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CONTRIBUTING FACTORS—IDENTIFYING WORK-RELATED STRESS

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As helping professionals, we experience stress and trauma on a daily basis. It is easy to become entrenched in our lives and professional work, often losing sight of what is contributing to our stress in the first place.

The first step to managing experiences of work-related stress is to identify its source. The Contributing Factors model can help you to understand your risk factors for developing burnout, secondary traumatic stress, empathic strain, moral distress, and other related challenges.

This model covers seven domains of potential risk-factors: Personal Circumstances, Work-Related Grief & Loss, Direct Exposure, Indirect Exposure, System Challenges, Working Conditions, and Socio-Cultural Context.

Composed of 7 risk factors that may impact one’s ability to manage work related stress. These risk factors will vary and change over time.



1. Personal Circumstances

life history, coping style, personality, and caregiving demands or responsibilities.

2. Work Related Grief-Lost

grief and loss can occur during situations that are unfinished, dismissed, not recognized or during times of disruption in the workplace.
losses related to one's type of work and workplace.

3. Direct Exposure

when one directly experiences a traumatic event, or it happens in front of you.

4. Indirect Exposure

traumatic event is experienced second-hand through hearing, seeing, or reading about it etc..

5. System Challenges

red tape, roadblocks, barriers, limited resources etc.. that prevent giving the best possible care or services to clients.

6. Working Conditions

the quality of a workplace experience/culture. May include relationships with supervisors/managers and peers, perceptions of fairness and appreciation and workload distribution. Proper supervision debriefs etc..

7. Social-Cultural

intersectionality of race, culture, privilege, social location, gender, sexual orientation, religious beliefs, historical trauma, and other factors that define one's identity. These factors may conflict with the socio-political factors of one's community including the rules, regulations, laws, and political climate of where one's lives and work.

Weblink and Source for full details/videos:

<https://tendtoolkit.com/contributing-factors-strategy/>