

**ANEXO Nº 4**

ESTRES LABORAL , MASLACH BURNOUT INVENTORY																							
N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
1	3	2	3	4	3	2	2	3	2	2	2	3	4	4	4	4	4	3	3	3	3	2	2
2	1	1	1	3	3	3	2	3	3	2	3	2	2	3	4	3	3	4	6	3	3	2	2
3	0	1	1	2	1	0	1	1	2	1	3	2	3	3	4	5	5	5	3	2	3	1	2
4	3	4	3	3	4	4	3	3	6	3	4	4	2	3	3	4	4	3	3	2	5	2	3
5	3	3	2	2	2	3	3	2	3	2	2	2	3	3	3	3	3	3	2	2	3	2	2
6	2	1	0	1	1	2	1	0	1	1	2	1	2	2	1	2	2	3	4	3	3	4	2
7	4	4	3	2	3	4	2	1	1	1	3	1	1	1	1	2	2	1	1	2	1	2	2
8	3	3	4	4	5	4	3	4	4	2	2	2	3	3	4	5	5	5	3	2	3	0	3
9	3	6	6	4	4	4	5	5	5	1	1	1	6	6	6	0	0	0	5	5	5	4	3
10	1	1	1	6	6	6	5	5	4	4	2	2	6	4	4	4	4	4	1	1	5	5	3
11	1	1	1	2	3	4	4	3	4	4	4	4	3	3	2	2	2	3	2	0	0	0	2
12	0	0	5	3	3	3	3	2	3	2	2	2	0	5	5	5	5	4	0	0	0	6	2
13	3	2	4	4	4	4	2	2	1	1	5	5	0	1	1	0	4	3	6	6	6	5	3
14	5	5	4	4	5	5	1	5	5	2	2	4	5	4	5	5	4	4	3	2	2	3	3
15	1	1	1	2	2	2	1	1	1	2	2	2	0	0	1	1	2	2	0	0	2	2	1
16	5	5	5	3	3	3	3	6	0	0	6	6	6	6	6	4	5	5	5	5	6	6	3
17	5	5	6	5	5	5	1	2	1	1	1	6	0	0	0	1	5	5	5	4	4	4	3
18	6	3	3	6	6	5	3	5	5	5	3	3	0	6	6	4	4	5	3	5	5	5	3
19	2	2	2	0	0	3	3	3	0	0	3	4	2	3	3	3	0	0	2	0	0	6	2
20	5	3	5	4	4	4	4	4	4	6	5	0	3	3	4	4	5	5	5	0	0	0	3
21	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	3	4	0	4	3	0	0	2
22	2	2	6	6	6	6	5	4	1	1	1	1	0	0	0	6	6	6	2	2	2	2	3
23	5	5	4	0	0	0	2	2	2	2	4	4	0	5	2	2	2	5	5	5	4	1	2
24	5	5	3	1	3	4	1	3	4	4	6	4	2	1	3	2	4	2	1	2	2	1	2
25	6	6	1	1	6	6	6	6	6	4	4	4	5	2	3	3	4	4	3	5	5	5	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
26	4	4	4	4	5	3	3	4	3	3	3	2	4	5	5	1	5	0	5	5	5	5	3
27	5	4	5	2	3	3	2	4	4	5	0	0	2	2	0	2	2	2	4	2	5	4	2
28	6	4	1	1	1	4	4	3	0	1	0	0	0	0	1	1	1	0	0	0	2	2	1
29	3	5	3	5	2	1	1	1	0	0	0	0	0	6	0	5	4	5	5	4	5	5	2
30	3	3	4	4	4	2	4	3	3	4	6	4	5	5	5	1	1	1	1	5	5	4	3
31	0	1	1	6	0	6	6	0	0	6	6	6	5	3	5	5	0	2	2	6	6	6	3
32	5	5	5	0	0	5	6	6	0	3	6	6	1	2	3	3	3	1	1	1	3	2	3
33	5	5	4	4	3	3	4	5	0	0	6	6	5	5	0	0	1	1	1	1	1	6	2
34	5	5	6	6	0	0	6	0	0	0	5	5	0	0	0	5	5	5	0	0	5	6	2
35	5	5	5	5	5	4	4	4	5	3	3	6	5	5	5	5	3	4	4	4	3	5	3
36	2	5	5	4	4	4	2	2	0	6	0	3	5	5	2	2	2	0	0	5	5	5	3
37	5	2	3	4	2	2	6	0	0	3	4	4	0	6	6	0	4	4	4	3	3	5	3
38	4	4	4	3	5	6	6	0	6	0	0	6	5	5	4	4	3	5	6	6	1	4	3
39	0	0	4	4	0	4	4	2	2	2	2	5	0	2	0	2	2	2	2	4	4	1	2
40	4	4	4	5	6	0	4	4	4	3	3	0	4	4	0	0	6	6	5	5	5	6	3
41	1	1	3	3	1	3	3	3	3	1	2	3	2	3	3	3	1	1	6	0	3	5	2
42	0	0	6	0	0	6	6	6	0	3	3	3	1	5	5	2	2	2	2	2	6	6	2
43	4	5	5	4	4	6	6	0	0	0	6	6	6	3	3	5	3	5	5	5	0	5	3
44	4	4	4	3	5	5	5	5	3	3	3	0	5	5	5	5	6	6	6	0	0	5	3
45	0	0	5	5	6	0	6	6	0	6	5	5	6	0	6	6	6	6	6	5	4	3	3
46	6	3	5	5	3	5	6	0	3	3	3	2	6	3	6	0	0	5	2	2	2	4	3
47	0	6	0	3	3	3	5	6	3	3	5	5	5	0	0	5	0	5	5	5	5	5	3
48	6	6	4	4	2	4	4	2	3	3	3	2	3	3	3	4	6	0	6	3	2	2	3
49	3	5	5	0	0	0	3	3	3	6	5	5	6	0	6	6	0	0	4	4	4	5	3
50	6	6	0	0	5	2	3	3	5	4	4	3	2	4	4	2	6	6	6	5	5	6	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
51	4	4	1	6	6	6	4	0	0	5	5	5	5	3	6	6	0	6	6	0	0	6	3
52	0	0	3	4	4	4	4	4	4	3	3	2	6	4	4	5	5	5	5	3	3	4	3
53	5	5	4	4	3	3	3	3	0	6	6	0	2	1	3	3	6	0	0	0	6	4	3
54	5	5	0	4	4	4	5	0	5	6	6	6	5	5	5	4	4	3	5	5	5	6	3
55	2	2	4	3	3	3	5	3	3	5	4	4	2	4	4	4	3	3	3	3	4	4	3
56	1	1	2	2	2	0	0	2	1	1	0	5	5	5	6	6	5	4	4	3	5	3	2
57	0	1	1	0	4	4	0	1	2	2	2	1	3	3	3	1	1	1	1	0	1	3	2
58	0	0	6	6	4	4	4	5	5	5	6	0	5	6	6	0	3	3	3	1	1	4	3
59	3	6	0	0	5	5	0	0	5	5	6	6	6	6	0	2	2	6	5	6	1	0	3
60	2	2	2	2	2	0	0	2	2	0	1	1	4	4	4	2	6	0	0	0	3	3	2
61	0	0	0	3	2	2	2	4	0	4	6	0	5	5	5	3	3	5	5	4	4	6	3
62	5	5	3	3	3	3	4	4	2	6	0	0	5	5	6	0	0	4	4	4	2	2	3
63	3	3	2	3	6	0	0	0	0	4	4	2	5	5	3	4	4	6	5	5	4	5	3
64	1	1	1	1	0	0	1	0	6	6	0	0	5	5	5	5	6	5	6	6	0	3	2
65	5	4	4	4	4	6	5	5	0	1	0	1	0	6	6	5	5	5	2	5	5	5	3
66	1	0	0	0	3	3	2	2	2	3	3	2	4	4	4	6	6	6	3	4	4	4	2
67	4	4	4	0	0	0	2	2	2	6	6	6	5	5	6	6	1	1	4	4	5	5	3
68	5	5	1	1	1	4	4	3	3	3	6	6	4	4	2	3	3	6	6	0	0	4	3
69	4	4	4	6	3	2	2	2	4	4	5	2	5	5	4	4	4	2	2	2	5	4	3
70	2	1	3	3	3	5	5	5	0	0	6	4	4	4	6	6	5	5	2	1	1	5	3
71	5	4	4	4	4	3	4	4	3	4	5	6	6	3	5	0	0	0	6	5	6	4	3
72	1	1	1	5	5	6	6	6	5	6	0	4	6	5	5	0	0	5	5	6	5	1	3
73	4	2	2	2	0	0	0	5	5	6	6	5	4	4	4	6	6	2	2	2	5	5	3
74	3	6	4	0	0	0	0	2	2	2	1	1	2	6	5	5	5	5	0	0	5	5	2
75	4	1	1	1	5	5	2	2	6	6	6	2	3	6	6	5	0	0	0	0	5	5	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
76	5	5	2	2	2	5	4	4	4	2	2	2	6	1	1	2	2	2	4	1	6	0	2
77	1	1	1	6	1	1	5	5	1	1	6	6	6	1	1	5	6	6	6	3	3	3	3
78	5	3	3	3	6	6	4	4	4	6	6	2	5	6	5	5	6	1	1	5	5	5	3
79	5	5	1	6	0	0	5	5	3	3	6	6	3	3	5	5	2	2	2	5	5	4	3
80	5	4	0	0	5	5	5	0	0	0	5	5	3	3	6	6	0	6	6	5	5	4	3
81	4	5	5	5	0	0	6	6	6	3	0	0	5	5	1	1	1	5	5	6	5	4	3
82	3	3	5	5	5	5	5	3	6	6	0	0	6	6	3	4	4	4	0	0	0	5	3
83	5	5	3	5	0	2	2	2	6	6	4	6	1	2	2	2	5	5	6	6	5	5	3
84	4	4	2	6	6	0	0	6	6	6	0	0	2	2	6	6	4	4	6	5	5	5	3
85	1	2	1	2	0	2	2	1	1	1	1	3	5	5	3	3	5	6	6	0	0	5	2
86	6	6	5	2	2	2	2	2	2	2	2	1	0	0	6	6	0	4	4	6	5	5	3
87	2	2	2	6	6	6	6	4	4	4	6	0	5	5	6	6	0	0	0	6	6	4	3
88	2	4	5	6	6	6	6	0	0	2	2	0	1	6	5	5	5	0	0	6	6	6	3
89	6	6	6	6	3	3	3	3	2	0	2	2	5	5	0	0	0	5	5	5	4	4	3
90	6	5	4	4	2	2	4	4	6	5	6	6	5	4	5	5	5	3	5	5	5	4	3
91	2	6	6	0	6	6	2	2	2	5	4	5	5	6	5	5	6	4	4	4	2	4	3
92	0	3	2	2	3	3	2	3	3	0	1	0	3	3	3	0	0	3	3	2	2	2	2
93	5	2	2	2	5	4	2	6	6	0	6	6	0	0	6	6	6	4	6	6	1	1	3
94	3	3	3	3	3	3	3	3	3	5	5	4	4	5	4	5	3	3	3	3	3	4	3
95	0	0	6	6	6	4	4	4	3	3	1	1	5	4	3	3	4	6	6	6	4	3	3
96	1	1	5	5	5	1	1	1	1	4	5	5	6	6	6	4	4	6	4	4	6	6	3
97	2	2	2	2	4	5	5	5	5	5	5	5	5	5	2	2	3	3	5	5	5	4	3
98	3	3	6	6	6	6	6	6	3	1	1	1	5	4	5	5	5	6	6	3	1	1	3
99	5	5	4	4	4	3	2	2	2	2	1	1	6	2	2	2	3	4	4	4	1	1	2
100	0	0	0	0	5	5	4	4	4	3	0	0	4	4	1	1	1	0	5	5	5	4	2

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
101	1	2	6	6	6	4	4	5	2	5	2	5	0	1	5	5	5	3	3	0	3	5	3
102	2	2	0	3	3	3	3	0	0	0	1	1	5	4	4	2	2	5	5	5	4	4	2
103	2	2	3	3	1	1	1	2	2	0	0	0	2	2	3	3	1	1	1	2	2	3	2
104	2	2	3	3	1	1	1	2	2	2	0	0	3	3	3	3	3	0	0	5	5	6	2
105	0	0	1	3	3	3	2	2	0	0	2	2	1	1	1	1	1	2	2	2	2	2	1
106	3	6	0	6	4	4	0	0	3	3	5	3	0	5	5	2	2	2	3	4	5	4	3
107	5	5	5	4	6	1	6	5	5	5	5	1	3	5	3	3	6	6	6	6	6	2	3
108	6	6	5	5	5	0	0	6	6	6	2	2	0	6	6	3	3	6	6	2	5	5	3
109	6	6	0	0	0	5	5	5	4	4	1	1	6	1	1	5	5	1	1	1	5	5	3
110	2	2	2	6	5	6	0	0	6	6	5	5	6	1	1	0	0	5	5	5	2	2	3
111	0	1	1	2	2	1	2	2	1	1	2	2	1	1	2	2	2	2	1	2	2	0	1
112	5	5	5	0	0	4	6	6	6	5	4	2	5	2	2	2	2	5	2	5	5	1	3
113	1	5	5	5	4	2	0	6	6	3	5	2	1	2	2	2	3	1	2	2	3	2	3
114	6	2	6	2	4	4	2	3	3	2	5	3	5	1	6	6	2	2	2	5	5	2	3
115	5	4	5	3	3	3	3	6	6	6	6	6	6	6	4	4	4	4	1	1	1	6	3
116	0	5	5	4	4	3	3	5	6	6	6	6	6	0	0	0	0	4	4	4	1	3	3
117	3	1	1	5	1	0	0	0	0	4	2	2	6	1	4	4	3	1	1	1	5	3	2
118	1	1	1	1	6	6	6	4	4	4	4	4	6	1	2	2	2	5	5	3	5	6	3
119	2	1	1	1	1	1	6	0	0	6	6	6	2	2	0	0	1	0	5	5	5	1	2
120	0	4	2	1	1	5	5	3	3	5	5	6	0	6	6	4	4	6	6	6	5	3	3
121	1	2	4	2	2	2	2	2	2	2	0	0	6	6	5	1	5	5	5	0	5	5	2
122	3	1	1	0	1	0	1	1	1	2	2	6	0	0	5	0	3	0	0	0	1	1	1
123	0	6	5	6	2	2	2	6	4	6	1	6	6	6	5	2	2	2	2	5	5	1	3
124	1	3	1	0	0	0	0	4	4	2	2	2	6	4	4	0	0	0	6	6	1	4	2
125	1	0	0	5	5	5	0	5	5	0	0	6	0	0	5	6	5	5	3	6	6	1	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
126	1	3	3	1	1	1	0	0	0	5	5	5	0	0	6	2	6	5	5	5	4	6	2
127	1	1	4	1	1	0	5	5	5	1	5	5	5	0	0	5	5	2	2	5	6	6	3
128	0	5	2	2	4	4	0	4	4	0	0	0	6	6	2	5	5	5	2	5	5	0	2
129	2	5	5	5	5	5	0	0	0	3	3	3	6	5	5	5	3	6	6	6	2	0	3
130	1	4	1	1	5	4	5	4	3	6	6	6	0	0	6	6	5	1	0	0	1	2	3
131	1	2	4	2	0	0	0	3	2	6	0	6	0	3	3	5	5	5	3	3	1	0	2
132	2	2	5	3	3	4	5	6	5	3	4	3	6	6	6	6	5	5	2	1	3	2	3
133	3	3	1	1	1	6	2	2	1	4	4	3	6	6	3	3	4	5	5	5	4	4	3
134	0	3	4	1	4	2	5	5	5	5	3	3	4	2	6	4	4	6	0	0	2	2	3
135	2	2	5	2	2	5	5	0	2	2	5	4	1	1	4	1	2	2	5	1	1	1	2
136	6	3	3	3	2	4	3	4	3	6	6	0	5	5	5	3	5	5	4	4	4	2	3
137	0	2	3	5	5	5	5	4	3	3	3	2	5	1	3	3	1	1	4	4	4	3	3
138	3	2	2	2	2	2	2	1	4	3	3	6	4	4	2	6	6	5	1	1	6	6	3
139	5	6	2	2	3	3	3	0	0	0	0	6	5	5	3	3	5	2	3	5	4	5	3
140	2	5	3	4	4	3	3	3	2	2	6	0	0	0	6	1	1	1	4	3	4	2	2
141	2	5	3	4	4	4	4	2	4	4	2	4	0	0	5	5	3	3	5	5	3	6	3
142	3	3	2	4	2	6	4	4	4	3	3	3	2	2	2	3	3	3	5	5	2	6	3
143	3	4	2	3	4	4	2	3	3	6	6	6	6	0	0	0	4	4	0	0	5	3	3
144	2	2	0	1	2	0	2	2	2	0	2	2	1	1	0	1	2	3	2	2	0	0	1
145	2	1	1	1	6	5	6	5	0	0	0	0	0	0	0	4	4	5	3	2	1	1	2
146	4	2	3	3	4	5	2	2	4	4	4	4	5	5	5	4	2	5	6	6	4	6	3
147	5	5	5	4	5	6	2	2	4	4	0	0	6	6	6	6	5	3	5	4	4	6	3
148	4	3	0	0	0	0	0	6	0	4	4	4	6	6	6	3	3	3	5	6	5	5	3
149	6	6	6	5	5	4	6	6	2	2	1	6	5	5	5	5	3	5	3	4	3	6	3
150	2	3	5	5	5	3	4	4	3	6	0	6	6	1	1	1	3	5	5	6	3	3	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
151	6	5	5	6	5	4	3	3	4	0	6	6	0	0	6	3	4	4	3	0	0	0	3
152	0	6	6	5	4	5	5	6	6	5	6	6	4	4	5	5	2	2	0	1	0	5	3
153	2	2	2	4	4	3	4	2	4	3	3	4	4	2	4	5	4	4	4	4	3	6	3
154	4	5	6	5	5	2	2	1	5	5	6	6	3	3	5	5	5	3	5	3	6	6	3
155	5	6	6	0	0	6	0	0	5	5	3	0	4	2	2	2	0	6	6	6	4	6	3
156	5	5	3	4	6	6	0	0	6	6	4	5	3	3	3	3	3	5	4	2	4	6	3
157	3	3	5	6	5	3	2	1	6	6	6	2	6	5	4	4	4	5	5	5	3	6	3
158	6	6	4	4	6	0	0	0	3	3	0	6	6	6	6	4	4	2	5	5	3	6	3
159	1	1	1	5	5	4	3	4	5	6	6	4	4	4	4	2	2	4	6	2	3	6	3
160	0	2	0	6	2	2	6	5	0	3	0	3	5	5	3	4	3	4	0	3	5	6	3
161	3	3	3	4	5	2	4	4	2	6	2	2	0	0	0	0	5	5	3	5	3	6	3
162	4	3	6	6	5	4	4	5	6	0	4	5	4	5	3	4	5	5	3	6	6	6	3
163	5	5	5	4	6	0	6	6	3	3	5	1	5	5	0	3	6	5	5	6	5	5	3
164	2	4	2	3	4	5	0	5	3	3	0	2	5	3	4	4	0	3	4	4	2	2	2
165	1	6	6	6	0	6	6	0	6	0	3	3	3	0	0	0	3	5	2	2	3	6	3
166	5	4	5	6	0	0	5	5	5	5	6	6	6	0	0	6	5	4	4	5	3	6	3
167	5	5	5	4	5	0	0	5	6	3	1	4	6	6	5	4	4	6	0	0	5	6	3
168	0	0	5	0	0	0	0	6	6	6	6	6	0	0	0	5	5	3	5	3	3	5	2
169	5	6	6	2	6	4	3	5	4	5	4	4	0	0	6	5	3	2	3	4	5	6	3
170	4	4	6	0	6	6	5	6	0	6	4	6	5	6	0	6	3	6	5	5	1	6	3
171	6	6	6	5	6	5	3	3	0	0	6	5	5	2	2	5	5	5	3	6	0	6	3
172	5	5	4	2	6	0	0	0	6	0	6	4	6	6	0	6	6	4	5	5	5	6	3
173	3	6	4	5	5	4	6	5	4	4	3	6	4	6	4	4	3	6	5	5	0	6	3
174	6	4	4	5	2	2	2	5	5	3	0	0	5	5	3	5	5	3	4	6	6	6	3
175	5	5	5	4	5	4	3	5	5	4	5	4	5	4	3	5	6	4	5	4	5	5	3

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
176	6	1	1	6	1	1	5	5	4	4	4	0	6	6	0	0	6	6	4	5	0	6	3
177	4	5	3	6	4	3	3	5	6	6	2	6	6	0	0	5	5	6	1	1	4	6	3
178	6	0	6	6	6	0	6	2	2	2	3	3	1	3	3	2	3	4	2	2	1	2	2
179	1	1	6	1	6	6	2	2	6	5	5	6	5	5	2	2	2	6	0	4	4	4	3
180	4	3	3	5	5	4	3	5	4	3	5	4	3	6	6	6	6	3	3	5	5	4	3
181	3	2	3	4	3	2	2	3	2	2	2	3	4	4	4	4	4	3	3	3	3	2	2
182	0	1	1	2	1	0	1	1	2	1	3	2	3	3	4	5	5	5	3	2	3	1	2
183	3	3	2	2	2	3	3	2	3	2	2	2	3	3	3	3	3	3	2	2	3	2	2
184	4	4	3	2	3	4	2	1	1	1	3	1	1	1	1	2	2	1	1	2	1	2	2
185	1	1	1	6	6	6	5	5	4	4	2	2	6	4	4	4	4	4	1	1	5	5	3
186	0	0	5	3	3	3	3	2	3	2	2	2	0	5	5	5	5	4	0	0	0	6	2
187	2	2	2	0	0	3	3	3	0	0	3	4	2	3	3	3	0	0	2	0	0	6	2
188	5	5	4	0	0	0	2	2	2	2	4	4	0	5	2	2	2	5	5	5	4	1	2
189	6	4	1	1	1	4	4	3	0	1	0	0	0	0	1	1	1	0	0	0	2	2	1
190	5	5	4	4	3	3	4	5	0	0	6	6	5	5	0	0	1	1	1	1	1	6	2
191	0	0	4	4	0	4	4	2	2	2	2	5	0	2	0	2	2	2	2	4	4	1	2
192	5	5	4	4	3	3	3	3	0	6	6	0	2	1	3	3	6	0	0	0	6	4	3
193	2	2	4	3	3	3	5	3	3	5	4	4	2	4	4	4	3	3	3	3	4	4	3
194	3	6	0	0	5	5	0	0	5	5	6	6	6	6	0	2	2	6	5	6	1	0	3
195	1	1	1	1	0	0	1	0	6	6	0	0	5	5	5	5	6	5	6	6	0	3	2
196	5	5	1	1	1	4	4	3	3	3	6	6	4	4	2	3	3	6	6	0	0	4	3
197	4	1	1	1	5	5	2	2	6	6	6	2	3	6	6	5	0	0	0	0	5	5	3
198	5	4	0	0	5	5	5	0	0	0	5	5	3	3	6	6	0	6	6	5	5	4	3
199	3	3	5	5	5	5	5	3	6	6	0	0	6	6	3	4	4	4	0	0	0	5	3
200	1	2	1	2	0	2	2	1	1	1	1	3	5	5	3	3	5	6	6	0	0	5	2



ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
201	2	6	6	0	6	6	2	2	2	5	4	5	5	6	5	5	6	4	4	4	2	4	3
202	0	0	1	3	3	3	2	2	0	0	2	2	1	1	1	1	1	2	2	2	2	2	1
203	0	1	1	2	2	1	2	2	1	1	2	2	1	1	2	2	2	2	1	2	2	0	1
204	3	1	1	0	1	0	1	1	1	2	2	6	0	0	5	0	3	0	0	0	1	1	1
205	3	3	1	1	1	6	2	2	1	4	4	3	6	6	3	3	4	5	5	5	4	4	3
206	0	2	3	5	5	5	5	4	3	3	3	2	5	1	3	3	1	1	4	4	4	3	3
207	5	6	2	2	3	3	3	0	0	0	0	6	5	5	3	3	5	2	3	5	4	5	3
208	3	3	2	4	2	6	4	4	4	3	3	3	2	2	2	3	3	3	5	5	2	6	3
209	2	1	1	1	6	5	6	5	0	0	0	0	0	0	0	4	4	5	3	2	1	1	2
210	6	6	6	5	5	4	6	6	2	2	1	6	5	5	5	5	3	5	3	4	3	6	3
211	2	2	5	2	2	5	5	0	2	2	5	4	1	1	4	1	2	2	5	1	1	1	2
212	3	2	2	2	2	2	2	1	4	3	3	6	4	4	2	6	6	5	1	1	6	6	3
213	2	5	3	4	4	4	4	2	4	4	2	4	0	0	5	5	3	3	5	5	3	6	3
214	4	2	3	3	4	5	2	2	4	4	4	4	5	5	5	4	2	5	6	6	4	6	3
215	6	5	5	6	5	4	3	3	4	0	6	6	0	0	6	3	4	4	3	0	0	0	3
216	1	1	1	5	5	4	3	4	5	6	6	4	4	4	4	2	2	4	6	2	3	6	3
217	5	4	5	6	0	0	5	5	5	5	6	6	6	0	0	6	5	4	4	5	3	6	3
218	0	0	5	0	0	0	0	6	6	6	6	6	0	0	0	5	5	3	5	3	3	5	2
219	1	1	1	2	3	4	4	3	4	4	4	4	3	3	2	2	2	3	2	0	0	0	2
220	1	1	1	2	2	2	1	1	1	2	2	2	0	0	1	1	2	2	0	0	2	2	1
221	5	3	5	4	4	4	4	4	4	6	5	0	3	3	4	4	5	5	5	0	0	0	3
222	5	5	3	1	3	4	1	3	4	4	6	4	2	1	3	2	4	2	1	2	2	1	2
223	3	3	4	4	4	2	4	3	3	4	6	4	5	5	5	1	1	1	1	5	5	4	3
224	5	5	5	0	0	5	6	6	0	3	6	6	1	2	3	3	3	1	1	1	3	2	3
225	5	5	6	6	0	0	6	0	0	0	5	5	0	0	0	5	5	5	0	0	5	6	2

ESTRES LABORAL , MASLACH BURNOUT INVENTORY

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	D
226	2	5	5	4	4	4	2	2	0	6	0	3	5	5	2	2	2	0	0	5	5	5	3
227	1	1	3	3	1	3	3	3	3	1	2	3	2	3	3	3	1	1	6	0	3	5	2
228	4	5	5	4	4	6	6	0	0	0	6	6	6	3	3	5	3	5	5	5	0	5	3
229	4	4	1	6	6	6	4	0	0	5	5	5	5	3	6	6	0	6	6	0	0	6	3
230	5	5	0	4	4	4	5	0	5	6	6	6	5	5	5	4	4	3	5	5	5	6	3
231	0	1	1	0	4	4	0	1	2	2	2	1	3	3	3	1	1	1	1	0	1	3	2
232	2	1	3	3	3	5	5	5	0	0	6	4	4	4	6	6	5	5	2	1	1	5	3
233	4	2	2	2	0	0	0	5	5	6	6	5	4	4	4	6	6	2	2	2	5	5	3
234	4	1	1	1	5	5	2	2	6	6	6	2	3	6	6	5	0	0	0	0	5	5	3
235	5	5	1	6	0	0	5	5	3	3	6	6	3	3	5	5	2	2	2	5	5	4	3

ANSIEDAD DE BECK																						
N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
1	1	2	2	2	2	2	1	2	2	2	1	1	2	1	1	1	2	1	1	1	1	3
2	0	0	1	1	2	0	0	2	2	2	2	2	2	0	0	0	2	2	0	2	2	3
3	0	1	2	1	2	1	1	1	1	0	0	1	2	1	0	0	1	1	1	1	1	2
4	1	0	1	1	1	1	0	0	1	1	0	1	0	0	1	1	2	2	2	1	2	2
5	1	1	2	1	2	1	0	0	0	0	0	1	2	1	1	1	1	0	1	1	1	2
6	0	1	1	1	1	0	3	2	1	1	1	1	1	0	0	0	0	1	2	2	1	2
7	1	1	2	2	1	1	2	1	2	1	2	3	2	2	2	2	2	2	2	2	1	3
8	1	3	3	3	2	2	3	2	1	2	3	2	2	1	1	1	2	0	0	0	2	4
9	1	3	1	2	1	2	2	2	2	2	1	1	2	1	1	2	1	2	1	1	2	3
10	0	2	2	2	2	1	1	2	2	3	2	2	3	2	2	1	3	3	0	1	1	4
11	2	1	2	3	2	0	0	2	0	2	0	1	1	2	0	0	2	1	0	1	2	3
12	1	3	2	1	2	2	2	3	2	3	1	2	3	2	3	3	2	3	2	1	0	4
13	0	3	2	1	2	0	0	2	0	1	0	0	0	1	0	0	1	3	1	0	0	1
14	2	2	2	0	2	2	2	0	2	0	2	2	2	2	2	1	2	2	0	2	2	3
15	1	1	1	2	1	1	2	2	1	2	2	1	2	1	1	1	2	2	2	1	1	3
16	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	2	1	2	1	0	3
17	2	2	2	2	2	1	1	1	2	2	1	2	0	2	2	2	0	2	1	2	0	3
18	1	1	0	1	2	1	1	2	1	2	1	2	1	2	2	3	2	2	1	2	2	3
19	1	1	1	2	0	0	1	0	2	0	2	1	0	1	1	0	2	2	0	0	1	2
20	0	0	0	1	2	1	3	1	2	2	1	1	0	0	0	1	1	1	1	1	1	2
21	1	2	2	1	1	2	1	0	1	1	2	2	1	0	1	1	2	2	2	2	2	3
22	2	2	2	1	1	1	1	2	1	2	1	0	2	2	1	0	2	3	3	3	2	3
23	2	0	1	1	0	1	2	1	0	0	0	0	0	0	0	1	1	3	2	1	1	2
24	1	1	1	2	1	2	1	2	1	2	1	1	0	0	1	2	1	0	1	2	0	3
25	3	2	2	2	2	1	2	2	1	0	1	2	2	1	2	1	3	3	0	1	1	3

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
26	0	0	0	0	1	0	1	2	0	1	0	1	1	1	1	0	1	1	0	0	0	2
27	1	2	3	1	2	0	1	2	1	2	0	3	2	0	0	0	1	0	1	1	1	3
28	3	1	2	1	0	1	3	1	2	0	1	1	1	1	0	2	2	1	1	2	1	3
29	0	1	2	1	1	0	2	2	1	0	0	0	1	2	0	2	1	1	3	2	2	3
30	0	3	2	1	2	0	1	1	1	0	2	3	3	2	2	1	0	1	1	0	1	3
31	2	1	1	2	0	3	3	2	1	0	1	1	0	2	1	1	0	2	2	3	1	3
32	1	1	0	1	1	3	1	0	2	0	1	0	3	1	1	0	2	1	1	1	1	3
33	0	1	1	1	0	1	2	3	2	1	0	1	2	1	1	0	1	1	1	1	2	2
34	3	2	1	2	1	2	1	1	2	1	0	0	0	2	2	1	1	2	1	2	1	3
35	0	0	1	3	1	1	0	1	1	1	0	1	1	0	1	2	1	0	0	0	0	2
36	2	1	0	0	1	2	1	3	0	0	1	0	0	2	1	1	0	0	2	1	0	2
37	0	1	3	1	3	3	1	3	1	1	1	1	0	1	1	1	0	1	1	0	1	3
38	0	0	1	2	2	1	3	0	2	0	2	0	2	3	2	1	3	2	1	0	1	3
39	0	0	0	1	2	1	2	1	1	0	1	2	3	2	2	2	1	1	2	2	2	3
40	2	2	1	3	2	1	1	0	1	2	1	2	1	3	3	0	0	1	2	1	1	3
41	0	2	1	2	0	1	2	1	2	3	3	3	2	3	3	1	2	0	2	2	3	4
42	1	2	1	2	1	2	0	0	0	1	0	2	3	1	0	1	0	0	0	1	1	2
43	0	0	1	0	3	2	1	0	1	1	1	2	1	2	0	1	2	1	2	2	2	3
44	2	3	3	2	2	1	3	0	1	2	1	3	0	0	0	2	2	1	1	2	2	3
45	1	1	1	2	3	1	1	1	2	1	1	0	1	1	1	1	0	0	1	2	2	3
46	0	1	3	1	2	2	1	0	1	0	2	2	2	2	2	1	0	2	0	1	0	3
47	1	2	0	3	2	0	2	0	1	2	1	0	1	2	1	2	0	2	3	1	0	3
48	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
49	0	0	0	1	2	2	2	2	2	2	1	1	1	1	1	1	2	2	2	1	1	3
50	0	0	1	1	1	0	0	0	0	0	1	1	1	2	3	1	1	1	0	0	0	2

ANSIEDAD DE BECK																						
N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
51	0	0	0	2	2	1	1	1	1	1	1	1	0	0	0	0	1	2	1	1	0	2
52	0	1	2	2	2	1	0	0	0	0	1	1	1	1	1	1	1	0	1	0	0	2
53	2	2	1	1	1	0	0	2	2	1	1	2	1	1	1	1	1	0	0	0	1	2
54	0	0	0	0	1	1	1	1	1	1	1	1	1	0	0	0	2	2	0	0	0	2
55	0	1	1	1	1	0	0	0	0	1	1	1	1	1	1	1	1	2	0	0	2	2
56	0	1	1	1	1	1	1	1	0	0	0	0	2	1	1	1	1	1	0	0	0	2
57	0	0	0	0	0	1	1	1	1	1	1	1	0	0	1	1	0	0	0	0	0	2
58	1	0	0	0	3	0	0	2	2	2	2	2	2	0	0	2	2	2	0	0	0	3
59	0	0	1	0	1	1	1	1	0	0	2	2	1	1	2	2	3	3	0	0	1	3
60	1	0	0	0	0	0	1	1	1	1	0	0	0	1	1	1	1	1	0	0	0	2
61	0	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	2
62	0	1	1	1	1	0	0	0	0	0	2	0	0	0	0	2	0	1	0	0	0	2
63	0	0	2	1	1	1	0	2	0	1	1	1	0	0	0	1	1	1	0	0	0	2
64	2	0	1	2	0	1	1	1	0	0	1	1	1	0	2	2	2	0	0	1	1	2
65	0	1	0	1	2	0	0	2	1	2	0	0	0	1	1	0	1	0	0	0	0	2
66	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
67	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	0	0	0	0	0	0	3
68	2	2	1	1	2	2	2	2	1	1	1	1	1	1	1	1	0	0	0	1	0	3
69	2	3	2	2	2	2	2	2	2	0	1	0	1	1	1	1	1	0	0	0	0	3
70	0	1	1	3	3	2	2	2	2	2	2	2	2	1	2	2	2	1	2	0	0	3
71	2	2	2	1	2	2	1	1	2	2	2	2	2	2	1	1	2	2	2	2	1	4
72	3	0	0	2	2	2	2	2	2	2	1	1	1	0	1	2	1	1	0	0	0	3
73	3	0	0	2	2	2	2	2	2	2	2	1	1	1	0	1	2	1	1	0	0	3
74	0	0	0	0	1	1	1	1	1	1	1	1	1	0	0	1	0	3	2	2	2	2
75	1	1	1	1	2	2	2	2	2	3	2	2	2	2	1	0	0	1	0	1	0	3

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
76	2	3	3	3	2	2	2	2	2	2	1	1	1	1	1	2	2	1	1	2	2	4
77	3	2	2	3	3	3	3	3	3	2	2	2	1	1	0	0	1	1	2	1	1	4
78	1	1	1	1	2	2	3	0	2	2	1	0	1	0	1	2	1	1	1	2	2	3
79	0	1	2	2	2	1	2	1	2	3	2	1	2	2	2	1	1	2	1	0	1	3
80	1	2	2	2	2	2	3	2	3	3	2	3	2	2	2	2	3	3	2	1	1	4
81	3	2	2	3	2	3	2	1	2	2	3	3	2	1	1	1	1	0	0	1	1	4
82	1	1	1	0	0	1	1	3	1	1	2	2	2	1	2	2	2	2	2	2	2	3
83	2	2	2	2	1	2	3	3	2	2	1	2	2	2	1	1	1	2	2	2	2	4
84	3	2	2	3	2	2	2	3	2	1	1	1	2	2	2	1	1	2	2	2	2	4
85	2	2	3	2	3	2	3	2	2	3	3	3	2	2	2	2	1	2	1	2	3	4
86	2	2	1	2	2	1	1	2	2	2	2	1	2	1	1	1	1	2	2	2	1	3
87	2	2	1	1	0	0	0	0	0	0	1	0	1	1	0	1	1	1	0	1	1	2
88	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	2	1	1	2
89	2	3	3	2	2	2	1	1	2	2	2	2	2	3	1	0	1	1	2	1	1	4
90	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	2
91	2	3	2	3	2	1	1	2	3	2	1	2	3	2	2	2	2	3	2	2	2	4
92	1	1	1	1	1	1	2	2	2	2	2	1	2	1	1	1	2	2	1	1	0	3
93	0	0	0	1	2	2	2	2	2	2	2	2	2	0	0	0	0	0	0	2	0	2
94	0	0	0	1	1	1	1	1	1	2	1	2	1	2	1	1	1	1	0	0	1	2
95	3	3	2	2	2	2	2	2	2	1	1	1	1	1	2	2	2	2	3	3	3	4
96	1	2	2	2	3	2	3	2	2	2	2	1	1	1	1	1	1	1	1	1	0	3
97	2	2	2	3	3	3	3	3	2	2	2	2	2	2	2	2	1	1	1	1	0	4
98	0	1	1	2	3	1	1	2	2	2	2	2	2	2	2	1	1	3	2	1	1	3
99	2	1	0	1	2	2	1	1	2	1	2	1	2	1	2	2	2	2	1	2	1	3
100	3	3	3	3	3	2	2	2	2	2	1	1	1	1	1	1	1	1	1	0	0	4

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
101	2	2	2	2	2	3	2	1	0	1	2	3	2	1	0	1	2	3	2	1	0	3
102	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
103	1	0	0	0	1	2	2	2	2	1	2	2	2	2	1	1	1	1	2	2	2	3
104	2	2	1	0	2	1	3	1	1	1	1	1	1	3	1	1	1	1	2	2	2	3
105	1	1	2	2	2	1	2	3	2	1	2	2	2	1	2	2	2	1	2	2	1	4
106	1	1	1	2	1	1	2	2	3	2	2	1	2	3	2	2	2	1	1	1	1	3
107	1	1	2	2	2	1	1	0	1	1	2	3	2	2	2	2	1	2	1	2	2	3
108	0	0	2	3	2	1	2	1	2	1	1	1	1	1	1	1	1	1	1	3	1	3
109	0	2	2	1	1	2	0	2	0	0	0	1	1	2	2	1	1	3	1	1	1	3
110	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	2	2	2	1	4
111	3	2	2	1	1	2	2	1	2	2	2	2	2	3	2	2	3	2	2	1	0	4
112	2	1	1	2	1	2	1	2	2	2	2	2	3	3	3	2	1	0	0	0	0	3
113	0	1	1	1	0	1	1	1	2	2	2	1	1	1	1	2	2	2	2	2	3	3
114	3	2	2	2	3	2	1	2	2	1	2	2	2	2	2	1	2	2	1	1	0	4
115	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
116	0	0	0	0	0	0	1	1	1	1	1	1	2	2	2	2	2	1	1	1	0	2
117	0	1	1	1	1	1	1	1	1	2	2	2	2	1	1	1	1	1	2	2	0	3
118	1	1	2	1	3	2	1	2	3	2	1	0	1	0	1	1	1	1	1	1	1	3
119	1	3	3	3	2	3	2	2	1	0	0	1	2	2	1	1	3	3	3	1	1	4
120	2	1	1	0	2	3	2	1	1	1	2	2	1	1	1	1	1	1	1	1	1	3
121	1	3	1	1	1	1	1	1	1	3	2	1	1	1	1	2	3	1	1	1	1	3
122	0	0	1	2	1	1	2	3	2	1	1	1	1	1	2	2	1	3	1	1	1	3
123	3	1	1	2	1	2	1	1	1	1	1	1	1	2	1	2	1	1	1	2	1	3
124	0	0	0	3	0	2	0	0	0	0	0	2	1	1	0	1	1	2	1	0	0	2
125	1	0	2	1	0	1	3	2	1	0	2	3	1	1	0	2	2	1	0	2	1	3

ANSIEDAD DE BECK																						
N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
126	3	3	3	3	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	2	2	4
127	0	1	0	0	0	0	0	0	0	2	2	1	1	1	1	1	1	1	1	1	1	2
128	0	0	0	0	0	0	0	0	3	3	3	3	1	1	1	1	2	1	1	0	1	2
129	1	1	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	2
130	2	2	2	2	2	2	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	3
131	0	1	2	2	2	2	2	1	0	1	2	3	2	1	2	2	2	1	0	1	2	3
132	2	1	2	3	2	0	0	2	0	2	0	1	1	2	0	0	2	1	0	1	2	3
133	2	2	2	0	2	2	2	0	2	0	2	2	2	2	2	1	2	2	0	2	2	3
134	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	2	1	2	1	0	3
135	1	1	0	1	2	1	1	2	1	2	1	2	1	2	2	3	2	2	1	2	2	3
136	1	2	2	1	1	2	1	0	1	1	2	2	1	0	1	1	2	2	2	2	2	3
137	3	2	2	2	2	1	2	2	1	0	1	2	2	1	2	1	3	3	0	1	1	3
138	3	0	0	2	2	2	2	2	2	2	2	1	1	1	0	1	2	1	1	0	0	3
139	3	2	2	3	3	3	3	3	3	2	2	2	1	1	0	0	1	1	2	1	1	4
140	1	1	1	0	0	1	1	3	1	1	2	2	2	1	2	2	2	2	2	2	1	3
141	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	2
142	0	0	0	0	0	0	1	1	1	1	1	1	2	2	2	2	2	1	1	1	0	2
143	1	1	2	1	3	2	1	2	3	2	1	0	1	0	1	1	1	1	1	1	1	3
144	2	1	1	0	2	3	2	1	1	1	2	2	1	1	1	1	1	1	1	1	1	3
145	0	0	0	3	0	2	0	0	0	0	0	2	1	1	0	1	1	2	1	0	0	2
146	3	3	3	3	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	2	2	4
147	2	2	2	2	2	1	1	1	1	1	1	1	1	1	2	1	2	1	1	1	1	3
148	0	0	0	1	1	1	1	1	1	1	2	2	2	2	3	3	2	2	2	2	0	3
149	0	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	0	0	0	3
150	2	2	3	3	3	3	2	2	2	2	1	2	2	2	1	2	2	1	1	1	2	4



ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
151	1	1	1	2	2	1	2	1	3	2	2	2	1	2	2	2	1	1	1	2	3	3
152	2	2	2	1	1	1	1	2	2	3	2	1	1	2	2	2	2	1	1	1	1	3
153	2	2	1	2	1	2	2	1	2	1	1	2	1	1	1	2	2	1	3	2	2	3
154	2	2	2	3	3	3	3	2	3	2	3	2	2	2	2	2	0	0	0	0	0	3
155	2	2	1	1	1	1	3	2	2	1	1	1	2	2	1	2	2	1	2	2	1	3
156	2	3	2	1	1	2	1	2	3	1	1	2	3	2	1	2	2	2	2	1	2	4
157	2	1	0	0	2	2	2	1	2	3	3	2	3	3	1	1	0	3	3	2	2	4
158	1	2	3	1	1	2	1	2	1	3	2	2	2	1	1	1	1	1	1	1	1	3
159	0	0	1	1	1	1	1	1	2	0	2	3	1	3	1	1	2	1	1	1	1	3
160	0	0	0	2	1	1	0	2	2	1	0	1	2	1	2	2	1	1	3	1	1	3
161	0	3	1	1	0	2	1	2	2	2	1	1	1	1	3	1	1	1	2	1	1	3
162	0	2	1	2	1	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	2
163	1	3	0	0	2	0	1	3	0	1	1	0	1	0	1	0	0	1	0	1	0	2
164	0	0	0	0	1	2	3	2	3	3	3	3	3	3	2	2	2	2	2	2	1	4
165	0	1	1	1	1	1	2	2	2	2	3	2	2	3	3	3	2	2	2	2	2	4
166	0	1	1	1	1	1	2	2	2	1	2	1	1	1	3	1	1	1	2	2	0	3
167	0	1	1	1	1	1	1	1	1	1	1	1	1	1	0	2	1	0	2	0	0	2
168	2	2	0	0	0	0	1	1	1	1	1	1	1	0	1	1	0	1	0	1	0	2
169	1	1	2	1	2	1	1	0	0	0	0	0	0	1	1	2	0	1	2	0	2	2
170	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	2	2	0	1	0	0	2
171	2	1	1	2	3	3	3	3	3	3	3	3	3	0	0	3	3	0	0	0	3	4
172	2	2	1	1	1	1	1	1	0	2	1	1	0	2	0	1	2	2	0	0	0	2
173	2	1	3	2	2	0	0	1	2	1	0	0	0	0	2	1	2	1	1	1	1	3
174	1	1	0	2	1	2	3	1	1	1	2	1	2	1	1	1	1	2	1	1	1	3
175	1	2	1	1	2	3	2	1	1	3	1	1	2	3	1	2	3	1	1	1	1	3

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
176	1	2	1	3	0	1	1	0	2	1	2	0	2	1	3	1	2	1	0	0	0	3
177	1	3	2	1	2	2	1	2	0	0	2	1	1	3	3	1	0	2	2	1	0	3
178	1	1	0	0	3	2	3	2	3	1	2	1	3	3	0	1	1	2	1	2	0	3
179	1	2	1	1	0	2	2	3	2	1	2	2	1	3	1	2	2	1	1	2	2	3
180	1	1	0	2	0	3	1	0	1	2	1	3	0	2	1	2	1	1	2	1	1	3
181	0	0	0	0	1	1	1	1	1	1	1	1	1	0	0	1	0	3	2	2	2	2
182	2	2	1	1	0	0	0	0	0	0	1	0	1	1	0	1	1	1	0	1	1	2
183	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	2
184	0	0	0	1	2	2	2	2	2	2	2	2	2	0	0	0	0	0	0	2	0	2
185	3	3	2	2	2	2	2	2	2	1	1	1	1	1	2	2	2	2	3	3	3	4
186	0	1	1	2	3	1	1	2	2	2	2	2	2	2	2	1	1	3	2	1	1	3
187	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1
188	1	1	2	2	2	1	2	3	2	1	2	2	2	1	2	2	2	1	2	2	1	4
189	2	1	1	2	1	2	1	2	2	2	2	2	3	3	3	2	1	0	0	0	0	3
190	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
191	1	1	2	1	3	2	1	2	3	2	1	0	1	0	1	1	1	1	1	1	1	3
192	2	1	1	0	2	3	2	1	1	1	2	2	1	1	1	1	1	1	1	1	1	3
193	3	1	1	2	1	2	1	1	1	1	1	1	1	2	1	2	1	1	1	2	1	3
194	0	1	0	0	0	0	0	0	0	2	2	1	1	1	1	1	1	1	1	1	1	2
195	1	1	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	2
196	2	2	2	0	2	2	2	0	2	0	2	2	2	2	2	1	2	2	0	2	2	3
197	3	0	0	2	2	2	2	2	2	2	2	1	1	1	0	1	2	1	1	0	0	3
198	0	1	1	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0	0	2
199	3	3	3	3	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	2	2	4
200	0	1	1	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	0	0	0	3

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
201	1	1	1	2	2	1	2	1	3	2	2	2	1	2	2	2	1	1	1	2	3	3
202	2	2	1	1	1	1	3	2	2	1	1	1	2	2	1	2	2	1	2	2	1	3
203	2	1	0	0	2	2	2	1	2	3	3	2	3	3	1	1	0	3	3	2	2	4
204	1	2	1	1	3	2	0	1	2	1	0	1	2	1	1	1	2	3	1	1	1	3
205	2	2	1	0	1	2	3	3	3	2	1	2	2	1	0	0	1	2	3	1	1	3
206	1	2	0	0	0	0	2	3	2	2	1	1	1	0	1	2	1	2	1	1	3	3
207	0	1	2	2	2	1	1	3	0	3	1	2	3	1	1	1	3	1	1	1	1	3
208	1	1	0	0	0	2	3	2	2	1	1	1	1	1	1	2	3	2	1	1	1	3
209	1	2	1	1	1	1	1	3	1	1	2	1	1	1	1	1	1	2	2	1	1	3
210	0	1	2	3	2	2	2	1	1	1	0	0	1	2	3	2	2	1	2	2	2	3
211	2	3	2	2	1	2	2	1	3	2	1	1	2	3	1	1	1	1	2	3	1	4
212	2	1	0	1	1	2	3	2	1	1	2	0	0	2	1	3	1	1	1	0	1	3
213	1	2	0	1	2	1	2	3	1	1	2	1	0	2	1	1	2	1	1	0	0	3
214	1	1	2	1	1	2	2	2	1	2	2	1	3	1	2	2	2	1	2	2	1	4
215	0	0	1	0	1	1	1	0	1	0	1	1	0	0	0	0	0	0	0	1	1	1
216	2	2	1	1	3	3	2	1	2	1	1	1	0	0	2	1	1	0	0	1	1	3
217	1	2	3	1	2	0	1	1	1	0	1	2	3	3	3	2	1	1	0	1	1	3
218	0	1	2	1	1	1	2	0	3	0	1	1	2	1	0	1	2	1	1	0	1	3
219	0	1	0	2	3	2	2	1	1	2	2	1	1	1	1	0	1	3	3	2	1	3
220	0	0	0	0	0	0	0	0	3	3	3	1	3	3	3	2	3	3	3	0	0	3
221	0	3	3	3	3	0	2	2	2	2	2	2	2	2	2	3	3	0	0	0	0	4
222	0	1	2	3	3	0	0	3	3	3	2	3	1	2	1	3	3	1	1	1	1	4
223	2	2	2	2	2	2	2	2	2	2	1	1	1	1	1	2	3	2	1	0	0	3
224	3	1	1	1	1	1	2	2	2	2	2	2	2	2	3	2	3	2	2	1	1	4
225	1	1	1	1	2	3	3	2	2	2	2	2	2	2	2	1	1	1	0	0	0	3

ANSIEDAD DE BECK

N / P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	D
226	2	2	2	2	1	1	1	1	1	2	1	1	2	1	1	1	2	2	1	1	2	3
227	2	2	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	3
228	1	3	3	3	2	2	3	2	1	2	3	2	2	1	1	1	2	0	0	0	2	4
229	0	2	1	2	0	1	2	1	2	3	3	3	2	3	3	1	2	0	2	2	3	4
230	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
231	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
232	2	2	2	1	2	2	1	1	2	2	2	2	2	2	1	1	2	2	2	2	1	4
233	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	2	1	1	2
234	0	0	0	1	2	2	2	2	2	2	2	2	2	0	0	0	0	0	0	2	0	2
235	0	0	0	1	1	1	1	1	1	2	1	2	1	2	1	1	1	1	0	0	1	2

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	
1	1	1	2	2	2	1	2	1	2	0	0	0	2	1	2	1	0	0	0	2	1	1	0	1	2	2	2	2	0	3	
2	2	1	1	2	2	1	2	1	2	1	2	3	3	3	3	2	2	2	2	1	2	1	1	1	1	2	2	1	1	2	
3	1	1	1	2	2	1	2	1	1	2	1	2	1	2	1	2	1	2	2	2	1	1	1	1	1	1	1	2	4	4	
4	1	2	2	3	3	2	3	2	2	2	3	2	2	3	2	3	2	3	2	2	3	2	2	2	2	2	2	2	1	2	
5	1	1	2	1	2	2	2	2	1	2	2	1	2	1	2	1	1	1	1	1	0	0	0	1	2	2	1	1	1	2	
6	2	3	3	3	2	3	2	3	2	3	2	3	2	1	1	1	2	1	1	2	2	3	3	4	1	1	2	3	2	2	
7	1	2	2	2	0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	
8	1	1	1	2	1	2	1	1	2	1	2	2	1	2	1	2	1	1	1	1	2	3	2	2	1	2	1	1	2	2	
9	2	2	2	2	2	1	2	2	2	1	2	2	0	0	2	2	0	2	0	2	2	2	2	2	2	0	2	1	2	1	
10	1	2	2	1	2	2	1	0	1	1	2	1	3	0	2	3	1	0	1	2	2	2	2	2	1	2	1	2	3	2	
11	3	3	3	2	2	3	0	1	0	2	2	3	2	1	1	2	3	3	3	0	0	0	1	2	1	2	2	3	3	2	
12	3	3	3	3	3	2	2	2	2	3	2	2	1	1	1	0	0	0	0	1	1	1	1	2	1	1	2	2	1	1	
13	1	1	1	1	1	1	1	1	0	1	1	1	1	1	0	1	1	1	2	1	0	0	1	1	0	0	3	3	3	2	
14	3	3	2	2	1	1	2	2	2	1	0	0	0	2	2	2	2	1	1	1	1	1	1	0	0	1	0	2	2	0	
15	3	2	1	2	2	1	2	2	2	1	1	1	2	1	1	0	0	1	1	2	1	0	0	1	2	2	2	1	1	1	
16	1	1	0	1	2	3	2	1	0	1	1	2	1	1	1	0	1	0	2	2	1	1	1	0	1	2	1	1	1	1	
17	0	0	2	2	1	1	2	2	1	1	1	2	2	1	1	2	0	1	2	1	1	1	1	1	2	1	1	3	2	3	
18	2	2	1	1	2	2	1	1	1	2	2	2	2	2	1	1	1	1	0	0	0	1	1	0	0	1	2	2	1	2	
19	0	1	2	1	2	1	2	1	1	1	1	1	2	2	2	2	2	1	1	1	1	1	1	1	2	1	2	2	1	1	
20	0	1	0	0	0	1	2	1	1	1	0	0	0	1	1	1	1	2	1	2	2	2	2	2	2	2	3	2	2	1	
21	0	1	0	2	2	1	1	2	2	2	2	1	1	2	1	1	2	2	1	1	1	0	0	1	1	1	3	3	3	3	
22	2	3	3	2	2	1	0	0	0	0	0	0	2	2	1	1	0	1	2	1	1	1	0	0	0	0	3	3	3	2	
23	2	1	2	2	1	1	4	2	1	0	1	4	3	1	1	0	1	1	0	2	2	1	2	2	3	1	1	3	3	2	
24	2	1	2	2	1	1	4	2	1	0	1	4	3	1	1	0	1	1	0	2	2	1	2	2	3	1	1	3	3	2	
25	0	0	0	0	0	0	3	1	3	3	3	1	1	2	2	1	1	1	0	1	1	0	1	1	1	1	1	0	3	1	
26	0	0	0	0	3	3	2	2	1	0	2	2	1	1	2	2	1	0	0	1	2	1	2	2	1	1	3	1	2	3	
27	1	2	1	2	2	2	1	2	1	0	1	1	1	0	1	2	2	1	1	1	0	1	1	0	0	3	3	2	3	0	
28	0	0	0	0	1	1	1	2	2	2	1	1	1	2	2	1	1	1	2	2	1	1	0	0	0	0	2	1	1	1	
29	2	2	1	1	2	2	1	2	3	4	4	4	1	1	1	2	2	1	1	1	0	0	0	1	1	1	1	2	3	1	
30	0	2	2	1	1	0	1	2	1	0	0	1	1	0	0	1	1	2	1	1	1	0	0	1	1	1	1	2	1	1	
31	0	1	2	1	1	1	1	1	2	1	1	1	2	3	1	1	3	2	1	2	1	1	1	1	2	1	1	1	3	1	
32	2	3	3	3	2	2	2	0	0	0	0	2	2	1	1	1	0	2	2	2	1	1	2	2	2	2	2	3	3	3	
33	1	1	1	0	0	0	1	3	2	3	2	3	3	3	3	2	2	2	1	1	3	3	1	1	1	1	2	0	1	1	
34	2	1	1	0	0	0	2	3	3	3	3	3	3	2	2	1	1	0	0	2	3	3	1	1	1	1	0	0	2	0	
35	1	1	1	2	2	1	2	1	1	2	1	2	1	2	1	2	1	2	2	2	1	1	1	1	1	1	1	1	2	4	4
36	1	2	2	2	0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	
37	3	3	3	2	2	3	0	1	0	2	2	3	2	1	1	2	3	3	3	0	0	0	1	2	1	2	2	3	3	2	
38	3	2	1	2	2	1	2	2	2	1	1	1	2	1	1	0	0	1	1	2	1	0	0	1	2	2	2	1	1	1	



MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30
77	0	0	0	2	1	2	1	1	1	2	0	4	2	2	1	1	0	0	0	2	2	2	2	1	1	1	1	2	2	2
78	3	2	2	2	1	3	2	1	1	2	0	0	0	1	1	2	1	1	2	1	1	0	0	1	1	1	2	3	1	1
79	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
80	3	3	3	3	3	0	0	0	0	2	0	1	1	1	0	1	2	2	0	1	0	2	0	2	1	2	2	4	3	0
81	0	1	1	0	1	1	1	0	0	0	0	1	1	1	1	2	2	1	2	1	0	0	0	0	0	3	2	3	2	0
82	0	2	2	1	0	0	0	2	2	1	0	1	1	0	0	1	1	0	0	0	1	1	0	0	3	2	1	1	3	3
83	2	3	3	3	2	2	2	1	0	1	1	1	0	1	0	0	0	0	1	1	1	1	0	0	0	0	2	1	1	1
84	3	3	1	2	2	2	1	1	1	1	1	1	1	2	2	1	0	0	0	0	2	2	1	1	1	1	1	0	2	0
85	1	2	1	1	2	3	2	2	2	1	1	1	1	0	0	1	2	1	1	1	2	1	1	1	1	1	1	1	1	1
86	3	1	3	3	2	1	0	0	0	2	2	2	2	1	0	1	1	2	2	1	1	1	1	2	2	2	0	2	1	1
87	1	0	0	1	2	2	2	2	2	1	1	1	1	0	2	1	1	2	0	0	0	0	0	0	0	1	1	1	1	2
88	2	0	0	2	1	1	0	1	2	2	2	2	2	1	2	2	2	0	0	0	0	0	2	1	1	1	1	2	2	2
89	0	0	2	0	1	1	2	1	1	1	1	1	1	2	1	0	0	0	1	1	1	0	1	2	1	1	2	2	1	0
90	1	1	0	1	1	1	1	1	0	2	3	1	2	1	1	2	0	0	0	0	0	2	1	1	2	1	1	1	2	2
91	0	0	0	0	0	0	2	2	1	2	0	0	0	1	1	0	0	0	0	0	2	1	2	1	1	1	1	1	1	1
92	0	1	1	1	0	1	1	1	0	1	0	1	1	0	0	0	0	1	0	1	1	0	1	1	1	1	2	2	2	0
93	1	2	1	2	1	1	1	2	1	2	2	2	1	2	1	2	1	1	1	2	1	2	1	1	1	2	1	1	0	1
94	1	2	2	2	2	0	0	0	2	0	2	0	0	2	0	0	0	2	1	0	0	0	1	1	1	2	2	1	2	0
95	0	1	0	1	1	1	1	0	1	2	1	1	0	1	1	1	0	1	0	0	0	1	0	1	0	1	1	1	1	2
96	0	0	2	2	1	2	0	0	2	2	2	1	1	2	1	1	1	1	0	1	1	0	1	1	2	1	1	2	1	0
97	2	1	3	2	1	2	1	2	1	1	0	1	1	0	1	1	0	1	0	0	0	0	0	0	0	0	1	1	2	1
98	3	1	0	1	0	0	2	1	0	0	0	0	1	0	2	1	1	1	0	2	1	0	2	1	1	2	2	3	4	4
99	1	0	1	0	0	1	1	1	0	1	1	1	0	2	0	0	2	0	0	0	1	1	1	1	1	2	0	1	1	2
100	1	0	1	1	0	2	2	2	1	1	0	1	1	2	1	1	0	1	2	1	1	1	0	1	2	2	3	3	2	2
101	3	3	3	2	2	3	0	1	0	2	2	3	2	1	1	2	3	3	3	0	0	0	1	2	1	2	2	3	3	2
102	3	3	2	2	1	1	2	2	2	1	0	0	0	2	2	2	2	1	1	1	1	1	1	0	0	1	0	2	2	0
103	0	0	2	2	1	1	2	2	1	1	1	2	2	1	1	2	0	1	2	1	1	1	1	1	2	1	3	2	2	3
104	0	1	0	0	0	1	2	1	1	1	0	0	0	1	1	1	1	2	1	2	2	2	2	2	2	2	3	2	2	1
105	0	0	0	0	0	0	3	1	3	3	3	1	1	2	2	1	1	1	0	1	1	0	1	1	1	1	1	0	3	1
106	1	2	1	2	2	1	2	1	0	1	1	1	0	1	2	2	1	1	1	0	1	1	1	0	0	3	3	2	3	0
107	1	1	1	0	0	0	1	3	2	3	2	3	3	3	3	2	2	2	1	1	3	3	1	1	1	1	2	0	1	1
108	1	2	2	2	0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2
109	3	2	1	2	2	1	2	2	2	1	1	1	2	1	1	0	0	1	1	2	1	0	0	1	2	2	2	1	1	1
110	0	0	0	0	1	1	1	2	2	2	1	1	1	2	2	1	1	1	2	2	1	1	0	0	0	0	2	1	1	1
111	2	2	1	2	1	3	2	3	1	1	2	2	1	1	2	1	2	1	1	2	1	1	2	1	2	2	2	2	2	2
112	2	1	2	0	0	1	1	1	1	0	0	0	0	1	1	2	1	1	2	2	2	2	2	2	1	2	1	1	1	1
113	0	0	1	2	2	0	0	0	0	1	2	2	2	1	2	2	2	2	1	1	2	3	3	3	3	3	2	1	0	1
114	0	0	0	0	0	2	3	3	2	2	2	1	1	1	2	2	1	1	1	1	2	2	2	1	1	1	0	1	3	4
115	2	4	1	1	2	2	2	1	1	1	3	3	3	1	1	2	2	1	1	1	1	0	0	1	2	2	3	3	3	3
116	3	2	2	2	1	3	2	1	1	2	0	0	0	1	1	2	1	1	2	1	1	0	0	1	1	1	2	3	1	1

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30
117	0	2	2	1	0	0	0	2	2	1	0	1	1	0	0	1	1	0	0	0	1	1	0	0	3	2	1	1	3	3
118	1	2	1	1	2	3	2	2	2	1	1	1	1	0	0	1	2	1	1	1	2	1	1	1	1	1	1	1	1	1
119	1	0	0	1	2	2	2	2	2	1	1	1	1	0	2	1	1	2	0	0	0	0	0	0	0	1	1	1	1	2
120	0	0	2	0	1	1	2	1	1	1	1	1	1	2	1	0	0	0	1	1	1	0	1	2	1	1	2	2	1	0
121	0	0	0	0	0	0	2	2	1	2	0	0	0	1	1	0	0	0	0	0	0	2	1	2	1	1	1	1	1	1
122	1	1	2	2	1	1	1	2	0	0	0	2	2	1	1	1	1	4	1	0	0	1	2	2	0	0	1	1	1	2
123	1	1	2	2	1	1	3	2	2	1	1	3	2	2	2	1	1	2	3	2	2	1	1	2	2	1	2	2	2	2
124	0	1	0	0	0	0	0	1	2	2	2	2	2	1	1	0	1	1	0	0	2	2	2	2	2	2	0	1	2	1
125	3	2	2	1	2	2	1	1	1	2	2	2	1	0	0	1	2	1	0	1	1	1	2	1	1	0	3	3	2	0
126	3	2	2	2	1	3	2	1	1	2	0	0	0	1	1	2	1	1	2	1	1	0	0	1	1	1	2	3	1	1
127	0	1	1	0	1	1	1	0	0	0	0	1	1	1	1	2	2	1	2	1	0	0	0	0	0	3	2	3	2	0
128	2	3	3	3	2	2	2	2	1	0	1	1	1	0	1	0	0	0	1	1	1	1	0	0	0	0	2	1	1	1
129	1	1	2	1	2	2	2	2	1	2	2	1	2	1	2	1	1	1	1	1	0	0	0	1	2	2	1	1	1	2
130	2	2	2	2	2	1	2	2	2	1	2	2	0	0	2	2	0	2	0	2	2	2	2	2	2	0	2	1	2	1
131	1	1	1	1	1	1	1	1	0	1	1	1	1	1	0	1	1	1	2	1	0	0	1	1	0	0	3	3	3	2
132	0	0	2	2	1	1	2	2	1	1	1	2	2	1	1	2	0	1	2	1	1	1	1	1	2	1	1	3	2	3
133	0	1	0	2	2	1	1	2	2	2	2	2	1	1	2	1	1	2	2	1	1	1	0	0	1	1	1	3	3	3
134	2	1	2	2	1	1	4	2	1	0	1	4	3	1	1	0	1	1	0	2	2	1	2	2	3	1	1	3	3	2
135	2	3	3	3	2	2	2	0	0	0	0	2	2	1	1	1	0	2	2	2	1	1	2	2	2	2	2	3	3	3
136	1	2	2	2	0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2
137	2	3	3	2	2	1	0	0	0	0	0	0	2	2	1	1	0	1	2	1	1	1	0	0	0	0	3	3	3	2
138	3	4	1	4	0	0	0	2	0	0	2	1	2	0	0	0	2	2	1	1	1	0	1	1	0	1	1	1	2	3
139	2	2	1	2	1	3	2	3	1	1	2	2	1	1	2	1	2	1	1	2	1	1	2	1	2	2	2	2	2	2
140	3	3	2	1	1	2	2	1	1	1	1	2	2	1	1	2	2	2	2	1	2	2	2	1	1	2	1	1	3	3
141	3	2	2	1	2	2	1	1	1	2	2	2	1	0	0	1	2	1	0	1	1	1	2	1	1	0	3	3	2	0
142	3	3	3	3	3	0	0	0	0	2	0	1	1	1	0	1	2	2	0	1	0	2	0	2	1	2	2	4	3	0
143	2	3	3	3	2	2	2	1	0	1	1	1	0	1	0	0	0	0	1	1	1	1	0	0	0	0	2	1	1	1
144	1	0	0	1	2	2	2	2	2	1	1	1	1	0	2	1	1	2	0	0	0	0	0	0	0	1	1	1	1	2
145	1	1	0	1	1	1	1	1	0	2	3	1	2	1	1	2	0	0	0	0	2	1	1	2	1	1	1	1	2	2
146	1	2	2	2	2	0	0	0	0	2	0	0	0	2	0	0	0	2	1	0	0	0	1	1	1	2	2	1	2	0
147	3	1	0	1	0	0	2	1	0	0	0	0	1	0	2	1	1	1	0	2	1	0	2	1	1	2	2	2	3	4
148	0	0	1	3	2	3	2	2	1	3	3	2	2	2	1	1	2	2	2	1	2	1	1	1	1	1	3	3	2	2
149	1	1	0	1	1	2	0	1	2	1	0	1	1	1	0	0	1	1	1	0	1	0	0	1	1	1	3	1	3	2
150	1	1	0	2	1	1	0	1	0	1	2	1	1	0	1	1	0	1	1	0	1	0	1	0	1	1	2	2	2	2
151	0	1	0	1	0	1	2	2	2	2	1	1	1	0	2	3	2	1	1	0	1	1	2	1	0	0	2	2	1	2
152	0	1	2	1	1	1	1	0	1	1	2	1	2	1	1	2	1	2	2	1	2	1	2	1	1	1	2	1	2	2
153	1	1	1	0	0	1	1	0	2	2	2	1	1	2	1	1	1	0	1	1	1	0	0	1	0	1	2	2	3	2
154	1	1	0	1	2	1	1	0	1	1	1	0	1	1	0	0	1	2	2	1	1	1	1	1	0	0	1	1	1	2
155	1	1	0	0	1	1	0	1	1	0	0	0	1	1	1	2	1	2	1	1	1	1	1	1	0	1	1	1	2	1
156	1	1	0	1	1	0	1	2	2	2	2	2	1	1	1	1	1	2	2	0	1	1	1	0	0	1	2	1	1	1



MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	
157	1	1	0	0	1	2	2	2	1	1	1	1	0	1	2	2	1	1	0	1	2	2	1	1	2	2	1	1	1	2	
158	0	3	1	2	1	1	1	3	2	1	2	2	2	1	1	1	0	0	1	1	1	0	0	1	1	1	2	1	1	1	
159	1	2	1	1	1	1	0	0	1	2	1	2	1	1	2	0	1	1	0	1	2	2	1	1	2	2	1	1	2	1	
160	1	1	0	1	1	2	1	2	1	1	1	0	1	2	1	1	2	1	1	2	1	1	1	1	1	0	1	2	1	1	
161	0	0	1	2	1	0	1	2	1	1	1	2	2	1	1	0	0	1	2	1	1	0	0	0	0	1	0	2	3	2	
162	2	2	1	0	1	2	2	1	1	3	0	1	2	1	2	1	1	0	1	2	1	2	1	1	1	1	0	0	3	1	
163	1	1	1	0	1	1	0	1	1	1	0	0	1	1	2	2	1	1	1	0	1	1	0	1	1	1	1	0	0	2	1
164	3	2	2	2	1	2	1	1	0	0	1	1	1	2	1	0	0	2	1	0	0	0	2	1	1	1	1	1	3	3	
165	2	1	1	0	1	2	1	1	0	1	1	0	0	0	2	1	1	1	0	1	1	1	2	1	0	0	0	0	0	1	
166	1	1	3	2	1	0	0	1	2	1	1	1	2	3	4	4	4	4	3	3	3	2	1	1	1	1	1	2	2	2	
167	1	1	0	1	0	1	2	2	2	1	1	1	2	2	1	2	1	1	1	1	1	0	0	1	1	1	1	0	0	0	
168	0	1	0	0	1	0	2	1	0	1	1	1	2	1	1	1	2	0	0	1	2	1	1	2	1	1	3	2	2	2	
169	0	1	1	0	0	1	1	2	3	3	3	3	3	2	3	2	2	2	2	0	0	1	1	1	1	1	1	0	0	1	
170	0	0	2	1	3	3	3	2	2	2	2	0	0	1	2	1	1	1	2	2	2	1	1	3	2	1	2	1	2	0	
171	0	1	0	0	1	2	2	2	1	0	1	1	1	2	3	2	2	2	0	0	0	2	2	0	1	2	2	3	3	2	2
172	1	0	2	1	2	1	2	1	0	0	1	2	1	1	1	1	1	0	1	1	2	1	2	2	0	0	1	3	3	2	
173	2	2	2	1	1	2	1	1	2	1	2	3	2	2	3	1	2	1	0	0	1	2	2	1	1	1	2	3	2	0	
174	0	1	1	0	1	1	1	0	0	0	2	2	1	2	1	2	2	1	2	1	0	1	0	0	0	3	2	3	2	0	
175	3	3	1	2	2	2	1	1	1	1	1	1	2	2	2	1	0	0	1	1	1	2	1	1	1	1	1	0	2	0	
176	0	0	2	0	1	1	2	1	1	1	1	1	1	2	2	2	0	1	1	1	1	0	1	2	1	1	2	2	1	0	
177	1	2	2	2	2	0	0	0	0	2	0	0	0	2	0	2	1	2	1	0	0	0	1	1	1	1	2	2	1	2	0
178	1	2	1	2	2	2	1	2	1	0	1	1	1	0	1	2	2	1	1	1	0	1	1	0	0	3	3	2	3	0	
179	3	2	1	2	2	1	2	2	2	1	1	1	2	1	1	0	0	1	1	2	1	0	0	1	2	2	2	1	1	1	
180	0	0	1	2	2	0	0	0	0	1	2	2	2	1	1	2	2	2	1	1	2	3	3	3	3	3	2	1	0	1	
181	1	0	0	1	2	2	1	1	2	1	1	1	1	0	2	1	1	2	0	0	0	0	0	0	1	1	1	1	1	2	
182	1	1	2	2	1	1	1	2	0	0	0	1	2	1	1	1	1	4	1	0	0	1	2	2	0	0	1	1	1	2	
183	3	2	1	2	1	2	2	1	1	2	1	2	1	0	0	1	2	1	0	1	1	1	2	1	1	0	3	3	2	0	
184	1	1	1	2	2	1	1	1	0	1	1	1	1	1	0	1	1	1	1	1	0	0	1	1	0	0	3	1	2	2	
185	2	1	2	2	1	2	4	2	1	0	1	4	3	1	1	0	1	1	0	2	2	1	2	2	3	1	1	3	3	2	
186	3	3	2	1	1	2	2	1	1	1	1	2	2	1	1	2	2	2	2	1	2	2	1	1	1	2	1	1	3	1	
187	2	1	3	1	2	1	2	1	0	1	1	1	0	1	0	2	0	1	1	1	1	1	0	0	0	0	2	1	1	1	
188	1	2	2	2	2	0	0	1	0	2	0	0	0	2	0	2	0	2	1	0	1	0	1	1	1	2	2	1	2	0	
189	1	1	0	2	1	1	0	1	0	1	2	1	1	0	1	1	0	1	2	0	1	0	1	0	1	1	2	2	2	2	
190	2	3	3	3	2	3	2	3	2	3	2	3	2	1	1	1	2	1	1	2	2	3	3	4	1	1	2	3	2	2	
191	3	3	2	2	3	2	2	3	2	3	2	2	1	1	1	0	0	0	0	1	1	1	2	2	1	1	2	2	1	1	
192	0	0	2	2	1	1	2	2	1	1	1	2	2	1	1	2	0	1	2	1	1	1	1	2	1	1	3	2	2	3	
193	2	1	2	2	1	1	4	2	1	0	1	4	3	1	1	0	1	1	0	2	2	1	2	2	3	1	1	3	3	2	
194	1	2	1	2	2	1	2	1	0	1	1	1	0	1	1	2	2	1	1	1	0	1	1	0	0	3	3	2	3	0	
195	2	3	3	3	2	2	0	0	0	0	2	2	1	1	1	0	2	2	2	1	1	2	2	2	2	2	2	3	3	3	
196	1	2	2	2	0	1	2	3	1	1	2	1	1	2	1	0	0	1	0	1	1	2	1	1	0	0	1	2	2	2	
197	0	0	0	0	3	3	2	2	1	0	2	2	1	1	2	2	1	2	0	1	2	1	2	2	1	1	3	1	2	3	

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

N/P	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	P19	P20	P21	P22	P23	P24	P25	P26	P27	P28	P29	P30	
198	2	1	1	2	2	1	1	1	1	0	3	0	0	2	1	1	1	0	0	1	1	0	1	2	2	1	3	1	1	3	
199	1	2	1	1	2	1	1	2	2	2	2	0	2	0	3	0	2	1	2	1	2	1	2	2	2	1	2	1	2	2	
200	1	2	2	1	0	1	2	1	2	1	2	1	1	0	0	3	2	0	1	1	1	2	1	2	1	0	3	2	1	1	
201	0	2	1	1	0	2	2	0	2	1	1	2	1	0	3	2	2	0	1	2	0	2	1	0	1	1	1	2	1	2	
202	3	2	0	4	2	1	1	2	2	1	0	2	0	0	2	1	1	2	0	2	0	1	0	1	2	0	2	2	1	1	
203	0	1	0	2	0	4	0	1	2	2	2	2	2	1	1	0	1	1	0	0	2	2	2	2	2	2	0	1	2	1	
204	1	2	2	2	1	1	1	0	2	1	2	2	1	1	1	2	3	2	2	1	1	2	2	1	1	1	0	1	1	1	
205	3	0	1	2	0	2	1	1	3	1	1	3	1	2	2	0	1	2	3	0	2	2	1	2	1	1	2	0	2	0	
206	0	0	2	1	1	2	2	1	2	1	3	2	2	1	1	2	2	2	2	1	2	2	1	2	1	2	1	1	3	1	
207	1	2	1	2	2	1	1	1	1	2	1	2	1	1	2	1	1	1	1	1	2	2	2	1	2	2	1	2	2	2	
208	1	1	1	2	2	1	2	1	1	2	1	2	1	2	1	2	1	2	2	2	1	1	1	1	1	1	1	2	4	4	
209	1	2	2	2	0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	
210	1	2	2	1	2	2	1	0	1	1	2	1	3	0	2	3	1	0	1	2	2	2	2	2	1	2	1	2	3	2	
211	1	2	1	2	1	2	1	2	0	1	2	1	2	1	0	1	2	1	2	1	0	2	1	2	0	2	3	3	3	2	
212	1	1	0	1	2	3	2	1	0	1	1	2	1	1	1	0	1	0	2	2	1	1	1	0	1	2	1	1	1	1	
213	2	1	1	1	0	1	2	1	1	1	0	0	0	1	1	1	1	2	1	2	2	2	2	2	2	2	3	2	2	1	
214	0	2	0	2	0	2	3	1	3	3	3	1	1	2	2	1	1	1	0	1	1	0	1	1	1	1	1	0	3	1	
215	2	2	1	1	2	2	1	2	3	4	4	4	1	1	1	2	2	1	1	1	0	0	0	1	1	1	1	1	2	3	1
216	1	2	1	0	2	0	1	3	2	3	2	3	3	3	3	2	2	2	1	1	3	3	1	1	1	1	2	0	1	1	
217	0	2	0	2	3	2	2	2	1	0	2	2	1	1	2	2	1	0	0	1	2	1	2	2	1	1	3	1	2	3	
218	1	2	1	2	2	2	2	1	0	0	0	0	2	1	0	1	1	0	1	1	2	0	0	0	0	1	1	1	1	2	
219	1	0	1	2	2	0	2	0	2	1	2	2	2	1	2	2	2	2	1	1	2	3	3	3	3	3	2	1	0	1	
220	1	2	1	1	1	1	1	2	0	0	2	0	1	2	1	1	0	1	0	1	0	1	1	1	1	2	1	3	1	2	2
221	1	1	0	1	0	1	0	1	2	2	2	2	2	1	1	0	1	1	0	0	2	2	1	1	2	2	0	1	2	1	
222	2	1	2	1	0	1	1	1	2	1	1	0	0	1	0	0	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1
223	1	2	1	2	1	1	1	0	2	1	2	2	1	1	1	2	3	2	2	1	1	2	2	1	1	1	0	1	1	1	
224	3	1	2	3	2	1	0	1	0	2	2	2	2	1	0	1	1	2	2	1	2	2	2	2	1	1	1	1	2	1	1
225	0	0	1	0	1	0	2	2	1	2	0	1	0	1	1	0	0	1	0	1	2	1	2	1	1	2	1	2	1	2	
226	1	2	1	3	3	3	2	1	2	1	1	1	3	2	2	3	3	2	1	1	1	0	2	2	2	2	2	2	1	1	
227	1	1	2	1	0	0	1	3	3	3	2	2	2	1	1	1	1	0	1	1	1	2	1	1	1	1	2	2	2	2	
228	1	2	1	1	1	2	2	2	0	0	0	0	0	0	1	1	1	1	1	3	3	2	1	3	2	1	1	2	0	1	
229	3	2	2	2	1	1	0	1	1	1	2	3	1	1	2	2	0	0	1	1	2	1	0	0	0	0	0	3	1	2	
230	3	3	3	2	4	0	0	0	2	2	2	1	1	2	2	2	3	0	1	1	1	1	0	0	0	0	1	1	2	2	
231	1	2	1	1	0	1	1	1	2	2	1	0	0	1	1	1	1	2	2	1	0	1	0	0	0	0	1	1	1	1	
232	1	1	2	0	0	1	1	1	2	2	0	0	0	1	1	2	2	2	2	0	1	1	1	0	0	2	2	2	2	0	
233	0	1	1	2	2	1	2	2	3	1	1	2	3	3	2	1	1	1	1	1	2	1	1	2	2	2	1	2	2	2	
234	0	0	0	1	0	0	1	0	0	0	2	0	0	0	0	0	0	2	0	2	2	2	1	1	2	1	3	4	3	1	
235	1	2	2	2	1	1	1	3	4	3	3	0	0	1	1	0	0	2	2	2	2	1	1	1	1	2	2	1	2	3	

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	P49	P50	P51	P52	P53	P54	P55	P56	P57	P58	P59	P60
1	3	2	2	2	1	2	1	1	0	0	0	0	0	3	3	1	1	2	3	2	2	1	2	2	2	2	2	2	2
2	1	1	2	1	1	2	1	0	0	1	0	1	1	0	1	1	2	3	2	1	2	2	2	2	2	1	2	1	1
1	3	4	4	3	2	2	3	3	2	2	2	3	4	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1	1
0	1	1	3	1	1	2	2	1	3	0	0	0	0	0	1	1	2	2	2	3	2	2	1	2	2	2	1	1	1
2	2	2	2	1	1	2	2	1	2	0	0	0	0	0	2	1	2	2	1	2	2	1	2	1	2	1	2	3	3
1	1	1	1	2	3	3	2	2	1	1	1	1	0	2	3	3	2	2	2	2	1	1	1	1	1	1	1	1	1
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2
1	1	1	1	0	0	0	1	2	1	0	0	0	0	0	1	1	0	0	1	1	2	1	2	2	2	2	2	1	1
0	1	1	1	2	1	2	1	2	0	0	0	0	2	0	1	1	2	1	2	2	1	2	1	1	2	1	1	0	0
0	1	2	2	1	1	2	2	2	0	0	0	0	1	0	0	2	1	1	2	1	1	2	2	1	1	1	2	2	1
0	1	1	2	1	2	1	1	2	0	0	0	0	1	0	0	2	3	2	0	0	1	0	2	1	1	2	3	3	0
0	2	1	1	1	0	0	2	1	1	0	0	0	0	0	0	2	2	1	1	1	0	1	1	0	0	0	0	1	1
0	1	1	2	1	1	1	1	1	0	0	1	0	1	0	0	2	2	2	1	1	1	0	0	0	0	0	0	2	2
0	0	1	2	2	2	2	1	1	1	1	0	1	0	0	0	2	2	1	1	1	1	0	0	1	3	2	2	1	2
0	2	2	1	1	2	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	2	1	1	2	1	1	1	1	1
0	0	1	2	2	1	1	1	1	1	2	1	1	1	0	0	1	1	2	1	1	1	0	0	0	1	2	1	1	1
0	1	2	2	1	1	1	0	0	2	1	1	1	2	0	1	1	1	0	1	2	2	1	1	1	0	1	1	2	2
0	1	1	2	3	1	2	2	2	1	1	1	1	0	2	1	1	2	0	0	1	1	2	2	2	1	1	1	1	1
0	1	1	1	0	0	0	2	2	1	1	0	0	0	0	0	2	2	1	2	1	1	1	1	2	2	2	1	1	2
0	1	1	2	1	1	1	2	1	2	1	1	1	2	0	1	1	0	1	1	1	1	1	2	1	1	1	0	0	0
0	2	2	2	2	1	1	1	1	2	2	2	2	2	0	1	1	1	1	0	0	1	1	1	2	2	1	1	1	1
0	1	2	1	1	1	1	2	2	2	2	2	1	1	0	1	2	1	1	1	1	0	0	1	0	0	1	0	0	1
1	0	1	1	0	3	3	3	3	3	2	2	1	1	1	2	1	1	2	1	2	1	2	1	0	0	0	1	0	0
1	0	1	1	0	3	3	3	3	3	2	2	1	1	1	2	1	1	2	1	2	1	0	0	0	1	0	0	1	0
0	1	0	0	2	2	1	0	0	3	3	2	1	2	0	1	3	2	1	2	2	1	1	2	1	1	0	1	0	0
0	2	1	1	3	3	2	2	1	2	2	1	2	0	0	2	1	1	2	1	0	0	1	2	2	1	1	1	1	0
1	2	1	1	2	1	0	0	0	0	0	0	0	0	1	1	3	1	1	0	0	2	3	2	2	1	1	2	1	0
0	1	1	3	2	1	2	2	2	1	1	1	2	1	0	2	1	1	1	2	3	2	1	1	2	2	1	1	1	1
0	1	2	2	0	0	0	2	0	0	2	2	1	1	0	1	2	1	1	2	1	0	1	2	2	1	2	2	2	1
0	2	3	3	3	3	0	0	0	1	3	3	3	0	0	0	1	1	1	0	2	2	1	1	2	0	3	0	1	0
1	1	0	0	2	1	1	0	1	1	0	0	1	0	0	1	1	1	2	1	1	1	0	1	2	1	1	0	0	0
0	1	1	1	1	1	1	0	0	2	2	1	1	0	0	1	0	0	0	0	1	1	0	2	2	3	1	1	1	1
0	1	2	1	1	0	0	2	2	1	1	2	0	0	0	0	2	2	1	1	0	1	1	2	1	0	0	1	2	1
0	2	3	3	2	1	0	1	1	2	2	2	3	0	2	3	1	2	3	2	2	2	3	2	1	1	2	1	1	1
0	3	4	4	3	2	2	3	3	2	2	2	3	4	1	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2
0	1	1	2	1	2	1	1	2	0	0	0	1	0	0	0	2	3	2	0	0	1	0	2	1	1	2	3	3	0
0	2	2	1	1	2	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	2	1	1	2	1	1	1	1	1



MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	P49	P50	P51	P52	P53	P54	P55	P56	P57	P58	P59	P60
0	1	1	2	1	1	1	2	1	2	2	2	1	1	0	1	2	1	1	2	1	1	2	1	1	2	1	1	1	1
0	1	2	3	1	1	1	2	2	2	1	1	0	1	0	1	1	1	1	1	1	0	0	2	3	3	3	2	2	2
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0
0	1	4	2	2	1	2	3	2	1	0	0	0	1	0	0	3	2	2	0	3	2	2	0	3	2	2	2	4	3
1	2	2	2	2	2	1	1	0	0	0	1	0	1	0	0	2	2	2	1	1	1	1	2	2	2	2	1	1	1
0	2	2	1	1	1	0	1	1	0	0	0	2	1	0	1	1	0	1	0	1	1	0	0	0	3	3	2	1	1
0	0	0	0	0	1	1	0	1	1	1	0	0	0	0	1	1	0	0	1	2	1	2	1	1	1	0	0	0	0
1	0	0	1	2	2	2	2	2	1	1	0	0	0	0	0	0	0	2	1	1	1	2	1	0	0	2	2	2	1
0	0	1	1	1	1	0	0	0	0	2	2	2	1	0	1	1	1	0	1	1	2	2	0	0	0	0	0	0	0
0	1	2	1	1	1	3	1	1	1	1	1	0	0	0	1	2	2	1	1	0	0	0	1	1	2	2	1	1	0
0	0	0	1	1	1	2	1	1	1	2	0	0	0	0	0	0	0	1	1	0	0	0	1	1	1	0	0	1	1
0	1	2	2	1	1	0	0	1	2	2	1	2	1	0	1	1	1	2	2	2	2	1	1	1	2	1	1	1	0
0	2	2	2	0	0	0	2	0	2	0	2	0	2	0	1	0	0	0	1	1	1	0	1	2	2	1	2	1	2
0	0	0	0	0	2	2	1	1	2	2	0	0	2	0	1	0	1	2	2	1	1	0	0	1	1	0	1	1	0
0	0	0	1	1	2	0	0	0	1	2	1	2	2	2	0	2	0	0	2	1	1	0	0	1	0	0	0	1	0
0	0	0	0	0	1	0	0	1	1	0	2	0	0	0	2	1	1	1	0	1	1	3	3	0	0	2	0	1	1
1	0	1	1	1	1	1	2	0	0	1	1	2	0	0	0	1	1	1	1	0	0	2	2	1	1	1	1	4	4
0	1	2	2	2	1	1	2	3	3	1	0	1	2	0	1	2	2	3	2	1	1	1	2	2	1	2	1	2	3
0	1	1	0	1	1	1	0	1	1	1	1	1	1	0	0	0	0	0	0	1	1	1	0	2	1	0	1	1	0
1	2	1	1	1	0	1	0	1	2	2	2	1	0	1	2	1	0	0	1	1	1	2	2	1	1	2	2	1	2
0	1	2	1	1	0	1	0	1	1	0	0	0	0	0	1	0	1	1	1	1	1	1	0	0	1	1	0	2	1
0	2	1	1	1	2	0	1	2	1	0	0	0	0	0	0	2	0	1	1	2	1	1	0	1	2	0	0	1	1
1	0	2	1	1	3	1	1	3	2	1	1	1	1	0	0	1	0	0	1	2	1	0	0	1	0	1	1	2	1
0	2	1	1	2	2	1	2	1	1	1	2	1	2	0	1	2	1	2	1	0	0	0	1	2	1	1	0	1	1
0	1	1	2	1	2	1	1	2	0	0	0	1	0	0	0	2	3	2	0	0	1	0	2	1	1	2	3	3	0
0	0	1	2	2	2	2	1	1	1	1	0	1	0	0	0	2	2	1	1	1	1	0	0	1	3	2	2	1	2
0	1	2	2	1	1	1	0	0	2	1	1	2	0	1	1	1	0	1	1	2	2	1	1	1	1	0	1	1	2
0	1	0	0	2	2	1	0	0	3	3	2	1	2	0	1	3	2	1	2	2	1	1	2	1	1	0	1	0	0
1	2	1	1	2	1	0	0	0	0	0	0	0	0	1	1	3	1	1	0	0	2	3	2	2	1	1	2	1	0
0	1	2	1	1	0	0	2	2	1	1	2	0	0	0	0	2	2	1	1	0	1	1	2	1	0	0	1	2	1
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2
0	2	2	1	1	2	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	2	1	1	2	1	1	1	1	1
0	1	1	3	2	1	2	2	2	1	1	1	2	1	0	2	1	1	1	2	3	2	1	1	2	2	1	1	1	1
0	2	0	2	3	0	2	0	3	2	3	1	1	1	0	0	3	2	3	2	3	2	2	1	2	2	3	2	3	3
2	2	0	0	1	1	1	1	3	2	2	1	0	0	0	1	0	1	0	0	1	0	1	0	1	0	1	0	0	0
0	0	1	0	1	0	1	0	1	0	1	0	1	1	0	1	2	1	1	1	2	2	2	1	2	2	1	2	3	1
0	0	2	2	1	0	1	2	1	0	2	1	1	1	0	0	1	2	2	1	3	3	2	2	1	1	1	2	1	1
0	2	2	2	1	1	1	0	0	0	0	0	1	0	0	1	2	1	2	2	1	2	1	1	2	1	2	2	2	2
0	1	2	3	1	1	1	2	2	2	1	1	0	1	0	1	1	1	1	1	1	0	0	2	3	3	3	2	2	2

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	P49	P50	P51	P52	P53	P54	P55	P56	P57	P58	P59	P60	
0	2	2	1	1	1	0	1	1	0	0	0	2	1	0	1	1	0	1	0	1	1	0	0	0	3	3	2	1	1	
0	0	1	1	1	1	0	0	0	0	0	2	2	2	1	0	1	1	0	1	1	2	2	2	0	0	0	0	0	0	
0	0	0	1	1	1	2	1	1	1	2	0	0	0	0	0	0	0	1	1	0	0	0	1	1	1	0	0	1	1	
0	2	2	2	0	0	0	2	0	0	2	0	0	2	0	1	0	0	0	1	1	1	1	0	1	2	2	1	1	2	
0	0	0	1	1	2	0	0	0	1	2	1	2	2	2	0	2	0	0	2	1	1	0	0	1	0	0	0	1	0	
0	1	2	1	1	0	0	0	1	1	2	0	0	0	0	0	2	2	2	1	1	1	1	1	0	0	0	1	1	1	
0	2	1	1	1	3	1	1	3	2	2	0	1	1	0	2	1	1	2	2	1	2	4	4	3	2	2	2	2	2	
0	1	1	1	0	1	1	1	1	0	0	1	0	0	0	0	1	1	1	0	2	1	1	1	0	0	1	1	1	1	
0	1	1	2	2	1	1	1	1	2	1	0	1	0	0	2	2	2	2	3	1	1	1	1	1	1	2	2	2	2	
0	1	2	3	1	1	1	2	2	2	1	1	0	1	0	1	1	1	1	1	1	0	0	2	3	3	3	2	2	2	
1	2	2	2	2	2	1	1	0	0	0	1	0	1	0	0	2	2	2	1	1	1	1	2	2	2	2	1	1	1	
0	0	0	0	0	1	1	0	1	1	1	0	0	0	0	1	1	0	0	1	2	1	2	1	1	1	0	0	0	0	
2	2	2	2	1	1	2	2	1	2	0	0	0	0	0	2	1	2	2	1	2	2	1	2	1	2	1	2	3	3	
0	1	1	1	2	1	2	1	2	0	0	0	0	2	0	1	1	2	1	2	2	1	2	1	1	2	1	1	0	0	
0	1	1	2	1	1	1	1	1	0	0	1	0	1	0	0	2	2	2	1	1	1	0	0	0	0	0	0	2	2	
0	1	2	2	1	1	1	0	0	0	2	1	1	2	0	1	1	1	0	1	2	2	1	1	1	0	1	1	2	2	
0	2	2	2	2	1	1	1	1	2	2	2	2	2	0	1	1	1	1	0	1	0	1	1	1	2	2	1	1	1	
1	0	1	1	0	1	3	3	3	3	3	2	2	1	1	1	2	1	1	2	1	2	1	0	0	0	1	0	0	1	
0	1	1	1	1	1	1	0	0	2	2	1	1	0	0	1	0	0	0	0	1	1	0	2	2	3	1	1	1	1	
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2	
0	1	2	1	1	1	1	2	2	2	2	1	1	1	0	1	2	1	1	1	1	0	0	1	1	0	0	0	0	0	
0	1	1	1	2	0	0	2	2	1	1	1	0	0	0	1	0	1	1	0	0	1	1	0	0	0	0	0	1	0	1
0	2	2	2	3	0	2	0	3	2	3	1	1	1	0	0	3	2	3	2	3	2	2	1	2	2	3	2	3	3	
0	2	1	2	3	2	2	1	2	3	3	1	2	2	0	0	2	1	1	2	2	1	2	2	3	3	2	2	2	2	
0	1	1	2	2	1	1	1	1	2	1	0	1	0	0	2	2	2	2	3	1	1	1	1	1	1	1	2	2	2	
0	1	4	2	2	1	2	3	2	1	0	0	0	1	0	0	3	2	2	0	3	2	2	0	3	2	2	2	4	3	
0	0	0	0	0	1	1	0	1	1	1	0	0	0	0	1	1	0	0	1	2	1	2	1	1	1	0	0	0	0	
0	0	0	1	1	1	2	1	1	1	2	0	0	0	0	0	0	0	1	1	0	0	0	1	1	1	0	0	1	1	
0	0	0	0	0	2	2	1	1	2	2	0	0	2	0	1	0	1	2	2	1	1	0	0	1	1	0	1	1	0	
0	1	2	2	2	1	1	2	3	3	1	0	1	2	0	1	2	2	3	2	1	1	1	2	2	1	2	1	2	3	
0	2	1	1	1	2	0	1	2	1	0	0	0	0	0	0	2	0	1	1	2	1	1	0	1	2	0	0	1	1	
0	2	1	1	2	2	1	2	1	1	1	1	1	2	0	1	2	1	2	1	0	0	0	1	2	1	1	0	1	1	
0	2	1	1	2	1	1	2	1	1	0	0	1	2	0	2	1	1	0	0	1	1	0	2	1	1	0	0	0	1	
0	2	0	2	2	3	2	3	1	1	0	1	0	1	0	1	2	1	0	1	1	2	1	1	1	1	1	1	1	1	
0	1	1	2	1	1	1	1	1	0	0	1	1	1	0	2	2	1	1	1	0	1	1	1	1	1	1	2	1	1	
0	2	1	2	1	2	2	2	1	1	1	1	1	1	0	1	1	2	1	2	1	1	1	2	1	0	0	1	1	1	
0	0	1	2	2	2	1	2	1	1	1	1	1	1	0	1	0	1	1	2	1	1	0	0	1	3	1	1	1	2	
0	1	1	2	1	1	1	0	1	2	1	1	2	3	0	1	1	2	1	1	2	2	1	2	2	1	1	1	3	2	
0	2	1	1	2	2	2	1	1	1	0	0	1	1	1	1	2	1	0	0	0	1	1	1	0	0	1	1	1	1	
0	1	2	2	1	1	1	2	1	2	1	2	1	1	0	1	2	1	1	0	0	1	2	1	2	1	2	1	1	1	

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	P49	P50	P51	P52	P53	P54	P55	P56	P57	P58	P59	P60	
0	1	1	2	0	1	2	2	2	2	1	1	1	0	0	1	1	2	1	2	2	1	2	2	2	1	1	1	1	1	
0	1	1	2	1	2	2	1	2	2	1	2	1	1	0	1	1	1	2	1	0	1	1	2	1	2	2	2	1	2	
0	1	1	0	1	1	2	1	1	1	0	1	1	2	0	0	1	3	2	2	1	2	2	2	1	1	2	1	1	1	
0	1	1	0	1	0	1	1	1	1	1	0	0	1	0	0	2	1	1	2	1	2	3	3	3	2	2	2	2	1	1
0	2	1	1	2	2	2	1	1	2	2	1	1	0	0	1	1	1	2	1	1	0	0	1	2	2	1	1	2	1	
0	1	1	3	3	2	2	1	0	0	2	1	2	2	1	2	2	1	0	0	1	1	1	1	1	1	0	0	0	1	
0	1	2	2	2	1	1	2	2	2	1	1	2	1	0	0	2	2	1	1	2	1	0	1	2	1	1	1	1	2	
0	1	1	1	0	0	0	1	1	1	0	0	0	0	0	0	2	1	2	1	1	1	2	2	1	2	1	1	1	0	
0	2	1	1	2	1	1	0	1	2	1	3	3	1	0	0	2	2	1	2	2	2	1	1	1	2	1	1	1	2	
0	1	2	1	1	1	1	1	2	2	1	0	1	1	1	2	1	0	0	1	2	2	1	1	1	2	3	2	1	2	
1	2	1	2	1	1	1	1	0	0	0	2	2	1	0	0	2	2	3	1	1	2	2	1	1	1	2	1	0	0	
0	1	1	1	2	3	3	3	2	0	2	2	2	1	0	1	1	2	1	1	0	0	2	2	1	1	2	2	0	0	
2	2	2	1	1	1	0	0	1	2	1	1	2	0	0	2	1	1	1	0	0	1	1	2	2	1	1	1	2	1	
0	1	1	1	1	0	0	1	1	2	2	1	1	0	0	0	2	3	2	1	1	2	1	1	0	1	1	3	1	2	
1	2	3	2	2	2	2	1	1	1	1	0	0	0	0	0	2	1	1	2	2	1	2	1	2	3	0	0	1	2	
0	2	2	2	1	2	2	1	1	0	0	2	1	1	0	0	1	2	2	2	2	2	1	1	1	2	2	2	2	2	
0	2	1	1	1	2	2	2	0	0	0	1	1	1	0	1	1	1	2	1	2	2	1	2	1	2	2	1	2	0	
1	2	2	2	2	2	1	1	0	0	0	1	0	1	0	0	2	2	2	1	1	2	1	2	2	2	2	2	1	1	1
1	0	0	1	2	2	2	2	2	1	1	0	0	0	0	0	0	0	2	1	1	1	2	1	0	0	2	2	2	1	
0	2	2	2	0	0	0	2	0	0	2	0	0	2	0	1	0	0	0	1	1	1	1	0	1	2	2	1	1	2	
0	1	2	2	2	1	1	2	3	3	1	0	1	2	0	1	2	2	3	2	1	1	1	2	2	1	2	1	2	3	
1	2	1	1	2	1	0	0	0	0	0	0	0	0	1	1	3	1	1	0	0	2	3	2	2	1	1	2	1	0	
0	2	2	1	1	2	1	1	0	1	1	1	1	1	0	0	0	0	0	0	0	2	1	1	2	1	1	1	1	1	
0	0	1	0	1	0	1	0	1	0	1	0	1	1	0	1	2	1	1	1	2	2	2	1	2	2	1	2	3	1	
0	0	0	1	1	1	2	1	1	1	2	0	0	0	0	0	0	0	1	1	0	0	1	1	1	0	0	1	1	1	
1	1	2	1	1	0	0	0	1	1	2	0	0	0	0	0	2	2	2	1	2	1	2	1	0	0	0	0	1	1	1
0	1	1	2	2	1	1	1	1	2	1	0	1	0	0	2	2	2	2	3	1	2	1	2	2	1	1	2	2	2	
0	1	1	2	1	1	1	1	1	0	0	1	0	1	0	0	2	2	2	1	1	1	0	0	0	0	0	0	2	2	
1	0	1	1	0	1	3	3	3	3	3	2	2	1	1	1	2	1	1	2	1	2	1	0	0	0	1	0	0	1	
0	2	1	2	3	2	1	1	2	3	3	1	2	2	0	0	2	1	1	2	2	1	2	2	1	3	2	2	1	2	
1	0	1	0	1	1	1	0	1	1	1	0	0	0	0	1	1	0	0	1	2	0	2	1	1	1	0	0	0	0	
1	1	2	2	2	1	1	2	3	3	1	0	1	2	0	1	2	2	3	2	1	1	1	2	2	1	2	1	2	3	
0	2	0	2	2	3	2	3	1	1	1	0	1	0	1	2	1	0	1	1	2	1	1	2	1	2	1	2	1	1	
1	1	1	1	2	3	3	2	2	1	1	1	1	0	2	3	3	2	2	2	2	1	1	1	1	1	1	1	1	1	
0	2	1	1	1	0	0	2	1	1	0	0	0	0	0	0	2	2	1	1	1	0	1	1	0	0	0	0	1	1	
0	1	2	2	1	1	1	0	0	0	2	1	1	2	0	1	1	1	0	1	2	2	1	1	1	0	1	1	2	2	
1	0	1	1	0	1	3	3	3	3	3	2	2	1	1	1	2	1	1	2	1	2	1	0	0	0	1	0	0	1	
1	2	1	1	2	1	0	1	2	0	1	0	0	0	1	1	3	1	1	0	0	2	3	2	2	1	1	2	1	0	
0	1	1	1	1	1	1	0	0	2	2	1	1	0	0	1	0	2	1	0	1	1	0	2	3	1	1	2	1	1	
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2	
0	2	1	1	3	3	2	2	1	2	2	1	2	0	0	2	1	1	2	1	0	0	1	2	2	1	1	1	1	0	

MOBBING INVENTARIO DE ACOSO LABORAL DE LEYMANN

P31	P32	P33	P34	P35	P36	P37	P38	P39	P40	P41	P42	P43	P44	P45	P46	P47	P48	P49	P50	P51	P52	P53	P54	P55	P56	P57	P58	P59	P60
0	2	1	1	0	1	1	0	0	0	1	1	1	0	0	0	2	2	0	1	0	0	3	2	3	3	2	3	2	1
0	0	0	1	1	1	1	1	2	2	1	1	1	1	0	0	2	1	2	2	1	0	3	1	1	2	3	3	2	3
0	1	1	2	2	0	0	1	1	0	1	1	1	2	0	2	0	0	0	0	1	1	2	1	2	2	1	0	0	0
0	0	0	0	0	2	0	1	1	1	2	0	2	1	1	2	2	0	1	0	2	1	1	2	1	1	1	1	0	0
0	1	1	2	1	1	1	2	1	0	0	0	0	1	0	0	1	2	1	1	2	2	1	2	1	2	1	2	1	2
0	1	1	1	0	1	1	1	1	0	0	1	0	1	0	2	1	1	1	0	2	1	1	1	0	0	1	1	1	1
0	2	2	1	2	2	2	1	1	1	2	0	1	1	0	0	2	2	1	1	2	2	1	2	2	1	1	2	2	0
1	0	0	1	2	2	1	1	2	1	1	0	1	0	0	1	1	0	2	1	1	1	2	1	0	0	2	2	2	1
0	2	1	2	3	2	1	1	2	3	3	1	2	2	0	0	2	1	1	2	2	1	2	2	1	3	2	2	1	2
0	1	2	2	1	2	2	1	2	2	3	0	1	2	0	1	2	2	1	1	2	2	3	3	2	1	1	1	1	1
1	3	4	4	3	2	2	3	3	2	2	2	3	4	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	1
0	1	2	2	1	1	2	1	1	2	3	0	0	0	0	1	1	2	1	1	0	0	1	2	2	2	2	2	2	2
0	1	2	2	1	1	2	2	2	0	0	0	0	1	0	0	2	1	1	2	1	1	2	2	1	1	1	2	2	1
0	1	2	2	1	2	1	2	1	2	0	1	0	1	0	0	2	1	2	1	1	2	2	2	2	2	0	2	2	2
0	0	1	2	2	1	1	1	1	1	2	1	1	1	0	0	1	1	2	1	1	1	0	0	0	1	2	1	1	1
0	1	1	2	1	1	1	2	1	2	1	1	1	2	0	1	1	0	1	1	1	1	2	1	1	1	1	0	0	0
0	1	0	0	2	2	1	0	0	3	3	2	1	2	0	1	3	2	1	2	2	1	2	2	1	1	0	1	0	0
0	1	2	2	0	0	0	2	0	0	2	2	1	1	0	1	2	1	1	2	1	0	1	2	2	1	2	2	2	1
0	1	2	1	1	0	0	2	2	1	1	2	0	0	0	0	2	2	1	1	0	1	1	2	1	0	0	1	2	1
0	2	1	1	3	3	2	2	1	2	2	1	2	0	0	2	1	1	2	1	0	0	1	2	2	1	1	2	1	0
0	1	2	1	2	1	0	1	1	1	0	0	0	1	0	0	1	0	0	1	0	1	2	0	1	1	1	0	0	0
0	0	1	0	1	0	1	0	1	0	1	0	1	1	0	1	2	1	1	1	1	2	2	1	2	1	2	3	1	1
0	1	2	1	2	3	1	0	1	2	2	1	0	0	0	2	2	0	1	0	1	1	0	1	1	1	1	0	1	0
0	1	2	2	0	1	1	1	1	0	0	1	0	2	0	2	1	1	2	0	2	1	1	1	2	1	1	2	1	1
0	1	1	1	2	0	0	2	1	1	0	0	1	1	0	1	1	1	1	0	0	1	1	0	0	2	2	2	2	1
0	2	2	1	2	2	2	1	1	1	2	0	0	0	0	0	2	2	1	1	2	1	1	2	2	1	1	2	2	0
0	1	2	2	1	1	3	2	1	1	1	1	0	0	0	1	2	2	2	1	0	1	0	1	1	2	2	1	1	0
0	1	0	1	1	2	0	1	0	1	2	1	2	2	0	0	2	0	0	2	1	1	0	2	1	0	0	0	1	0
0	1	2	2	1	1	2	2	2	1	1	1	0	0	0	0	1	1	0	0	1	1	0	1	2	2	1	1	2	2
1	1	2	1	1	2	1	2	2	3	2	0	0	2	1	1	2	1	2	2	1	2	0	0	0	2	1	1	2	2
1	1	1	1	1	0	0	0	1	2	2	1	0	0	0	0	1	1	1	2	2	2	2	2	1	2	1	1	1	1
0	0	0	2	2	0	0	1	1	2	2	1	0	0	0	0	2	1	1	1	1	2	1	2	2	2	1	0	1	0
0	0	0	0	0	0	0	1	1	2	1	0	2	2	0	1	1	2	0	0	3	3	1	1	1	1	3	3	3	1
0	1	1	1	2	2	2	2	3	3	3	0	2	0	0	0	1	1	1	1	1	3	1	1	2	2	1	1	0	3
1	2	2	1	0	1	2	2	1	1	3	0	2	0	0	2	1	1	1	2	2	2	1	2	1	2	3	3	3	2
0	0	0	0	2	1	1	1	0	1	1	1	1	0	0	0	0	0	0	0	1	1	1	2	2	2	2	1	0	0
0	1	1	1	2	2	1	0	1	1	1	1	1	3	3	0	0	3	2	2	2	1	2	1	2	3	3	2	2	2
3	0	1	1	2	2	2	2	0	0	1	1	1	0	0	1	1	2	2	2	2	1	0	0	0	0	2	2	1	2