

**Sample Employee Stress Questionnaire**

Name:
Title:
Department:
Line Manager:

<b>Please tick a box which reflects your experience most accurately, relative to each question asked</b>	Never	Seldom	Sometimes	Often
I am clear what is expected of me at work				
I can decide when to take a break				
Different groups at work demand things from me that are hard to combine/prioritise				
I know how to go about getting my job done				
I am subject to personal harassment in the form of unkind words or behaviour				
I have unachievable deadlines				
There is always someone within my department I can contact for help or information about my work duties.				
If work gets difficult, my colleagues will help me				
I respect company equipment as if it were my own				
I feel obliged to keep equipment clean and tidy				
There is an effective system for reporting and repair of defects				
I am given supportive feedback on the work I do				
I receive compliments for a job well done				
I have to work very intensively				
I have a say in my own work speed				
I have flexibility in my work hours providing the work gets done				
Wages are paid accurately and on time				
Management are totally committed to health and safety				
Management only bother to look at health and safety after an incident				
My line manager would be helpful if I voiced concern over a health & safety matter				
I am clear what my duties and responsibilities are				
I have to neglect some tasks because I have too much to do				
Health and safety procedures do not need to be followed to get the job done				
I am expected to take risks to get the job done				
I am clear about the goals and objectives for my department are				
There is friction or anger between colleagues				
I have a choice in deciding how I do my work				
I am unable to take sufficient breaks				
I understand how my work fits into the overall aim of the organisation				
I am am expected to work long hours				
I have a choice in deciding what I do at work				
I have to work very fast				
I am subject to bullying at work				
I have unrealistic time pressures				
There is always someone within the organisation I can contact to talk to about work or non-work related concerns.				
I can rely on my line manager to help me out with a work problem				
I can get help and support I need from colleagues				
My job allows for task rotation which keeps me stimulated				
There is interaction between employees and management				
The company promote social activities				
I consider myself to be part of a successful organisation				
I have some say over the way I work				
I have sufficient opportunities to question managers about change at work				
I receive the respect at work I deserve from my colleagues				
Staff are always consulted about change at work				
I can talk to my line manager about something that has upset or annoyed me about work				
I have a periodic review with my line manager to discuss personal performance and objectives				
I receive adequate training to continue my development and anticipation of business change				
I am able to request training to enable me to be more competent in my position				
My working time can be flexible				
My colleagues are willing to listen to my work-related problems				
I regularly receive communication through company noticeboard, emails				
I am encouraged to take part in department/focus meetings				
The management take an interest and act upon the outcomes of department/focus meetings				
The organisation operates an effective open door policy				
When changes are made at work, I am clear how they will work out in practice				
I am supported through emotionally demanding work				
Relationships at work are strained				
My line manager encourages me at work				
The organisation shows an interest in my reports or observations				
There are sufficient processes to make suggestions or improvements within the workplace				
I consider working procedures to be important				
I find working procedures easy and logical to follow				

Signature:
Date: