

Checklist of Workplace Stress Pulse Survey Questions



Assuming that workers will just come to you for help if they're experiencing stress, fatigue, or burnout is naïve. You need to take proactive measures to identify the problem before it results in incidents, injuries, and workers' comp claims, not to mention the loss of valuable workers that may be hard to replace. One effective method for unearthing stress is "pulse surveying" in which workers fill out a regular, brief, and targeted questionnaire tracking the workplace psychological environment over time. Here's a Checklist of potential questions you might want to include in such a pulse survey. Because it's important to keep your survey short, select some of the questions and don't try to use them all. Go to the OHS Insider website for an actual [Survey Template](#) that you can adapt.

Checklist of Potential Questions for Pulse Survey on Workplace Stress

Questions about Energy

- Do you experience loss of energy or focus during the workday?
- If so, how often and at what point during the workday do you lose energy or focus?

- Do you feel fatigued at work?
- If the answer to either of the above questions is YES, how often and at what point during the workday do you usually lose energy or focus?

Questions about Rest

- Do you take breaks to restore your energy and focus throughout the workday?
- Does the amount or type of work you do keep you from spending time resting at home after normal working hours?
- If so, how often?

Questions about Stress

- Does work-related stress keep you from getting the quality and quantity of sleep you need?
- If so, how often?
- Does stress at work cause you to overeat, either during work or outside of work hours?
- Does stress at work weigh on your decision to drink alcohol, whether during work or outside of work hours?
- Does stress at work weigh on your decision to use substances or tobacco products, whether during work or outside of work hours?
- Do you believe that you take out your work stress or frustration on family, friends or others outside of work?
- Do you believe that others in the company take out their work stress or frustration on you?
- Do you have healthy coping mechanisms in place for managing burnout and work-related stress?

Questions about Physical Symptoms

- How often does your work cause you to feel physically

exhausted?

- How often does your work cause headaches or other forms of physical pain?
- How often does your work cause muscle tension?
- How often does your work cause stomach issues or other physical symptoms?

Questions about Workload & Support

- Do you feel like you have enough time to complete your work during your normal working hours?
- Do you feel that your workload is appropriate for your skill level and tenure at the company?
- Do you believe you have the resources and support you need to do your job effectively?
- Do you believe your managers or supervisors are accessible when you have questions or concerns at work?
- Are you satisfied with your relationship with your supervisor?
- Are you satisfied with your relationship with your colleagues?
- Do you believe your co-workers treat you with professional courtesy and respect?

Questions about Work-Life Balance

- Do you feel like your job allows you to achieve a proper work-life balance?
- Do you feel that your work interferes with your personal life or outside obligations?

Questions about Motivation & Mood

- Do you look forward to coming to work?
- Do you usually start the workday in a positive state of mind?
- Do you usually end the workday in a positive state of

mind?

- Do you experience feelings of dread during the workday or in preparation for the workday?
- If so, how often?

Questions about Satisfaction

- Are you satisfied with your current job overall?
- How engaged do you feel at work?
- Do you believe that the work you do is valuable to the company?
- Do you believe that the company appreciates the value of the work you do?
- Do you believe that the work you do is valuable to society?
- Do you believe that the work you do is valuable to your professional career?
- Do you believe that what you value personally aligns with what the company values?

Comment: Please describe what you believe the company can do to protect you from stress, fatigue and burnout, and support your overall physical and mental health and wellbeing.