

Sources of Stress in the Workplace



Work Relationships

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



Change or 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 or 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 or Control

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



Resources or Support

Low levels of support for problem solving and personal development



External Disruptions

External factors outside your control, that can be highly disruptive and stressful to navigate, such as, global instability, geo-political conflicts, wars, environmental disasters.



Work-home Conflicts

Conflicting demands from work and home, low support at home

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