# Stressor Assessment Form

Demand

Demand is an area concerned with workload, work patterns and your work environment.

Please answer the following statements according to what applies to you:

|  |  |  |
| --- | --- | --- |
| **WORKLOAD/ WORK PATTERNS** | **YES** | **NO** |
| I can finish my workload in the agreed hours of work. |  |  |
| I feel that the expectations and timescales for work demands are realistic.  |  |  |
| I can take sufficient breaks as part of my workday. |  |  |
| I can take annual leave to rest or have a break. |  |  |
| **COMMUNICATION** | **YES** | **NO** |
| I am not expected to respond to correspondence outside the working hours.  |  |  |
| I feel comfortable with the amount of e-mail correspondence received during my working day. |  |  |
| I feel that if I shared concerns about my work environment these would be addressed promptly. |  |  |
| I feel that I am provided with information of the wellbeing support services in place. |  |  |
| **SKILLS, TRAINING AND DEVELOPMENT** | **YES** | **NO** |
| I have the necessary skills for the work I am expected to do. |  |  |
| I receive sufficient and adequate feedback on my work. |  |  |
| **WORKPLACE HAZARDS AND ENVIRONMENT WORKING ON CAMPUS** | **YES** | **NO** |
| I have a pleasant work environment. |  |  |
| I have a safe work environment. |  |  |
| I have an adequate homeworking set up which allows me to carry out my work effectively. |  |  |
| I am free from musculoskeletal pain. |  |  |
| **INSUFFICIENT CHALLENGE** | **YES** | **NO** |
| I am given enough tasks at work. |  |  |
| I consider my work engaging. |  |  |

Control

*This area relates to how much influence you feel you have over the way you work.*

|  |  |  |
| --- | --- | --- |
| ***ITEMS*** | ***YES*** | ***NO*** |
| I have a flexibility in my work patterns or rotas. |  |  |
| Where my role allows me flexibility to work from home, I am able to choose when and where I work. |  |  |
| I have opportunities to organise my work in a way which suits me. |  |  |
| *I can work at my own pace.* |  |  |
| *I am consulted when changes occur to my workload, work patterns or work environment.* |  |  |
| *I have a say over when breaks can be taken.* |  |  |
| *I am able to take initiative to complete my work.* |  |  |
| *I have opportunities to develop new skills to complete challenging pieces of work.* |  |  |
| *I find my work activities predictable.* |  |  |

Relationships

*This refers to your interactions at work and working together*

|  |  |  |
| --- | --- | --- |
| **ITEMS** | **YES** | **NO** |
| *I have good relationships with my manager and colleagues.*  |  |  |
| *I am not harassed or bullied at work.* |  |  |
| *I feel I am treated fairly and respectfully at work.*  |  |  |
| *I foster collaborative working relationships with colleagues across the University.* |  |  |

Role

*This refers to your role and responsibities*

|  |  |  |
| --- | --- | --- |
| ***ITEMS*** | ***YES*** | ***NO*** |
| I have a clear understanding of my roles and responsibilities. |  |  |
| I feel like my responsibilities are within the scope of my role. |  |  |
| I have a clear understanding of what is expected of me most of the time. |  |  |
| *I feel like my skills and knowledge are valued.* |  |  |

Change

*This refers to the effect of changes at work*

|  |  |  |
| --- | --- | --- |
| ***ITEMS*** | ***YES*** | ***NO*** |
| *I am informed of changes in a timely manner.*  |  |  |
| *I have opportunities to influence proposals regarding changes.* |  |  |
| *I am provided with information which allows me to understand why changes are made.*  |  |  |
| *I am clear about the effect of changes to my job.* |  |  |
| *I can access support to deal with changes.* |  |  |
| *I feel like my job is secure.* |  |  |
| *I feel like I have sufficient skills and abilities to meet changes to my role.* |  |  |

Support

*This refers to feeling supported at work*

|  |  |  |
| --- | --- | --- |
| ***ITEMS*** | ***YES*** | ***NO*** |
| I feel supported by my manager or colleagues. |  |  |
| I feel able to support my colleagues. |  |  |
| I feel that the wellbeing support services in place are accessible. |  |  |

Other aspects

*Are there any other aspects that may contribute to workplace stress? Write down your thoughts below.*

Where complex issues or increased risks from stress are identified, seek advice from the Occupational Health team and the Employee Relations Advisers (People and Culture).