like"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D14

Responses to "Spouse's Disapproval of Your Career"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D15

Responses to "Not Making Enough Money"

Response	Frequency	Percent
Yes	21	56.8
No	15	40.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D16

Responses to "Fights with Spouse"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D17

Responses to "Fights with Children"

Response	Frequency	Percent
Yes	1	2.7
No	35	94.6
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D18

Responses to "Ulcers"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D19

Responses to "Blisters"

Response	Frequency	Percent
Yes	0	00.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D20

Responses to "High Blood Pressure"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D21

Responses to "Lack of Sleep"

Response	Frequency	Percent
Yes	22	59.5
No	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D22

Responses to "Alcohol Use"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D23

Responses to "Illicit Drug Use"

Response	Frequency	Percent
Yes	0	0.00
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D24

Responses to "Phobia"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D25

Responses to "Depression"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D26

Responses to "Burnout"

Response	Frequency	Percent
Yes	22	59.5
No	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100



Table D27

Responses to "Cynicism"

Response	Frequency	Percent
Yes	20	54.1
No	16	34.2
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D28

Responses to "Lack of Challenges in your Job"

Response	Frequency	Percent
Yes	13	35.1
No	23	62.2
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D29

Responses to "Difficult Supervisor"

Response	Frequency	Percent
Yes	15	40.5
No	21	56.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D30

Response to "Peer Pressure"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D31

Responses to "Departmental Politics"

Response	Frequency	Percent
Yes	28	75.7
No	8	21.6
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D32

Responses to "Large Amounts of Paperwork"

Response	Frequency	Percent
Yes	26	70.3
No	10	27.0
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D33

Responses to "Conflicts With Others at Work"

Response	Frequency	Percent
Yes	5	13.5
No	31	83.8
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D34

Responses to "Changing Laws"

Response	Frequency	Percent
Yes	8	21.6
No	28	75.7
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D35

Responses to "Changing Court Decisions"

Response	Frequency	Percent
Yes	8	21.6
No	28	75.7
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D36

Responses to "Political Influence in Your Cases"

Response	Frequency	Percent
Yes	18	48.6
No	18	48.6
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D37

Responses to "Obsolete Laws"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D38

Responses to "Unenforceable Laws"

Response	Frequency	Percent
Yes	11	29.7
No	25	67.6
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D39

Response to "Varying Interpretations of Existing Laws"

Response	Frequency	Percent
Yes	17	45.9
No	19	51.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D40

Responses to "Media comments Directed at the Department"

Response	Frequency	Percent
Yes	21	56.8
No	15	40.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D41

Responses to "Complaints from Civilians"

Response	Frequency	Percent
Yes	25	67.6
No	11	29.7
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D42

Responses to "Commendation by a Citizen's Group"

Response	Frequency	Percent
Yes	8	21.6
No	28	75.7
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100



Table D43

Responses to "Unsolicited Comments from Civilians"

Response	Frequency	Percent
Yes	17	45.9
No	19	51.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D44

Responses to "Media Comments Directed at You"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D45

Responses to "Feeling Isolated from the Community"

Response	Frequency	Percent
Yes	10	27.0
No	26	70.3
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D46

Responses to "Poor Police Image"

Response	Frequency	Percent
Yes	14	37.8
No	22	59.5
Did Not Answer	<u>1</u>	<u>2.7</u>
Total	37	100

Table D47

Responses to "Percentage of Accumulated Stress--Critical Incidents"

Response	Frequency	Percent
0.00%	10	27.0
2.00%	1	2.7
5.00%	4	10.8
10.00%	7	18.9
15.00%	1	2.7
20.00%	3	8.1
25.00%	4	10.8
35.00%	1	2.7
50.00%	1	2.7
75.00%	1	2.7
Did Not Answer	<u>4</u>	<u>10.8</u>
Total	37	100

Table D48

Responses to "Percentage of Accumulated Stress--Life Threatening"

Response	Frequency	Percent
0.00	1	2.7
1.00	2	5.4
2.00	1	2.7
5.00	3	8.1
8.00	1	2.7
10.00	6	16.2
15.00	6	16.2
20.00	7	18.9
25.00	2	5.4
30.00	1	2.7
35.00	1	2.7
40.00	2	5.4
50.00	2	5.4
Did Not Answer	<u>2</u>	<u>5.4</u>
Total	37	100

Table D49

Responses to "Percentage of Accumulated Stress--Personal"

Response	Frequency	Percent
0.00	3	67.6
5.00	7	29.7
10.00	8	21.6
15.00	4	10.8
20.00	2	5.4
25.00	3	8.1
30.00	2	5.4
35.00	1	2.7
40.00	2	5.4
50.00	2	5.4
Did Not Answer	<u>3</u>	<u>8.1</u>
Total	37	100

Table D50

Responses to "Percentage of Accumulated Stress--Physiological"

Response	Frequency	Percent
0.00	8	21.6
2.50	1	2.7
3.00	1	2.7
5.00	12	32.4
10.00	7	18.9
25.00	1	2.7
30.00	1	2.7
40.00	2	5.4
50.00	1	2.7
Did Not Answer	<u>3</u>	<u>8.1</u>
Total	37	100

Table D51

Responses to "Percentage of Accumulated Stress--Psychological"

Response	Frequency	Percent
0.00	4	10.8
2.50	1	2.7
5.00	8	21.6
10.00	9	24.3
15.00	2	5.4
20.00	2	5.4
25.00	2	5.4
30.00	2	5.4
33.00	1	2.7
40.00	1	2.7
80.00	1	2.7
Did Not Answer	<u>4</u>	<u>10.8</u>
Total	37	100

Table D52

Responses to "Percentage of Accumulated Stress--Organizational"

Response	Frequency	Percent
0.00	1	2.7
5.00	7	18.9
10.00	10	27.0
15.00	1	2.7
25.00	3	8.1
30.00	3	8.1
40.00	1	2.7
45.00	1	2.7
50.00	3	8.1
51.00	1	2.7
60.00	1	2.7
70.00	1	2.7
80.00	1	2.7
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100



Table D53

Responses to "Percentage of Accumulated Stress--Functional"

Response	Frequency	Percent
0.00	7	18.9
1.00	1	2.7
5.00	10	27.0
10.00	10	27.0
15.00	1	8.1
20.00	2	8.1
25.00	1	2.7
33.00	1	2.7
35.00	1	2.7
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100

Table D54

Responses to "Percentage of Accumulated Stress--Social Isolation"

Response	Frequency	Percent
0.00	3	8.1
5.00	6	16.2
10.00	13	35.1
15.00	4	10.8
20.00	3	8.1
30.00	2	5.4
33.00	1	2.7
50.00	2	5.4
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100

Table D55

Responses to Frequency of "Passed over for Promotion"

Response	Frequency	Percent
Never	18	48.6
Seldom	8	21.6
Somewhat Often	6	16.2
Often	3	8.1
Very Often	0	0.0
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D56

Responses to Frequency of "Participating in an Act of Corruption"

Response	Frequency	Percent
Never	31	83.8
Seldom	5	13.5
Somewhat Often	0	0.0
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D57

Responses to Frequency of "Vacation"

Response	Frequency	Percent
Never	3	8.1
Seldom	4	10.8
Somewhat Often	18	48.6
Often	8	21.6
Very Often	2	5.4
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D58

Responses to Frequency of "Conflict with a Supervisor"

Response	Frequency	Percent
Never	4	10.8
Seldom	23	62.2
Somewhat Often	5	13.5
Often	3	8.1
Very Often	0	0.0
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D59

Responses to Frequency of "Completion of a Routine Report"

Response	Frequency	Percent
Never	5	13.5
Seldom	2	5.4
Somewhat Often	2	5.4
Often	2	5.4
Very Often	7	18.9
Several Times Each Day	18	48.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D60

Responses to Frequency of "Recall to Duty on Day Off"

Response	Frequency	Percent
Never	7	18.9
Seldom	13	35.1
Somewhat Often	10	27.0
Often	4	10.8
Very Often	2	5.4
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D61

Responses to Frequency of "Reassignment/Transfer"

Response	Frequency	Percent
Never	6	16.2
Seldom	22	59.5
Somewhat Often	8	21.6
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D62

Responses to Frequency of "Duty under a Poor Supervisor"

Response	Frequency	Percent
Never	5	13.5
Seldom	22	59.5
Somewhat Often	7	18.9
Often	2	5.4
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D63

Responses to Frequency of "Riot/Crowd Control Situation"

Response	Frequency	Percent
Never	4	10.8
Seldom	25	67.6
Somewhat Often	7	18.9
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D64

Responses to Frequency of "Change in Administrative Policy/Procedure"

Response	Frequency	Percent
Never	2	5.4
Seldom	9	24.3
Somewhat Often	15	40.5
Often	5	13.5
Very Often	5	13.5
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D65

Responses to Frequency of "Response to a 'Person with a Gun' Call"

Response	Frequency	Percent
Never	1	10.8
Seldom	7	62.2
Somewhat Often	10	13.5
Often	13	8.1
Very Often	3	8.1
Several Times Each Day	2	5.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D66

Responses to Frequency of "Failing Grade in Police Training Program"

Response	Frequency	Percent
Never	33	89.2
Seldom	3	8.1
Somewhat Often	0	0.0
Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D67

Responses to Frequency of "Suicide by Another Officer"

Response	Frequency	Percent
Never	29	78.4
Seldom	7	18.9
Somewhat Often	0	0.0
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D68

Responses to Frequency of "Answering a Call Involving the Violent Non-Accidental Death of a Child"

Response	Frequency	Percent
Never	9	10.8
Seldom	23	62.2
Somewhat Often	5	13.5
Often	3	8.1
Very Often	0	0.0
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D69

Responses to Frequency of "Departmental Misconduct Hearing"

Response	Frequency	Percent
Never	25	67.6
Seldom	12	29.7
Somewhat Often	0	0.0
Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D70

Responses to Frequency of "Written Reprimand by Supervisor"

Response	Frequency	Percent
Never	19	51.4
Seldom	17	45.9
Somewhat Often	0	0.0
Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D71

Responses to Frequency of "Handling a Domestic Violence Call"

Response	Frequency	Percent
Never	1	2.7
Seldom	4	10.8
Somewhat Often	4	10.8
Often	6	16.2
Very Often	10	27.0
Several Times Each Day	11	29.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D72

Responses to Frequency of "Changing in Shift (e.g. Evening Shift to Day Shift)"

Response	Frequency	Percent
Never	7	89.2
Seldom	22	8.1
Somewhat Often	5	0.0
Often	1	0.0
Very Often	0	0.0
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D73

Responses to Frequency of "Shooting Someone in the Line of Duty"

Response	Frequency	Percent
Never	30	81.2
Seldom	6	16.2
Somewhat Often	0	0.0
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D74

Responses to Frequency of "Press Criticism of an Officer's actions"

Response	Frequency	Percent
Never	3	89.2
Seldom	14	8.1
Somewhat Often	11	0.0
Often	6	0.0
Very Often	2	5.4
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D75

Responses to Frequency of "Polygraph Examination"

Response	Frequency	Percent
Never	17	45.9
Seldom	17	45.9
Somewhat Often	1	2.7
Often	0	0.0
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D76

Responses to Frequency of "Change in Shift (e.g. Evening Shift to Day Shift)"

Response	Frequency	Percent
Never	5	13.5
Seldom	24	64.9
Somewhat Often	7	18.9
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D77

Responses to Frequency of "Duty-Related Accidental Injury"

Response	Frequency	Percent
Never	8	21.6
Seldom	21	56.8
Somewhat Often	6	16.2
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D78

Responses to Frequency of "Interference of Public Officials in a Case"

Response	Frequency	Percent
Never	3	8.1
Seldom	23	62.2
Somewhat Often	5	13.5
Often	3	8.1
Very Often	2	5.4
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D79

Responses to Frequency of "Hostage Situation Resulting From aborted Criminal Activity"

Response	Frequency	Percent
Never	15	40.5
Seldom	19	51.4
Somewhat Often	2	5.4
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D80

Responses to Frequency of "Undercover Assignment"

Response	Frequency	Percent
Never	13	35.1
Seldom	16	43.2
Somewhat Often	5	13.5
Often	2	5.4
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D81

Responses to Frequency of "Duty-Related Accidental Injury (Shooting)"

Response	Frequency	Percent
Never	33	89.2
Seldom	3	8.1
Somewhat Often	0	0.0
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D82

Responses to Frequency of "Personal Use of Alcohol on Duty"

Response	Frequency	Percent
Never	34	91.9
Seldom	1	2.7
Somewhat Often	1	2.7
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D83

Responses to Frequency of "Personal Use of Illicit Drugs"

Response	Frequency	Percent
Never	36	97.3
Seldom	0	0.0
Somewhat Often	0	0.0
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D84

Responses to Frequency of "Emergency Run to 'Unknown' Trouble"

Response	Frequency	Percent
Never	1	2.7
Seldom	9	24.3
Somewhat Often	10	27.0
Often	8	21.6
Very Often	7	18.9
Several Times Each Day	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D85

Responses to Frequency of "Verbal Abuse by a Traffic Violator"

Response	Frequency	Percent
Never	0	0.0
Seldom	17	45.9
Somewhat Often	4	10.8
Often	10	27.0
Very Often	4	10.8
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D86

Responses to Frequency of "Reduction in Job Responsibilities"

Response	Frequency	Percent
Never	17	45.9
Seldom	18	48.6
Somewhat Often	1	2.7
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D87

Responses to Frequency of "Job-Related Illness"

Response	Frequency	Percent
Never	19	51.4
Seldom	14	37.8
Somewhat Often	2	5.4
Often	1	2.7
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D88

Responses to Frequency of "Assignment to a New Partner"

Response	Frequency	Percent
Never	21	56.8
Seldom	12	32.4
Somewhat Often	1	2.7
Often	0	0.0
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D89

Responses to Frequency of "Letter of Recognition from the Public"

Response	Frequency	Percent
Never	8	21.6
Seldom	24	64.9
Somewhat Often	4	10.8
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D90

Responses to Frequency of "Personal Use of Prescription Drugs"

Response	Frequency	Percent
Never	19	51.4
Seldom	15	40.5
Somewhat Often	1	2.7
Often	0	0.0
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D91

Responses to Frequency of "Duty-Related Violent Injury (Non-Shooting)"

Response	Frequency	Percent
Never	19	51.4
Seldom	15	40.5
Somewhat Often	2	5.4
Often	0	0.0
Very Often	0	0.0
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D92

Responses to Frequency of "Harassment by Attorney in Court"

Response	Frequency	Percent
Never	4	10.8
Seldom	22	59.5
Somewhat Often	7	18.9
Often	2	5.4
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D93

Responses to Frequency of "Personal Criticism by the Press"

Response	Frequency	Percent
Never	16	43.2
Seldom	13	35.1
Somewhat Often	4	10.8
Often	0	0.0
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D94

Responses to Frequency of "Participation in a Raid (e.g., Narcotics Related)"

Response	Frequency	Percent
Never	4	10.8
Seldom	16	43.2
Somewhat Often	8	21.6
Often	7	18.9
Very Often	1	2.7
Several Times Each Day	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D95

Responses to "Holmes-Rahe--Death of Spouse"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D96

Responses to "Holmes-Rahe--Divorce"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D97

Responses to "Holmes-Rahe--Marital Separation from Spouse"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D98

Responses to "Holmes-Rahe--Detention in Jail or other Institution"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D99

Responses to "Holmes-Rahe--Death of a Close Family Member"

Response	Frequency	Percent
Yes	9	24.3
No	27	73.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D100

Responses to "Holmes-Rahe--Major Personal Injury or Illness"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D101

Responses to "Holmes-Rahe--Marriage"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D102

Responses to "Holmes-Rahe--Being Fired at Work"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D103

Responses to "Holmes-Rahe--Marital Reconciliation with Mate"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D104

Responses to "Holmes-Rahe--Retirement from Work"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D105

Responses to "Holmes-Rahe--Major Change in Health or Behavior of a Family Member"

Response	Frequency	Percent
Yes	8	21.6
No	28	75.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D106

Responses to "Holmes-Rahe--Pregnancy"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D107

Responses to "Holmes-Rahe--Sexual Difficulties"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D108

Responses to "Holmes-Rahe--Gaining a New Family Member (e.g., through Birth, Adoption, or Oldster Moving in)"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D109

Responses to "Holmes-Rahe--Major Business Readjustment (e.g., Merger, Reorganization, Bankruptcy)"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D110

Responses to "Holmes-Rahe--Major Change in Financial State (e.g., a lot Worse Off or a lot Better Off)"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D111

Responses to "Holmes-Rahe--Death of Close Friend"

Response	Frequency	Percent
Yes	1	2.7
No	35	94.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D112

Responses to "Holmes-Rahe--Changing to a Different Line of Work"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D113

Responses to "Holmes-Rahe--Major Change in the Number of Arguments with Spouse (e.g., a lot More or a lot Less than Usual Regarding Child-Rearing, Personal Habits, etc.)"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D114

Responses to "Holmes-Rahe--Taking Out a Loan or Mortgage"

Response	Frequency	Percent
Yes	13	35.1
No	23	62.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D115

Responses to "Holmes-Rahe--Foreclosure on a Loan or Mortgage"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D116

Responses to "Holmes-Rahe--Major Change in Responsibilities at Work (e.g., Promotion, Demotion, Lateral Transfer)"

Response	Frequency	Percent
Yes	20	54.1
No	16	43.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D117

Responses to "Holmes-Rahe--Son or Daughter Leaving Home (e.g., Marriage, Attending College)"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D118

Responses to "Holmes-Rahe--Trouble with In-Laws"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D119

Responses to "Holmes-Rahe--Outstanding Personal Achievement"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D120

Responses to "Holmes-Rahe--Wife Beginning or Ceasing Work Outside the Home"

Response	Frequency	Percent
Yes	9	24.3
No	27	73.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D121

Responses to "Holmes-Rahe--Beginning or Ceasing Formal Schooling"

Response	Frequency	Percent
Yes	1	2.7
No	35	94.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D122

Responses to "Holmes-Rahe--Major Change in Living Conditions (e.g., Building a New Home, Remodeling, Deterioration of Home or Neighborhood)"

Response	Frequency	Percent
Yes	9	24.3
No	27	73.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D123

Responses to "Holmes-Rahe--Revision of Personal Habits (e.g., Dress, Manners, Associations)"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D124

Responses to "Holmes-Rahe--Trouble With the Boss"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D125

Responses to "Holmes-Rahe--Major Change in Working Hours or Conditions"

Response	Frequency	Percent
Yes	7	18.9
No	29	78.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D126

Responses to "Holmes-Rahe--Change in Residence"

Response	Frequency	Percent
Yes	10	27.0
No	26	70.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D127

Responses to "Holmes-Rahe--Change to a New School

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D128

Responses to "Holmes-Rahe--Major Change in Usual Type and/or Amount of Recreation"

Response	Frequency	Percent
Yes	5	13.5
No	31	83.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D129

Responses to "Holmes-Rahe--Major Change in Church Activities"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D130

Responses to "Holmes-Rahe--Major Change in Social Activities"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D131

Responses to "Holmes-Rahe--Taking Out a Mortgage or Loan for a Lesser Purchase (e.g., a Car, TV or a Freezer)"

Response	Frequency	Percent
Yes	9	24.3
No	27	73.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D132

Responses to "Holmes-Rahe--Major change in Sleeping Habits (e.g., a Lot More/a Lot Less than Usual)"

Response	Frequency	Percent
Yes	11	29.7
No	25	67.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D133

Responses to "Holmes-Rahe--Major Change in the Number of Family Get-togethers (e.g., a lot More or a lot Less than Usual)"

Response	Frequency	Percent
Yes	6	16.2
No	30	81.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D134

Responses to "Holmes-Rahe--Major Change in Eating Habits (e.g., a lot More or a lot Less Food Intake, or Very Different Meal Hours or Surroundings)"

Response	Frequency	Percent
Yes	9	24.3
No	27	73.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D135

Responses to "Holmes-Rahe--Vacation"

Response	Frequency	Percent
Yes	27	73.0
No	9	24.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D136

Responses to "Holmes-Rahe--Christmas"

Response	Frequency	Percent
Yes	27	73.0
No	9	24.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D137

Responses to "Holmes-Rahe--Minor Violations of the Law (e.g., Traffic Tickets, Jaywalking, Disturbing the Peace)"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D138

Holmes-Rahe--Composite Scores

Response	Frequency	Percent
0.00	1	2.7
25.00	1	2.7
33.00	1	2.7
50.00	1	2.7
54.00	1	2.7
77.00	1	2.7
88.00	2	5.4
103.00	1	2.7
114.00	1	2.7
116.00	1	2.7
138.00	1	2.7
142.00	1	2.7
143.00	1	2.7
151.00	3	8.1
157.00	1	2.7
161.00	1	2.7
173.00	1	2.7
178.00	1	2.7

Table D138 (continued)

Responses to "Holmes-Rahe--Composite Score" (continued)

Response	Frequency	Percent
187.00	1	2.7
190.00	1	2.7
200.00	1	2.7
211.00	1	2.7
223.00	1	2.7
233.00	1	2.7
243.00	1	2.7
244.00	1	2.7
249.00	1	2.7
261.00	1	2.7
306.00	1	2.7
353.00	1	2.7
369.00	1	2.7
389.00	1	2.7
541.00	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D139

Responses to Stressfulness of "Passed Over for a Promotion"

Response	Frequency	Percent
No Stress	5	13.5
Very Low Stress	3	8.1
Low Stress	4	10.8
Moderate Stress	16	43.2
High Stress	6	16.2
Very High Stress	2	5.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D140

Responses to Stressfulness of "Participating in an Act of Corruption"

Response	Frequency	Percent
No Stress	19	51.4
Very Low Stress	15	40.5
Low Stress	2	5.4
Moderate Stress	0	0.0
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D141

Responses to Stressfulness of "Vacation"

Response	Frequency	Percent
No Stress	17	45.9
Very Low Stress	14	37.8
Low Stress	4	10.8
Moderate Stress	0	0.0
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D142

Responses to Stressfulness of "Conflict with a Supervisor"

Response	Frequency	Percent
No Stress	1	2.7
Very Low Stress	5	13.5
Low Stress	10	5.4
Moderate Stress	17	45.9
High Stress	3	8.1
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D143

Responses to Stressfulness of "Completion of a Routine Report"

Response	Frequency	Percent
No Stress	11	29.7
Very Low Stress	14	37.8
Low Stress	8	21.6
Moderate Stress	2	5.4
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D144

Responses to Stressfulness of "Recall to Duty on Day Off"

Response	Frequency	Percent
No Stress	5	13.5
Very Low Stress	10	27.0
Low Stress	9	24.3
Moderate Stress	11	29.7
High Stress	1	2.7
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D145

Responses to Stressfulness of "Reassignment/Transfer"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	5	13.5
Low Stress	6	16.2
Moderate Stress	14	37.8
High Stress	5	13.5
Very High Stress	2	5.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D146

Responses to Stressfulness of "Duty Under a Poor Supervisor"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	1	2.7
Low Stress	11	29.7
Moderate Stress	12	32.4
High Stress	7	18.9
Very High Stress	2	5.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D147

Responses to Stressfulness of "Riot/Crowd Control Situation"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	2	5.4
Low Stress	6	16.2
Moderate Stress	13	35.1
High Stress	6	16.2
Very High Stress	5	13.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D148

Responses to Stressfulness of "Change in Administrative Policy/Procedure"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	9	24.3
Low Stress	15	40.5
Moderate Stress	6	16.2
High Stress	1	2.7
Very High Stress	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D149

Responses to Stressfulness of "Response to a 'Person with a Gun' Call"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	2	5.4
Low Stress	8	21.6
Moderate Stress	11	29.7
High Stress	8	21.6
Very High Stress	4	10.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D150

Responses to Stressfulness of "Failing Grade in Police Training Program"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	3	8.1
Low Stress	4	10.8
Moderate Stress	11	29.7
High Stress	8	21.6
Very High Stress	5	13.5
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D151

Responses to Stressfulness of "Suicide by Another Officer"

Response	Frequency	Percent
No Stress	1	2.7
Very Low Stress	1	2.7
Low Stress	0	21.6
Moderate Stress	11	29.7
High Stress	14	37.8
Very High Stress	9	24.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D152

Responses to Stressfulness of "Answering a Call Involving Violent Non-Accidental Death of a Child"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	1	2.7
Low Stress	1	2.7
Moderate Stress	10	27.0
High Stress	14	37.8
Very High Stress	8	21.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D153

Responses to Stressfulness of "Departmental Misconduct Hearing"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	1	2.7
Low Stress	4	10.8
Moderate Stress	6	16.2
High Stress	14	37.8
Very High Stress	8	21.6
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D154

Responses to Stressfulness of "Written Reprimand by Supervisor"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	1	2.7
Low Stress	6	16.2
Moderate Stress	15	40.5
High Stress	8	21.6
Very High Stress	3	8.1
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D155

Responses to Stressfulness of "Handling a Domestic Violence Call"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	3	8.1
Low Stress	14	37.8
Moderate Stress	15	40.5
High Stress	1	2.7
Very High Stress	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D156

Responses to Stressfulness of "Change in Shift (e.g., Evening Shift to Day Shift, etc.)"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	2	5.4
Low Stress	11	29.7
Moderate Stress	15	40.5
High Stress	5	13.5
Very High Stress	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D157

Responses to Stressfulness of "Shooting Someone in the Line of Duty"

Response	Frequency	Percent
No Stress	1	2.7
Very Low Stress	4	10.8
Low Stress	10	27.0
Moderate Stress	11	29.7
High Stress	8	21.6
Very High Stress	1	2.7
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D158

Responses to Stressfulness of "Press Criticism of an Officer's Actions"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	4	10.8
Low Stress	5	13.5
Moderate Stress	13	35.1
High Stress	9	24.3
Very High Stress	2	5.4
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D159

Responses to Stressfulness of "Polygraph Examination"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	7	18.9
Low Stress	5	13.5
Moderate Stress	15	40.5
High Stress	4	10.8
Very High Stress	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D160

Responses to Stressfulness of "Change in Shift (e.g., Evening Shift to Day Shift, etc.)

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	3	8.1
Low Stress	13	35.1
Moderate Stress	11	29.7
High Stress	5	13.5
Very High Stress	1	2.7
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100



Table D161

Responses to Stressfulness of "Duty-Related Accidental Injury"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	3	8.1
Low Stress	11	29.7
Moderate Stress	17	45.9
High Stress	2	5.4
Very High Stress	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D162

Responses to Stressfulness of "Interference of Public Officials in a Case"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	2	5.4
Low Stress	5	13.5
Moderate Stress	13	35.1
High Stress	10	27.0
Very High Stress	3	8.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D163

Responses to Stressfulness of "Hostage Situation Resulting from AbortedCriminal Activity

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	0	0.0
Low Stress	3	8.1
Moderate Stress	16	43.2
High Stress	10	27.0
Very High Stress	5	13.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D164

Responses to Stressfulness of "Undercover Assignment"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	4	10.8
Low Stress	5	13.5
Moderate Stress	16	43.2
High Stress	5	13.5
Very High Stress	1	2.7
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D165

Responses to Stressfulness of "Duty-Related Accidental Injury (Shooting)"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	0	0.0
Low Stress	4	10.8
Moderate Stress	8	21.6
High Stress	14	37.8
Very High Stress	7	18.9
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D166

Responses to Stressfulness of "Personal Use of Alcohol While on Duty"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	1	2.7
Low Stress	2	5.4
Moderate Stress	4	10.8
High Stress	9	24.3
Very High Stress	14	37.8
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100

Table D167

Responses to Stressfulness of "Personal Use of Illicit Drugs"

Response	Frequency	Percent
No Stress	6	16.2
Very Low Stress	0	0.0
Low Stress	1	2.7
Moderate Stress	3	8.1
High Stress	7	18.9
Very High Stress	17	45.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D168

Responses to Stressfulness of "Emergency Run to 'Unknown' Trouble"

Response	Frequency	Percent
No Stress	2	5.4
Very Low Stress	3	8.1
Low Stress	10	27.0
Moderate Stress	15	40.5
High Stress	3	8.1
Very High Stress	3	8.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D169

Responses to Stressfulness of "Verbal Abuse by a Traffic Violator"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	5	13.5
Low Stress	11	29.7
Moderate Stress	12	32.4
High Stress	5	13.5
Very High Stress	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D170

Responses to Stressfulness of "Reduction in Job Responsibilities"

Response	Frequency	Percent
No Stress	11	16.2
Very Low Stress	8	21.6
Low Stress	8	21.6
Moderate Stress	8	21.6
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D171

Responses to Stressfulness of "Job Related Illness"

Response	Frequency	Percent
No Stress	5	13.5
Very Low Stress	5	13.5
Low Stress	9	24.3
Moderate Stress	13	35.1
High Stress	3	8.1
Very High Stress	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D172

Responses to Stressfulness of "Assignment to a New Partner"

Response	Frequency	Percent
No Stress	9	24.3
Very Low Stress	11	29.7
Low Stress	4	10.8
Moderate Stress	10	27.0
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100

Table D173

Responses to Stressfulness of "Letter of Recognition from the Public"

Response	Frequency	Percent
No Stress	21	56.8
Very Low Stress	7	18.9
Low Stress	4	10.8
Moderate Stress	3	8.1
High Stress	0	0.0
Very High Stress	0	0.0
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D174

Responses to Stressfulness of "Personal Use of Prescription Drugs"

Response	Frequency	Percent
No Stress	13	35.1
Very Low Stress	11	29.7
Low Stress	4	10.8
Moderate Stress	2	5.4
High Stress	2	5.4
Very High Stress	2	5.4
Did Not Answer	<u>3</u>	<u>8.1</u>
	37	100

Table D175

Responses to Stressfulness of "Duty Related Violent Injury (Non-Shooting)"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	2	5.4
Low Stress	5	13.5
Moderate Stress	12	32.4
High Stress	7	18.9
Very High Stress	5	13.5
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D176

Responses to Stressfulness of "Harassment by an Attorney in Court"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	2	5.4
Low Stress	16	43.2
Moderate Stress	11	29.7
High Stress	3	8.1
Very High Stress	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D177

Responses to Stressfulness of "Personal Criticism by the Press"

Response	Frequency	Percent
No Stress	3	8.1
Very Low Stress	2	5.4
Low Stress	7	18.9
Moderate Stress	7	18.9
High Stress	14	37.8
Very High Stress	3	8.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D178

Responses to Stressfulness of "Participation in a Raid (e.g., Narcotics Related)"

Response	Frequency	Percent
No Stress	4	10.8
Very Low Stress	3	8.1
Low Stress	9	24.3
Moderate Stress	11	29.7
High Stress	6	16.2
Very High Stress	2	5.4
Did Not Answer	<u>2</u>	<u>2.7</u>
	37	100

Table D179

Responses to "I Face the Strong Possibility of Death Everyday"

Response	Frequency	Percent
Strongly Disagree	1	2.7
Somewhat Disagree	5	13.5
Not Sure	1	2.7
Somewhat Agree	15	40.5
Strongly Agree	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D180

Responses to "I Face the Strong Possibility of Injury Everyday"

Response	Frequency	Percent
Strongly Disagree	0	0.0
Somewhat Disagree	1	2.7
Not Sure	2	5.4
Somewhat Agree	19	51.4
Strongly Agree	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D181

Responses to "I Face the Strong Possibility of Death Everyday"

Response	Frequency	Percent
Strongly Disagree	1	2.7
Somewhat Disagree	5	13.5
Not Sure	1	2.7
Somewhat Agree	15	40.5
Strongly Agree	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D182

Responses to "I Stay Alert Because Serious Incidents Can Occur When Least Expected"

Response	Frequency	Percent
Strongly Disagree	0	0.0
Somewhat Disagree	1	2.7
Not Sure	3	8.1
Somewhat Agree	12	32.4
Strongly Agree	20	54.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D183

Responses to "I Do Not Relax at All on Duty"

Response	Frequency	Percent
Strongly Disagree	4	10.8
Somewhat Disagree	16	43.2
Not Sure	1	2.7
Somewhat Agree	12	32.4
Strongly Agree	3	8.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D184

Responses to "I Find it Necessary to Abruptly Shift from Routine Activities to Serious Incidents While on Duty"

Response	Frequency	Percent
Strongly Disagree	5	13.5
Somewhat Disagree	2	5.4
Not Sure	9	24.3
Somewhat Agree	20	54.1
Strongly Agree	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D185

Responses to "What is Your Age?"

Response	Frequency	Percent
26.0	3	8.1
27.0	1	2.7
28.0	3	8.1
29.0	2	5.4
30.0	3	8.1
31.0	4	10.8
32.0	2	5.4
33.0	1	2.7
34.0	2	5.4
35.0	1	2.7
38.5	1	2.7
39.0	2	5.4
43.0	1	2.7
46.0	3	8.1
47.0	1	2.7
49.0	3	8.1
50.0	2	5.4
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D186

Responses to "For Which Department Do You Currently Work?"

Response	Frequency	Percent
Huntington	35	94.6
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D187

Responses to "What is Your Rank in the Police Department?"

Response	Frequency	Percent
Patrolman	17	45.9
Corporal	9	24.3
Sargeant	1	2.7
Lieutenant	4	10.8
Captain	1	2.7
Detective	3	8.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D188

Responses to "What is Your Gender?"

Response	Frequency	Percent
Female	2	5.4
Male	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D189

Responses to "What is Your Race?"

Response	Frequency	Percent
Black	0	2.7
Hispanic	0	2.7
Native American	0	2.7
White	35	94.6
Other	1	2.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D190

Responses to "What is Your Education Level?"

Response	Frequency	Percent
High School	2	5.4
Some College	16	43.2
2-Year Degree	6	16.2
4-Year Degree	10	27.0
Master's Degree	2	5.4
Post-Graduate	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D191

Responses to "How Many Years Have You Been a Police Officer?"

Response	Frequency	Percent
0.92	1	2.7
2.00	2	5.4
2.50	2	5.4
4.00	1	2.7
5.00	3	8.1
6.00	2	5.4
7.00	6	16.2
7.50	1	2.7
9.00	1	2.7
11.00	2	5.4
12.00	2	5.4
14.00	1	2.7
17.00	1	2.7
18.00	1	2.7
18.50	1	2.7
19.00	1	2.7
21.00	1	2.7
23.00	1	2.7

Table D191 (Continued)

Responses to "How Many Years Have You Been a Police Officer?" (Continued)

Response	Frequency	Percent
25.00	3	8.1
26.50	1	2.7
29.00	1	2.7
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100

Table D192

Responses to "How Many Years Have You Been With Your Present Department?"

Response	Frequency	Percent
0.92	1	2.7
2.00	3	8.1
2.50	2	5.4
4.00	1	2.7
5.00	4	10.8
6.00	1	2.7
7.00	6	16.2
7.50	1	2.7
9.00	2	5.4
9.50	1	2.7
10.00	1	2.7
12.00	1	2.7
15.00	1	2.7
18.00	1	2.7
18.50	1	2.7
19.00	1	2.7
21.00	1	2.7

Table D192 (Continued)

Responses to "How Many Years Have You Been With Your Present Department?" (Continued)

Response	Frequency	Percent
23.00	1	2.7
25.00	3	8.1
26.50	1	2.7
27.00	1	2.7
Did Not Answer	<u>2</u>	<u>5.4</u>
	37	100



Table D193

Responses to "Are You Assigned to Any of the Following?--S.W.A.T."

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D194

Responses to "Are You Assigned to Any of the Following?--Bike Patrol"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D195

Responses to "Are You Assigned to Any of the Following?--Horse Patrol"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D196

Responses to "Are You Assigned to Any of the Following?--Crisis Intervention"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D197

Responses to "Are You Assigned to Any of the Following?--Peer Counseling"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D198

Responses to "Are You Assigned to Any of the Following?--Canine Patrol"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D199

Responses to "Are You Assigned to Any of the Following?--Patrol"

Response	Frequency	Percent
Yes	20	54.1
No	16	43.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D200

Responses to "Are You Assigned to Any of the Following?--Traffic"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D201

Responses to "Are You Assigned to Any of the Following?--Investigations"

Response	Frequency	Percent
Yes	8	21.6
No	28	75.7
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D202

Responses to "Are You Assigned to Any of the Following?--Drug Task Force"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D203

Responses to "Are You Assigned to Any of the Following?--D.A.R.E."

Response	Frequency	Percent
Yes	1	2.7
No	35	94.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D204

Responses to "Are You Assigned to Any of the Following?--Safety Town"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D205

Responses to "Are You Assigned to Any of the Following?--School Resource Officer"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D206

Responses to "Have You Ever Worked Undercover"

Response	Frequency	Percent
Yes	22	59.5
No	14	37.8
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D207

Responses to "Have You Attended Any Stress Management Classes or Training?"

Response	Frequency	Percent
Yes	16	43.2
No	20	54.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D208

Responses to "Under What Level of Stress Do You Consider Yourself to be Currently Working?"

Response	Frequency	Percent
Very Low	1	2.7
Low	9	24.3
Moderate	24	64.9
High	2	5.4
Very High	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D209

Responses to "Do You Consider Yourself to be a Thrill-Seeker?"

Response	Frequency	Percent
Yes	14	37.8
No	22	59.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D210

Responses to "I am Trying to Apply Knowledge from the Academy to Real Life Situations?"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D211

Responses to "I Perform my Duties to the Utmost of my Abilities as an Honest, Loyal, and Caring Officer Who Wants to Make a Difference?"

Response	Frequency	Percent
Yes	4	10.8
No	32	86.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D212

Responses to "My Life is Mostly my Career, e.g., Either the Hours are so Long or the Work is so Demanding I have Very Little Time Outside the Profession, for Things Like Family, Friends, or Outside Interests."

Response	Frequency	Percent
Yes	3	8.1
No	33	89.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D213

Responses to "My Experiences in Policing Made Me Much Less Trusting and More Suspicious of Others; Sometimes I even Find Myself Being Cynical About People."

Response	Frequency	Percent
Yes	8	21.6
No	28	75.6
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D214

Responses to "How Criminal Justice Works in the Real World has been so Disappointing that I Sometimes Think I Can't Really Make a Difference and Things Probably Won't Change Very Much."

Response	Frequency	Percent
Yes	1	2.7
No	35	94.5
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D215

Responses to "I am More Concerned With My Personal Life Than My Police Career; by Balancing the Job With Outside Interests, such as Family, Friends, and Hobbies. I Can Set Priorities Better and Avoid Needless Emotional Upset About Things That Used to Bother Me at Work."

Response	Frequency	Percent
Yes	6	5.4
No	0	0.0
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D216

*(This table is extremely faint and illegible in the provided image. It appears to follow the same structure as Table D215, with columns for Response, Frequency, and Percent.)*

Table D216

Responses to "I am Proud to be a Law Enforcement Professional Even Though It Can be Frustrating and Believe the I am a Productive Member of the Community, Beyond My Police Role."

Response	Frequency	Percent
Yes	14	37.8
No	22	59.4
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D217

Responses to "What Resources Are Available to You Through the Department--Peer Counseling"

Response	Frequency	Percent
Yes	2	5.4
No	34	91.9
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D218

Responses to "What Resources Are Available to You Through the Department?--Police Psychologist"

Response	Frequency	Percent
Yes	3	8.1
No	33	89.2
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D219

Responses to "What Resources Are Available to You Through the Department?--Police Chaplain"

Response	Frequency	Percent
Yes	23	62.2
No	13	35.1
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100



Table D220

Responses to "What Resources Are Available to You Through the Department?--Critical Incident Teams"

Response	Frequency	Percent
Yes	0	0.0
No	36	97.3
Did Not Answer	<u>1</u>	<u>2.7</u>
	37	100

Table D221

Responses to "In the Space Provided Below, Please Write What You Consider to be the Most Harmful or Dangerous Consequences of Stress."

Response	Frequency	Percent
Answered Question	28	75.7
Did Not Answer	<u>9</u>	<u>24.3</u>
	37	100

Table D222

Responses to "In the Space Provided Below, Please Write What You Consider to be the Most Effective Ways Police Officers Diffuse Stress."

Response	Frequency	Percent
Answered Question	29	78.4
Did Not Answer	<u>8</u>	<u>21.6</u>
	37	100

Table D223

Responses to "In the Space Provided Below, Please Write Any Additional Comments You May Have About Anything in This Questionnaire."

Response	Frequency	Percent
Answered Question	12	32.4
Did Not Answer	<u>25</u>	<u>67.6</u>
	37	100

Appendix E

Miscellaneous Tables

Table E1

Intercorrelations Between Percentage of Accumulated Stress Categories

Category	Organ	Funct	Psycho	Physio	Social Iso	Personal	Life-threat	Critical
Organizational	---	-.3118	.4437	.1421	.0293	.4304	-.0283	.0261
Functional		---	-.1121	.0853	.2911	-.2759	-.2026	-.2197
Psychological			---	.6115	.4251	.2825	.1706	.4514
Physiological				---	.1879	.1847	.1998	.3896
Social Isolation					---	-.1634	.1817	.1405
Personal						---	-.1716	.1585
Life-threatening							---	.3970
Critical Incident								---

"---" appears where no correlation was computed.

Table E2  
A Comparison of Frequency, Stressfulness, Stress Analysis Ranking With Sewell's Life Events Scale

Event	Frequency	Stressfulness	Analysis	Sewell
Shooting someone in the line of duty	33	7	34	1
Passed over for Promotion	17	19	15	2
Answering a call involving violent non-accidental death of a child	22	6	12	3
Participating in an act of corruption	32	2	32	4
Hostage Situation resulting from aborted criminal activity	23	9	19	4
Duty under a poor supervisor	13	16	11	6
Handling a domestic violence call	2	26	1	7
Response to a "person with a gun" call	3	13	2	8
Riot/crowd control situation	15	14	9	9

Table E2 (continued)  
 A Comparison of Frequency, Stressfulness, Stress Analysis Ranking With Sewell's Life Events Scale (continued)

Event	Frequency	Stressfulness	Analysis	Sewell
Suicide by Another Officer	31	3	30	10
Failing grade on a police training program	33	5	33	11
Conflict with a supervisor	11	22	12	12
Personal criticism by the press	21	10	15	13
Departmental misconduct hearing	30	7	28	14
Personal use of illicit drugs	36	4	36	15
Undercover assignment	4	17	3	16
Press criticism of an officer's actions	8	14	4	17
Polygraph examination	23	29	24	17
Duty-related accidental injury	17	25	18	17
Written reprimand by supervisor	29	10	25	20

Table E2 (continued)  
 A Comparison of Frequency, Stressfulness, Stress Analysis Ranking With Sewell's Life Events Scale (continued)

Event	Frequency	Stressfulness	Analysis	Sewell
Personal use of alcohol while on duty	33	5	35	21
Emergency run to "unknown" trouble	19	23	19	21
Participation in a raid (e. g., narcotics related)	9	21	7	23
Reassignment/transfer	16	20	21	24
Duty-related violent injury (non-shooting)	27	12	22	25
Reduction in job responsibilities	25	33	29	26
Job-related illness	33	30	23	27
Verbal abuse by a traffic violator	7	28	5	28
Recall to duty on day off	10	32	14	28
Change in administrative policy/procedure	6	31	6	30
Harassment by an attorney in court	12	27	10	31

Table E2 (continued)

A Comparison of Frequency, Stressfulness, Stress Analysis Ranking With Sewell's Life Events Scale (continued)

Event	Frequency	Stressfulness	Analysis	Sewell
Assignment to a new partner	28	24	26	32
Letter of recognition from the public	19	35	31	33
Change in shift (e.g., evening shift to day shift)	14	18	17	34
Vacation	5	36	27	35
Report	1	34	8	36



Table E3

A Comparison of the Z-scores of Sewell's Life Events Scale and Means and Z-scores for the Frequency, Stressfulness, Stressfulness, and Stress Analysis Scales

Event	Frequency $\bar{M} (z)$	Stressfulness $\bar{M} (z)$	Analysis $\bar{M} (z)$	Sewell $(z)$
Shooting someone in the line of duty	.08 (-.93)	3.51 (.79)	.28 (-4.53)	2.09
Passed over for Promotion	.94 (-.15)	2.58 (-.03)	2.81 (-4.53)	1.42
Answering a call involving violent non-accidental death of a child	.83 (-.25)	3.58 (.85)	3.28 (1.38)	1.35
Participating in an act of corruption	.14 (-.87)	4.09 (1.03)	.58 (-3.94)	1.22
Hostage Situation resulting from aborted criminal activity	.64 (-.42)	3.31 (.62)	2.06 (-1.02)	1.22
Duty under a poor supervisor	1.17 (.05)	2.77 (.14)	3.29 (1.40)	.95
Handling a domestic violence call	3.47 (2.12)	2.36 (-.22)	7.94 (10.56)	-.39
Response to a "person with a gun" call	2.44 (1.20)	2.86 (.22)	7.17 (9.04)	.81
Riot/crowd control situation	1.08 (-.03)	2.83 (.19)	3.39 (1.60)	.75
Failing grade on a police training program	.08 (-.93)	4.23 (1.43)	.31 (-4.47)	.61
Conflict with a supervisor	1.31 (.18)	2.44 (-.15)	3.28 (1.38)	.48

Table E3 (continued)

A Comparison of the Z-scores of Sewell's Life Events Scale and Means and Z-scores for the Frequency, Stressfulness, and Stress Analysis Scales (continued)

Event	Frequency $\bar{M} (z)$	Stressfulness $\bar{M} (z)$	Analysis $\bar{M} (z)$	Sewell $(z)$
Personal criticism by the press	.86 (-.23)	3.00 (.34)	.86 (.45)	.41
Departmental misconduct hearing	.31 (-.72)	3.51 (.79)	1.08 (-2.96)	.34
Personal use of illicit drugs	.00 (-1.00)	3.65 (.92)	.00 (-5.08)	.28
Undercover assignment	2.39 (1.15)	2.64 (.03)	6.50 (7.72)	.21
Press criticism of an officer's actions	1.72 (.55)	2.83 (.19)	5.23 (5.22)	.08
Polygraph examination	.64 (-.42)	2.23 (-.33)	1.40 (-2.32)	.08
Duty-related accidental injury	.94 (-.15)	2.40 (-.18)	2.40 (-.35)	.08
Written reprimand by supervisor	.47 (-.58)	3.00 (.34)	1.34 (-2.44)	.01
Personal use of alcohol while on duty	.08 (-.93)	3.62 (.89)	.09 (-4.91)	-.12
Emergency run to "unknown" trouble	.89 (-.20)	2.49 (-.11)	2.06 (-1.02)	-.12
Participation in a raid (e. g., narcotics related)	1.58 (.42)	2.51 (-.09)	3.94 (2.68)	-.19
Reassignment/transfer	1.06 (-.05)	2.54 (-.06)	1.82 (-1.50)	-.26
Duty-related violent injury (non-shooting)	.53 (-.52)	2.89 (.25)	1.66 (-1.81)	.88

Table E3 (continued)

A Comparison of the Z-scores of Sewell's Life Events Scale and Means and Z-scores for the Frequency, Stressfulness, and Stress Analysis Scales (continued)

Event	<u>Frequency</u> <u>M (z)</u>	<u>Stressfulness</u> <u>M (z)</u>	<u>Analysis</u> <u>M (z)</u>	<u>Sewell</u> <u>(z)</u>
Reduction in job responsibilities	.56 (-.50)	1.37 (-1.09)	.94 (-3.23)	-.46
Job-related illness	.58 (-.48)	2.11 (-.44)	1.60 (-1.93)	-.59
Verbal abuse by a traffic violator	2.03 (.83)	2.31 (-.26)	5.00 (4.77)	-.73
Recall to duty on day off	1.47 (.32)	1.81 (-.70)	2.92 (.67)	-.73
Change in administrative policy/procedure	2.06 (.86)	1.83 (-.69)	4.39 (3.57)	-.79
Harassment by an attorney in court	1.28 (.15)	2.33 (-.25)	3.31 (1.44)	-.86
Assignment to a new partner	.51 (-.54)	1.44 (-1.03)	.26 (-2.60)	-1.20
Letter of recognition from the public	.89 (-.20)	.69 (-1.69)	.69 (-3.72)	-1.40
Change in shift (e.g., evening shift to day shift)	1.11 (.00)	2.61 (.00)	2.64 (.12)	-1.60
Vacation	2.14 (.93)	.63 (-1.74)	1.20 (-2.72)	-2.00
Report	3.61 (2.25)	1.03 (-1.39)	3.43 (1.67)	-2.47

Table E4

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u>	
		r	(p)
C. F. life	C. F. func	r = .43	(p < .009)
	C. F. org	r = .4855	(p < .003)
C. F. person	C. F. org	r = .6178	(p < .000)
	C. F. life	r = .3312	(p < .05)
C. F. psycho	C. F. org	r = .4289	(p < .010)
	C. F. life	r = .5304	(p < .001)
C. F. physic	C. F. person	r = .4320	(p < .01)
	C. F. crit	r = .3822	(p < .021)
C. F. soc isol	C. F. psycho	r = .3394	(p < .046)
	C. F. physic	r = .3732	(p < .027)
	C. F. org	r = .4289	(p < .01)
C. S. life	C. F. life	r = .5304	(p < .001)
	C. F. psycho	r = 1.000	(p < .000)
	C. F. crit	r = .3394	(p < .05)
C. S. life	C. F. physic	r = .4554	(p < .007)

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u> r (p)
C. S. physic	C. F. func	r = .3337 (p < .05)
	C. F. person	r = .4335 (p < .010)
	C. F. physic	r = .3401 (p < .05)
	C. F. life	r = .4472 (p < .008)
C. S. person	C. F. physic	r = .4083 (p < .02)
C. S. psycho	C. S. physic	r = .5796 (p < .000)
C. S. crit	C. S. life	r = .6414 (p < .000)
	C. S. physic	r = .4933 (p < .003)
	C. S. psycho	r = .3523 (p < .041)
C. S. org	C. F. person	r = .4404 (p < .009)
	C. F. physic	r = .4853 (p < .004)
	C. S. life	r = .4393 (p < .009)
	C. S. person	r = .5904 (p < .000)
	C. S. physic	r = .4848 (p < .004)
	C. S. psycho	r = .4815 (p < .005)
	C. S. crit	r = .3693 (p < .032)

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u>	
		r	(p)
C. S. func	C. F. person	r = .3607	(p < .033)
	C. F. crit	r = .3937	(p < .021)
	C. F. physic	r = .4325	(p < .009)
	C. S. life	r = .6113	(p < .000)
	C. S. person	r = .4848	(p < .004)
	C. S. physic	r = .3774	(p < .028)
	C. S. psych	r = .4953	(p < .003)
	C. S. crit	r = .4068	(p < .015)
	C. S. org	r = .6919	(p < .000)
C. S. soc isol	C. F. org	r = .4650	(p < .006)
	C. F. person	r = .5365	(p < .001)
	C. F. physic	r = .4714	(p < .006)
C. S. soc isol	C. S. life	r = .7378	(p < .000)
	C. S. person	r = .3622	(p < .042)
	C. S. physic	r = .5667	(p < .001)
	C. S. psycho	r = .3761	(p < .031)

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u> r (p)
	C. S. crit	r = .5713 (p < .000)
	C. S. org	r = .6593 (p < .000)
	C. S. func	r = .7351 (p < .000)
C. S. A. crit	C. F. org	r = .3890 (p < .019)
	C. F. physic	r = .4096 (p < .015)
	C. F. crit	r = .9546 (p < .000)
	C. S. life	r = .3584 (p < .035)
	C. S. func	r = .4845 (p < .003)
	C. S. soc isol	r = .4277 (p < .012)
C. S. A. func	C. F. func	r = .8485 (p < .000)
	C. S. func	r = .5421 (p < .001)
	C. S. soc isol	r = .3882 (p < .023)
C. S. A. life	C. F. org	r = .3524 (p < .038)
	C. F. life	r = .6474 (p < .000)
	C. S. life	r = .6976 (p < .000)
	C. S. physic	r = .6976 (p < .000)

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u>	
		r	(p)
C. S. A. life	C. S. crit	r = .5226	(p < .001)
	C. S. soc isol	r = .5965	(p < .000)
C. S. A. org	C. F. org	r = .6600	(p < .000)
	C. F. person	r = .5200	(p < .002)
	C. F. physic	r = .4559	(p < .008)
	C. F. crit	r = .3853	(p < .008)
	C. S. life	r = .3986	(p < .020)
	C. S. person	r = .3821	(p < .031)
	C. S. psycho	r = .5085	(p < .003)
	C. S. org	r = .6475	(p < .000)
	C. S. fun	r = .5216	(p < .002)
	C. S. soc isol	r = .5446	(p < .001)
	C. S. A. crit	r = .4384	(p < .009)
C. S. A. life	C. S. A. life	r = .3675	(p < .032)
	C. F. person	r = .5342	(p < .001)
	C. F. physic	r = .5031	(p < .008)



Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u> r (p)
C. S. A. person	C. F. crit	r = .3625 (p< .038)
	C. S. person	r = .5980 (p< .000)
	C. S. physic	r = .3837 (p< .030)
	C. S. psycho	r = .4091 (p< .018)
	C. S. org	r = .4958 (p< .004)
	C. S. func	r = .6120 (p< .000)
	C. S. soc isol	r = .3696 (p< .037)
	C. S. A. crit	r = .3804 (p< .029)
	C. S. A. func	r = .3774 (p< .030)
	C. S. A. org	r = .5024 (p< .003)
C. S. A. phys	C. F. physic	r = .8404 (p< .000)
	C. S. person	r = .5649 (p< .001)
C. S. A. physic	C. S. physic	r = .4538 (p< .008)
	C. S. org	r = .3904 (p< .027)
	C. S. soc isol	r = .3736 (p< .035)
	C. S. A. org	r = .4758 (p< .006)

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u> Variable 1	Variable 2	<u>Significance</u> r (p)
C. S. A. physic	C. S. A. person	r = .5544 (p < .001)
C. S. A. psycho	C. F. func	r = .4973 (p < .003)
	C. S. A. func	r = .4741 (p < .005)
	C. S. A. org	r = .4219 (p < .014)
	C. S. A. person	r = .4558 (p < .008)
C. S. A. soc isol	C. S. A. physic	r = .4757 (p < .006)
	C. F. life	r = .5031 (p < .008)
	C. F. person	r = .4057 (p < .017)
	C. F. psycho	r = .7358 (p < .000)
	C. F. crit	r = .3680 (p < .032)
	C. F. soc isol	r = .7358 (p < .000)
	C. S. life	r = .4713 (p < .005)
	C. S. soc isol	r = .5630 (p < .001)
	C. S. A. crit	r = .4206 (p < .013)
	C. S. A. life	r = .6022 (p < .000)
C. S. A. org	r = .3699 (p < .031)	

Table E4 (continued)

Statistically Significant Relationships between the Category Frequency Scale, Category Stress Scale and Stress Analysis Scale, as measured by the Pearson product-moment correlation coefficient (continued)

<u>Relationship</u>		<u>Significance</u>	
Variable 1	Variable 2	r	(p)
	C. S. A. physic	r = .3699	(p < .031)

Legend for Table E4

"C. S. A." = Category Stress Analysis Scale

"C. S." = Category Stress Scale

"C. F." = Category Frequency Scale

"org" = organizational stressors

"func" = functional stressors

"person" = personal stressors

"psycho" = psychological stressors

"physic" = physiological stressors

"life" = life-threatening stressors

"soc isol" = social isolation stressors

"crit" = critical incident stressors

Table E5

Variables that Differed Significantly Between the Introspective StageRespondents and the Disenchanted Stage Respondents.

Variable	Significance
Alertness (Risk scale)	(t (19.72 $\underline{N}$ = 22) = -2.55, $p$ < 0.019)
Possibility of Death (Risk Scale)	(t (17.4 $\underline{N}$ = 22) = -2.56, $p$ < 0.02)
Shift in Activities (Risk Scale)	(t (17.5 $\underline{N}$ = 22) = -2.88, $p$ < 0.01)
Stress of Reassignment/Transfer	(t (19 $\underline{N}$ = 22) = -2.16, $p$ < 0.042)
Stress of Job-related Illness	(t (18.4 $\underline{N}$ = 22) = -2.75, $p$ < 0.013)
Stress of Harassment by Attorney	(t (20 $\underline{N}$ = 22) = -3.70, $p$ < 0.001)
Category Stress of Critical incidents	(t (17.3 $\underline{N}$ = 22) = -2.72, $p$ < .014)
Stress of Participating in a Raid	(t (19 $\underline{N}$ = 22) = -2.53, $p$ < 0.02)
Stress of Undercover Assignment	(t (19 $\underline{N}$ = 22) = -3.0, $p$ < 0.007)
Stress of Verbal Abuse by a Traffic Violator	(t (20 $\underline{N}$ = 22) = -2.52, $p$ < 0.02)
Category Stress Analysis Life- threatening stressors	(t (19 $\underline{N}$ = 22) = -2.35, $p$ < 0.03)
Category Stress Analysis Psychological	(t (19 $\underline{N}$ = 22) = -2.41, $p$ < 0.026)
Category Stress Analysis Social Isolation	(t (18 $\underline{N}$ = 22) = -2.16, $p$ < 0.045)

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