

Sources of Stress in the Workplace

Work Relationships



Poor relationships with superiors, interpersonal conflicts, aggressive behaviors, bullying/harassment

Change / Communication



Lack of transparency or equal opportunities; high uncertainty and job insecurity; poorly planned, communicated or executed organizational change

Work Demands



Work overload or underload, high levels of time pressure, continually subject to deadlines

Recognition



Not being valued and recognized; Career stagnation, under or over promotion, poor pay

Job Content / Role



Lack of variety or short work cycles, fragmented or meaningless work, under use of skills; Role ambiguity

Work Environment & Equipment



Social or physical isolation; inadequate equipment availability, suitability or maintenance; lack of comfort and space; poor lighting; excessive noise

Autonomy / Control



Low participation in decision making, lack of control over workload, pacing, schedule

Resources / Support



Low levels of support for problem solving and personal development

Work-home Conflicts



Conflicting demands from work and home, low support at home

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