STRESS CAUSES

Stress is a natural physical response to any situation that makes us feel threatened. The instant we sense danger of any kind, our bodily defences respond automatically by putting us into a heightened state of alertness; it’s a condition known as the ‘fight - or - flight - or - freeze’ response, or ‘stress response’. Occupational stress occurs when an employee perceives an imbalance between the demands placed upon them and their ability to cope with those demands.

Causes of workplace stress

- Adverse working conditions
- Poor management
- Inability to cope
- Organisational change
- Excessive workload
- Conflicting demands
- Conflicting work and family commitments
- Fear of losing one’s job
- Bullying and harassment
- Aggression and violence
- Poor communication
- Lack of clarity over one’s role
- Lack of training and/or support
- Too much overtime due to staff shortages
- Lack of time
- Interpersonal relationships
- Lack of job satisfaction
- Lack of a career path
- Unrealistic expectations

Results of stress in the workplace

- High employee turnover
- Frequent absenteeism
- High medical insurance costs
- Low morale and productivity leading to reduced operational performance