



10 Tips To Remove Role Characteristic Stressors

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

Potential Stress Risk		Tip to Remove/Reduce Stressor
Are job roles clear across the business?	1	Ensure employees know their purpose and have a job description/profile that clearly defines their high-level role content within the team and its link to the wider business
	2	Ensure goals/objectives are SMART and 'check-ins' happen regularly to support their delivery
	3	Ensure the culture is one of coaching and timely feedback to ensure employees grow and develop themselves
Is there any overlapping of work with employees from other teams/departments?	4	Consider the use of a RACI template (Responsible, Accountable, Consult, Inform) if responsibilities are unclear or duplication is identified
	5	Encourage communication and cross-collaboration between departments/teams, as this will also help to alleviate frustrations with accountabilities
Are employees able to maintain a good work/life balance?	6	Set guidance which ensures employees have time free from work communications – e.g. no emails after 6pm, no meetings over lunchtime etc
	7	Consider how flexible working could be introduced or enhanced to maintain this balance
	8	Encourage managers to lead by example and not send emails after hours – or contain a disclaimer if they do, i.e. 'I do not expect a response'
Is there opportunity for employees to develop skills/use their initiatives?	9	Offer a variety of development solutions to suit all learning styles
	10	Encourage open conversations between managers and employees and ensure that development plans reflect the agreed actions

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