

ANALYZING OCCUPATIONAL STRESS, SOURCES OF STRESS AND STRESS MANAGEMENT STRATEGIES THROUGH THE EYES OF CONSULTANTS

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To date, little research has yet focused in broad assessment for consultancy professionals. This investigation aims to analyze consultants' self-perceptions of occupational stress (SPoOS), sources of stress (SoS) and stress management strategies (SMS) and to find latent constructs that can work as major determinants in consultants' conceptualization of SPoOS, SoS and SMS. Measures were completed, including demographics and interviews. Complete data were available for 39 consultants, aged between 23-56 years ($M=38.0$; $SD = 9.2$). The data were subjected to content analysis. Representation of the associations and latent constructs were analyzed by a Multiple Correspondence Analysis (MCA). Results indicated that 'intellectual disturber' (31.4%) was the most referred SPoOS, 'high workload' (15.1%) was identified as the most prevalent perceived SoS, and 'coaching' (19.0%) was the most mentioned SMS. SPoOS was explained by a two-factor model: 'organization-oriented' and 'person-oriented'. A three-dimension model formed by 'job concerns', 'organizational constraints' and 'career expectations' was indicated as a best-fit solution for SoS and SMS was best explained in a three-dimension model by 'group dynamics strategies', 'organizational culture strategies' and 'individual support strategies'. This research makes a unique contribution for a better understanding of what defines SPoOS, SoS and SMS for consultants.