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.