

Occupational Stress Index: Summary Flow Sheet

<p>Step A: Look at Type of Occupation: High Risk Category for Adverse Somatic and Psychological Outcomes</p>	<p>Step B: Job Characteristics <i>(Many, but not all of these, are fairly fixed within an occupation)</i></p>
<p><u>Hypertension or CVD</u> --Professional Drivers --Air Traffic Controllers --Sea Pilots --Workers in the Explosives Industry --Smelter Workers --Chimney Sweeps --Factory workers</p> <p><u>Burnout or other Adverse Mental Health Outcomes</u> --Nurses --Physicians --Other health care professionals --Teachers --Painters --Firefighters</p> <p><u>Repetitive Motion Syndrome</u> --Factory workers --Workers sitting behind a computer terminal --Nurses --Professional Drivers</p>	<p><u>Underload</u> --Monotonous work --Little or no decision-making --Socially-isolated work --Doesn't learn anything new</p> <p><u>High Psychological Demand</u> --Rapid flow of new information --Receives and transmits important, job-related information to other people --Many things going on simultaneously/must divide attention --Must focus attention upon devices --Complicated decision making and/or tasks --Supervises work of others</p> <p><u>Low Control/Physical Constraints</u> --Strict time schedule --Paced work --No chance for creativity --No influence over work conditions --Works in a confined space/fixed body position --Heavily Supervised</p> <p><u>Physically Aversive Exposures</u> --Glare --Noise --Vibration --Heavy lifting --Heat --Cold --Chemical noxins</p> <p><u>Disaster Potential-Symbolic Aversiveness</u> --Threat-avoidant vigilance --Encountering visually disturbing scenes --Listening to emotionally-disturbing occurrences --Danger of serious accidents (hazardous tasks) --Threat of physical violence from other people</p>

Step C: Specific Work Conditions <i>(Likely to vary within an occupation)</i>	Step D: Exacerbating (new) conditions	Step E: Larger Questions
<p><u>Work schedule and rest breaks</u> --Number of work hours --Night shift work --Irregular work hours --Rest breaks: schedules and unscheduled, minibreaks --Vacation <i>(Individual and collective control over these)</i></p> <p><u>Actual workload and its distribution over time</u> <i>Best evaluated for the specific occupation, e.g.</i> --Teachers: number of classes, class size, number of challenged pupils, etc. --Air traffic controllers: average and peak traffic density, etc. --Total patient load, # admissions, % emergency or otherwise difficult patients, etc.</p> <p><u>Level of exposure to physical noxins</u> --Usual and peak exposure intensity <i>(How cold, how hot, how noisy, how heavy, etc.)</i> --Duration of exposure <i>(# hours/day, # days/week, etc.)</i> --Characteristics of exposure</p> <p><u>Work Accidents</u> --# experienced and severity --Witnessed or heard about fatal or serious workplace accidents</p> <p><u>Hassles and barriers to task performance</u> --Conflicting demands in time and space --Technical problems and breakdowns</p> <p><u>Interpersonal relations/Social climate</u> --Conflicts with supervisor --Conflicts with colleagues --Conflicts with workers of other profiles</p>	<p>--More overtime work than usual</p> <p>--New deadlines</p> <p>--Recent involvement in or witnessing serious work accident or other threatening situation</p> <p>--New interpersonal conflicts</p>	<p>--Looming possibility of layoff or permanent unemployment</p> <p>--Need to change occupation or workplace</p> <p>--Minority/refugee/immigrant: Discrimination and/or status incongruity</p> <p>--Restructuring within the work organization</p> <p>--Additive burden from major non-work stressors</p> <p>--Low socio-economic status</p>