

Stress in the workplace & practical actions



Stress survey

Helping to pinpoint emerging issues

Being aware of what is causing stress amongst employees in the workplace, can help pinpoint emerging issues. Plus, it enables leadership teams to correct their strategy by implementing actions to address the findings.

In the latest MetLife resilience report ‘Mental Health & Stress: Building resilience in the 4th industrial revolution’, employees are telling us that a major cause of stress at work is the people they work with – either there aren’t enough of them or the ones that are there are failing to deliver. Employees rated being understaffed and working with colleagues who fail to perform as a major cause of the stress they feel.

Practical action: Decide what to measure, and measure it often

Encouraging employees to complete surveys can be challenging, but should not deter employers from trying. Short, simple surveys focusing on different aspects of work and stress will help to pinpoint emerging issues and enable leadership teams to course correct their strategies. It goes without saying that it is important to act swiftly on the findings so that employees feel heard and in turn well supported.



Survey questions to consider

Below are some of the key areas employers can ask questions around in their surveys – either through launching a specific stressor survey (perhaps on an annual or bi-annual basis). Or, they could include more prevalent topics into existing employee satisfaction and engagement surveys.

- Being understaffed
- Colleagues not doing job properly
- Workplace politics and in-fighting
- Recruitment of inexperienced colleagues
- Achieving performance targets
- Pressure from your line manager or boss
- Fitting work demands with family commitments
- Long term absence of team members
- Fitting work demands with managing finances
- Working with new boss
- Achieving financial targets such as sales targets or cost control



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