

Sources of work stress

Scoring:

3 high stress; 2 moderate stress; 1 low stress; 0 no stress

1	Too much work to do		19	Too little work to do	
2	Too many different roles to play		20	Changes in the way I'm asked to work	
3	Being responsible for managing others		21	Work politics	
4	My relationship with others at work		22	Lack of colleagues to confide in	
5	My salary		23	An unpleasant physical environment	
6	Continuing working at home		24	Prioritising between work and home	
7	Working long/unsociable hours		25	Time pressures and deadlines	
8	Being unclear what is expected of me		26	Lack of variety and stimulation	
9	Having to make decisions or plans		27	Fear of making a mistake	
10	My relationship with my manager		28	Poor training and guidelines	
11	Doing a job that does not stretch me		29	Lack of job satisfaction	
12	Difficulty in switching off at home		30	My partner's attitude to my work	
13	Too many demands on my time		31	Not having the right skills for the job	
14	Having few clear objectives to work to		32	Little feedback about my performance	
15	Dealing with conflict		33	Meetings/ giving presentations	
16	Little encouragement and support		34	The general morale of the workforce	
17	Career and promotion prospects		35	Job insecurity or threat of redundancy	
18	The demands of work on my home life		36	Changes outside work – finance, illness etc	

Sources of work stress: interpretation of scoring

Transfer your scores for individual questions across the columns. Each column will show how you score in particular areas of your work. Add up the scores in each column to find out the areas on which you need to concentrate most.

A		B		C		D		E		F	
1		2		3		4		5		6	
7		8		9		10		11		12	
13		14		15		16		17		18	
19		20		21		22		23		24	
25		26		27		28		29		30	
31		32		33		34		35		36	
TOTAL		TOTAL		TOTAL		TOTAL		TOTAL		TOTAL	

A Workload

B Role

C Responsibility

D Relationships

E Job satisfaction

F Home/work interface

Over 8 points: You need to make some real change in this area

5 – 8 points: Some areas may need addressing

Below 5 points: Everything seems pretty satisfactory