



10 Tips To Remove Job Characteristic Stressors

Job characteristics focus on the factors of one's job that may make it more stressful, for example lack of autonomy, decision making, working hours, job tasks, cognitive load, time constraints and resources.

Potential Stress Risk		Tip to Remove/Reduce Stressor
Do employees have reasonable control over how they carry out their roles?	1	Offer more flexibility so that employees can have control over when/where they work (if possible)
	2	Focus on outputs as the key measure of success, as opposed to hours worked
Do employees have involvement in decision making?	3	Hold regular employee surveys to get their anonymous feedback and ensure robust action plans are created in response
	4	Have an anonymous suggestion box or set up a people forum or wellbeing focus group for sharing ideas
Can their work be repetitive or unfulfilling?	5	Ensure any upskilling is discussed in career planning conversations and added to their development plans
	6	Give employees more autonomy over how their role is carried out, by actively seeking their feedback on ways of working
Are excessive workloads/long hours apparent within the business?	7	Help employees prioritise tasks – can any non-value add tasks be stopped?
	8	Limit email/text/phone communication outside of working hours and ensure leaders role model these behaviours
Are employees properly qualified for their roles?	9	Ensure recruitment processes are assessing the right technical and behavioural attributes
Do employees have adequate resources and the right environment to meet their goals/objectives?	10	Make physical adjustments where necessary - enable employees to adjust lighting, temperature, ventilation etc and ensure equipment set up is adequate for their needs

For more detail, [click](#) here to see the full Everymind at Work Mental Wellbeing Risk Assessment.