

Team Pressure Check

A short team discussion on the six areas of work that drive stress

Most work-related stress comes from how work is designed and managed, not from individual weakness. The Health and Safety Executive groups the main causes into six areas. This worksheet turns them into a 30-minute team conversation.

Ask each person to complete Step 1 on their own, anonymously if that helps people be honest. Collect the scores, then talk about the patterns, not individual answers.

IF SOMEONE NEEDS HELP NOW

If there is an immediate risk to life, call **999**. Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

01

Step 1: rate each area (individually)

How well does each of these work for you at the moment?

1 = very poorly, 5 = very well

	1	2	3	4	5
Demands: my workload and deadlines are achievable	☐	☐	☐	☐	☐
Control: I have a say in how and when I do my work	☐	☐	☐	☐	☐
Support: I get the help and encouragement I need	☐	☐	☐	☐	☐
Relationships: we treat each other well, and problems get dealt with	☐	☐	☐	☐	☐
Role: I understand what is expected of me, without conflicting demands	☐	☐	☐	☐	☐
Change: changes are explained and I can have my say	☐	☐	☐	☐	☐

02

Step 2: discuss (as a team)

- Which area scored lowest across the team? Does that match how it feels?

- What is one example of it working well, and one of it working badly?
- What is within our control as a team to change?
- What do we need to raise with others, and who will raise it?

AREA	WHAT WE WILL CHANGE	WHO	BY WHEN

TIP

Agree one or two changes, not ten, and come back to this sheet in three months to see what has moved.

FURTHER GUIDANCE

- Management Standards, Health and Safety Executive (<https://www.hse.gov.uk/stress/standards/>)