

## Job Conditions That May Lead to Stress

It can happen in any work group; people become stressed and productivity begins to slip. As a manager, it is your responsibility to ensure the productivity of your workgroup. How can you tell if your workplace environment is contributing to the stress level of your workers? The National Institute for Occupational Safety and Health has published a few indicators of work environments that contribute to feelings of stress.

### *The Design of Tasks:*

- Heavy workloads
- Infrequent rest breaks
- Long work hours and shift-work
- Hectic and routine tasks that
  - have little inherent meaning
  - do not utilize workers' skills
  - provide little sense of control

### *Management Style:*

- Lack of participation by workers in decision making
- Poor communication in the organization
- Lack of family friendly policies

### *Interpersonal Relationships:*

- Poor social environment
- Lack of support or help from coworkers and supervisors

### *Work Roles:*

- Conflicting or uncertain job expectations
- Too much responsibility
- Too many "hats to wear"

### *Career Concerns:*

- Job insecurity
- Lack of opportunity for growth, advancement, or promotion
- Rapid changes for which workers are unprepared

### *Environmental Conditions:*

- Unpleasant or dangerous physical conditions such as
  - Crowding
  - Noise
  - Air pollution
  - Ergonomic problems

First Sun EAP has a dedicated Risk Management Team available to assist you with stress management issues, for yourself or your workers. The First Sun Solutions Team of Consultants is available to assist you with the assessment of your workplace for conditions that may lead to a stressful work environment. You can call any time for a free confidential consultation to discuss these or any workplace issues that affect the performance of your workers. Call toll-free at **800-968-8143** or in Greater Columbia, **803-376-2668**.