

Work Stress Factors

Many factors contribute to work stress. Some factors are more important than others, but each can be influential. Think about each one listed below and make a judgment on whether or not it is a factor in your work stress.



Instructions: Place a (-) in front of the factors that contribute to your stress levels. Place a (+) in front of those that do not. Leave it blank if it's neutral.

I. Nature of the Job

- A. () Poor working conditions
- B. () Work overload or underload
- C. () Physical hazards
- D. () Salary
- E. () Extremely difficult or extremely easy tasks
- F. () Excessive physical effort
- G. () Inconvenient hours
- H. () Repetitive, dehumanizing environment

II. Work Relationships

- A. () Poor relationships with co-workers, supervisor, or staff
- B. () Problems in giving assignments to others
- C. () Competition among employees
- D. () Not accepted by fellow workers

III. Organization Role

- A. () Unclear job description
- B. () Conflicting job demands
- C. () Too much responsibility for people
- D. () Too much responsibility for things

IV. Career Development

- A. () Lack of job security
- B. () Overqualified for job
- C. () Underqualified for job
- D. () Ambition is inhibited by boss
- E. () Inadequate credit for accomplishments

V. Organizational Structure and Atmosphere

- A. () Little control over decisions
- B. () Office politics
- C. () Restrictions on behavior
- D. () Discouragement of individual expression
- E. () Being evaluated

VI. Non-Work Factors

- A. () Family problems
- B. () Money problems
- C. () Life satisfaction
- D. () Life stages
- E. () Health

This exercise is a good starting place to survey the general nature of the stress you experience on your job. Once sources are identified, corrections can begin.