

# Top Ten Causes of Work Stress

Every Worker Should Know

Sources **Healthy Work Campaign**  
Brigid Schulte, Better Life Lab  
Jeffrey Pfeffer

## Long Work Hours

50-55 hours+/week

*associated with fatigue, depression & heart disease\**



## Low Job Control

less ability to make decisions about one's job or how to use skills

*associated with depression & higher mortality\**



## Work-Family Conflict

when work pressure affects one's family role(s) and vice versa

*increases the odds of poor health by 90%\**



## Shift Work

rotating, night, on-call, and unpredictable shifts

*associated with fatigue, poor mental health, and heart disease or stroke\**



## Job Demands

overwhelming workload, time pressures, or conflicting demands, sometimes related to lean staffing

*associated with burnout, and with low job control, increases risk for high blood pressure and heart disease\**



## Job Insecurity

the concern that you might lose your job at any time

*can cause anxiety and can lead to depression and heart disease\**



## Organizational Injustice

where employees report the workplace is unfair or disrespectful

*(Bullying or harassment are extremes of disrespectful behavior.)*

*associated with burnout, poor mental health, and heart disease\**



## Low Support

Lack of emotional support, help & resources from supervisors or coworkers

*associated with mental distress when combined with job strain (high demands + low control)\**



## Low Rewards & Benefits

Lack of: fair/living wages, advancement opportunities, respect, adequate paid time off, & health insurance

*Effort-reward imbalance can increase your risk of suicide & heart disease; a lack of health insurance and sick leave can increase your risk of poor health.\**



## Unemployment

being laid off and remaining unemployed

*doubles the risk of heart attack & stroke and is linked to suicide\**

*\*Negative health outcomes occur when the stressor is chronic.*



Reduce work stressors.  
**Improve job quality and health.**