

ATTACHMENT 3 – PRECURSORS TO HARMFUL OUTCOMES FROM WORK-RELATED STRESS

3. PRECURSORS TO HARMFUL OUTCOMES FROM WORK-RELATED STRESS

The following is a list of signs, symptoms, behaviours or outcomes that have been found to be associated with increased risk or likelihood of harm, injury or illness from work-related stress. Use the precursors in workgroup consultations to identify likely harmful outcomes from work-related stress.

PHYSICAL HEALTH PRECURSORS	PSYCHOLOGICAL PRECURSORS	BEHAVIOURAL PRECURSORS
<ul style="list-style-type: none"> • migraines • sleep disorders • muscular tension • weight disorders • gastrointestinal disorders • increased blood pressure • allergies • increased cholesterol rate • dermatological disorders 	<ul style="list-style-type: none"> • depression • discouragement • boredom • anxiety • memory loss • difficulty concentrating • dissatisfaction • frustration • irritability • pessimism 	<ul style="list-style-type: none"> • absenteeism • drug/alcohol use • excessive use of medicines • sexual disorders • impatience • irritability • aggressiveness • eating disorders • diminished creativity and initiative • problems with interpersonal relationships • frequent mood swings • superficial relationships • lower tolerance of frustration • disinterest • isolation

POSSIBLE HARMFUL OUTCOMES		
<ul style="list-style-type: none"> • musculoskeletal disorders • cardiovascular disease • diabetes • autoimmune diseases 	<ul style="list-style-type: none"> • post-traumatic stress disorder • suicide • clinical depression • clinical anxiety • bipolar disorder 	<ul style="list-style-type: none"> • drug/alcohol dependency • excessive use of medicine • breakdown of relationships

Adapted from: Université Laval. 2005. Mental Health at Work ... From Defining to Solving the Problem. (p7). Produced by the Chair in Occupational Health and Safety Management, Université Laval, Québec, Canada. ISBN 2-9807808-3-9. info.cgsst@fsa.ulaval.casst.fsa.ulaval.ca

Note: Privacy and confidentiality of personal information must be protected. Personal information is information or opinion, whether true or not about an identifiable individual. It should not be possible to identify an individual from workplace records, survey data or workplace consultation, therefore grouped or aggregate information is recommended to protect the identity of individuals.

Only persons authorised to handle personal information should summarise, aggregate or de-identify personal information.