

Demands:

- Are your demands achievable within work hours?
- Are your skills and abilities well-matched to the demands?
- Do you think the demands are too great for your skills or are demands not challenging enough?

Role:

- Do you understand your role within the organisation?
- Are your responsibilities clear and do not conflict?
- Do you have enough flexibility in your role?

Change:

- Are you involved in any organisational changes?
- Do you understand the impact of any changes on your role and are you given training and support to manage any changes?
- Are you uncertain about the future of your job?
- Do you fear redundancy?

Support:

- Do you have the resources, information and encouragement to do your job?

Relationship(s):

- Does your organisation promote positive behaviours to avoid conflict?
- Does it deal with unacceptable behaviour such as bullying?

Control:

- Do you have enough say in how you do your job (and in deciding work patterns like breaks and working hours)?
- Are you encouraged to use your skills and develop new skills?

Values and culture:

- Do you share the beliefs and values of the organisation?

