

Stress Risk Assessment Templates:

The Power of Stress Risk Assessments: Your Guide to a Healthier Workplace

Stress risk assessments are one of the most powerful and practical tools in a proactive mental health strategy. They move beyond theory to provide a hands-on way to evaluate and improve your organisation's systems for managing work-related stress.

By using stress risk assessments, you can understand the effectiveness of your organisation's setup in reducing work-based stress. They allow you to proactively make adjustments based on evidence to reduce the stress that work brings.

Why Stress Risk Assessments are Important

- **Demonstrates Proactive Care:** They show that you're not just reacting to problems but are actively evaluating your systems and making improvements.
- **Ensures Compliance:** The HSE requires organisations to conduct suitable and sufficient risk assessments of workplace hazards, which includes stress.
- **Saves Money:** By preventing stress from escalating into ill health, you reduce associated costs from absence and reduced productivity.
- **Builds Trust:** The collaborative process of an assessment empowers employees, showing them their wellbeing is a priority.

How to Use Our Three Stress Risk Assessment Templates

The true power of these tools lies in their adaptability. You can use them to get a clear picture of stress at every level of your business.

1. For the Whole Organisation

- **Purpose:** To evaluate the effectiveness of your organisation's systems and policies in managing stress across departments or locations.
- **How to use it:** When an organisation wants to understand where they can make the biggest impact on their workforce, this assessment is the place to start. It provides senior leadership with the structure for a comprehensive review that will inform strategic changes, such as reallocating resources or the review of processes or policies.

2. For a Team or Project

- **Purpose:** To evaluate how your organisation's controls are working within a specific team's dynamics or a project's demands.
- **How to use it:** This is most effective when completed as a collaborative exercise between a manager and their team. It allows the team to have a voice and gives the manager the feedback needed to develop localised solutions and build a culture of mutual support.

3. For a Specific Role

- **Purpose:** To proactively evaluate how your organisation's controls are impacting an individual's role.
- **How to use it:** This can be used as part of a regular check-in or performance review. It provides a structured way to start a conversation about potential stressors, helping a manager and an employee jointly agree on practical adjustments.

These assessments are a dynamic tool designed to bring clarity and action to the often unclear area of stress.