

Unique ID:



logo

Example Workplace Stress Survey

Background

As part of a company desire to improve our management of work-related stress, we wish to gather your views on what it is like to work for [organisation name]. To do so, we plan to use this survey tool that has been developed by the Health and Safety Executive (HSE). Senior management and trade unions consider your views to be important and fully endorse this survey. The survey tool is anonymous and the results will be analysed for groups of people. It will not be possible for individuals to be identified.

What next?

Surveys must be returned by 31st December 2019. Feedback will be provided by [inset date] through team meeting / TU reps.

Instructions for use

The survey tool gives a number of statements. Please respond by putting a mark in the appropriate box. When responding, please think specifically about your workplace.

After you have finished please hand it to your [insert]

		Never		Seldom		Sometimes		Often		Always	
Q1.	I am clear what is expected of me at work	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q2.	I can decide when to take a break	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q3.	Different groups at work demand things from me that are hard to combine	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q4.	I know how to go about getting my job done	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q5.	I am subject to personal harassment in the form of unkind words or behaviour	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q6.	I have unachievable deadlines	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q7.	If work gets difficult, my colleagues will help me	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q8.	I am given supportive feedback on the work I do	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q9.	I have to work very intensively	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q10.	I have a say in my own work speed	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q11.	I am clear what my duties and responsibilities are	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q12.	I have to neglect some tasks because I have too much to do	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q13.	I am clear about the goals and objectives for my department	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q14.	There is friction or anger between colleagues	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q15.	I have a choice in deciding how I do my work	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q16.	I am unable to take sufficient breaks	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q17.	I understand how my work fits into the overall aim of the organisation	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q18.	I am pressured to work long hours	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q19.	I have a choice in deciding what I do at work	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q20.	I have to work very fast	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q21.	I am subject to bullying at work	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q22.	I have unrealistic time pressures	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5
Q23.	I can rely on my line manager to help me out with a work problem	<input type="checkbox"/>	1	<input type="checkbox"/>	2	<input type="checkbox"/>	3	<input type="checkbox"/>	4	<input type="checkbox"/>	5

		Strongly disagree	1	Disagree	2	Neutral	3	Agree	4	Strongly agree	5
Q24.	I get help and support I need from colleagues	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q25.	I have some say over the way I work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q26.	I have sufficient opportunities to question managers about change at work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q27.	I receive the respect at work I deserve from my colleagues	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q28.	Staff are always consulted about change at work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q29.	I can talk to my line manager about something that has upset or annoyed me about work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q30.	My working time can be flexible	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q31.	My colleagues are willing to listen to my work-related problems	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q32.	When changes are made at work, I am clear how they will work out in practice	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q33.	I am supported through emotionally demanding work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q34.	Relationships at work are strained	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
Q35.	My line manager encourages me at work	<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	

Please can we have some personal details?

- Q36. What is your role?
 Senior Manager 1 Supervisor 2 Warehouse Worker 3
- Q37. What department do you work in?
 Department A 1 Department B 2 Department C 3
- Q38. Which site do you work at?
 London 1 South East 2 North West 3
- Q39. How long have you worked here?
 Less than 1 year 1 6 - 10 years 3 Over 15 years 5
 1 - 5 years 2 11 - 15 years 4
- Q40. How long have you been in your current role?
 Less than 3 months 1 6 - 12 months 3
 3 - 6 months 2 Over 12 months 4
- Q41. What is your type of work?
 Office 1 Driving 3 Fitting 5
 Workshop 2 Loading 4

Q42. Have you suffered from work-related stress, anxiety or depression in the last year?
Yes..... 1 No..... 2 Prefer not to say..... 3

Q43. Have you taken time off work due to work-related stress, depression or anxiety in the last year?
Yes..... 1 No..... 2 Prefer not to say..... 3

Q44. Are you a contractor?
Yes..... 1 No..... 2

Q45. Please give any suggestions that you feel would give the biggest improvement to your wellbeing at work?

Q46. What are the barriers preventing [organisation's name] from improving your wellbeing at work?

Q47. What are the most important factors adversely affecting your wellbeing at work?