**Stress Risk Assessment - Employee Questionnaire**

This questionnaire is based on risk factors identified by the Health and Safety Executive. It will help your manager identify areas that potentially cause stress. Getting this information is the first stage in the stress risk assessment process. It will help you and your manager work together to put measures in place that protect your health and wellbeing.

Please answer all the questions as honestly as you can. Make sure your answer reflects how things are **now and within the last few months**. You can use the comments column to add any examples that show why you’ve chosen a particular answer. You don’t have to put your name on the questionnaire, though you can if you wish. This process is about identifying things that could affect the **entire team** rather than individuals. If you have personal stress-related concerns, then you should use the Wellbeing Support Plan and discuss this with your manager.

**Demands**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 1 | You have realistic and achievable deadlines? |  |  |  |  |
| 2 | Your job allows you to use your skills and abilities? |  |  |  |  |
| 3 | Your job is within your capabilities? |  |  |  |  |
| 4 | You can cope with the demands of your job? |  |  |  |  |
| 5 | Any concerns you have about your work demands will be listened to sensitively and action taken where possible? |  |  |  |  |

**Control**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 6 | You have some control over the pace you have to work at? |  |  |  |  |
| 7 | You’re encouraged to use your skills and initiative to do your work? |  |  |  |  |
| 8 | You’re encouraged to develop new skills to help with different or challenging work? |  |  |  |  |
| 9 | You’re encouraged to develop your existing skills? |  |  |  |  |
| 10 | You have a say over when you can take breaks? |  |  |  |  |
| 11 | You’re consulted about work patterns? |  |  |  |  |

**Support**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 12 | You get enough support from your colleagues? |  |  |  |  |
| 13 | You are given support and encouragement by your line manager or supervisor? |  |  |  |  |
| 14 | You can talk to your line manager or supervisor if you need help with a work problem? |  |  |  |  |
| 15 | You are supported through emotionally demanding work? |  |  |  |  |
| 16 | You know how to get the resources you need to do your job? |  |  |  |  |
| 17 | You get regular, constructive feedback about your work? |  |  |  |  |

**Relationships**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 18 | You suffer from personal harassment at work in the form of unkind words or behaviour? |  |  |  |  |
| 19 | You are given the respect you deserve from your colleagues? |  |  |  |  |
| 20 | If you raise concerns about work relationships they will be dealt with appropriately and sensitively? |  |  |  |  |
| 21 | You have good working relationships with your colleagues at work? |  |  |  |  |

**Role**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 22 | The different aspects and requirements of your job are compatible? |  |  |  |  |
| 23 | You get appropriate information to allow you to understand your role and responsibilities? |  |  |  |  |
| 24 | Your role and responsibilities are clear? |  |  |  |  |
| 25 | You understand how your work fits into the overall aims of the organisation? |  |  |  |  |

**Change**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 26 | You get clear, timely information about the reasons for prosed changes |  |  |  |  |
| 27 | There’s adequate consultation about change at work, with opportunities to ask questions and raise concerns? |  |  |  |  |
| 28 | You’re made fully aware of the probable impact of any changes to your job? |  |  |  |  |
| 29 | You’re given training to support any changes to your job? |  |  |  |  |
| 30 | You’re made aware of timetables for proposed changes? |  |  |  |  |
| 31 | You can get relevant support during changes? |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | ***Do you feel…*** | **Yes** | **No** | **Sometimes** | **Comments** |
| 32 | You suffer from symptoms of work-related stress? |  |  |  |  |