

This tool is designed to help you break stress down into manageable chunks. The tick boxes are there to help you identify what's a top priority to address. You don't have to answer everything, just fill in what's most relevant for you.

Workload	not a problem	problem	big problem
I have too much to do in the time allowed/available			
I find it difficult to prioritise and plan what to do, or when			
I have			
I can't see the workload getting any better, in the foreseeable future			
Other comments (write in box)			
Skills	not a problem	problem	big problem
I don't feel I have the skills to do what I have to do, fully and well			
I feel I am doing work which is beneath my skill level or not challenging			
Other comments (write in box)			
Control	not a problem	problem	big problem
I don't feel in control of what work I do, and when			
I don't feel able to make decisions which I'm capable of making			
I feel that I'm not given enough responsibility			
I don't have enough flexibility in how and when I work			
Other comments (write in box)			

Change	not a problem	problem	big problem
There has been too much change lately (eg restructuring or new roles)			
I'm worried about the impact of planned changes			
Things are not changing, but they need to			
Other comments (write in box)			
Being valued	not a problem	problem	big problem
I don't feel valued for the work I do			
My work and effort is taken for granted			
Other comments (write in box)			
Management	not a problem	problem	big problem
I feel that I need managing better, or in a different way			
I feel a lack of management input or guidance			
I feel there is too much management input or micro-managing			
Other comments (write in box)			
Other work interactions	not a problem	problem	big problem
I'm experiencing difficulties with some team members			
I'm experiencing difficulties with external people eg customers, clients, partners			
Other comments (write in box)			

Pay and conditions	not a problem	problem	big problem
I feel underpaid for what I do			
I do not get financially rewarded for extra time or effort			
I am not happy with the work environment or conditions			
Other comments (write in box)			
Motivation	not a problem	problem	big problem
I don't really understand the values and objectives of the organisation			
I don't feel in tune with the values and objectives of the organisation			
I feel unmotivated for a number of reasons			
Other comments (write in box)			
Taking care of myself	I do this well	I do this a bit	I hardly do this
I take regular breaks and a proper lunch break from the workload			
I exercise several times a week			
I eat and drink healthily, and avoid too many snacks			
I take time for my family, friends and partner			
I make time for other interests and leisure activities			
I'm able to speak honestly with others about my problems			
Other comments (write in box)			

What signs of stress do you notice in yourself or others	not really	to some degree	definitely!
increased absence from work, for ill health, anxiety or any other reason			
poor performance and timekeeping			
poor sleep/tiredness, low-energy			
irritability, anger, tearfulness etc			
an increase in disputes and grievances, and dysfunctional team working			
stress at work is affecting my home/social life or my health			
Other comments (write in box)			

Add up the ticks in the right hand boxes

If you have scored more than 7, you have multiple stress factors. What is the likely outcome for your well-being, success and motivation, if you don't address this?

What to do with your stress test

This quick check may help you to break down stress factors into manageable chunks. The key steps now are:

- first, congratulate yourself for taking the first step in addressing your stress
- be confident that things can change if you take responsibility for your own wellbeing
- see if you can find some quick wins – for example, if workload is a major stress factor, identify one or two ways this manifests and trial a new approach
- print your test outputs, and decide who you will share it with – this is important information for your line manager, who may be unaware that you're suffering stress – ask for a review and a friendly chat about the results of this test
- commit to making a plan to address your stress issues – start with the things that are entirely in your own control, then move on to more complex issues and identify who you need to involve in making changes
- consider taking a mindfulness course, which has proven results in stress management and wellbeing.