

# IDENTIFY SOURCES OF WORK STRESS

*If you can identify the causes of your stress at work you may be able to develop skills to counteract it. For each situation described below, decide how much stress it is creating for you.*

## Scoring

High stress 3 ■ Moderate stress 2 ■ Low stress 1 ■ No stress 0

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

## INTERPRETING YOUR SCORE

*Transfer your scores for individual questions across the following columns of boxes. 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 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
7 <input type="checkbox"/>	8 <input type="checkbox"/>	9 <input type="checkbox"/>	10 <input type="checkbox"/>	11 <input type="checkbox"/>	12 <input type="checkbox"/>
13 <input type="checkbox"/>	14 <input type="checkbox"/>	15 <input type="checkbox"/>	16 <input type="checkbox"/>	17 <input type="checkbox"/>	18 <input type="checkbox"/>
19 <input type="checkbox"/>	20 <input type="checkbox"/>	21 <input type="checkbox"/>	22 <input type="checkbox"/>	23 <input type="checkbox"/>	24 <input type="checkbox"/>
25 <input type="checkbox"/>	26 <input type="checkbox"/>	27 <input type="checkbox"/>	28 <input type="checkbox"/>	29 <input type="checkbox"/>	30 <input type="checkbox"/>
31 <input type="checkbox"/>	32 <input type="checkbox"/>	33 <input type="checkbox"/>	34 <input type="checkbox"/>	35 <input type="checkbox"/>	36 <input type="checkbox"/>
TOTAL <input type="checkbox"/>	TOTAL <input type="checkbox"/>	TOTAL <input type="checkbox"/>	TOTAL <input type="checkbox"/>	TOTAL <input type="checkbox"/>	TOTAL <input type="checkbox"/>

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### A: Workload

**Over 8** Your workload appears to be creating stress. Seek to make changes in the structure of your job.

**5-8** Your workload is on the verge of being stressful.

**Below 5** Overload may not be an issue, but a high score for question 19 may indicate that underload is a problem.

### B: Role

**Over 8** Your job description appears to need clarifying and defining. Confront your manager assertively and make changes.

**5-8** Some clarification is needed regarding your role at work.

**Below 5** Your role at work does not appear to be a problem.

### C: Responsibility

**Over 8** You appear to be uncomfortable with your present responsibilities. You may benefit from talking to colleagues who have more experience or responsibility. Ask for more training.

**5-8** You seem to have difficulties taking responsibility at work.

**Below 5** You do not appear to have a problem with responsibility.

### D: Relationships

**Over 8** Relationships at work appear to be creating stress.

Aim to improve the quality of these and seek better support from those around you.

**5-8** Your relationships at work could be a source of stress.

**Below 5** Relationships at work do not appear to be a problem.

### E: Job Satisfaction

**Over 8** You appear to have a low level of job satisfaction and possibly do not feel valued at work. Are you doing the right job? Are there more satisfying areas that you could move into?

**5-8** Your job could be more satisfying.

**Below 5** You appear to enjoy your work.

### F: Home/work interface

**Over 8** You seem not to be keeping home and work separate. You may need to reestablish those firm boundaries.

**5-8** Home and work show signs of interacting negatively.

**Below 5** The interaction between home and work does not appear to be stressful.

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**Please consult *Free Yourself from Harmful Stress* by Trevor Powell in the event that you score high on any assessment, in order to begin the necessary healing steps outlined in the publication.**