

The 5 Key Sources of Workplace Stress

The risks to employee mental health at work, typically fall into one of five categories:



Job Characteristics

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.



Role Characteristics

Role characteristics typically focus on employee purpose, expectations, demands, qualifications and work-life interface.



Work Environment

The work environment includes the physical and psychological environment in which your employees work. Factors to think about include culture, organisational change, communication and physical surroundings such as lighting and room temperature.



Relationships

Relationships at work include the connections between colleagues, managers and leaders, as well as the social support available to employees.



The Individual

The individuality (profile and characteristics) of your employees may make them more susceptible to ill mental health. Whilst you cannot change this, you can be aware of potential risk factors and mitigate the effects where possible.

As an employer, you may not be able to control all of these factors, but it is important that you are aware of them and implement any interventions that may help support your employees' mental health and wellbeing. To help, we have created a [free workplace mental wellbeing risk assessment template](#) to help you identify and mitigate sources of stress in the workplace.