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## Combating Workplace Stress

A recent survey of 2,843 professionals by LinkedIn showed that half (49%) felt stressed in their jobs. Here are some more interesting results of the survey:

### A. What are your biggest drivers of stress at work?

The #1 answer across gender, age and seniority was workload:

1. Work-Life Balance/Workload: 70%
2. Confidence in Job Future: 64%
3. Sense of Purpose/Direction: 64%
4. Colleagues/Office Politics: 63%
5. Access to Tools to Do Your Job: 62%

### B. Are men or women more stressed at work?

It's an even balance. Both have the same drivers of stress (see #1 above) but women reported more stress dealing with colleagues and office politics.

- Men: 50%
- Women: 48%

### C. What generation is more stressed at work?

Gen Xers are the most stressed and millennials the least stressed.

- Millennials (born 1981-1996): 46%
- Gen Xers (born 1965-1980): 54%
- Baby Boomers (born 1946-1964): 48%

Now that we know who is stressed, how can we combat stress at work?

1. **Say "no" more.** Since the biggest causes of workplace stress are workload and lack of work-life balance, we need to say "no" more often and take on fewer responsibilities. This starts with setting realistic priorities and then sticking to them.

2. **You can only control yourself.** The second-biggest cause of stress at work is fear about your job future. Constant changes and uncertainty about the future are a given in today's fast-moving environment. Your best move is to invest in yourself by making learning part of your daily routine. This will reduce your stress at work and make you more marketable. Pinellas County offers employees a wide range of courses in the [Learning Catalog](#) plus the [Learning Paths](#), [tuition reimbursement](#) for courses taken on your time, and [ULearnIt](#) online learning.
3. **Build your career with reflection and minor adjustments.** Finding your purpose and direction is a stressor that particularly affects young professionals. The reality is that few people have it all figured out. The key is to reflect on what you like and don't like about your current job to get to know yourself better. Give yourself time to find your passion and purpose in life.
4. **Not all office politics are bad.** Every organization has some level of office politics which means that you need to get involved to some extent. Focus on positive actions to make smart, strategic moves to advance your career while being true to yourself.

Source – *Stress at Work Report: Who is Feeling it the Most and How to Combat It:*

[www.linkedin.com/pulse/stress-work-report-who-feeling-most-how-combat-paul-petrone](http://www.linkedin.com/pulse/stress-work-report-who-feeling-most-how-combat-paul-petrone)