

JOB STRESS QUESTIONNAIRE

Your e-mail: _____ Date: _____

For many people, the workplace is becoming more and more stressful. The workload is increasing, work standards are being raised, and the work pace is relentless. Workplace stress can have a serious impact on your health and wellbeing and is a major contributor to absenteeism and burnout. The causes of stress at work, varies greatly from one individual to another. It is helpful to find out what your overall job stress level is and what situations or conditions cause the most distress.

The Job Stress Questionnaire (JSQ) has been designed to assess relative levels and sources of stress in your workplace. The JSQ analyzes your level of stress based on past events/situations that you may have experienced or the prospect of future events/situations that you may encounter at work. At the end of this questionnaire, you will receive an assessment of your level of stress and a comprehensive summary will be presented to you.

This questionnaire is to be completed as follows:

For every event or situation that happened or may occur, circle a number from 1 to 5; 1 being the least stressful and 5 the most stressful. Numbers 2 to 4 indicate more or less average levels of stress. It is possible and even certain that you have not been or that you won't be confronted by all the events or situations described in this questionnaire. Whenever that is the case, please skip those areas that do not apply to you.

If a situation or experience below affected you in the last 6 months, circle the number that describes the amount of stress it caused you.

If you anticipate a situation or experience below affecting you in the next 6 months, circle the number that describes the amount of stress it may cause you.

Skip areas that do not apply to you.

	PAST		FUTURE
	1 2 3 4 5	1. Start of a new job or new training	1 2 3 4 5
	1 2 3 4 5	2. Poor job description or uncertainty about exact job responsibilities	1 2 3 4 5
	1 2 3 4 5	3. Change in work hours or work conditions	1 2 3 4 5
	1 2 3 4 5	4. Lack of preparation when organizational changes occur	1 2 3 4 5
	1 2 3 4 5	5. Inadequate or weak recognition for good job performance	1 2 3 4 5
	1 2 3 4 5	6. Achieving professional goals or a new internship	1 2 3 4 5
	1 2 3 4 5	7. Failure in understanding or accomplishing a task	1 2 3 4 5
N O T S T R E S S F U L	1 2 3 4 5	8. Lack of necessary skills and abilities to perform adequately at work	1 2 3 4 5
	1 2 3 4 5	9. Constant interruptions (e.g., telephone, etc.)	1 2 3 4 5
	1 2 3 4 5	10. Difficulties with career decisions	1 2 3 4 5
	1 2 3 4 5	11. Too heavy a work load	1 2 3 4 5
	1 2 3 4 5	12. Unreasonable time pressures	1 2 3 4 5
	1 2 3 4 5	13. Many emergencies at work	1 2 3 4 5
	1 2 3 4 5	14. Uncooperative colleagues	1 2 3 4 5
	1 2 3 4 5	15. Language problems with colleagues	1 2 3 4 5

Skip areas that do not apply to you.

PAST					FUTURE										
1	2	3	4	5	16.	Assignment of increased responsibility	1	2	3	4	5				
1	2	3	4	5	17.	Fear of making errors	1	2	3	4	5				
1	2	3	4	5	18.	Sense of a lack of preparation for work	1	2	3	4	5				
1	2	3	4	5	19.	Feeling that the amount of work to be carried out may be detrimental to its quality	1	2	3	4	5				
1	2	3	4	5	20.	Work hours too long	1	2	3	4	5				
1	2	3	4	5	21.	Unclear job role specifications and exact responsibilities at work	1	2	3	4	5				
1	2	3	4	5	22.	Poor relations with colleagues	1	2	3	4	5				
1	2	3	4	5	23.	Lack of participation in policy-making decisions	1	2	3	4	5				
1	2	3	4	5	24.	Poor workplace communication	1	2	3	4	5				
1	2	3	4	5	25.	Demanding or aggressive clients	1	2	3	4	5				
1	2	3	4	5	26.	Promotion	1	2	3	4	5				
1	2	3	4	5	27.	Outstanding personal achievement at work	1	2	3	4	5				
S	1	2	3	4	5	S	28.	Change to a different line of work	S	1	2	3	4	5	S
T						T		T						T	
R						R		R						R	
E	1	2	3	4	5	E	29.	I'll informed of what is happening in the organization	E	1	2	3	4	5	E
S						S		S						S	
S						S		S						S	
M	1	2	3	4	5	M	30.	Inadequate or poor quality equipment	M	1	2	3	4	5	M
I	1	2	3	4	5	A	31.	Work interfering during personal or family time	I	1	2	3	4	5	A
N						X		N						X	
I						I		I						I	
M						M		M						M	
U	1	2	3	4	5	U	32.	Inadequate support by the hierarchy	U	1	2	3	4	5	U
M						M		M						M	
	1	2	3	4	5		33.	Loss of motivation and enthusiasm for the work		1	2	3	4	5	
	1	2	3	4	5		34.	Limited promotion opportunities		1	2	3	4	5	
	1	2	3	4	5		35.	Lots of responsibilities without having the necessary authority to perform correctly		1	2	3	4	5	
	1	2	3	4	5		36.	Performing tasks not in job description		1	2	3	4	5	
	1	2	3	4	5		37.	Unreasonable hours of work		1	2	3	4	5	
	1	2	3	4	5		38.	Departure to retirement		1	2	3	4	5	
	1	2	3	4	5		39.	Change in responsibilities at work		1	2	3	4	5	
	1	2	3	4	5		40.	Problems with the supervisor		1	2	3	4	5	
	1	2	3	4	5		41.	Being subjected to personal harassment in the form of unkind words or behavior		1	2	3	4	5	