

Food Safety Inspection Service  
**Wellness Training Program**

**Worksheet Five: Identify the Sources of Your Job Stress**

**Instructions:** Print out this worksheet and rate your experience in your job during the past year, using the 5-point scale below. Calculate your score for each section and write it in the **Subtotal** box. At the end of the exercise, add up all your subtotal scores and write the result in the **Grand Total** box.

0 = Never    1 = Occasionally    2 = Somewhat often    3 = Frequently    4 = Almost always

***Lack of Control***

- \_\_\_\_\_ I lack the opportunity to carry out certain responsibilities.
- \_\_\_\_\_ I feel trapped in a situation without any real options.
- \_\_\_\_\_ I am unable to influence decisions that affect me.
- \_\_\_\_\_ There are a lot of requirements that get in the way of my doing certain tasks.
- \_\_\_\_\_ I can't solve the problems assigned to me.

**Subtotal**

***Information Gap***

- \_\_\_\_\_ I am unsure about the responsibilities of my job.
- \_\_\_\_\_ I don't have enough information to carry out certain tasks.
- \_\_\_\_\_ I am unable to influence decisions that affect me.
- \_\_\_\_\_ Others I work with are not clear about what I do.
- \_\_\_\_\_ I don't understand the criteria used to evaluate my performance.

**Subtotal**

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***Cause and Effect***

- \_\_\_\_\_ There is no relationship between how I perform and how I am rated.
- \_\_\_\_\_ I sense that popularity and politics are more important than performance.
- \_\_\_\_\_ I don't know what my supervisor thinks of my performance.
- \_\_\_\_\_ I don't know what I am doing right and what I am doing wrong.
- \_\_\_\_\_ There is no relationship between how I perform and how I am treated.

**Subtotal**

***Conflict***

- \_\_\_\_\_ I am expected to satisfy conflicting needs.
- \_\_\_\_\_ I disagree with co-workers.
- \_\_\_\_\_ I disagree with my supervisor.
- \_\_\_\_\_ I am caught in the middle.
- \_\_\_\_\_ I can't get what I need to get the job done.

**Subtotal**

***Blocked Career***

- \_\_\_\_\_ I feel pessimistic about opportunities for advancement or growth in my job.
- \_\_\_\_\_ My supervisor or boss is critical.
- \_\_\_\_\_ I feel unaccepted by the people I work with.
- \_\_\_\_\_ My good work is not noticed or appreciated.
- \_\_\_\_\_ My progress on the job seems less than it could be.

**Subtotal**

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***Alienation***

- \_\_\_\_\_ I experience little meaning in my work.
- \_\_\_\_\_ I feel unsupported by my co-workers or boss.
- \_\_\_\_\_ My values seem at odds with those of the management.
- \_\_\_\_\_ The organization seems insensitive to my individuality.
- \_\_\_\_\_ I find I cannot be myself at work because I feel different from my co-workers.

**Subtotal**

***Overload***

- \_\_\_\_\_ I have too much to do and too little time in which to do it.
- \_\_\_\_\_ I take on new responsibilities without letting go of any of the old ones.
- \_\_\_\_\_ My job seems to interfere with my personal life.
- \_\_\_\_\_ I must work on my own time (during breaks, lunch, at home, and so on.)
- \_\_\_\_\_ The size of my workload interferes with how well I do it.

**Subtotal**

***Underload***

- \_\_\_\_\_ I have too little to do.
- \_\_\_\_\_ I feel overqualified for the work I actually do.
- \_\_\_\_\_ My work is not always challenging.
- \_\_\_\_\_ Most of my work is very routine.
- \_\_\_\_\_ I miss contact with people in my job.

**Subtotal**

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***Environment***

- \_\_\_\_\_ I find my work environment unpleasant.
- \_\_\_\_\_ I lack the privacy I need to concentrate on my work.
- \_\_\_\_\_ Some aspects of my environment seem hazardous.
- \_\_\_\_\_ I have too much or too little contact with people.
- \_\_\_\_\_ I have to deal with many little hassles.

**Subtotal**

***Value Conflict***

- \_\_\_\_\_ I must do things that are against my better judgment.
- \_\_\_\_\_ I must make compromises in my values.
- \_\_\_\_\_ My family and friends do not respect what I do.
- \_\_\_\_\_ I observe my co-workers doing things that I don't approve of.
- \_\_\_\_\_ In my work environment, I see individuals doing things that are unethical or unsafe.

**Subtotal**

**Grand Total**

If your score is over 100, you have more than an average amount of job stressors. If your score is 130 or higher, the number of job stressors is unusually high. **In addition to dealing with your specific major stressors, you will want to give consideration to the general areas of job stress.** Identify the categories in which you scored 12 or more. Take a moment to reflect on these categories. Are there any patterns evident? Any surprises? Any confirmations?