

A Leader Reduces the Stress

A leader motivates the staff to achieve their highest aspirations. There are some factors, however, that cause tension and anxiety— and limit effectiveness. Here are the top 8 stress-factors I have uncovered from several national studies.

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STRESS-PRODUCING FACTOR

- 1 **Lack of Time:** Too much work, competing priorities, changing priorities.
- 2 **Lack of recognition:** Appreciation not shown for good work and a job or task well done.
- 3 **Balancing personal life and work:** Stretched between obligations at home and office.
- 4 **Inadequate budgetary resources:** Lack of operating funds to provide the necessary resources and staff for their program and workload.
- 5 **Competition within the staff:** Vying for recognition and credit, lack of *esprit*.
- 6 **Unrealistic objectives:** Dealing with expectations and demands beyond the staff person's capabilities.
- 7 **Internal politics:** Dealing with issues of organizational power, control, and territory.
- 8 **Ineffective partnership with the supervisor, CEO, or Board Chair:** Strained relationship, differing opinions, or poor access.