**Guideline for discussing work-related stress**

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| **Theme 1: Work-related stress** | **Notes** |
| To what extent do you encounter stress during work? |  |
| When does stress influence the ability to do your job? |  |
| In which particular situations do you encounter work-related stress? |  |
| What are the things you do to reduce work-related stress? |  |
| What should we do to help you reduce work-related stress? |  |
| **Theme 2: Work-life balance** | **Notes** |
| To what extent do you take home the stress you encounter at work? |  |
| Are there situations in which stress encountered in your personal life influences work? |  |
| **Theme 3: Atmosphere at work** | **Notes** |
| How do you experience the atmosphere at work? |  |
| How is the interaction between colleagues? |  |
| In which situations at work have you encountered undesirable behaviour? |  |
| Do colleagues ever make comments which make you feel uncomfortable or stressed? |  |
| **Evaluation / Agreements** | **Notes** |
| What do you think of discussing these issues? Would you like to have these discussions more often? |  |
| What we have agreed to work on and will evaluate in the future: |  |