

Categories of Job Stressors	Examples of Sources of Stress
Task Design	<ul style="list-style-type: none"> <li>• workload (overload and underload)</li> <li>• pace / variety / meaningfulness of work</li> <li>• adequate time to complete a task</li> <li>• autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks)</li> <li>• shiftwork / hours of work</li> <li>• skills / abilities do not match job demands</li> <li>• lack of training and/or preparation (technical and social)</li> <li>• lack of appreciation</li> <li>• isolation at the workplace (emotional or working alone)</li> </ul>
Role in the organization	<ul style="list-style-type: none"> <li>• role conflict (conflicting job demands, too many roles, multiple supervisors/managers)</li> <li>• uncertain job expectations/role ambiguity (lack of clarity about responsibilities, expectations, etc.)</li> <li>• level of responsibility</li> </ul>
Career development	<ul style="list-style-type: none"> <li>• under/over-promotion</li> <li>• job security/insecurity (fear of redundancy either from economy, or a lack of tasks or work to do)</li> <li>• lack of career development opportunities, growth, or advancement</li> <li>• overall job satisfaction</li> </ul>
Relationships at work (Interpersonal)	<ul style="list-style-type: none"> <li>• supervisors (conflicts or lack of support)</li> <li>• coworkers (conflicts or lack of support)</li> <li>• threat of violence, harassment, etc. (threats to personal safety)</li> <li>• lack of trust</li> <li>• lack of systems in workplace available to report and deal with unacceptable behaviour</li> <li>• prejudice or discrimination</li> </ul>
Organizational structure/ climate/ management style	<ul style="list-style-type: none"> <li>• participation (or non-participation) in decision-making</li> <li>• communication patterns (poor communication / information flow)</li> <li>• little recognition for good job performance</li> <li>• lack of systems in workplace available to respond to concerns</li> <li>• not engaging employees when undergoing organizational change</li> <li>• lack of perceived fairness (who gets what when, and the processes through which decisions are made). Feelings of unfairness magnify the effects of perceived stress on health</li> <li>• lack of support (such as family-friendly policies, employee assistance programs, etc.)</li> </ul>