



CAREER VISION

Stress in the Workplace

Job stress includes harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. *National Institute of Occupational Safety & Health*

We hear a lot today about workplace stress. How can I recognize it and what can I do about it? Research suggests several categories that may cause stress in the workplace. These include: discouraging economic trends, organizational culture, relationships in the workplace, role in the organization, and factors related to a specific job.

- Discouraging economic indicators often drain energy and enthusiasm for work that was once satisfying, replacing it with worry, insecurity and anxiety.
- Being out of step with an organization's culture can leave one feeling alienated, or confused about the best way to get the necessary resources to accomplish goals.
- Relationship challenges, such as interpersonal difficulties with supervisors or co-workers, contribute to misunderstandings and frustrations that can interfere with one's satisfaction and sense of contribution.
- Some organizational roles are naturally more stressful than others. Factors that contribute to role stress include level of responsibility, conflicting demands, and the lack of clarity about expectations and the meaning of your work.
- Specific job requirements, or the type of work tasks and speed at which work is produced, can contribute to stress.

As you can see, there is a natural relationship between a person's level of stress and satisfaction with their work. A look at your level of job satisfaction may be an indicator of your stress level. It's helpful to take a temperature check from time to time to gauge your level of satisfaction with your work, and then take steps to improve it. To get a quick read on your own job satisfaction, check out the Job Satisfaction Survey on the www.careervision.org home page under "What's New." It will take you less than 10 minutes and you will get instant feedback.

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