

SMOHIT Body Maintenance
Toolbox Talks for the Sheet Metal Industry

Causes of Job Stress

- Stress results from the interaction of the worker and the conditions of work.
- According to NIOSH these job conditions can lead to stress:
 - **The design of tasks.** Heavy workloads, infrequent rest breaks, long work hours at an increased pace, not enough workers to complete a job on time, improper tools and equipment. Hectic and routine tasks that have little inherent meaning, do not utilize workers' skills, and provide little sense of control.
 - **Management style.** Lack of participation by workers in decision-making, poor communication in the organization, lack of job coordination, and lack of "friendly" policies.
 - **Interpersonal relationships.** Poor social environment and lack of support/help from coworkers or supervisors.
 - **Work roles.** Conflicting or uncertain job expectations, too much responsibility, too many "hats" to wear.
 - **Career concerns.** Job insecurity and lack of opportunity for growth, advancement, or promotion; rapid changes for which workers are unprepared.
 - **Environmental conditions.** Unpleasant or dangerous physical conditions such as crowding, noise, air pollution, or ergonomic problems.
- Scientific evidence suggests that certain working conditions are stressful to most people (e.g. excessive workload demands).
 - This puts greater emphasis on working conditions as the key source of job stress, and for job redesign as a primary prevention strategy.

Notes:

Instructor Tips

- **Ask workers to describe the types of things that cause them stress both inside and outside of work, and what they do to deal with it.**
 - **Compare their responses with the examples shown.**
- **Ask workers to explain how stress adversely affects their jobs.**
- **Ask workers where, at their places of work, job redesign can reduce work-condition related stress; and what these job redesign ideas might look like.**

Jobsite: _____
Supervisor: _____

Date: _____
G.C. _____

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