PeopleFirst

IDENTIFYING WORKPLACE STRESSORS

EMPLOYERS QUICK GUIDE

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Identifying workplace stressors is vital for preventing burnout, fostering wellbeing and maintaining productivity. It also ensures legal compliance, and boosting retention rates in a supportive work environment.

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To assess common workplace stressors, consider the following themes.

01. Workload
02. Workplace relationships
03. Role ambiguity
04. Work environment
05. Training opportunities
06. Career development
07. Organisational change
08. Communication
09. Work-life balance
10. Recognition

COMMON WORKPLACE STRESSORS

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- How do employees perceive their current workload and deadlines? Do they feel overwhelmed or under pressure?
- Are there any specific tasks or projects that consistently cause stress or fatigue among employees?
- How do employees manage their workload, and do they feel adequately supported in prioritising tasks and managing their time?

WORKLOAD

01

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Do employees feel supported by their colleagues and managers during challenging times, both professionally and personally?

Are there opportunities for team building, social events, or informal interactions that strengthen relationships and camaraderie among employees?

How do employees perceive the quality of relationships and social support within their teams and across the organisation?

Do employees feel comfortable expressing concerns or grievances regarding interpersonal dynamics in the workplace?
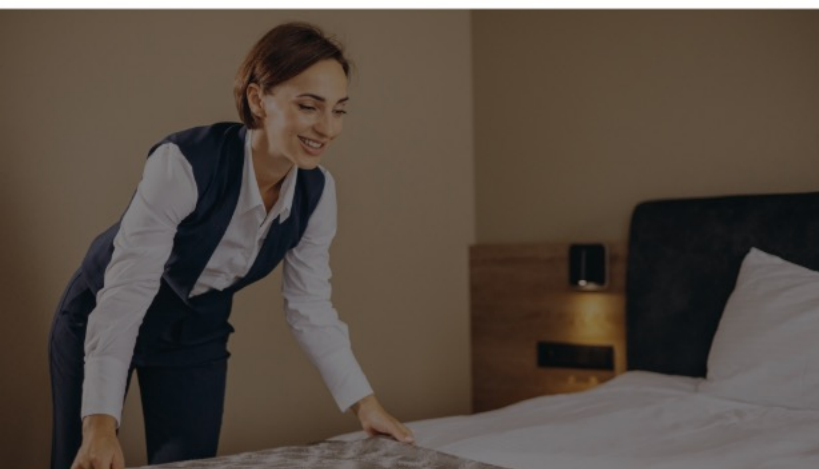
RELATIONSHIPS
02

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Understanding

Do employees have a clear understanding of their job expectations, responsibilities, and performance standards?

Changes

Have there been any recent changes in roles or responsibilities that have caused confusion or uncertainty?

Feedback

How often do employees receive feedback and guidance regarding their performance and role?

ROLE AMBIGUITY
03

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- What aspects of the work environment, such as noise levels, lighting, or workspace design, do employees find challenging or distracting?
- Are there any specific environmental factors that hinder productivity or wellbeing among employees?
- How do employees perceive the overall comfort and functionality of their workspace?

ENVIRONMENT

04

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Are employees satisfied with the opportunities for skill development and career advancement within the organisation?

How accessible are training programmes, workshops, and professional development resources for employees?

Do employees feel empowered to grow and develop their skills in alignment with their career aspirations and organisational goals?

How effective is the performance management process in providing meaningful feedback and development opportunities?

TRAINING
05

Support

Do employees feel supported in achieving their professional goals?

Satisfaction

Are employees satisfied with the opportunities for growth, progression, and recognition within the organisation?

Perception

How are employee development programmes and mentorship opportunities perceived within the organisation?

CAREER

06

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- Have there been recent organisational changes or restructuring initiatives, and how have employees responded to these changes?
- What communication and support mechanisms are in place to help employees navigate periods of uncertainty or disruption?
- Are there any specific concerns or challenges related to organisational change that employees have expressed?

CHANGE
07

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How effective is communication between management and employees regarding organisational changes, policies, and decisions?

Do employees feel informed and involved in decision-making processes that affect their work and wellbeing?

Are there opportunities for feedback and dialogue between employees and management to address concerns and improve communication channels?

How can the organisation better communicate and reinforce its values to enhance employee engagement and satisfaction?

COMMUNICATION
08

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Balance
How do employees manage their work-life balance, especially with regard to long hours or excessive overtime?

Flexibility
Are there opportunities for flexible work arrangements, and do employees feel supported in balancing work responsibilities with personal commitments?

Initiatives
What initiatives or policies are in place to promote work-life balance within the organisation?

WORK-LIFE
09

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- Do employees feel valued and appreciated for their contributions within the organisation?
- Are there mechanisms in place to recognise and reward employee achievements and efforts?
- How does the organisation foster a culture of appreciation and recognition among team members and across departments?

RECOGNITION
10

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Identifying common workplace stressors is key to managing stress and promoting wellbeing.

Proactively addressing these stressors shows an employers' dedication to both employee wellbeing and organisational success.

CONTACT US

Ready to prioritise employee wellbeing?

Join us in fostering a healthier, happier workplace today!

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