



Department of the Air Force RESILIENCE

SUPPORTING BOTH OUR AIR AND SPACE FORCES AND FAMILIES



Prevention - #24

Work Related

WORK-RELATED STRESSORS

Job stress can be defined as physical, behavioral, and emotional responses to work-related factors. It can lead to fatigue, poor health, and injury, as well as domestic problems if left unresolved. Job stress has become an increasing problem as personnel are asked to do more with less and meet the demands of increased operational tempo that include more frequent deployment. Performance problems associated with negative administrative action is associated with higher risk of suicide in Air Force personnel.

Signs To Know/Look For

- Reduction in the quality or quantity of work produced and lack of initiative.
- Tardiness, absenteeism, poor morale, or disciplinary infractions.
- Increases in frequency of accidents and mishaps.
- Alcohol or drug abuse.
- Difficulty with supervisors or coworkers.
- Physical health problems and frequent medical appointments.
- Signs of depression, anxiety, or relationship problems.
- Sleep deprivation.
- Expressed worry about career.

Recommended Action

- Maintain a safe and healthy work environment.
- Put forth effort to recognize each other for good work performance.
- Foster general awareness of the impact of work stress and how to combat it.
- Engage in good self-care and encourage it in others.
- Maintain good communication throughout the organization.
- Ensure everyone participates in activities that foster unit cohesion.

Leadership Considerations

- Assess organizational climate through use of surveys, attendance records, accident reports, and frequent visits to the workplace.
- Provide opportunities for career development.
- Promote an organizational culture that values the individual unit member as well as a team approach.
- Use management actions that are consistent with organizational values.
- Maintain an open door policy.
- Monitor progress and share it with the unit.
- Make expectations clear from the start.
- Consider if problems represent a safety risk and take appropriate action.
- Create a unit environment in which supervisors work with personnel to identify reasons for poor performance, problem-solve solutions, and implement a plan for remediation.
- Ensure thorough documentation of problems and remedial efforts, as this may be needed to support future administrative actions such as separation.
- Consult with the Mental Health Clinic about the appropriateness of a Commander Directed Evaluation if the individual cannot respond to reasonable efforts of correction and remediation.