

UNDERSTANDING THE 7 SOURCES OF WORKPLACE STRESS

1. **Demand** - Being challenged at work can escalate into having a highly demanding job. Often a result of poorly designed jobs, stress resulting from excessive demand happens when workloads become overwhelming or skills or talents don't match the position.
2. **Effort/reward balance** - When high levels of output and effort are met with minimal rewards, whether that be compensation, a promotion or simple recognition for a job well done an employees stress can skyrocket. Without an effort/reward balance, an employee can feel disconnected, unmotivated and even angry.
3. **Control** - Feeling powerless is a universal cause of job stress. Lack of control comes from high responsibility paired with low authority, not being heard, not being involved and others not understanding your work.
4. **Organizational change** - Changes within the organization– from management restructuring to new policies and procedures – impact individuals differently. For some, it brings apprehension, insecurity and confusion – all which can raise stress levels when changes are not properly communicated or understood.
5. **Manager/supervisor** - Reasonable directives from your boss should be expected. It's when he or she creates enormous pressure or challenges, to the point of it hindering your workload, that cause stress to increase.
6. **Social support** - An unsupportive social environment can cause workplace stress. Managers who don't provide clear and consistent information and co-workers who fail to assist one another leaves employees feeling unengaged and unproductive.
7. **Job security** - Fearing for your job is extremely stressful. However, stress can also be caused by lack of advancement, being promoted too slowly or being promoted too quickly to be successful in the job