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Knowledge & Coaching = Empowerment

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AVOIDING WORKPLACE STRESS

1. *Task Design*

Heavy workload; infrequent breaks; long work hours; shift work; and hectic and routine tasks that have little inherent meaning, don't use workers' skills, or provide little sense of control.

2. *Management Style*

A lack of participation by workers in decision-making, poor communication within the organization, and a lack of family-friendly policies.

3. *Interpersonal Relationships*

Poor social environment and lack of support or help from coworkers and supervisors.

4. *Work Roles*

Conflicting or uncertain job expectations or wearing too many hats.

5. *Career Concerns*

Job insecurity; lack of opportunity for growth, advancement or promotion; or rapid changes for which workers feel unprepared.

6. *Environmental Conditions*

Unpleasant or dangerous physical conditions such as crowding, noise or air pollution, or ergonomic problems.

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