

Work Stressor Questionnaire

Work stressors can be identified in almost all aspects of one's job. Before taking action to eliminate or reduce these stressors, pinpoint their sources. Isolate these factors so corrective action can begin.

Instructions: Think about how often you encounter the following situations. Circle the appropriate frequency.

- 1 = Never 4 = Usually
 2 = Rarely 5 = Constantly
 3 = Occasionally

A. Disagreement & Indecision

- | | | | | | |
|--|---|---|---|---|---|
| 1. Unsure of co-workers expectations | 1 | 2 | 3 | 4 | 5 |
| 2. Unfriendly attitude in co-workers | 1 | 2 | 3 | 4 | 5 |
| 3. Job responsibilities go against your better judgment. | 1 | 2 | 3 | 4 | 5 |
| 4. Can't satisfy conflicting demands from superiors | 1 | 2 | 3 | 4 | 5 |
| 5. Trouble refusing overtime | 1 | 2 | 3 | 4 | 5 |

B. Pressure on the Job

- | | | | | | |
|---|---|---|---|---|---|
| 6. Overloaded at work, unable to complete tasks during an average day | 1 | 2 | 3 | 4 | 5 |
| 7. Too much supervision | 1 | 2 | 3 | 4 | 5 |
| 8. Job requirements are taking their toll on your private life | 1 | 2 | 3 | 4 | 5 |
| 9. Rushed to complete work or short on time | 1 | 2 | 3 | 4 | 5 |
| 10. Too much red tape | 1 | 2 | 3 | 4 | 5 |

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C. Job Description Conflict

11. Uncertainty about your exact job responsibilities	1	2	3	4	5
12. Too much teamwork					
13. Poor flow of information to you in order to carry out your job	1	2	3	4	5
14. Not enough authority for you to properly do your job	1	2	3	4	5
15. Discomfort in handling unethical assignments	1	2	3	4	5

D. Communications & Comfort with Supervisor

16. Ideas differ from those of your supervisor	1	2	3	4	5
17. Trouble talking to boss	1	2	3	4	5
18. Unable to predict supervisor's reactions	1	2	3	4	5
19. Boss gives little feedback about your work	1	2	3	4	5
20. Boss is overly critical of your work	1	2	3	4	5

Stress Management at Work

- 1 = Never
2 = Rarely
3 = Occasionally
4 = Usually
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E. Job Related Health Concerns

21. Work conditions are unhealthy	1	2	3	4	5
22. Physical dangers exist at work place	1	2	3	4	5
23. Heavy physical tasks to complete	1	2	3	4	5
24. Hostile threats from co-workers	1	2	3	4	5
25. Sick days are discouraged	1	2	3	4	5

F. Work Overload Stress

26. Can't consult with others on projects	1	2	3	4	5
27. Co-workers are inefficient	1	2	3	4	5
28. Often take work home to complete	1	2	3	4	5
29. Responsible for too many people/projects	1	2	3	4	5
30. Shortage of help at work	1	2	3	4	5

G. Work Underload Stress

31. Too little responsibility at work	1	2	3	4	5
32. Overqualified for your job	1	2	3	4	5
33. Little chance for growth exists	1	2	3	4	5
34. Trying to "look" busy on job	1	2	3	4	5
35. Feeling unstimulated	1	2	3	4	5

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H. Boredom Induced Stress

36. Repetitive or highly specialized routine	1	2	3	4	5
37. Not learning anything new	1	2	3	4	5
38. Can't see final outcome of your efforts	1	2	3	4	5
39. Job is too easy	1	2	3	4	5
40. Daydreaming frequently	1	2	3	4	5

I. Problem of Job Security

41. Fear of being laid off or fired	1	2	3	4	5
42. Worry about poor pension	1	2	3	4	5
43. Concerned about low wages	1	2	3	4	5
44. Need "pull" to get ahead	1	2	3	4	5
45. Could be fired without cause	1	2	3	4	5

J. Time Pressure

46. Constant reminders that "time is money"	1	2	3	4	5
47. Starting and ending times are rigid	1	2	3	4	5
48. Monotonous pace of work	1	2	3	4	5
49. Not enough break or meal time	1	2	3	4	5
50. Work pace is too fast	1	2	3	4	5

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K. Job Barrier Stress

51. Hope for advancement or raise is limited	1	2	3	4	5
52. Sex/age discrimination exists at job	1	2	3	4	5
53. Not suited to job	1	2	3	4	5
54. Work has no personal meaning	1	2	3	4	5
55. Work goes unrecognized	1	2	3	4	5

How to Score: Add the numbers you circled within each of the areas and record them. Place a star (*) next to the highest scoring category.

- A. Disagreement & Indecision _____
- B. Pressure on the Job _____
- C. Job Description Conflict _____
- D. Communication & Comfort with Supervisor _____
- E. Job Related Health Concerns _____
- F. Work Overload Stress _____
- G. Work Underload Stress _____
- H. Boredom Induced Stress _____
- I. Problem of Job Security _____
- J. Time Pressure _____
- K. Job Barrier Stress _____

TOTAL SCORE (add scores A - K) _____

Within each area, scores will range from 5 to 25. Scores of 14 or above suggest problem areas.

Overall scores will fall within the 55 to 275 range. Scores of 135 or above would suggest an unusual amount of work related stress. Use the Ten Tips for Preventing Burnout in the next section to combat the effects of work related stress.